# Business Responsibility and Sustainability Reporting

## 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 2025-26 |
| 10 | Name of the Stock Exchange(s) where shares are listed | a) National Stock Exchange of India Limited<br><br>b) BSE Limited |
| 11 | Paid-up Capital | Rs. 1,52,79,66,025 |
| 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<br>Telephone No.: 011-43272500<br>E-mail ID: archana.maini@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). | The disclosures in this report are made on a standalone basis, as the Company has no subsidiaries or associates. |
| 14 | Name of Assessment or Assurance Provider | No Assurance conducted |
| 15 | Type of Assessment or Assurance obtained | No Assurance conducted |

### II. Products/Services

#### 16. 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 & Apparel | 97.76% |

#### 17. 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 (Manufactured & Traded) | 1520 | 99.13% |

### III. Operation

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

| Location | Number of plants | Number of offices | Total |
|---|---|---|---|
| National | 8 | 2 | 10 |
| International | - | - | - |

### 19 Market Served by the entity:

**a. Number of locations**

| Locations | Number |
|---|---|
| National (No. of States) | PAN India |
| International (No. of Countries) | 6 |

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

0.30%.

**C. A brief on types of customers**

Campus Activewear is engaged in the design, manufacturing, marketing, sales and distribution of sports and athleisure footwear, apparel, including but not limited to socks, backpacks, caps and belts through a diversified multi-channel sales network. The Company caters to a broad consumer base through leading e commerce platforms, authorized distributors, exclusive brand outlets (EBOs), and multi brand outlets (MBOs), ensuring strong market presence across Tier 1, Tier 2, and Tier 3 cities. Its product portfolio in Sports & Athleisure category includes footwear comprising of sport shoes designed for fitness, walking, exercise and light sporting activities along with casual footwear, sandals, slippers, apparel, belts, caps, backpacks and other lifestyle solutions for men, women and children.

## IV. Employees

### 20. 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) | 980 | 917 | 93.6% | 63 | 6.4% |
| 2 | Other than Permanent (E) | - | - | - | - | - |
| **3** | **Total employees (D+E)** | **980** | **917** | **93.6%** | **63** | **6.4%** |
| | | | **Workers** | | | |
| 4 | Permanent (F) | - | - | - | - | - |
| 5 | Other than Permanent (G) | 10,652 | 7,833 | 74% | 2819 | 26% |
| **6** | **Total workers (F+G)** | **10,652** | **7,833** | **74%** | **2819** | **26%** |

**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) | 2 | 2 | 100% | 0 | 0% |
| 2 | Other than Permanent (E) | - | - | - | - | - |
| **3** | **Total differently abled employees (D+E)** | **2** | **2** | **100%** | **0** | **0%** |
| | | | **Differently Abled Workers** | | | |
| 4 | Permanent (F) | - | - | - | - | - |
| 5 | Other than Permanent (G) | 12 | 12 | 100% | 0 | 0% |
| **6** | **Total differently abled workers (F+G)** | **12** | **12** | **100%** | **0** | **0%** |

### 21. Participation/Inclusion/Representation of women:

| Particulars | Total (A) | No. and Percentage of Females | |
|---|---|---|---|
| | | No. (B) | % (B/A) |
| Board of Directors | 6 | 1 | 17% |
| Key Management Personnel | 4 | 1 | 25% |

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

| Sl. No | FY 2025-26 (Turnover rate in current FY) | | | FY 2024-25* (Turnover rate in previous FY) | | | FY 2023-24* (Turnover rate in the year prior to the previous FY) | | |
|---|---|---|---|---|---|---|---|---|---|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Permanent Employees | 21.82% | 25.40% | 22.04% | 20.67% | 29.75% | 21.22% | 20.56% | 28.83% | 21.06% |
| Permanent Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

**Note:** * FY25 & FY24 has been updated.

## V. Holding, Subsidiary and Associate Companies (Including Joint Ventures)

23. (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

24.

| | |
|---|---|
| (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) | Yes |
| (ii) Turnover (in Rs.) | 17,74,11,79,709.82 |
| (iii) Net worth (in Rs.) | 9,06,23,80,545.85 |

