

3rd June 2022

To Listing Department The National Stock Exchange of India Limited Exchange Plaza, Bandra-Kurla Complex, Bandra (East), Mumbai 400051 Symbol: TRENT	To Listing Department BSE Limited Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai 400001 Scrip Code: 500251
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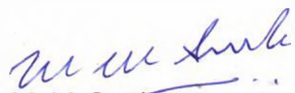
Dear Sir / Madam,

Sub: Business Responsibility and Sustainability Report for the Financial Year 2021-22

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find attached the Business Responsibility and Sustainability Report (BRSR) of the Company for the financial year 2021-22.

The BRSR Report is also available on the Company's website at www.trentlimited.com as a part of Annual Report intimated to the Stock Exchanges on 13th May 2022.

Thanking you,
For Trent Limited


M. M. Surti
Company Secretary

Encl: As above



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT 2021-22

SECTION A – GENERAL DISCLOSURES

I					DETAILS							
	1.	Corporate Identity Number (CIN) of the Listed Entity			L24240MH1952PLC008951							
	2.	Name of the Listed Entity			Trent Limited							
	3.	Year of incorporation			1952							
	4.	Registered office address			Bombay House, 24, Homi Modi Street, Fort, Mumbai – 400001. Maharashtra, India							
	5.	Corporate address			Trent House, G - Block, Plot No.C-60, Bandra Kurla Complex, Bandra (East), Mumbai – 400051. Maharashtra, India							
	6.	E-mail			investor.relations@trent-tata.com							
	7.	Telephone			022-6665 8282							
	8.	Website			www.trentlimited.com							
	9.	Financial year for which reporting is being done			2021-22							
	10.	Name of the Stock Exchange(s) where shares are listed			Equity Shares are listed in Bombay Stock Exchange (BSE) and National Stock Exchange (NSE)							
	11.	Paid-up Capital			₹ 35.55 Crores							
	12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report			Ratul Neogi (ratul.neogi@trent-tata.com) 022-67009203							
	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 TRENT LIMITED							
II									PRODUCTS / SERVICES			
	14.	Details of business activities (accounting for 90% of the turnover) –										
		S. No.	Description of Main Activity			Description of Business Activity		% of Turnover of the entity				
		1.	Retail Sales – Through Physical and Online			Apparel		83 %				
						Non Apparel		17 %				
	15.	Products/Services sold by the entity (accounting for 90% of the entity’s Turnover) –										
S. No.		Product/Service			NIC Code		% of total Turnover contributed					
1.		Retail Sale of Readymade Garments etc.			47711		₹ 3880.73 crores (93 %) – Revenue from Operations					

III OPERATIONS									
16.	Number of locations where plants and/or operations / offices of the entity are situated –								
	Location	Number of Plants	Stores & City covered	Number of Offices	Total				
	National **	Not Applicable *	120 Cities (445 Stores)	7 Cities (Sourcing Office)	121 Cities				
	* The Company has retail outlets and does not undertake any manufacturing activity								
	** The Company does not have international offices.								
17.	Markets served by the entity –								
(a)	Number of locations –								
	Locations	Number							
	National (No. of States)	27							
(b)	What is the contribution of exports as a percentage of the total turnover of the entity? Not Applicable								
(c)	A brief on types of customers Our retail brands cater to customers across age groups and price segments, that appeal to wide section of the society								
IV EMPLOYEES									
18.	Details as at the end of Financial Year –								
	(a)	Employees (including differently abled) –							
		S. No.	Particulars	Total (A)	Male		Female		
					No. (B)	% (B / A)	No. (C)	% (C / A)	
		EMPLOYEES							
		1.	Permanent	11,073	7,435	67 %	3,638	33 %	
		2.	Other than Permanent	2,372	1,694	71%	678	29%	
		3.	Total employees	13,445	9,129	68%	4,316	32%	
		Note –							
		• The Company does not have any workers as defined in the guidance note on BRSR.							
		TOTAL 13,445							
		Male Female							
		PERMANENT	7,435 (67 %)			3,638 (33 %)			11,073
		OTHER THAN PERMANENT	1,694 (71 %)			678 (29 %)			2,372

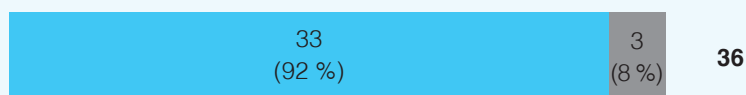
(b) **Differently abled Employees –**

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C/A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent	36	33	92 %	3	8 %

Note –

- The Company does not have any Differently Abled Employees in Other than Permanent Employee

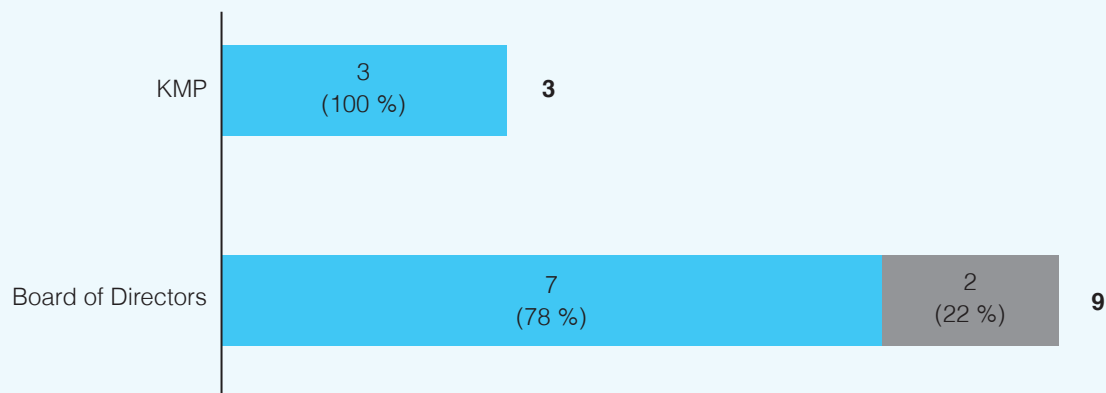
■ Male ■ Female



19. **Participation / Inclusion / Representation of women –**

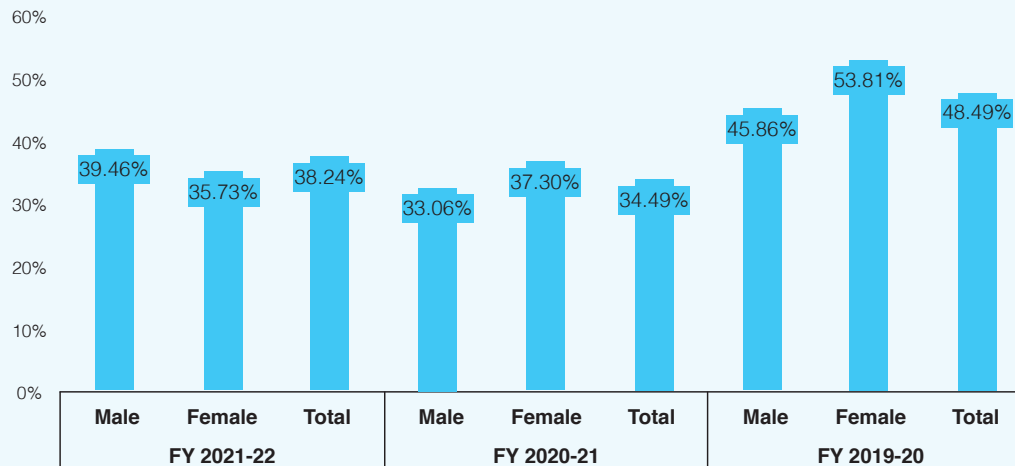
	TOTAL (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	9	2	22 %
Key Management Personnel	3	NIL	NIL

■ Male ■ Female



20. Turnover rate for permanent employees –

	FY 2021-22			FY 2020-21			FY 2019-20		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	39.46 %	35.73 %	38.24 %	33.06 %	37.30 %	34.49 %	45.86 %	53.81 %	48.49 %

**V HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)****21. Names of holding / Subsidiary / Associate Companies / Joint Ventures – (a)**

