

Business Responsibility and Sustainability Report

Preamble:

At Campus Activewear, a good corporate governance and sustainable manufacturing is at the heart of responsible leadership. Our commitment to deliver a positive impact have prompted us to consider sustainability as one of our core values. We are pleased to release our first Business Responsibility and Sustainability Report (BRSR report), setting our foot forward in the direction of sustainable growth. The BRSR report is to successfully implement the accuracy and depth of reporting in terms of environment, social and governance aspects of our company.

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

Sl. No.	Required Information	
1	Corporate Identity Number (CIN) of the Listed Entity	L74120DL2008PLC183629
2	Name of the Listed Entity	CAMPUS ACTIVEWEAR LIMITED
3	Year of incorporation	2008
4	Registered office address	D1- Udyog Nagar, Main Rohtak Road, New Delhi- 110041
5	Corporate address	DLF Cyber park, Block B, First Floor, Sector-20, Udyog Vihar, Phase III, Gurugram- 122016
6	E-mail	investors@campusshoes.com
7	Telephone	011-43272500
8	Website	www.campusactivewear.com
9	Financial year for which reporting is being done	FY 2022-23
10	Name of the Stock Exchange(s) where shares are listed	a) National Stock Exchange of India Limited b) BSE Limited
11	Paid-up Capital (in Rs.)	₹ 1,523,431,390/- divided into 304,686,278 Equity shares having face value of ₹ 5/- each fully paid-up
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. Archana Maini Telephone No.: 011-43272500 Email ID: investors@campusshoes.com
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Disclosures are made on a standalone basis, since the company does not have any subsidiary/ associate company.

II. Products/Services

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

Sl. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing and Sale of Footwear	Manufacturing and Sale of Footwear	98.86%

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

Sl. No.	Product/Service	NIC Code*	% of total Turnover contributed
1	Footwear	1520	98.86%

*As per NIC 2008

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III. Operations

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

Location	Number of plants	Number of offices	Total
National	5	2	7
International	-	-	-

17. Market Served by the entity:

a. Number of locations	
Locations	Number
National (No. of States)	PAN India
International (No. of Countries)	4
b. What is the contribution of exports as a percentage of the total turnover of the entity?	0.12%
c. A brief on type of customers	<p>Campus Activewear is involved in manufacturing and marketing of sports and athleisure footwear. These are sold to end consumers via e-commerce, distributors and retailers pan India.</p> <p>These are also made available directly through online shopping platforms (online shopping portals), Company's website (E-commerce), Company Stores (exclusive brand outlets) and traditional stores (Multi brand outlets) across Tier 1, Tier 2 and Tier 3 cities.</p> <p>The brand caters to complete footwear requirements for Men, Women and Kids i.e., Sports Shoes, Walking Shoes, Casual Shoes, Sandals, Slippers, etc. to fulfil consumers day to day needs.</p>

IV. Employees

18. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Employees						
1	Permanent (D)	839	793	95%	46	5%
2	Other than Permanent (E)	0	0	0%	0	0%
3	Total employees (D+E)	839	793	95%	46	5%
Workers						
4	Permanent (F)	215	204	95%	11	5%
5	Other than Permanent (G)	5806	5252	90%	554	10%
6	Total workers (F+G)	6021	5456	91%	565	9%

b. Differently abled Employees and workers:

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Differently Abled Employees						
1	Permanent (D)	0	0	0%	0	0%
2	Other than Permanent (E)	0	0	0%	0	0%
3	Total employees (D+E)	0	0	0%	0	0%

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Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Differently Abled Workers						
4	Permanent (F)	0	0	0%	0	0%
5	Other than Permanent (G)	0	0	0%	0	0%
6	Total workers (F+G)	0	0	0%	0	0%

19. Participation/Inclusion/Representation of women:

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	8	1	12.5
Key Management Personnel	4	1	25

20. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)

	FY 2022-23 (Turnover rate in current FY)			FY 2021- 22 (Turnover rate in previous FY)			FY 2020 - 21 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	22.4%	1.8%	24.2%	24.5%	2.3%	27.4%	19.8%	2.0%	21.9%
Permanent Workers	14.0%	27.0%	14.0%	14.0%	27.0%	14.4%	15.0%	36.0%	15.8%

V. Holding, Subsidiary and Associate Companies (including joint ventures)

21. (a) Name of holding/subsidiary/associate companies/joint ventures:

Sl. 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)
Nil				

VI. CSR Details

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
(ii) Turnover (in ₹)	1470,06,65,599
(iii) Net worth (in ₹)	551,94,34,995