## VII. Transparency and Disclosure Compliances

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

| Stakeholder group from whom complaint is received | Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy) | FY 2025-26 (Turnover rate in current FY) | | | FY 2024- 25 Previous Financial Year | | |
|---|---|---|---|---|---|---|---|
| | | Number of complaints filed during the year | Number of complaints pending resolution at close of the year | Remarks | Number of complaints filed during the year | Number of complaints pending resolution at close of the year | Remarks |
| Communities | Yes https://www.campusactivewear.com/sites/default/files/2024-07/WhistleBlowerPolicy.pdf | 0 | 0 | - | 0 | 0 | - |
| Investors (other than shareholders) | Yes https://www.campusactivewear.com/shareholders-corner | 0 | 0 | - | 0 | 0 | - |
| Shareholders | Yes https://www.campusactivewear.com/shareholders-corner | 0 | 0 | - | 2 | 0 | IPO Application Money |
| Employees and workers | Yes https://www.campusactivewear.com/sites/default/files/2024-07/WhistleBlowerPolicy.pdf<br><br>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 | 63,201 | 0 | - | 34,695* | 0 | - |
| Value Chain Partners | Yes https://www.campusactivewear.com/sites/default/files/2024-07/WhistleBlowerPolicy.pdf | 0 | 0 | - | 0 | 0 | - |
| Other (please specify) | - | - | - | - | - | - | - |

The FY25 customer complaint figures have been updated to reflect the classification of these complaints.

## VIII. Overview of the entity's material responsible business conduct issues

**26. 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 | Energy Management & GHG Emissions | Risk & Opportunity | **Risk:** Rising energy costs and evolving carbon regulations may increase operational expenses and impact long term profitability. Inadequate energy and emissions management may also create reputational concerns among stakeholders.<br><br>**Opportunity:** Investment in renewable energy and energy efficient technologies can reduce dependence on fossil fuels, improve operational efficiency, and strengthen sustainability positioning. | Energy efficiency initiatives and renewable energy projects such as LED retrofitting, solar power installations, and energy efficient stepper motor based stitching machines have been implemented across manufacturing facilities to reduce GHG emissions. Renewable energy adoption is further being strengthened through rooftop solar installations and incorporation of energy efficient infrastructure features. | **Negative:** Increased compliance costs and reputational risks arising from ineffective management of energy use and emissions.<br><br>**Positive:** Improved operational efficiency, reduced energy costs, and enhanced profitability through renewable energy adoption. |
| 2 | Waste Management | Risk & Opportunity | **Risk:** Improper waste handling and disposal may result in regulatory noncompliance, environmental impacts, and reputational concerns.<br><br>**Opportunity:** Waste reduction, recycling, and circular economy practices can improve resource efficiency and strengthen sustainability performance. | The organization is authorized under the Plastic Waste Management Rules, 2016, and ensures that plastic waste is disposed of through certified recycling facilities. Electronic waste is managed in accordance with the Environment Protection Act, E - waste Management Rules, and Battery Waste Management Rules, while hazardous waste is handled through authorized recyclers in line with Consent to Operate (CTO) conditions and applicable Pollution Control Board regulations. | **Negative:** Regulatory penalties and operational disruptions arising from non-compliance with waste management regulations.<br><br>**Positive:** Cost savings through recycling and efficient resource utilization, along with improved sustainability performance. |
| 3 | Human Rights | Risk & Opportunity | **Risk:** Human rights violations may result in reputational damage, legal liabilities, and loss of stakeholder trust or business partnerships.<br><br>**Opportunity:** Ethical labour practices and strong human rights governance can enhance brand reputation and attract ESG conscious stakeholders. | Human rights principles and related provisions are incorporated within the Employee Policy Handbook and Code of Conduct to promote ethical workplace practices and address human rights related concerns. | **Negative:** Legal and reputational risks arising from non-compliance with labour and human rights standards.<br><br>**Positive:** Improved stakeholder trust, investor confidence, and long-term business value. |