S. No.	Name of the holding / Subsidiary/ Associate Companies / Joint Ventures (A)	Indicate whether holding / Subsidiary / Associate / Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes / No)
1.	Trent Brands Limited	Subsidiary	52.01 % (47.99% held by FBSSL)	Yes
2.	Nahar Retail Trading Services Limited	Subsidiary	100 %	Yes
3.	Fiora Business Support Services Limited	Subsidiary	100 %	Yes
4.	Trent Global Holdings Limited (Mauritius)	Subsidiary	100 %	Yes
5.	Booker India Limited	Subsidiary	51 %	Yes
6.	Booker Satnam Wholesale Limited	Subsidiary	0.00 % (100 % held by BIL)	Yes
7.	Fiora Hypermarket Limited	Subsidiary	0.00 % (100 % held by BIL)	Yes
8.	Fiora Online Limited	Subsidiary	0.00 % (75 % held by BIL)	Yes
9.	Common Wealth Developers Limited	Subsidiary	0.00 % (100 % held by NAHAR)	Yes
10.	Trent Hypermarket Private Limited	Joint Venture	50 %	No
11.	Massimo Dutti India Private Limited (Massimo Dutti)	Associates	49 %	No
12.	Inditex Trent Retail India Pvt Ltd (Inditex)	Associates	49 %	No

The major Subsidiary / Associate companies have their own business responsibility (BR) initiatives and generally do not participate in the BR initiatives of the Company. However, there are instances where the Company make joint commitments to support BR initiatives such as COVID-19 relief measures.

VI CSR DETAILS								
22.	i.	Whether CSR is applicable as per section 135 of Companies Act, 2013 (Yes / No)			i. Yes			
	ii.	Turnover (in ₹)			ii. ₹ 4159.70 Crores			
	iii.	Net worth (in ₹)			iii. ₹ 272.04 Crores			
VII TRANSPARENCY AND DISCLOSURES COMPLIANCES								
23.	Complaints / Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct –							
			2021-22			2020-21		
	Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No) (If Yes, then provide web-link for grievance redress policy)	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
	Communities		1	NIL		1	NIL	
	Investors (other than shareholders)		NIL					
	Shareholders	https://scores.gov.in/admin/Welcome.html	9	NIL		8	1	Resolved Subsequently
	Employees *	ethics@trent-tata.com	70	NIL		32	NIL	
	Customers **	westside@trent-tata.com	25,920	496	*** Resolved subsequently	7,925	NIL	***
	Value Chain Partners	trent@ethicshelpline.co.in	2	NIL		1	NIL	
	* Unfair separation, Favouritism, Inappropriate Behaviour, Misconduct, Workplace Harassment, Misuse of Power							
	** Customer Service related (Billing, Membership, Staff Service, Online)							
	*** The number of customer complaints / queries are not comparable with that of the previous year as in FY21, owing to the pandemic, Offices & Stores were intermittently closed. Also, in FY 22 the complaints / queries increased in the context of our significantly growing online business.							
24.	Overview of the entity’s material responsible business conduct issue –							
	Indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications –							
	Material issue identification from the Sustainability perspective will undergo an internal assessment using a framework. The exercise is proposed to be undertaken.							

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.

P1	Ethics & Transparency	Businesses should conduct and govern themselves with integrity in a manner that is ethical, transparent and accountable	TATA CODE OF CONDUCT, WHISTLE BLOWER POLICY, ANTI CORRUPTION ANTI BRIBERY POLICY
P2	Product Responsibility	Businesses should provide goods and services in a manner that is sustainable and safe	ENVIRONMENT POLICY
P3	Human Resources	Businesses should respect and promote the well-being of all employees, including those in their value chains	HEALTH & SAFETY POLICY
P4	Responsiveness to Stakeholders	Businesses should respect the interests of and be responsive towards all its stakeholders	CORPORATE SOCIAL RESPONSIBILITY POLICY, TATA AFFIRMATIVE ACTION POLICY
P5	Respect for Human Rights	Businesses should respect and promote human rights	TATA CODE OF CONDUCT
P6	Respect & Protect Environment	Businesses should respect & make efforts to protect and restore the environment	ENVIRONMENT POLICY
P7	Public Policy Advocacy	Businesses when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent	TATA CODE OF CONDUCT, TATA AFFIRMATIVE ACTION POLICY
P8	Inclusive Growth	Businesses should promote inclusive growth and equitable development	CORPORATE SOCIAL RESPONSIBILITY POLICY, TATA AFFIRMATIVE ACTION POLICY
P9	Customer Engagement	Businesses should engage with and provide value to their consumers in a responsible manner	TATA CODE OF CONDUCT

	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and Management processes										
1(a)	Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
(b)	Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
(c)	Web Link of the Policies, if available **									
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, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	N	N	N	N	N	N	N	N	N
5.	Specific commitments, goals and targets 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	Sustainability Goals / Targets have been identified and action plan tracked for deployment								

** Weblink of the policies

(a) **Whistle-blower Policy –**

https://cdn.shopify.com/s/files/1/0533/2457/8994/files/whistleblower_policy.pdf?v=1612771049

(b) **Tata Code of Conduct –**

https://cdn.shopify.com/s/files/1/0533/2457/8994/files/Tata_Code_Of_Conduct.pdf?v=1613029671

(c) **CSR Policy –**

https://cdn.shopify.com/s/files/1/0533/2457/8994/files/Policy_on_Corporate_Social_Responsibility_ce51c730-3190-42cb-b5ff-e3ca8ad83cb5.pdf

(d) **Tata Affirmative Action Policy -**

https://cdn.shopify.com/s/files/1/0533/2457/8994/files/Policy_on_Corporate_Social_Responsibility_ce51c730-3190-42cb-b5ff-e3ca8ad83cb5.pdf

(e) **Environment Policy –**

https://cdn.shopify.com/s/files/1/0533/2457/8994/files/Environment_Policy.pdf

(f) **Health & Safety Policy –**

https://cdn.shopify.com/s/files/1/0533/2457/8994/files/Health_Safety_Policy.pdf

(g) **Anti Corruption Anti Bribery Policy**

https://cdn.shopify.com/s/files/1/0533/2457/8994/files/Trent_-_Anti-Bribery_and_Anti-Corruption_Policy.pdf?v=1648750038

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)

The Company is deeply committed to achieving ESG related objectives and continue to prioritise related agenda over the near and medium term. The Company's focus on ESG parameters is best reflected through values (Integrity | Unity | Responsibility | Pioneering | Excellence) that are imbibed in all spheres of activity of the Company.

The Company has adopted the Tata Code of Conduct which guides our interactions with all key stakeholders including our Employees, Customers, Value Chain Partners, Communities, Investors, Environment & Society.

Corporate Social Responsibility is an integral part of our culture. The Company strongly believes in the Tata ethos of "what comes from the community should go back many times". One of the key features of our CSR projects is focus on participatory and collaborative approach with the community.

The Company follows the Tata group climate change policy which emphasizes the need to play a leading role in making the planet a better place to live. The Company focus on areas such as energy & waste management, supply chain efficiency and product stewardship.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policies