VII. Transparency and Disclosure Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2022 - 23			FY 2021 - 22		
		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
The list of the stakeholders							
Communities	Yes https://www.campusactivewear.com/sites/default/files/2022-06/Whistle%20Blower%20Policy%20Vigil%20Mechanism.pdf	0	0	-	0	0	-

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Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No) (If Yes, then provide web-link for grievance redress policy)	FY 2022 - 23			FY 2021 - 22		
		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
Investors (other than shareholders) *	Yes https://www.campusactivewear.com/shareholders-corner	0	0	-	0	0	-
Shareholders*	Yes https://www.campusactivewear.com/shareholders-corner	678	1*	Complaints received were related to the IPO Application Money Blocked issues	0	0	Nil
Employees and workers	Yes https://www.campusactivewear.com/sites/default/files/2022-06/Whistle%20Blower%20Policy%20Vigil%20Mechanism.pdf https://www.campusactivewear.com/sites/default/files/2023-08/Sexual%20Harassment%20Policy.pdf	0	0	-	0	0	-
Customers	Yes https://www.campusshoes.com/pages/contact	1	0	-	2	0	-
Value Chain Partners	Yes https://www.campusactivewear.com/sites/default/files/2022-06/Whistle%20Blower%20Policy%20Vigil%20Mechanism.pdf	0	0	-	0	0	-
Other (please specify)	-	-	-	-	-	-	-

* Resolved within timelines

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24. Overview of the entity's material responsible business conduct issues:

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Human capital	Opportunity	Opportunity: Contended human capital would lead to increased productivity and in-turn profitability for business.	To retain high potential skilled manpower, Campus has launched ESOP Plans, Special Grant 2021 and Vision Pool 2021. Families were also supported during the COVID 19 pandemic.	Positive: With optimum investment in human capital, the company increases its chances of success and sustainable growth year-on-year. It also improves efficiency because the system places employees in roles where they can perform at their best.
2	CSR activities	Opportunity	Opportunity: Investing in CSR activities, and diligently conducting the same on periodic basis have a number of advantages including increased brand recognition, positive company reputation, accelerated growth, competitive advantage over peers etc.	CSR activities were aimed towards benefiting underprivileged communities. Mobile medical units, medical camps, contributions towards education, contributions towards Paralympic sports were some of the CSR activities undertaken.	Positive: Funding and implementing CSR activities creates a positive brand value for the company. Upliftment of the community through various initiatives in underprivileged areas towards their health, education etc helps in positive social development.
3	ESG oversight	Risk and Opportunity	Risk: Ignoring or avoiding ESG parameters in a business can lead to discontent among shareholders, potential litigation, damage to their reputation, or regulatory investigation Opportunity: Considering ESG strategy in business operations paves the way for a company to gain investor confidence, earn customer loyalty, reduce operating costs and improve both asset management and financial performance.	Risk: Although we had already incorporated various aspects of Environmental, Social, and Governance (ESG) principles into our day-to-day operations, we commenced the practice of formal ESG reporting in the previous fiscal year. Opportunity: Our primary emphasis is placed on highlighting ESG matters that hold significance for us. Some of these include CSR activities, energy water waste management, policy development and implementation. We would be publishing our first BRSR report which would reflect our commitment towards ESG issues and as such our commitment towards society at large.	Positive: Leadership oversight on the ESG strategy, action plan, and performance facilitates the amplification of the Company's positive impact on the environment and community. It also enables the company to further embed robust monitoring mechanisms across ESG initiatives and business practices.