**26. 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:** (Contd.)

| 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 | Occupational Health & Safety | Risk & Opportunity | **Risk:** Workplace accidents and unsafe conditions may lead to injuries, operational disruptions, legal liabilities, and regulatory penalties.<br><br>**Opportunity:** Strong health and safety practices improve employee wellbeing, productivity, and operational continuity. | A comprehensive occupational health and safety framework has been implemented across facilities, including Health and Safety Committees, awareness sessions, safety training, mock drills, internal audits, third party safety assessments, daily safety walks, fire safety infrastructure, and provision of safety kits for workers. | **Negative:** Costs related to workplace accidents, compensation, insurance, and legal liabilities.<br><br>**Positive:** Improved workforce productivity, operational efficiency, and stakeholder confidence. |
| 5 | Customer Centricity | Opportunity | Strong customer engagement and responsiveness to consumer preferences support customer loyalty, repeat business, and long-term revenue growth. | - | **Positive:** Increased sales, customer retention, and enhanced brand value driven by improved customer satisfaction and engagement. |
| 6 | Sustainable Supply Chain | Risk & Opportunity | **Risk:** Supplier non-compliance with environmental and social standards may create operational disruptions and reputational concerns.<br><br>**Opportunity:** Responsible sourcing and resilient supply chain practices can strengthen stakeholder confidence and operational efficiency. | A comprehensive Business Continuity and Disaster Management Plan (BCDMP) has been established to strengthen operational resilience against natural disasters, cyber threats, supply chain disruptions, and other unforeseen events through preventive measures, emergency response protocols, recovery strategies, and regular simulations. | **Negative:** Increased supplier monitoring, procurement, and compliance related costs.<br><br>**Positive:** Improved operational resilience, stronger stakeholder trust, and enhanced access to sustainable financing opportunities. |
| 7 | CSR & Community Development | Opportunity | Community development initiatives strengthen stakeholder relationships, social impact, and long-term trust with local communities while supporting inclusive growth. | - | **Positive:** Enhanced reputation, stronger community relationships, and improved social license to operate. |
| 8 | ESG Oversight | Risk & Opportunity | **Risk:** Weak ESG governance may result in regulatory non-compliance, reputational concerns, and reduced investor confidence.<br><br>**Opportunity:** Robust ESG oversight strengthens accountability, stakeholder trust, and long-term value creation. | An ESG governance framework with active Board level oversight is being strengthened to integrate environmental, social, and governance considerations into business strategy, risk management, and decision-making processes. | **Negative:** Costs associated with ESG reporting, monitoring, and assurance processes.<br><br>**Positive:** Enhanced governance practices, investor confidence, and access to sustainable finance opportunities. |

**26. 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:** (Contd.)

| 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) |
|---|---|---|---|---|---|
| 9 | Regulatory & Legal Compliance | Risk | Non-compliance with applicable laws and regulations may lead to financial penalties, legal liabilities, and reputational damage. | Regular internal reviews, compliance monitoring systems, and governance mechanisms are implemented to ensure adherence to applicable laws, regulations, and statutory requirements. | Negative: Financial penalties, legal actions, and reputational risks arising from regulatory non-compliance. |
| 10 | Data Privacy & Cybersecurity | Risk & Opportunity | **Risk:** Data breaches and cyberattacks may result in operational disruptions, financial losses, and reputational impacts.<br><br>**Opportunity:** Strong cybersecurity measures enhance customer trust, data protection, and business resilience. | A comprehensive Cybersecurity Policy has been implemented to safeguard digital infrastructure, information assets, and customer data through measures designed to ensure confidentiality, integrity, and availability of information in compliance with applicable regulations. | **Negative:** Costs associated with cybersecurity infrastructure, audits, and potential cyber incidents.<br><br>**Positive:** Reduced cyber risk exposure, enhanced customer trust, and improved business resilience. |
| 11 | Risk Management | Risk & Opportunity | **Risk:** Inadequate risk management may result in operational disruptions, financial losses, and reduced stakeholder confidence.<br><br>**Opportunity:** Effective risk management strengthens operational resilience and long-term business continuity. | A comprehensive Business Continuity and Disaster Management Plan (BCDMP) has been established to identify potential vulnerabilities and implement mitigation measures aimed at minimizing the impact of natural calamities, cyber threats, supply chain disruptions, and other operational risks. | **Negative:** Ongoing monitoring, mitigation, and compliance related costs.<br><br>**Positive:** Reduced business disruption risks and improved stakeholder and investor confidence. |