EXECUTIVE DIRECTOR & CHIEF EXECUTIVE OFFICER

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. The Directors and Senior Leadership Team of the Company monitors various aspects of Social, Environmental & Governance responsibilities of the Company on a continuous basis. The Company's business responsibility performance is reviewed by the Board of Directors on an annual basis. The BR performance of the Company is assessed by Corporate Social Responsibility Committee of the Board. <table><tr><th>Name of CSR Directors</th><th>DIN</th></tr><tr><td>Mr. N. N. Tata (Chairman)</td><td>00024713</td></tr><tr><td>Mr. B. Bhat</td><td>00148778</td></tr><tr><td>Ms. H. Ravichandar</td><td>00032929</td></tr></table>	Name of CSR Directors	DIN	Mr. N. N. Tata (Chairman)	00024713	Mr. B. Bhat	00148778	Ms. H. Ravichandar	00032929																
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Mr. N. N. Tata (Chairman)	00024713																								
Mr. B. Bhat	00148778																								
Ms. H. Ravichandar	00032929																								
10.	Details of Review of NGRBCs by the Company – <table><tr><th>Subject for Review</th><th>Review of principles undertaken by and frequency</th></tr><tr><td>Performance against above policies and follow up action</td><td>As a practice, BR policies of the Company are reviewed periodically or on a need basis by Senior Leadership Team and Executive Directors. During this assessment, the efficacy of the policies are reviewed and necessary changes to polices & procedures are implemented.</td></tr><tr><td>Compliance with statutory requirements of relevance to the Principles and rectification of any non-compliances</td><td>The Company is in compliance with the existing regulations as applicable.</td></tr></table>	Subject for Review	Review of principles undertaken by and frequency	Performance against above policies and follow up action	As a practice, BR policies of the Company are reviewed periodically or on a need basis by Senior Leadership Team and Executive Directors. During this assessment, the efficacy of the policies are reviewed and necessary changes to polices & procedures are implemented.	Compliance with statutory requirements of relevance to the Principles and rectification of any non-compliances	The Company is in compliance with the existing regulations as applicable.																		
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Compliance with statutory requirements of relevance to the Principles and rectification of any non-compliances	The Company is in compliance with the existing regulations as applicable.																								
11.	Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency. The processes & compliances may be subject to scrutiny by internal auditors and regulatory compliances, as applicable. From a best practices perspective as well as from a risk perspective, policies are periodically evaluated and updated by Senior Leadership Teams and approved by the Board.																								
12.	If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated. <table><tr><th>Questions</th><th>P 1</th><th>P 1</th><th>P 1</th><th>P 1</th><th>P 1</th><th>P 1</th><th>P 1</th><th>P 1</th><th>P 1</th></tr><tr><td>The entity does not consider the Principles material to its business (Yes/No)</td><td colspan="9" rowspan="5">All Principles are covered by Policies</td></tr><tr><td>The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)</td></tr><tr><td>The entity does not have the financial or / human and technical resources available for the task (Yes/No)</td></tr><tr><td>It is planned to be done in the next financial year (Yes/No)</td></tr><tr><td>Any other reason (please specify)</td></tr></table>	Questions	P 1	P 1	P 1	P 1	P 1	P 1	P 1	P 1	P 1	The entity does not consider the Principles material to its business (Yes/No)	All Principles are covered by Policies									The entity is not at a stage where it is in a position 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)
Questions	P 1	P 1	P 1	P 1	P 1	P 1	P 1	P 1	P 1																
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The entity does not have the financial or / human and technical resources available for the task (Yes/No)																									
It is planned to be done in the next financial year (Yes/No)																									
Any other reason (please specify)																									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1 - BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE

ESSENTIAL INDICATORS

1.	Percentage coverage by training and awareness programmes on any of the Principles during the financial year –			
	Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
	Board of Directors	During the year, the Board of Directors and KMPs of the Company invested time on various updates comprising matters relating to an array of issues pertaining to the business, regulations, economy and environmental, social and governance parameters.		
	Key Managerial Personnel			
	Employees other than BoD and KMPs	6	Topics addressed in Tata Code of Conduct – Anti-Corruption & Anti-Bribery Antitrust/Competition Data privacy, Information & Cyber Security Anti-Insider Trading Anti-Money laundering Whistle Blower Policy Workplace harassment Prevention of Sexual Harassment	90%
2.	Details of fines / penalties / punishment / award / compounding fees / settlement amount paid in proceedings with regulators / law enforcement agencies / judicial institutions in FY 22			
	No penalties / compounding fees paid beyond the minimum threshold (₹ 10 lakhs)			
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.			
	NIL			
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, the Company has an Anti-Bribery and Anti-Corruption Policy. The Policy has been developed in alignment of Tata Code of Conduct and Tata Group guidelines.			
	This policy applies to all stakeholders or persons associated with the Company and who may be acting on behalf of the Company and sets out conduct that must be adhered to at all times.			
	The Policy is placed on the Company's Website –			
	TCOC – https://cdn.shopify.com/s/files/1/0533/2457/8994/files/Tata_Code_Of_Conduct.pdf?v=1613029671			
	ABAC – https://cdn.shopify.com/s/files/1/0533/2457/8994/files/Trent_-_Anti-Bribery_and_Anti-Corruption_Policy.pdf?v=1648750038			

5.	Number of Directors / KMPs / Employees against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption No such action taken during the financial year 2021-22 and 2020-21
6.	Details of complaints with regard to conflict of interest No such complaint reported during the financial year 2021-22 and 2020-21
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

LEADERSHIP INDICATORS

1.	Awareness programmes conducted for value chain partners on any of the Principles during FY 22		
	Total number of awareness programmes held	Topics / Principles covered under the training	% age of value chain partners covered (by value of business done with such partners)
	1	Topics addressed in Tata Code of Conduct – • Anti-Corruption & Anti-Bribery • Antitrust/Competition • Data privacy, Information & Cyber Security • Anti-Insider Trading • Anti-Money laundering • Whistle Blower Policy Workplace harassment • Prevention of Sexual Harassment	60%
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. every Director of the Company discloses his concern or interest in any Company or Companies or bodies corporate, firms, or other association of individuals and any change therein, from time to time, which includes the shareholding, in such manner as prescribed. Further every Director of the Company who is in any way, whether directly or indirectly, concerned or interested in a contract or arrangement entered into or to be entered into - (a) With a body corporate in which such Director or such Director in association with any other Director, holds more than two per cent. Shareholding of that body corporate or is a Promoter, Manager, Chief Executive Officer of that body corporate or (b) With a firm or other entity in which, such Director is a Partner, Owner or Member, as the case may be, discloses the nature of his concern or interest at the meeting of the board in which the contract or arrangement is discussed and does not participate in such meetings. The details of the aforesaid transactions are also entered into a register prescribed for the purpose under the Companies Act, 2013 and placed before the board for noting. 2) Every director of the company discloses his material interest, if any, directly or indirectly, or on behalf of the third parties, in any transaction or matter directly affecting the company at the beginning of every year.		

PRINCIPLE 2 – BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE

ESSENTIAL INDICATORS

1.	Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively. Since the Company is not into any manufacturing activity, R&D and Capital Expenditure are made by the value chain partners (as applicable)
2.(a)	Does the entity have procedures in place for sustainable sourcing? (Yes / No) Yes. The Company source sustainable products with sustainable raw materials like Organic Cotton, BCI Cotton, FSC Viscose manufactured in SEDEX SMETA audited factories
(b)	If yes, what percentage of inputs were sourced sustainably? 9 % of total volume is sourced sustainably for the Westside format.
3.	Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) Other waste. The Company's endeavour in the following areas to reduce / minimize environmental impact – Merchandise Vendors – As a matter of policy the Company increasingly works with vendors who have integrated facility for effluent treatment or subscribe to a common facility. Products – The Company encourages re-use through donation (to NGO) or discount sale to third party where products are re-used and do not go to a landfill. Plastics – Plastics Tags are replaced by Paper Tag, Collection of Plastic waste for re-cycling Product Packaging – The Company declare recycling details on product packaging and have process in place to recycle the same to the vendor. E-waste – All IT related disposal are done through E-waste certified supplier who ensures safe disposal with minimal environmental impact
4.	Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same. Not Applicable

LEADERSHIP INDICATORS

1.	Has the entity conducted Life Cycle Perspective / Assessment (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If Yes, provide details The Company has assessed Carbon Footprint and working various initiatives. Given the diversity of our products, Company has not undertaken LCA.												
2.	If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same. <table><tr><th>Name of Product / Service</th><th>Description of the risk / concern</th><th>Action Taken</th></tr><tr><td>Electricity use</td><td>Carbon emissions</td><td>Implementation of IOT and HVAC efficiency</td></tr><tr><td>Fuel use</td><td>Carbon emissions</td><td>Expanding use of CNG Vehicles</td></tr><tr><td>Scrap Disposal</td><td>Landfill of wastes generated</td><td>Scrap to be sold for recycling</td></tr></table>	Name of Product / Service	Description of the risk / concern	Action Taken	Electricity use	Carbon emissions	Implementation of IOT and HVAC efficiency	Fuel use	Carbon emissions	Expanding use of CNG Vehicles	Scrap Disposal	Landfill of wastes generated	Scrap to be sold for recycling
Name of Product / Service	Description of the risk / concern	Action Taken											
Electricity use	Carbon emissions	Implementation of IOT and HVAC efficiency											
Fuel use	Carbon emissions	Expanding use of CNG Vehicles											
Scrap Disposal	Landfill of wastes generated	Scrap to be sold for recycling											