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Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4	Supply chain management	Risk and Opportunity	<p>Risk: Some of the risks related to supply chain that can be mitigated by proper management can be:</p> <ol style="list-style-type: none"> 1. natural disasters-vulnerable to property damage due to natural disasters 2. keeping up with local/regional sanctions and regulations 3. Sub-par performance by suppliers where the supplier fails to meet agreed performance criteria <p>Opportunity: Strong supply chain management creates opportunities for creating a strong economy, flawless manufacturing, better quality management, improved collaboration with stakeholders</p>	Ongoing and continuous collaboration with our trusted vendors, regulators, manufacturers, financiers and logistics teams has helped create an efficient supply chain for our company. We have created an efficient due diligence process before getting any vendor or supplier on-board.	<p>Positive: Maximum business of the company can be ensured by an efficient supply chain management. This also results from reduced environmental impact and long-term value to the company's sustainability-led endeavours.</p> <p>Negative: Inefficient supply chains have faced headwinds from unforeseen demand and limited logistics capacity. A mismanaged supply chain leads to ineffective utilization of resources, hampers natural procurement of materials and elimination of waste throughout the product lifecycle.</p>
5	Regulatory and legal compliances	Risk	<p>Risk: Compliance with statutory and regulatory requirements requires awareness and training at all levels of the organization. The lack of awareness and training can lead to non-compliance, resulting in penalties and legal action</p>	We have our policies in place related to code of conduct, and whistle blower. We have also provided an online platform for consumers to register their complaints, so as to have better customer relations and avoid any unnecessary legal consumer hassles (https://www.campusshoes.com/pages/contact)	<p>Negative: Non-compliance would lead to loss of reputation and consequently affect the business activities. Companies who are compliant with the regulatory laws have a better ability to manage risks and builds a better sense of fairness and loyalty among stakeholders.</p>
6	Health & safety	Risk and Opportunity	<p>Risk: Work place hazard can have significant impact on a business, including loss of productivity, reduction of sales, low staff morale, and loss of reputation.</p>	We have conducted multiple trainings on POSH, Health & Safety, Kaizen, 5S, Quality Management, Worker's right & responsibilities for workers, to inculcate a culture and mindset of safety.	<p>Positive: Greater work participation and increased social inclusion, less workplace injury and workers' compensation claims, higher performance, greater work participation and increased social inclusion, increased</p>

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Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
			<p>Opportunity: Effective health & safety practices boosts employee morale, increases productivity and promotes corporate responsibility.</p>		<p>brand value and good name in the market are some of the positives of incorporating health and safety in manufacturing.</p> <p>Negative: The most significant consequence of a poor safety culture is increased injury and death among employees. Increased cost, increased employee absence, higher healthcare costs, workers' compensation payments, lost productivity and business disruption are other ill effects of poor health and safety at workplace.</p>
7	Human rights	Risk and Opportunity	<p>Risk: Forced labour can cause employees to suffer physical and mental abuse, resulting in serious physical and mental health problems. Forced labour can lead to a loss of talent, requiring the company to invest more in rehiring and training employees, thus negatively affecting business.</p> <p>Opportunity: Parameters on human rights such as fair working environment, equal opportunities, remuneration, freedom of association without ethnic discrimination will positively impact the performance of the company on the social front from the employee's perspective.</p>	<p>Training and awareness of all the employees and workers are periodically conducted. Clause related to Human rights in value chain agreements and contracts are provided. The Company does not itself indulge in any kind of child labour in any of its operation. It also does not collaborate with any vendors violating the human rights of its employers.</p>	<p>Negative: Loss of knowledge and highly experienced and skilled staff, high costs of recruitment and training, loss of productivity in workplaces are some of the ill effects of ignored human rights in a company.</p> <p>Positives: Committed to providing equal opportunities which is free from harassment and discrimination benefit from increased morale among its employees and avoid unnecessary industrial relations problems. It also improves productivity.</p>

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SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy & Management Process									
1 a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	The policies which are mandatorily required to be uploaded on the website of the Company have been uploaded on www.campusactivewear.com under the Tab Investor Relations> Codes and Policies and is available at https://www.campusactivewear.com/investor-relations-corporate#icg								
2 Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3 Do the enlisted policies extend to your value chain partners? (Yes/No)	Some of our policies apply to partners within our value chain. Corporate governance is an indispensable part of our company. It drives enhanced operational efficiencies and also create value for our stakeholders. The Whistle blower policy is applicable to our employees (ranging from our directors to our interns, probationers, part-time and full time employees), along with our investors, business associates, clients, suppliers, service providers and the vendors. Our sexual harassment policy is gender neutral, and is applicable to all our employees including full time, part-time, daily wage workers, agents, contractors, contract worker, trainee, probationer etc.								
4 Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Highest standards of sustainability and governance remains the main objective of our organization and in pursuance of the same several initiatives have been taken. Recently, for our three manufacturing plants the organization obtained a license of BIS (Bureau of Indian Standards) from Government of India. In addition to the same, we have achieved Quality Management Systems certification that is in conformance with the International Quality System Standard (ISO 9001:2015) from American Systems Registrar, LLC (accredited by the ANSI National Accreditation Board).								
5 Specific commitments, goals and targets set by the entity with defined timelines, if any.	Campus has identified key ESG areas and set key targets internally, and are working towards the set targets. We are efficiently managing resources, which can be confirmed by reduced municipal water consumption as compared to last fiscal year. A reduction is also observed in Scope 1 and Scope 2/ Rupee (Mn) of turnover as compared to last year. As a commitment towards the society, Campus is trying to accelerate its sustainability journey. Campus is working towards goals and objectives, including embedding sustainability into all its operations to contribute towards a healthier planet. We are considering installation of Solar street lights in the next one year at our manufacturing units and reduce the energy consumption for our external lighting systems.								