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

| | | Disclosure Questions | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|---|---|---|---|---|---|---|---|---|---|---|---|
| **Policy and management processes** | | | | | | | | | | | |
| 1 | a | Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No) | 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 mandatorily required to be disclosed have been duly uploaded on the Company's website and are accessible under the "Investor Relations > Codes and Policies" section of the corporate website. https://www.campusactivewear.com/investor-relations-corporate | | | | | | | | |
| 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) | Yes. The Company has established robust corporate governance frameworks aimed at enhancing operational efficiency, enabling effective decision making, and ensuring alignment with recognized governance best practices. The Company's Whistle Blower Policy has a comprehensive scope and extends to directors, employees, interns, investors, business partners, clients, suppliers, service providers, and vendors, thereby promoting a culture of ethics, transparency, and accountability across its value chain.<br><br>The Company's Anti Bribery and Anti Corruption Policy is applicable to employees and value chain partners, including suppliers, vendors, contractors, consultants, agents, and other business associates. The policy reinforces the Company's zero tolerance approach towards bribery, corruption, and unethical business practices, while promoting integrity and compliance across business relationships.<br><br>Further, the Code of Business Conduct and Ethics sets out the standards of ethical behaviour expected from directors, employees, and, where applicable, business partners and other stakeholders interacting with the Company. The Code promotes responsible business conduct, compliance with applicable laws and regulations, avoidance of conflicts of interest, and ethical decision making throughout the value chain.<br><br>In addition, the Company has implemented a Policy on Prevention of Sexual Harassment (PoSH) applicable to all categories of personnel, including permanent and part time employees, daily wage workers, agents, contractors, contract labour, trainees, and probationers. This reflects the Company's commitment to fostering a safe, inclusive, and respectful workplace environment for all stakeholders. | | | | | | | | |
| 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. | Campus Activewear has aligned its manufacturing processes and product quality standards with the relevant national standards prescribed by the Bureau of Indian Standards (BIS), demonstrating its commitment to product quality, safety, and performance. The Company has adopted the following BIS standards:<br>• IS 15844:2023 – Sports Footwear: Part 1 – General Purpose<br>• IS 15844 (Part 2):2023 – Performance Sports Footwear<br>• IS 6721:2023 – Sandals and Slippers<br><br>In addition, the Company's Quality Management System is certified in accordance with the ISO 9001:2015 standard by American Systems Registrar, LLC and accredited by the ANSI National Accreditation Board. Further, Baddi manufacturing facility is certified under the SA 8000:2014 Social Accountability Standard accredited by the Directorate of Accreditation for Assessment Services, reflecting the Company's continued focus on responsible business practices and adherence to internationally recognized management systems and social accountability standards. | | | | | | | | |

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

| Disclosure Questions | | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|---|---|---|---|---|---|---|---|---|---|---|
| 5 | Specific commitments, goals and targets set by the entity with defined timelines, if any. | **Environment:**<br>• Continue efforts to reduce GHG emissions through energy efficiency measures and adoption of cleaner technologies across operations.<br>• Increase the use of renewable energy and promote resource conservation initiatives to enhance environmental performance.<br>• Strengthen water stewardship through efficient water management practices, wastewater recycling, and conservation initiatives.<br>• Enhance waste minimization, recycling, and circularity practices to reduce the environmental footprint of operations.<br>• Strengthen environmental compliance and improve monitoring of key environmental parameters across manufacturing facilities.<br>**Social:**<br>• Continue promoting diversity, equity, and inclusion by enhancing the representation of women and persons with disabilities across the workforce.<br>• Sustain a zero-fatality record and further strengthen occupational health and safety practices across all facilities.<br>• Expand employee capability building through continuous training, upskilling, and leadership development programmes.<br>• Strengthen ESG awareness and responsible business practices across key suppliers and value chain partners.<br>• Continue to create positive social impact through CSR initiatives focused on education, healthcare, sports, and community development.<br>• Foster employee well-being and engagement through initiatives aimed at enhancing workplace experience and organizational culture.<br>**Governance:**<br>• Continue to uphold the highest standards of ethics, integrity, transparency, and accountability across business operations.<br>• Further strengthen ESG governance mechanisms and Board level oversight of sustainability related matters.<br>• Enhance data privacy and cybersecurity practices to safeguard information assets and customer data.<br>• Strengthen ESG disclosures and reporting practices in alignment with BRSR requirements and globally recognized sustainability frameworks.<br>• Continue to strengthen risk management and business continuity practices to enhance organizational resilience. | | | | | | | | |
| 6 | Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met. | **Environment:**<br>• Continued implementation of emission reduction initiatives, including procurement of BS IV compliant DG sets, installation of RECD kits, and wet scrubbers to strengthen environmental performance.<br>• Enhanced resource efficiency through water conservation initiatives such as STP capacity enhancement, recycling and reuse of treated water, and monitoring of water extraction.<br>• Strengthened waste management practices through source segregation and disposal of waste through authorized recyclers in compliance with applicable regulations. | | | | | | | | |