3.	Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry). The Company engages with agencies who recycle scrap material and evaluates evolving technology to re-cycle materials on an ongoing basis.																													
4.	Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format <table><tr><th rowspan="2"></th><th colspan="3">2021-22</th><th colspan="3">2020-21</th></tr><tr><th>Re-Used</th><th>Recycled</th><th>Safely Disposed</th><th>Re-Used</th><th>Recycled</th><th>Safely Disposed</th></tr><tr><td>Plastics (including packaging)</td><td rowspan="4">NA</td><td rowspan="4"></td><td>329 (tonne)</td><td rowspan="4">NA</td><td rowspan="4"></td><td>888.5 (tonne)</td></tr><tr><td>E-waste</td><td>260 units</td><td>200 units</td></tr><tr><td>Hazardous waste</td><td>None</td><td>None</td></tr><tr><td>Other waste</td><td>523 (tonne)</td><td>2665 (tonne)</td></tr></table>		2021-22			2020-21			Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed	Plastics (including packaging)	NA		329 (tonne)	NA		888.5 (tonne)	E-waste	260 units	200 units	Hazardous waste	None	None	Other waste	523 (tonne)	2665 (tonne)
	2021-22			2020-21																										
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed																								
Plastics (including packaging)	NA		329 (tonne)	NA		888.5 (tonne)																								
E-waste			260 units			200 units																								
Hazardous waste			None			None																								
Other waste			523 (tonne)			2665 (tonne)																								
5.	Reclaimed products and their packaging materials (as percentage of products sold) for each product category. Not Applicable. Refer Principle-2 (Leadership Indicator-3 above)																													

PRINCIPLE 3 – BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS

ESSENTIAL INDICATORS

1.	Details of measures for the well-being of employees											
Category		% of Employees covered by										
		Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
			Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (D)	% (E/A)	Number (F)	% (F/A)
Permanent Employees												
Male	7,435	7,435	100 %	7,435	100 %	NA	NA	7,435	100 %	7,435	100 %	
Female	3,638	3,638	100 %	3,638	100 %	3,638	100 %	NA	NA	3,638	100 %	
Total	11,073	11,073	100 %	11,073	100 %	3,638	33 %	7,435	67 %	11,073	100 %	
Other than Permanent Employees												
Male	1,694	Covered by ESIC										
Female	678											
Total	2,372											

2.	Details of retirement benefits for Current and Previous FY				
Benefits		2021-22		2020-21	
		No. of employees covered as a % of total employees	Deducted and deposited with the authority (Y/ N/ N.A)	No. of employees covered as a % of total employees	Deducted and deposited with the authority (Y/ N/ N.A)
PF		100%	Y	100%	Y
Gratuity		100%	Y	100%	Y

3.	Accessibility of workplaces - Are the premises / offices of the entity accessible to differently abled employees, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard. All Stores & Corporate Office of the Company, have ramps for easy movement of differently abled people. Stores located in Malls have elevators and infrastructure for differently abled individuals.														
4.	Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy. The Company believes in equal opportunity for all its employees, wherein the Company is committed to providing an inclusive work culture and an environment free from any discrimination. The Company is governed by Tata Code of Conduct, which does not treat anybody differently based on their race, sex, religion, disability, age, sexual orientation, gender identity or any other class of person protected by laws in the country. https://cdn.shopify.com/s/files/1/0533/2457/8994/files/Tata_Code_Of_Conduct.pdf?v=1613029671														
5.	Return to work and Retention rates of permanent employees that took parental leave. <table><tr><th rowspan="2">Gender</th><th colspan="2">Permanent employees</th></tr><tr><th>Return to work rate</th><th>Retention rate</th></tr><tr><td>Male</td><td>100 %</td><td>70 %</td></tr><tr><td>Female</td><td>79 %</td><td>54 %</td></tr><tr><td>Total</td><td>93 %</td><td>64 %</td></tr></table>	Gender	Permanent employees		Return to work rate	Retention rate	Male	100 %	70 %	Female	79 %	54 %	Total	93 %	64 %
Gender	Permanent employees														
	Return to work rate	Retention rate													
Male	100 %	70 %													
Female	79 %	54 %													
Total	93 %	64 %													
6.	Is there a mechanism available to receive and redress grievances for the following categories of employees? If yes, give details of the mechanism in brief. The Company has always believed in open and transparent communication. Employees are encouraged to share their concerns with their HODs, HR or the members of the Senior Leadership Team. The Company has followed an open-door policy, wherein any employee irrespective of hierarchy has access to the Leadership Team. In addition, new employees are sensitised on Tata Code of Conduct principles, which also forms part of the employee induction programme. The Company on a regular basis sensitises its employees on the prevention of sexual harassment at the workplace through workshops and awareness programmes which are held on a regular basis. The employee can raise their concern - (a) Independent Third Party : run by KPMG (for POSH, Ethics & Whistle Blower concerns) (b) Helpline Mail Box & Hotline Toll-free No : 180020099350 (c) Ethics Mail Box : ethics@trent-tata.com & POSH@trent-tata.com Ethics Redressal Process    Option 1 Written complaint to - ethics@trent-tata.com or to Ethics Counsellor : Ms. Tanaz Mulla : tanaz.mulla@trent-tata.com    Option 2 Written complaint to Third Party – KPMG trent@ethicshelpline.co.in OR Call on Helpline No. 1800 200 9350														

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

The Company does not have any employee associations. The Company, however, recognises the right to freedom of association.

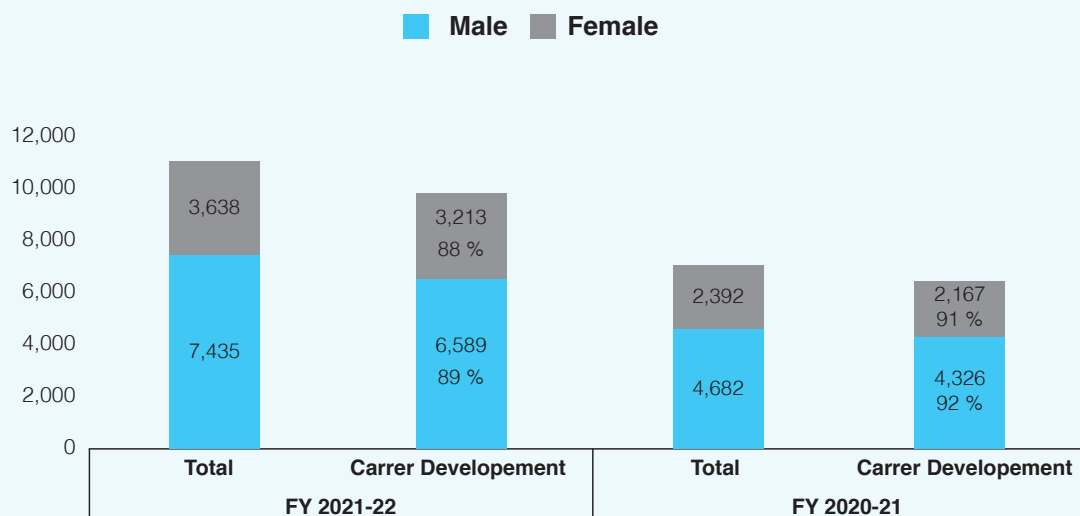
8.