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Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
6 Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	1.	The water intensity/rupee of turnover has reduced by 5.7% as compared to last fiscal year.							
	2.	Municipal water intake has reduced by 30.6% as compared to last year.							
	3.	5.23% reduction of Scope 1&2/ rupee (Mn) of turnover is observed compared to last year. This indicates a more environmental friendly approach by the company in the current year, which will be continued forward in the years to come as well.							
	4.	The company has been awarded on various fronts viz: <ul style="list-style-type: none"> • Pride of India brand 2023" for an outstanding display of leadership, strategy, creativity and continuous innovation in their products, processes and marketing practices. • Identified among Femina Power brands" to celebrate brand who have made a mark for themselves and resonate with what consumers want and have modified themselves to provide and cater to their needs. This engulfs the measure of usability, after sales, comfort, and ease of usage. 							
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)	Sustainability lies at the core of our business activities. We are working our way for transition towards low carbon economy. We are driving our sustainability agenda forward, while being a catalyst for positive and tangible change in the footwear manufacturing industry. We are in the process of launching our first BRSR report, and are really excited to set our foot forward in this direction in the years to come. We believe that green transition will benefit the future generations, and also our own business to grow responsibly and more efficiently.								
8 Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	The Board of Directors of the Company is the highest authority, responsible for implementation and oversight of the Business Responsibility policies.								
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.	The Board of Directors of the Company is the highest authority, responsible for implementation and oversight of the Business Responsibility policies.								
10 Details of Review of NGRBCs by the Company:									
Subject for Review	Indicate whether review was undertaken by Director/Committee of the Board/Any other Committee					Frequency (Annually/Half yearly/ Quarterly/Any other – please specify)			
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Yes								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Yes								

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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	P1	P2	P3	P4	P5	P6	P7	P8	P9
		Yes. CareEdge Advisory, Research and Training Limited has mapped the existing policies and procedures against the requirements of BRSR and accordingly suggested the improvements to bridge it with the BRSR requirements.								
12	If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:									
	a. The entity does not consider the Principles material to its business (Yes/No)									NA
	b. The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									NA
	c. The entity does not have the financial or/human and technical resources available for the task (Yes/No)									NA
	d. It is planned to be done in the next financial year (Yes/No)									NA
	e. Any other reason (please specify)									NA

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors Key Managerial Personnel	1	Familiarization programs are conducted. Quarterly presentations are made at the Board and Committee meetings on business and performance updates of the Company, business strategy and risks involved.	100%
Employees	30	Communication Skills, Time Management, Excel Training, POSH, Effective Listening, Financial Independence for Women.	90%
Workers	70	POSH, Health & Safety, Kaizen, 5S, Quality Management, Worker's right & responsibilities, Code of Conduct, Time Management	75%

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

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	-	-	0	-	-
Settlement	-	-	0	-	-
Compounding fee	-	-	0	-	-

Non- Monetary				
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	-	-	-	-
Punishment	-	-	-	-

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 Details	Name of the regulatory/enforcement agencies/judicial institutions
	Not Applicable

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 adopted the Anti-bribery and Anti- corruption policy to ensure compliance with legislations related to bribery and corruption at a global level. It underscores the Company's unwavering commitment to zero tolerance towards bribery and corruption. It is applicable to stakeholders including employees, consultants, contractors, trainees, interns, seconded staff, casual workers and agency staff, agents, third party associates. Any Concerns/queries can be addressed to the respective Compliance Officer.

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 2022-23 (Current Financial Year)	FY 2021 - 22 (Previous Financial Year)
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

	FY 2022-23 (Current Financial Year)		FY 2021 - 22 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	NA	0	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	NA	0	NA

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

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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

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R & D Capex	Campus Activewear would be submitting their first BRSR report this year. We are still in the process of quantifying specific technologies that would have an environment and social impact, and the monetary values of the same. We have several initiatives in the planning and development stage, and would be implemented in due course.		