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

| Disclosure Questions | | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|---|---|---|---|---|---|---|---|---|---|---|
| | | **Social:**<br>• Maintained a zero-fatality record across operations during the reporting period.<br>• Continued to strengthen occupational health and safety through safety committees, periodic training, mock drills, HIRA exercises, internal audits, and independent third-party safety assessments.<br>• Achieved 100% coverage of employees on health and safety training and 100% performance and career development reviews for employees and workers.<br>• Strengthening responsible business practices across the value chain through stakeholder engagement and assessment of suppliers on health and safety and working conditions.<br>• Continued community development initiatives through CSR programmes focused on education, nutrition, sports, and support for underserved communities.<br><br>**Governance:**<br>• Continued to uphold high standards of ethics, transparency, and accountability, with no material instances of corruption or conflict of interest reported during the year.<br>• Strengthened ESG oversight and governance mechanisms under the supervision of the Board of Directors.<br>• Maintained a robust cybersecurity and privacy framework, with no reported data breaches during the reporting period.<br>• Continued disclosures aligned with SEBI's Business Responsibility and Sustainability Reporting (BRSR) framework and strengthened stakeholder communication and transparency practices. | | | | | | | | |
| **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) | At Campus Activewear Limited, sustainability remains integral to our long-term growth strategy and value creation approach. We continue to strengthen our environmental, social, and governance practices in response to evolving stakeholder expectations, climate related risks, resource efficiency requirements, and the need for resilient and responsible operations.<br><br>During FY 2025-26, the Company focused on improving energy and water efficiency, enhancing waste management practices, promoting employee well-being and workplace safety, strengthening responsible value chain practices, and reinforcing governance and cybersecurity frameworks.<br><br>Key achievements during the year included improvement in water use efficiency, continued implementation of emission reduction initiatives, strengthened waste management practices, maintenance of a zero-fatality record, 100% health and safety training coverage and performance reviews for employees, continued community development initiatives, and no material instances of corruption or data breaches. Board oversight continued to support the integration of ESG considerations into business strategy and risk management.<br><br>Going forward, we remain committed to advancing our sustainability journey and creating long term value for our stakeholders through responsible and resilient business practices. | | | | | | | | |
| 8 | Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (yes). | The Board of Directors functions as the highest governing authority in Campus Activewear and holds the overall responsibility for the implementation, monitoring, and oversight of the Company's Business Responsibility and Sustainability policies and practices. | | | | | | | | |
| 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. | No, The Board of Directors serves as the apex governing body, with overall responsibility for the implementation, monitoring, and oversight of Business Responsibility and Sustainability policies and related governance practices. | | | | | | | | |

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

| Disclosure Questions | | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|---|---|---|---|---|---|---|---|---|---|---|
| **10** | **Details of Review of NGRBCs by the Company:** | | | | | | | | | |

| Subject of Review | Indicate whether review was undertaken by Director/Committee of the Board/Any other Committee (P1–P9) | Frequency (Annually/Half yearly/Quarterly/Any other – please specify) (P1–P9) |
|---|---|---|
| Performance against above policies and follow up action | Review undertaken by Board/Committee of the Board | As and when required/in case of any statutory amendment |
| Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances | Review undertaken by Board/Committee of the Board | As and when required/in case of any statutory amendment |

| | | |
|---|---|---|
| 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 | Yes. The Company conducts periodic internal reviews of its policies by the Senior Leadership Team and Board of Directors of the Company or its Committee. These reviews ensures that policies remain current, effective and aligned with the Company`s objectives and regulatory 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) | |
| | c. The entity does not have the financial or/human and technical resources available for the task (Yes/No) | |
| | d. It is planned to be done in the next financial year (Yes/No) | |
| | e. 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 | 1 | Director familiarization program covered the Company's vision, product development, New Technology, Procurement process, supply chain ecosystem, new apparel range, research and development to enhance strategic oversight. | 100% |
| Key Managerial Personnel | 6+ | Leadership skills, Team Collaboration, Agility. | 100% |
| Employees other than BoD and KMPs | 40+ | Functional and technical skills development (Excel, Python, procurement, artificial intelligence), behavioural competencies (teamwork, agility, ownership, trust), POSH awareness, leadership engagement, career development, and financial wellbeing. | 82% |
| Workers* | 50+ | Functional skill enhancement, workplace safety, emergency preparedness, health and hygiene awareness, and POSH training. | 90% |