Details of training given to employees

Category	2021-22					2020-21				
	Total (A)	On Health and safety Measures		On skill upgradation		Total (D)	On Health and safety measures		On skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	6173	5385	87 %	18	1 %	4,654	402	9 %	36	1 %
Female	2907	2175	75 %	13	1 %	2,353	72	3 %	39	2 %
Total	9080	7560	83 %	31	1 %	7,007	474	7 %	75	1 %

9. Details of performance and career development reviews of employees

Category	2021-22			2020-21		
	Total (A)	No. (B)	% (B/A)	Total (C)	No (D)	% (D/C)
Employees						
Male	7,435	6,589	89 %	4,682	4,326	92 %
Female	3,638	3,213	88 %	2,392	2,167	91 %
Total	11,073	9,802	89 %	7,074	6,493	92 %



10	Health and Safety Management System
a.	Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system? Due to the nature of the work, there are no critical occupational health and safety risks. The Company has a policy on Health and Safety for its employees. Periodic internal communications are sent out to employees and awareness sessions are conducted on safety related aspects. Employees on a pan-India basis are given periodic training on basic and advanced fire safety, including evacuation. The H&S Management System of the Company covers the following: - Leadership & Accountability - Hazard Identification, Risk Assessment & Management - Compliance Assurance - Design construction & operational control - People, competency & behaviours - Communication, consultation & empowerment - Incident reporting, investigation & learning - Asset management - Management of change - Working with contractors - Emergency preparedness, response & crisis management - Document control & record management - Measuring performance, audit & review
b.	What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity? The Company has a detailed system for Internal & External Safety Audits which is mentioned in the H&S Manual. - Internal Audit: Quarterly Audits are conducted and safety scores are tracked across the Organisation - External Audit: Third Party External electrical audits of all locations are conducted yearly and the reports are shared with respective teams. The Company provides a structured approach to managing the hazards and identifying its risks through Hazard Identification and Risk Assessment (HIRA). Risk assessment is done on a periodic basis and actions are taken to mitigate the risks.
c.	Whether you have processes for employees to report the work-related hazards and to remove themselves from such risks. (Yes / No) Various types of H&S Communications are shared to all employees of the Company monthly. Employees are trained to report Unsafe Conditions to the Floor fire wardens. Periodic mock drills are conducted to ensure that all employees are aware on how to evacuate themselves.
d.	Do the employees of the entity have access to non-occupational medical and healthcare services? (Yes / No) All employees of the Company have access to non-occupational medical and healthcare services. The below policies have been formulated for the betterment of all employees. - Group Personal Accident Policy - Mediclaim Insurance Policy - Critical Illness Policy - Group Term Life Insurance Policy - Contingency Loan Policy (For Medical Emergencies)

11.	Details of safety related incidents, in the following format <table><tr><th>Safety Incident/Number</th><th>Category</th><th>2021-22</th><th>2020-21</th></tr><tr><td>Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)</td><td rowspan="4">Permanent Employees</td><td rowspan="4">NIL</td><td>6</td></tr><tr><td>Total recordable work-related injuries</td><td>12</td></tr><tr><td>No. of fatalities</td><td>NIL</td></tr><tr><td>High consequence work-related injury or ill-health (excluding fatalities)</td><td></td></tr></table>	Safety Incident/Number	Category	2021-22	2020-21	Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Permanent Employees	NIL	6	Total recordable work-related injuries	12	No. of fatalities	NIL	High consequence work-related injury or ill-health (excluding fatalities)														
Safety Incident/Number	Category	2021-22	2020-21																									
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Permanent Employees	NIL	6																									
Total recordable work-related injuries			12																									
No. of fatalities			NIL																									
High consequence work-related injury or ill-health (excluding fatalities)																												
12.	Describe the measures taken by the entity to ensure a safe and healthy workplace The Company provides a systematic way to ensure a safe and healthy workplace for all employees and third-party employees who work on our premises. It promotes continuous identification and monitoring of hazards and controlling risks whilst making sure that the risk controls in place are effective. Key measures taken includes – (a) H&S Policy: Policy is applicable across all locations. It is the highest level of document in the H&S Management System. The policy is a comprehensive statement that addresses all essential work-related issues. (b) H&S Manual: Manual which identifies and addresses the specific requirements of the Codes of Practice of the Tata Group Retail Safety Standard. The H&S Manual provides a framework on how to create a safe and healthy workplace. (c) HIRA: The Company provides a structured approach to managing the hazards and identifying its risks through Hazard Identification and Risk Assessment (HIRA). Risk assessment is done on a periodic basis and actions are taken to maintain the risks. (d) Safety Induction & Trainings: The Company provides a Health & Safety induction to all new employees which is incorporated in their general induction training. Specific Induction Training Decks are formulated according to the job location of the employees. (e) Work Permit: Issued for critical on-site activities to third party service providers, which ensures vendors with relevant qualification & experience execute work on-site. (f) Incident Reporting & Investigation: The Company encourages transparency in reporting of all incidents. All incidents are reported on the Incident Reporting application and to the Safety Committee. These incidents are investigated and analysed to prevent recurrence. (g) ARRE (Accelerated Reduction in Repeat Events) is a Tata Group Initiative that focusses on sharing of lessons learnt. (h) H&S Communication: Communication on various Health & Safety topics are shared across all employees of the Company on monthly basis. (i) Mock Drills: Mock Drills are conducted at specified intervals in the Company. These drills involve all employees, contract workmen, security team and visitors/customers who are within the premises. (j) Safety Committee Meeting: Monthly review is done by the Leadership Team on various Safety related initiatives in the Organisation																											
13.	Number of Complaints on the following made by employees <table><tr><th rowspan="2"></th><th colspan="3">2021-22</th><th colspan="3">2020-21</th></tr><tr><th>Filed during the year</th><th>Pending resolution at the end of year</th><th>Remarks</th><th>Filed during the year</th><th>Pending resolution at the end of year</th><th>Remarks</th></tr><tr><td>Working conditions</td><td colspan="3">NIL</td><td colspan="3">NIL</td></tr><tr><td>Health & safety</td><td>22</td><td>NIL</td><td>-</td><td>23</td><td>NIL</td><td>-</td></tr></table>		2021-22			2020-21			Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks	Working conditions	NIL			NIL			Health & safety	22	NIL	-	23	NIL	-
	2021-22			2020-21																								
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks																						
Working conditions	NIL			NIL																								
Health & safety	22	NIL	-	23	NIL	-																						

14.	Assessments for the year <table><tr><td></td><td>% of your plants and offices that were assessed (by entity or statutory authorities or third parties)</td></tr><tr><td>Health and safety practices</td><td>100% of locations covered through internal / external audits</td></tr><tr><td>Working Conditions</td><td>NA</td></tr></table>		% of your plants and offices that were assessed (by entity or statutory authorities or third parties)	Health and safety practices	100% of locations covered through internal / external audits	Working Conditions	NA									
	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)															
Health and safety practices	100% of locations covered through internal / external audits															
Working Conditions	NA															
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. (a) Thermography Scanning: One of the high severity risks for the Company are the electrical Hazards. Monthly Preventive maintenance activity are carried out to address the electrical hazards at all Stores. Thermography scanning is conducted in all Stores / DC locations. (b) LOTO Kits: The LOTO kits are deployed across Organisation helping in protecting and safeguarding employees while they perform servicing and maintenance on electrical equipment. (c) Fire Sprinkler & Emergency Exit: Periodic inspection of the stores have helped in determining the compliance to Fire Sprinklers norms & Emergency Exit requirements.															
LEADERSHIP INDICATORS																
1.	Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Yes / No) Yes. Employees are covered under Life Insurance.															
2.	Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners. Company conducts a social audit of its vendors known as SMETA (Sedex Members Ethical Trade Audit) by SEDEX. It includes audit of adherence to local laws related to labour standards, health and safety, environment and business ethics. The scope includes audit of statutory dues deductions and deposits as stipulated by local governmental laws.															
3.	Provide the number of employees 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 <table><tr><td></td><td colspan="2">Total no. of affected employees</td><td colspan="2">No. of employees that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment</td></tr><tr><td></td><td>2021-22</td><td>2020-21</td><td>2021-22</td><td>2020-21</td></tr><tr><td>Employees</td><td colspan="4">Not applicable. There were no work-related injuries</td></tr></table>		Total no. of affected employees		No. of employees that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment			2021-22	2020-21	2021-22	2020-21	Employees	Not applicable. There were no work-related injuries			
	Total no. of affected employees		No. of employees that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment													
	2021-22	2020-21	2021-22	2020-21												
Employees	Not applicable. There were no work-related injuries															
4.	Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No) Since inception, the Company has not undertaken any retrenchment of employees owing to business exigencies or employees not having the requisite skills to do the required job. Skilling upgradation of all employees remains a continuous activity in the Company.															
5.	Details of assessment of value chain partners. <table><tr><td></td><td>% of value chain partners that were assessed (by value of business done with such partners)</td></tr><tr><td>Health and safety practices</td><td>55 % - Audited</td></tr><tr><td>Working conditions</td><td>55 % - Audited</td></tr></table>		% of value chain partners that were assessed (by value of business done with such partners)	Health and safety practices	55 % - Audited	Working conditions	55 % - Audited									
	% of value chain partners that were assessed (by value of business done with such partners)															
Health and safety practices	55 % - Audited															
Working conditions	55 % - Audited															

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.