2.

a.	Does the entity have procedures in place for sustainable sourcing? (Yes/No)	Yes. The company is keen on incorporating sustainability practices in its daily activities, which also include sourcing its raw materials responsibly. Most of our raw materials are sourced locally, to reduce Source 3 emissions due to transportation. We are also working on finding ways of using more sustainable materials for packaging.
b.	If yes, what percentage of inputs were sourced sustainably?	Campus footwear are in the process of mapping sustainable procured materials. The same will be further analysed, to give a confirm number or %

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)	Campus is registered as an Importer under Plastic Waste Management Rules, 2016. Company is processing plastic waste through registered recyclers.
(b)	E-waste	Disposal is in accordance with the provisions of E-waste management Act & rules.
(c)	Hazardous waste	Company has obtained Consent to Operate (CTO) under Environment Protection Act from State Pollution Control Board. Hazardous waste is disposed to registered recyclers and in accordance with applicable laws.
(d)	other waste.	-

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

Yes, EPR is applicable. Company has EPR registration under Central Pollution Control Board and has accordingly formulated a waste collection plan. Waste collection plan is in line with Pollution Control Board.

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

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	793	793	100%	793	100%	NA	793	100%	0	0%	
Female	46	46	100%	46	100%	46	100%	NA	0	0%	
Total	839	839	100%	839	100%	46	100%	793	100%	0	0%

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Other than Permanent employees											
Male	0	0	0%	0	0%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
Total	0	0	0%	0	0%	0	0%	0	0%	0	0%

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

Category	% of workers covered by										
	Total (A)	Health Insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	204	204	100%	204	100%	NA		0	0%	0	0%
Female	11	11	100%	11	100%	11	100%	NA		0	0%
Total	215	215	100%	215	100%	11	100%	0	0%	0	0%
Other than Permanent workers											
Male	5252	5252	100%	5252	100%	NA		0	0%	0	0%
Female	554	554	100%	554	100%	554	100%	NA		0	0%
Total	5806	5806	100%	5806	100%	554	100%	0	0%	0	0%

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

Benefits	FY 2022-23			FY 2021-22		
	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	839	100%	Y	782	100%	Y
Gratuity	839	100%	Y	782	100%	Y
ESI	117	100%	Y	208	100%	Y
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, The Company's premises / offices are accessible to differently abled employees and workers by means of lifts, staff assistance, wheelchair facilities and other necessary human assistance.

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 ensures equal opportunities for all its employees without unfair discrimination based on factors such as race, caste, religion, colour, ancestry, marital status, gender, sexual orientation, age, nationality, ethnic origin, disability, or any other protected category as per applicable law.

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	91%	70%
Female	100%	90%	55%	27%
Total	100%	98%	89%	68%

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes, the workers can reach out to Plant HR and escalate to corporate HR. The records are kept confidential. All the essential details of plant HR and Corporate HR are displayed at Plant locations. Moreover, there are suggestion/complaint boxes available at all Plant Locations.
Other than Permanent Workers	The Whistle blower mechanism also provides a platform to reach out to the management on any unethical matters. Any such matters can be disclosed to the Ethics committee via personal discussion, or by writing to myvoice@campusshoes.com .
Permanent Employees	Yes, the employees can reach out to Plant HR/Corporate HR.
Other than Permanent Employees	NA

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

Category	FY 2022-23			FY 2021-22		
	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 (C)	No. of employees/workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees						
Male						
Female						
Total Permanent Workers						
Male						
Female						

8. Details of training given to employees and workers:

Category	FY 2022-23					FY 2021-22				
	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	793	793	100%	650	82%	740	740	100%	545	71%
Female	46	46	100%	38	83%	42	42	100%	25	60%
Total	839	839	100%	688	100%	782	782	100%	570	100%

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Workers										
Male	5456	5456	100%	2991	55%	5497	5497	100%	2931	53%
Female	565	565	100%	340	60%	216	224	104%	130	60%
Total	6021	6021	100%	3331	55%	5713	5721	100%	3061	54%

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No.(B)	% (B/A)	Total (C)	No.(D)	% (D/C)
Employees						
Male	793	793	100%	740	740	100%
Female	46	46	100%	42	42	100%
Total	839	839	100%	782	782	100%
Workers						
Male	204	185	91%	175	141	81%
Female	11	9	82%	6	3	50%
Total	215	194	90%	181	144	80%

10 Health and safety management system:

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

Yes. Health and Safety committee is constituted in all units. Various awareness sessions/trainings are conducted on safety related aspects for the employees. Third party independent safety audit has been conducted in our manufacturing units. Moreover, work related safety kits are provided to all workers at workplace. Health and Safety Policies are formulated by health & safety committee.