Company conducts a social audit of its vendors known as SMETA (Sedex Members Ethical Trade Audit) by SEDEX. It includes audit of adherence to local laws pertaining to health & safety and working conditions. The factories are reviewed and if any non-compliances are found they are recorded in the audit report and shared with vendors. All non-compliances are rated major or minor depending on the severity of risk associated with it. The vendors are given time frames to take corrective actions and close these NC's. Re-audit is conducted at the end of the timeframe to check the corrective actions and only then the factory achieves approved rating.

PRINCIPLE 4 – BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS

ESSENTIAL INDICATORS

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

Internal and external group of stakeholders have been identified. Presently the given stakeholder groups have the immediate impact on the operations and working of the company. This includes Employees, Shareholders & Investors, Customers, Communities and Vendors.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Websites)	Frequency of engagement (Annually / Half yearly/ Quarterly)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	Emails/ Meetings	Annual	
Vendors	No	Meetings	Monthly	
Customers	No	SMS, Website, Social Media	Monthly	
Community	Yes	Meetings, Email	Ongoing	Enhancing their livelihoods
Shareholders & Investors	No	Meetings	Annual	

LEADERSHIP INDICATORS

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

The Company has always maintained that a constant and proactive engagement with our key stakeholders enables the Company to better communicate its strategies and performance.

A continuous engagement helps align expectations, thereby enabling the Company to better serve its stakeholders. The Board is kept abreast on various developments and feedback on the same is sought from the Directors.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

The Company is engaging with ESG rating agencies to understand areas of improvement and enhance disclosure on ESG. The Company recognises that it is still in a 'learning phase' on various evolving aspects of ESG and hence stakeholder interactions are important.

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

The Company's CSR activities focus on the disadvantaged, vulnerable and marginalised segments of society. Kindly refer to the Corporate Social Responsibility Report given separately in Annual Report.

PRINCIPLE 5 – BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

ESSENTIAL INDICATORS

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

Category	2021-22			2020-21		
	Total (A)	No. of employees (B)	% (B/A)	Total (C)	No. of employees (D)	% (D/C)
Employees						
Permanent	11,073	11,073	100 %	7,112	7,112	100 %
Other than Permanent	2,372	2,372	100 %	1,518	1,518	100 %
Total Employees	13,445	13,445	100 %	8,630	8,630	100 %

2. Details of minimum wages paid to employees in the following format

Category	2021-22					2020-21				
	Total (A)	Equal to Minimum wages		More than minimum wages		Total (D)	Equal to Minimum wages		More than minimum wages	
		No.(B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	11,073	3,651	32.97 %	7,422	67.03 %	6,670	331	5 %	6,339	95 %
Male	7,435	2,410	32.41 %	5,025	67.59 %	4,474	187	4 %	4,287	96 %
Female	3,638	1,241	34.11 %	2,397	65.89 %	2,196	144	7 %	2,052	93 %
Other than Permanent	2,372	2,323	98 %	49	2 %	1,518	1,515	100 %	3	0 %
Male	1,694	1,646	97 %	48	3 %	1,101	1,099	100 %	2	0 %
Female	678	677	100 %	1	0 %	417	416	100 %	1	0 %

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

	Male		Female	
	Number	Median remuneration / salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	9	₹ 20.10 lakhs	3	₹ 8.00 lakhs
Key Managerial Personnel	4	₹ 1.99 crores	0	NA
Employees other than BoD and KMP	7,435	₹ 1.95 lakhs	3,638	₹ 1.90 lakhs

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes / No)

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

In addition, Chief Ethics Officer heads as part of Ethics Redressal are responsible for addressing any human rights issues caused or contributed by the business.

5.	Describe the internal mechanisms in place to redress grievances related to human rights issues. The Company regards respect for human rights as one of its fundamental and core values and strives to support, protect and promote human rights to ensure that fair and ethical business and employment practices are followed. The Company is committed to maintain a safe and harmonious business environment and workplace for everyone, irrespective of the ethnicity, region, sexual orientation, race, caste, gender, religion, disability, work, designation and such other parameters. The Company believes that every workplace shall be free from violence, harassment, intimidation and/or any other unsafe or disruptive conditions, either due to external or internal threats. Accordingly, the Company has aimed to provide reasonable safeguards for the benefit of employees at the workplace, while having due regard for their privacy and dignity. The Company also has zero tolerance towards and prohibits all forms of slavery, coerced labour, child labour, human trafficking, violence or physical, sexual, psychological or verbal abuse.																																					
6.	Number of Complaints on the following made by employees <table><tr><th rowspan="2"></th><th colspan="3">2021-22</th><th colspan="3">2020-21</th></tr><tr><th>Filed during the year</th><th>Pending resolution at the end of year</th><th>Remarks</th><th>Filed during the year</th><th>Pending resolution at the end of year</th><th>Remarks</th></tr><tr><td>Sexual Harassment</td><td>12</td><td>NIL</td><td></td><td>5</td><td>NIL</td><td></td></tr><tr><td>Discrimination at workplace</td><td>2</td><td>NIL</td><td></td><td>NIL</td><td>NIL</td><td></td></tr><tr><td>Child Labour</td><td colspan="3" rowspan="4">NIL</td><td colspan="3" rowspan="4">NIL</td></tr><tr><td>Forced Labour / Involuntary Labour</td></tr><tr><td>Wages</td></tr><tr><td>Other human rights related issues</td></tr></table>		2021-22			2020-21			Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks	Sexual Harassment	12	NIL		5	NIL		Discrimination at workplace	2	NIL		NIL	NIL		Child Labour	NIL			NIL			Forced Labour / Involuntary Labour	Wages	Other human rights related issues
	2021-22			2020-21																																		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks																																
Sexual Harassment	12	NIL		5	NIL																																	
Discrimination at workplace	2	NIL		NIL	NIL																																	
Child Labour	NIL			NIL																																		
Forced Labour / Involuntary Labour																																						
Wages																																						
Other human rights related issues																																						
7.	Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases (a) Independent Internal Committee (IC) drawn from cross functional leadership pool, takes independent decisions and actions as per Sexual Harassment at Workplace Act 2013. (b) Whistle Blower complaints are anonymized and shared with the Audit Committee of the Board at quarterly reviews.																																					
8.	Do human rights requirements form part of your business agreements and contracts? (Yes / No) Yes, coverage is as part of TATA CODE OF CONDUCT clauses. • Equal Opportunity Employer • Dignity & Respect • Human Rights																																					
9.	Assessments for the year <table><tr><th></th><th>% of your plants and offices that were assessed (by entity or statutory authorities or third parties)</th></tr><tr><td>Child labour</td><td rowspan="6">The Company is in compliance with the laws, as applicable.</td></tr><tr><td>Forced/involuntary labour</td></tr><tr><td>Sexual harassment</td></tr><tr><td>Discrimination at workplace</td></tr><tr><td>Wages</td></tr><tr><td>Others - please specify</td></tr></table>		% of your plants and offices that were assessed (by entity or statutory authorities or third parties)	Child labour	The Company is in compliance with the laws, as applicable.	Forced/involuntary labour	Sexual harassment	Discrimination at workplace	Wages	Others - please specify																												
	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)																																					
Child labour	The Company is in compliance with the laws, as applicable.																																					
Forced/involuntary labour																																						
Sexual harassment																																						
Discrimination at workplace																																						
Wages																																						
Others - please specify																																						