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

Internal safety audit is conducted on routine basis by Internal Auditors. Accordingly, regular workplace inspections aimed at identifying potential work related hazards are conducted in all manufacturing units. In addition to the above, an Independent Third Party Safety Audit is conducted at regular intervals of time in all manufacturing units.

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

Yes, Regular Safety Committee meetings are held for identification of the hazards. The workforce has been imparted periodically, with required training and awareness sessions to identify and report work related hazards to Safety Committee. In accordance with the policy Employees/Workers are instructed to report work related hazards issues to their supervisor, manager and health and safety committee members.

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

Yes. Employees have access to non-occupational medical and health care services. The Company organized medical camps where Doctors are accessible for health check ups and consultation. In addition to the above, ESI or medical insurance facility is available for every employee and their designated dependents.

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

Safety Incident/Number	Category	FY 2022-23	FY 2021-22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

The company has taken several structured proactive safety initiatives with an objective of making workforce safe. Following initiatives are being monitored at periodic intervals to ensure the same:

1. Mock drills
2. Safety training imparted by Safety officer.
3. Internal Safety Audits
4. POSH awareness trainings.
5. Introduction of state-of-art new machines, new technologies and environment friendly processes.

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

Benefits	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	NA	0	0	NA
Health & 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 and safety practices	100%
Working Conditions	100%

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions

The following preventive actions are undertaken on regular basis:

1. Fire hydrant System
2. Mock fire drills and trainings on regular basis
3. Separate areas for chemical storage
4. PPE's kits are provided
5. Safety officer to address & check the operations for safety
6. Earthing of electrical equipments

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders

Essential Indicators

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

The company identifies internal and external stakeholders based on whether they are impacted by the company or create an impact on value creation process. Based on this, the company has identified employees as internal stakeholder and shareholders, customers, value chain partners & regulators as external stakeholders.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement

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Employees	No	<ol style="list-style-type: none"> 1. Corporate Communication 2. Structured and focussed training programmes 3. Efficient grievance redressal mechanism 4. Emails/Meetings 	Ongoing/Frequent	Employee well-being, Grievance handling, career development
Customers	No	<ol style="list-style-type: none"> 1. Company Website 2. One-to-One interactions at Retail Stores 3. Communication through Social Media 4. Emails/ Meetings/ Website publication 	Ongoing/Need-based	Complaints handling and new product development communication and feedback
Shareholders/ Investors	No	<ol style="list-style-type: none"> 1. E-mail, through post/courier or newspaper as and when required through stock exchanges communication and website publication 2. Annual General Meeting 3. Press Releases 4. Newspaper Publication 	Quarterly/Annually	Disseminating and sharing of financial and non-financial performance update with the shareholders with a view to update and also to seek their approval, as required
Value chain partners	No	Emails/Meetings	Ongoing	Vendor relationship, product knowledge sharing
Regulators / Govt Ministries	No	Advocacy meetings with local/state/ national regulators/ government ministries and seminars, media releases, conferences, membership in industry bodies	Ongoing	Compliance, Industry concerns

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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 2022-23			FY 2021-22		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	839	839	100%	782	782	100%
Other than permanent	0	0	0%	0	0	0%
Total Employees	839	839	100%	782	782	100%
Workers						
Permanent	215	215	100%	181	181	100%
Other than permanent	5806	5219	90%	5532	4688	85%
Total Workers	6021	5434	90%	5713	4869	85%

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

Category	FY 2022-23					FY 2021-22				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to Minimum wage		More than minimum wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	839	0	0%	839	100%	782	0	0%	782	100%
Male	793	0	0%	793	100%	740	0	0%	740	100%
Female	46	0	0%	46	100%	42	0	0%	42	100%
Other than permanent	0	0	0%	0	0%	0	0	0%	0	0%
Male	0	0	0%	0	0%	0	0	0%	0	0%
Female	0	0	0%	0	0%	0	0	0%	0	0%
Workers										
Permanent	215	0	0%	215	100%	181	0	0%	181	100%
Male	204	0	0%	204	100%	175	0	0%	175	100%
Female	11	0	0%	11	100%	6	0	0%	6	100%
Other than permanent	5806	3472	60%	2334	40%	5532	3420	62%	2112	38%
Male	5252	3151	60%	2101	40%	5322	3308	62%	2014	38%
Female	554	321	58%	233	42%	210	112	53%	98	47%

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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)#	2	42155268	-	-
Key Managerial Personnel*	1	18647480	1	3816597
Employees other than BoD and KMP	979	327939	62	464167
Workers	5456	15500	565	14350

#Remuneration is paid to Executive Directors

*excluding Board members

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 internal complaints committee (comprising of a presiding officer, 2 member from amongst employees, 1 member from an NGO) with at least half the members as women is responsible for investigating any complaints and taking appropriate actions related to sexual harassment. Also, the HR Department oversees any human rights issues in the company.