10.	Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above Not Applicable								
LEADERSHIP INDICATORS									
1.	Details of a business process being modified / introduced as a result of addressing human rights grievances/ complaints. (a) Redressal process refinements based on grievances (b) Process Improvements based on Vendor and Customer feedback								
2.	Details of the scope and coverage of any Human rights due diligence conducted. (a) Internal assessments: Great Place to Work (GPTW), (b) Leadership Business Ethics: Bi-annually. (c) Self-reporting via Annual Compliance report at Tata Group.								
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, all Stores and Offices. Refer response above in Principle-3 (Essential Indicator-3)								
4.	Details on assessment of value chain partners <table><tr><td></td><td>% of value chain partners (by value of business done with such partners) that were assessed</td></tr><tr><td>Sexual Harassment</td><td rowspan="5">55 % audited</td></tr><tr><td>Discrimination at workplace</td></tr><tr><td>Child Labour</td></tr><tr><td>Forced Labour/Involuntary Labour</td></tr><tr><td>Wages</td></tr></table>		% of value chain partners (by value of business done with such partners) that were assessed	Sexual Harassment	55 % audited	Discrimination at workplace	Child Labour	Forced Labour/Involuntary Labour	Wages
	% of value chain partners (by value of business done with such partners) that were assessed								
Sexual Harassment	55 % audited								
Discrimination at workplace									
Child Labour									
Forced Labour/Involuntary Labour									
Wages									
5.	Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above Refer response to Principle-3 (Leadership Indicator-6). Corrective actions based on SMETA audit findings which differ across vendors.								

PRINCIPLE 6 – BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT**ESSENTIAL INDICATORS****1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format**

Parameter	2021-22	2020-21
Total electricity consumption (A)	8,73,989 kWh	3,97,097 kWh
Total fuel consumption (B)	3,49,596 litre diesel	79,590 litre diesel
Energy consumption through other sources (C)	4,75,99,350 kWh	1,38,18,085 kWh
Total Energy Consumption (A+C)	4,84,73,339 kWh	1,42,15,182 kWh
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0.00129 kWh/Rs	0.000045 kWh/Rs

Note - Figures are not comparable with previous year owing to the pandemic, Office / Stores were intermittently closed.

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

Not Applicable

3. Provide details of the following disclosures related to water.

The Company's usage of water is primarily restricted to human consumption purposes only. Efforts have been made to ensure that water is consumed judiciously in the office premises. Sensor taps are installed in office washrooms to economise on water consumption. The Company ensures that the domestic waste (sewage) from offices and Stores are not let into water bodies.

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

Not Applicable

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

Parameter	Specify unit	2021-22	2020-21
NOx	Tonne	345.6	78.7
SOx	Tonne	109.1	24.8
Particulate matter (PM)	Tonne	10.8	2.4

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

Parameter	Unit	2021-22	2020-21
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	612	278
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	40,119	14,404
Total Scope 1 and Scope 2 emissions per rupee of turnover		0.001067 Kg/Rs	0.000717 Kg/Rs

Note - Figures are not comparable with previous year owing to the pandemic, Office / Stores were intermittently closed.

7.	Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details Yes, IoT installation at stores has been commenced to reduce Greenhouse gases. Moreover, a feasibility analysis is undergoing for the solar rooftop installation.																																																						
8.	Provide details related to waste management by the entity, in the following format: <table><tr><th>Parameter</th><th>2021-22</th><th>2020-21</th></tr><tr><td colspan="3">Total Waste generated (in metric tonnes)</td></tr><tr><td>Plastic waste (A)</td><td>329</td><td>888.50</td></tr><tr><td>E-waste (B)</td><td>260 units</td><td>200 Units</td></tr><tr><td>Other Non-hazardous waste generated (C). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)</td><td>523 (Cartons, Hangers)</td><td>1776.50 (Cartons, Hangers)</td></tr><tr><td>Total (A+ C)</td><td>852</td><td>2665</td></tr><tr><td colspan="3">For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</td></tr><tr><td>Category of waste</td><td></td><td></td></tr><tr><td>(i) Recycled</td><td>852</td><td>2665</td></tr><tr><td>(ii) Re-used</td><td>NA</td><td>NA</td></tr><tr><td>(iii) Other recovery operations</td><td>NA</td><td>NA</td></tr><tr><td>Total</td><td>852</td><td>2665</td></tr><tr><td colspan="3">For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</td></tr><tr><td>Category of waste</td><td></td><td></td></tr><tr><td>(i) Incineration</td><td>None</td><td>None</td></tr><tr><td>(ii) Landfilling</td><td>None</td><td>None</td></tr><tr><td>(iii) Other disposal operations</td><td>None</td><td>None</td></tr><tr><td>Total</td><td>None</td><td>None</td></tr></table> E-waste recycling is carried out by various e-waste vendors across all locations of the Company. Form 2 (for maintaining records of e-waste handled/generated), green certificates and disposal and recycling reports are obtained by the Company.	Parameter	2021-22	2020-21	Total Waste generated (in metric tonnes)			Plastic waste (A)	329	888.50	E-waste (B)	260 units	200 Units	Other Non-hazardous waste generated (C). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	523 (Cartons, Hangers)	1776.50 (Cartons, Hangers)	Total (A+ C)	852	2665	For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)			Category of waste			(i) Recycled	852	2665	(ii) Re-used	NA	NA	(iii) Other recovery operations	NA	NA	Total	852	2665	For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)			Category of waste			(i) Incineration	None	None	(ii) Landfilling	None	None	(iii) Other disposal operations	None	None	Total	None	None
Parameter	2021-22	2020-21																																																					
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(ii) Landfilling	None	None																																																					
(iii) Other disposal operations	None	None																																																					
Total	None	None																																																					
9.	Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes • Usage of AZO free dyes in processing • Introduce sustainable products in our product range. • Audit vendor partners on environment impact.																																																						
10.	If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, specify details in the following format Not Applicable																																																						
11.	Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year Not Applicable																																																						

12.	Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format: Yes. The Company is in compliance with applicable environment regulations.																																			
LEADERSHIP INDICATORS																																				
1.	Break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format: <table><tr><th>Parameter</th><th>2021-22</th><th>2020-21</th></tr><tr><td colspan="3">From renewable sources</td></tr><tr><td>Total electricity consumption (A)</td><td>NA</td><td>NA</td></tr><tr><td>Total fuel consumption (B)</td><td>NA</td><td>NA</td></tr><tr><td>Energy consumption through other sources (C)</td><td>NA</td><td>NA</td></tr><tr><td>Total energy consumed from renewable sources (A+B+C)</td><td>NA</td><td>NA</td></tr><tr><td colspan="3">From non-renewable sources</td></tr><tr><td>Total electricity consumption (D)</td><td>4,75,99,350 kWh</td><td>1,38,18,085 kWh</td></tr><tr><td>Total fuel consumption (E)</td><td>3,49,596 litre (Diesel)</td><td>79,590 litre (Diesel)</td></tr><tr><td>Energy consumption through other sources (F) (fuel consumption)</td><td>8,73,989 kWh</td><td>3,97,097 kWh</td></tr><tr><td>Total energy consumed from non-renewable sources (D+F)</td><td>4,84,73,339 kWh</td><td>1,42,15,182 kWh</td></tr></table> Note - Figures are not comparable with previous year owing to the pandemic, Office / Stores were intermittently closed.			Parameter	2021-22	2020-21	From renewable sources			Total electricity consumption (A)	NA	NA	Total fuel consumption (B)	NA	NA	Energy consumption through other sources (C)	NA	NA	Total energy consumed from renewable sources (A+B+C)	NA	NA	From non-renewable sources			Total electricity consumption (D)	4,75,99,350 kWh	1,38,18,085 kWh	Total fuel consumption (E)	3,49,596 litre (Diesel)	79,590 litre (Diesel)	Energy consumption through other sources (F) (fuel consumption)	8,73,989 kWh	3,97,097 kWh	Total energy consumed from non-renewable sources (D+F)	4,84,73,339 kWh	1,42,15,182 kWh
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Total energy consumed from non-renewable sources (D+F)	4,84,73,339 kWh	1,42,15,182 kWh																																		
2.	Details related to water discharged Not Applicable																																			
3.	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 (ii) discharge Not Applicable																																			
4.	Details of total Scope 3 emissions & its intensity – The Company is presently working on Scope-1 and Scope-2 emissions																																			
5.	With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities Not Applicable																																			
6.	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, provide details of the same as well as outcome of such initiatives, as per the following format <table><tr><th>Sr. No</th><th>Initiative undertaken</th><th>Details of the initiative (Web-link, if any, may be provided along-with summary)</th><th>Outcome of the initiative</th></tr><tr><td>1</td><td>Expanding use of CNG Vehicles</td><td>Conversion of Diesel based transport to CNG based transport to reduce CO2 emission</td><td>20 % dedicated transport is done by CNG vehicles</td></tr><tr><td>2</td><td>Waste Recycling</td><td>Waste including, plastic, metal, paper and corrugated waste sent for recycling from Bangalore to be expanded up to India</td><td>Zero waste to the landfills from the Bangalore stores</td></tr></table>			Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative	1	Expanding use of CNG Vehicles	Conversion of Diesel based transport to CNG based transport to reduce CO2 emission	20 % dedicated transport is done by CNG vehicles	2	Waste Recycling	Waste including, plastic, metal, paper and corrugated waste sent for recycling from Bangalore to be expanded up to India	Zero waste to the landfills from the Bangalore stores																					
Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative																																	
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2	Waste Recycling	Waste including, plastic, metal, paper and corrugated waste sent for recycling from Bangalore to be expanded up to India	Zero waste to the landfills from the Bangalore stores																																	