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

The Company is committed to keep the principles of human rights intact across the organisation as well as its business partners.

The Company is committed to provide equal employment opportunities without any discrimination on the grounds of disability, gender, caste, religion, race, state, background, colour, and maintaining a work environment that is free from harassment based on the above considerations.

The Company has formulated a code of conduct and whistle blower mechanism to enable employees/workers to report their grievances. The Company has clearly documented policies and procedures in place to ensure effective resolution in case of human rights violation. The Company has also set in place processes and policies to prevent sexual harassment for effective and timely redressal of grievances.

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

Benefits	FY 2022-23			FY 2021-22		
	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	0	0	NA	0	0	NA
Discrimination at workplace	0	0	NA	0	0	NA
Child Labour	0	0	NA	0	0	NA
Forced Labour/ Involuntary Labour						
Labour	0	0	NA	0	0	NA
Wages	0	0	NA	0	0	NA
Other Human rights related issues	0	0	NA	0	0	NA

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

The Company has mechanism in place to provide complete protection of person who is a whistle blower against any unfair practices. Steps are taken to minimize difficulties which the whistle blower might face. If the Whistle Blower is required to give evidence in criminal or disciplinary proceedings, their identity is kept confidential.

In case of complaints related to sexual harassment, the accused and others who reports incident, the confidentiality is maintained throughout the investigation.

8. Do human rights requirements form part of your business agreements and contracts?(Yes/No)

Yes.

Company's day to day business activities include human rights requirements. Some of these include anti- forced labour, anti- child labour, prevention of sexual harassment, etc. The Company has policies to address to human rights matters. These policies cover all stakeholders including Company's employees, vendors, third party contractors etc.

9. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others – please specify	100%

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

The Company endeavours to provide safe and healthy working environment to all employees across the Organisation. No significant concerns have emerged from the assessments undertaken.

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment

Essential Indicators

1. Details of total energy consumption (in Giga Joules) and energy intensity, in the following format:

Parameter	FY 2022-23	FY 2021-22
Total electricity consumption (A)	67531.1	58312.3
Total fuel consumption (B)	17697.0	12556.6
Energy consumption through other sources (C)	4559.0	919.4
Total energy consumption (A+B+C)	89787.1	71788.3
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees (million))	6.11	6.05
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

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

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

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	40543.81	34562.06
(iii) Third party water (tanker)	0	0
(iv) Seawater / desalinated water	0	0
(v) Water from municipal corporation	286	412
(vi) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	40829.81	34974.06
Total volume of water consumption (in kilolitres)	40829.81	34974.06
Water intensity per rupee of turnover (Water consumed / turnover (million))	2.77	2.94
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency- No

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

The company is keen on reducing its water usage, and re-using treated waste water within the premises, leading to a Zero liquid discharge.

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

Parameter	Please specify unit	FY 2022-23	FY 2021-22
NOx	Tonnes	1.31	0.77
SOx	Tonnes	0.03	0.00
Particulate matter (PM)	Tonnes	0.21	0.02
Persistent organic pollutants (POP)	Tonnes	NA	NA
Volatile organic compounds (VOC)	Tonnes	NA	NA
Hazardous air pollutants (HAP)	Tonnes	NA	NA
Others – please specify	Tonnes	0.05	0.04

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

Parameter	Unit	FY 2022-23	FY 2021-22
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)	TCO ₂ e	1192.35	846.01
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)	TCO ₂ e	14819.32	12796.31
Total Scope 1 and Scope 2 emissions per rupee (Million) of turnover	TCO ₂ e	1.08	1.15
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency: No

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

The company has initiated the following measures with the goal of reducing the greenhouse gas emissions:

- Connection of guest house and plant emergency lights knitting UPS for running during holidays and SEB shutdowns leading to diesel saving.
- Replacement of fluorescent lamps with LED lights on replacement and failures.
- 1MW Solar Plant was installed at their Gannaur plant and has been operational since Jan'22.