7.	Does the entity have a business continuity and disaster management plan? Yes. The Company has BCP Plan, which covers People, Facilities and Critical IT related infrastructure across organisation. There are DR Sites to ensure business continuity. These are periodically tested and outcomes are reviewed for appropriate action.
8.	Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard. The Company is engaged in retailing fashion garments. In this process, it evaluates environmental impact in stages of design, manufacture (through external vendors), management of inventory and disposal. The Company intends to achieve minimal environmental impact at each of these stages to ensure a sustainable product life cycle.
9.	Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts. 55 % of value of businesses are covered for assessment.

PRINCIPLE 7 – BUSINESSES, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT

ESSENTIAL INDICATORS

1.	a. Number of affiliations with trade and industry chambers/ associations		
	b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.		
	S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State / National)
	1	RETAILERS ASSOCIATION OF INDIA (RAI)	NATIONAL
	2	RETAILERS ASSOCIATION'S SKILL COUNCIL OF INDIA (RASCI)	
	3	INDIA RETAIL FORUM (IRF)	
	4	CONFEDERATION OF INDIAN INDUSTRY (CII)	
	5	BOMBAY CHAMBER OF COMMERCE & INDUSTRY (BCCI)	
	6	FEDERATION OF INDIA EXPORT ORGANIZATION (FIEO)	
	7	FEDERATION OF INDIAN CHAMBERS OF COMMERCE & INDUSTRY (FICCI)	
	8	APPAREL EXPORT PROMOTION COUNCIL	
9	MAHARASHTRA ECONOMIC DEVELOPMENT COUNCIL	STATE	
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.		
	No issues reported		

LEADERSHIP INDICATORS

1.	Details of public policy positions advocated by the entity The Company makes representation various industry bodies including RAI / CII regarding new enactments that impact retail industry. The Company's representatives participate on various discussion include advocacy pursued by such industry boards. The advocacy of such bodies is a collective effort to communicate with key stakeholders on the viewpoint of industry.
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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 FY 22 Not Applicable									
2.	Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity in the following format Not Applicable									
3.	Describe the mechanisms to receive and redress grievances of the community The mechanisms available to employees (Refer details given in Principle 3 (Essential Indicators-6)) are also available to receive and redress grievances from the Community. The Tata Code of Conduct (TCOC) and related policies are available to the public on our website as detailed in Section-B 1(c).									
4.	Percentage of input material (inputs to total inputs by value) sourced from suppliers <table><tr><th></th><th>2021-22</th><th>2020-21</th></tr><tr><td>Directly sourced from MSMEs/ small producers</td><td>17 %</td><td>16 %</td></tr><tr><td>Sourced directly from within the district and neighbouring districts</td><td>NA</td><td>NA</td></tr></table>		2021-22	2020-21	Directly sourced from MSMEs/ small producers	17 %	16 %	Sourced directly from within the district and neighbouring districts	NA	NA
	2021-22	2020-21								
Directly sourced from MSMEs/ small producers	17 %	16 %								
Sourced directly from within the district and neighbouring districts	NA	NA								

LEADERSHIP INDICATORS

1.	Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above) Not Applicable
2.	Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies: Current CSR Projects do not cover any designated aspirational districts
3	Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No) Yes. The Company works with small producers to augment the quality, operational efficiency and design capability of the vendors
(a)	
(b)	From which marginalized /vulnerable groups do you procure? Widows / Women Workers/ NGO /Self Help Group
(c)	What percentage of total procurement (by value) does it constitute? 1 % of value procurement
4.	Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge. Not Applicable
5.	Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved. Not Applicable

6.	Details of beneficiaries of CSR Projects:		
	CSR details are in Annual Report		
	S. No	CSR Project	No. of persons benefitted from CSR Projects
			% of beneficiaries from vulnerable and marginalized groups
	1	Cancer Care Project	150
	2	Promotion of Education- supporting Girl Child	300
	3	Promotion of Education	1740
	4	Special Coaching –for Communication Skills	550
	5	School Infrastructure Development	613
	6	Sponsorship Programme	5
	7	Entrepreneurship skills for women	250
	8	Entrepreneurship skills for women	250
	9	Support to World Disable Day	150
	The primary objective of the CSR projects of the Company is to reach the most vulnerable and marginalised communities which include persons with disabilities, women and children from weak socio-economical background in rural, urban and the tribal population.		

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. The Company has Customer Care number, Email, Website to enable customers to log any complaints or feedbacks. Customer can also provide feedback through Social Media, which gets picked up by our ORM agency for necessary action. These SLAs are tracked on ongoing basis.								
2.	Turnover of products and/ services as a percentage of turnover from all products/service that carry information about <table> <tr> <th></th><th>As a percentage to total turnover</th></tr> <tr> <td>Environmental and social parameters relevant to the product (Energy Used, Water Consumed, No. of People involve in production etc)</td><td>9%</td></tr> <tr> <td>Safe and responsible usage</td><td>9%</td></tr> <tr> <td>Recycling and/or safe disposal</td><td>4%</td></tr> </table>		As a percentage to total turnover	Environmental and social parameters relevant to the product (Energy Used, Water Consumed, No. of People involve in production etc)	9%	Safe and responsible usage	9%	Recycling and/or safe disposal	4%
	As a percentage to total turnover								
Environmental and social parameters relevant to the product (Energy Used, Water Consumed, No. of People involve in production etc)	9%								
Safe and responsible usage	9%								
Recycling and/or safe disposal	4%								

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. The Company currently have a privacy policy to address the concerns of Data privacy of customers. No penalties/ regulatory action has been levied or taken on the above-mentioned parameters. Privacy Policy https://www.westside.com/pages/privacy-policy
LEADERSHIP INDICATORS	
1.	Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available). Information relating to all the products provided by the Company are available on the Company's website (www.trentlimited.com & www.westside.com). In addition, the Company actively uses various social media and digital platforms to disseminate information on its products.
2.	Steps taken to inform and educate consumers about safe and responsible usage of products and/or services. Wash care label on the product contains information on safe and responsible usage.
3.	Mechanisms 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 with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes / No) Yes. The Company displays all requisite production formation on the product as per the laws (Legal Metrology). Yes, customer surveys, customer data analytics and other customer research were carried out during the year, based on the business need.
5.	Provide the following information relating to data breaches: (a) Number of instances of data breaches along-with impact (b) Percentage of data breaches involving personally identifiable information of customers The Company did not encounter any instances of data breaches during the year. External agencies have assessed and confirmed that requisite security level checks put in place by the Company are appropriate. The Company also has cyber risk insurance policies.