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

Parameter	FY 2022-23	FY 2021-22
Total Waste generated (in metric tonnes)		
Plastic waste (A)	0	0
E-waste (B)	0.01	0.03
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	33.23	27.57
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste (Oil-soaked cotton waste, DG filters, paint cans, chemical cans, paint residue, oil sludge, DG chimney soot, coolant oil and used oil). Please specify, if any. (G)	30.65	15.88
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	3143.73	2548.20
Total (A+B + C + D + E + F + G + H)	3207.60	2591.7

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)

Category of waste	FY 2022-23	FY 2021-22
(i) Recycled	3143.73	2548.20
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	3143.73	2548.20

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

Category of waste	FY 2022-23	FY 2021-22
(i) Incineration	30.65	15.88
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
Total	30.65	15.88

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency: No

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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

All the waste is segregated at source. The hazardous waste is further sent to hazardous waste authorised vendors. We are in compliance with Hazardous & Other Wastes (Management and Transboundary Movement) Rules, 2016.

Waste (Hazardous, Electronic waste etc) is disposed off as per provisions of Environment Protection Act and other applicable laws.

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

Sl. No	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any
None of the operations are under ecologically sensitive areas			

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web link
No environment impact assessments have been undertaken this fiscal year					

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).

Yes, the Company is 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, Hazardous and Other Wastes (Management and Transboundary Movement) Rules.

If not, provide details of all such non-compliances, in the following format:

Sl. No	Specify the law/ regulation/guidelines which was not complied with	Provide details of the noncompliance	Any fines/penalties/ action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
The Company did not receive any show cause / legal notice from CPCB / SPCB during the financial year ended March 31, 2023 and no show cause / legal notice related to CPCB / SPCB is pending with the Company as on the March 31, 2023.				

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 associated/affiliated with 2 (Two) Trade and Industry Chambers/Association.

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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.

Sl. No	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/National)
1	CIFI (Confederation of Indian Footwear Industries)	National
2	Confederation of Indian Industries	National

2. Provide details of corrective action taken or underway on any issues related to anticompetitive conduct by the entity, based on adverse orders from regulatory authorities.

Name of authority	Brief of the case	Corrective action taken
No cases of anti- competitive behaviour are registered against Campus Activewear, in 2022- 23		

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 details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
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:

Sl. No	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In ₹)
-						

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

In order to guarantee efficient resolution of concerns, the Company has instituted a Vigil Mechanism/ Whistle Blower Mechanism. This facilitates a platform for all stakeholders to openly express their grievances. Any grievances can be reported in person to the Ethics committee, or in writing to myvoice@campusshoes.com.

The Company has also taken steps to adhere to the guidelines outlined in the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The corresponding policy has been formulated and shared on the Company's official website, ensuring transparency and accessibility. The aggrieved person can make a complaint to any member of the Internal complaints committee or make a formal complaint in written, and share the sealed envelope to the committee.

For its social and corporate contribution in innovation and strategy, the company was awarded "India's Greatest Brands" among 200 top corporate houses, government bodies and Leaders from different walks of life.

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

Parameter	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/ small producers	12%	9%
Sourced directly from within the district and neighbouring districts	10.25%	7.79%

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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.

To ease the process of connecting with the consumers, the company provides various channels of communication, including online service requests, toll-free number, and email ID to enable customers to voice their complaints and provide feedback.

A return & claims policy is also available on the website, which gives details on any return or exchange process. This provides an elaborate overview of any situation which may arise, and the process to register a complaint, and further process for redressal [Return & Claim Policy – Campus Shoes](#).

Weblink for online portal for the consumers to register their complaints: <https://www.campusshoes.com/pages/contact>

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	Campus Activewear carry all the information on the product box which is mandatory as part of the regulatory compliance.
Safe and responsible usage	100%
Recycling and/or safe disposal	Campus footwear carry all the information on the product box which is mandatory as part of the regulatory compliance.

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

Benefits	FY 2022-23			FY 2021-22		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy						
Advertising						
Cyber-security		NIL			NIL	
Delivery of Products						
Quality of Products	1	0	-	2	0	-
Restrictive Trade Practices						
Unfair Trade Practices		NIL			NIL	
Other						

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

	Number	Reasons for recall
Voluntary recalls	Nil	Nil
Forced recalls	Nil	Nil

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

Yes

<https://www.campusactivewear.com/privacy-policy#:~:text=We%20may%20disclose%20personal%20information%20to%20law%20enforcement%20agencies%2C%20third,violates%20the%20rights%20of%20a>

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

Not Applicable