*Other than permanent workers

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

Monetary

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

Non- Monetary

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

**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 |
|---|---|
| NA | |

**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.**

The Company remains committed to conducting its business with the highest levels of integrity, accountability, and ethical standards. To reinforce this commitment, it has established a comprehensive Anti-Bribery and Anti-Corruption (ABAC) Policy designed to ensure compliance with all applicable domestic and international laws and regulations.

The Company maintains a zero-tolerance approach towards bribery, corruption, and any unethical business practices. The policy extends to all people and entities associated with the Company, including employees, consultants, contractors, trainees, interns, temporary workers, agency personnel, agents, and other third-party representatives.

To facilitate effective implementation of the policy and provide necessary guidance, a designated Compliance Officer has been appointed to address queries, offer support, and handle concerns relating to anti-bribery and anti-corruption compliance. The Policy is available on the Company's Intranet.

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

| | FY 2025-26 (Current Financial Year) | FY 2024-25 (Previous Financial Year) |
|---|---|---|
| Directors | NIL | NIL |
| KMPs | NIL | NIL |
| Employees | NIL | NIL |
| Workers | NIL | NIL |

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

| | FY 2025-26 (Current Financial Year) | | FY 2024-25 (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.**

NA.

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

| | FY 2025-26 (Current Financial Year) | FY 2024-25 (Previous Financial Year) |
|---|---|---|
| Number of days of accounts payables | 54 | 66* |

*Note: Previous year numbers are reworked and realigned wherever required, in line with "BRSR – Core Reporting Standard" formulated by Industry Standards Forum ("ISF") in consultation with SEBI.

**9. Open-ness of business**

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

| Parameter | Metrics | FY 2025-26 (Current Financial Year) | FY 2024-25* (Previous Financial Year) |
|---|---|---|---|
| Concentration of Purchases | a. Purchases from trading houses as % of total purchases | 5.8% | 4.8% |
| | b. Number of trading houses where purchases are made from | 6 | 4 |
| | c. Purchases from top 10 trading houses as % of total purchases from trading houses | 100% | 100% |
| Concentration of Sales | a. Sales to dealers/distributors as % of total sales | 93.6% | 94.6% |
| | b. Number of dealers/distributors to whom sales are made | 408 | 440* |
| | c. Sales to top 10 dealers/distributors as % of total sales to dealers/ distributors | 40.6% | 40.2% |
| Shares of RPTs in | a. Purchases (Purchases with related parties/total purchases) | 0.06% | 0.07% |
| | b. Sales (Sales to related parties/total sales) | NIL | NIL |
| | c. Loans & advances (Loans & advances given to related parties/total loans and advances) | NIL | 4.3% |
| | d. Investments (Investments in related parties/total investments made) | NIL | NIL |

*Note: Previous year numbers are reworked and realigned wherever required, in line with "BRSR – Core Reporting Standard" formulated by Industry Standards Forum ("ISF") in consultation with SEBI.

## Leadership

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

| Total number of awareness programmes held | Topics/principles covered under the training | % age of value chain partners covered (by value of business done with such partners) under the awareness programmes |
|---|---|---|
| 3 | Technical Awareness session (Pantone Project, Material Packing as per our requirement, Advance intimation about dispatch of material) | 100% |

**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**

The Company has adopted a robust "Code of Conduct for Directors and Senior Management" in compliance with the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015. The Code establishes principles and guidelines for identifying, disclosing, and managing potential conflicts of interest and is applicable to all Directors and Senior Management Personnel (Including KMP) from the date of their appointment and throughout their association with the Company.

Under the Code, Directors and Key Managerial Personnel (KMPs) are required to abstain from entering into any transaction involving material financial, commercial, or other interests that may conflict, or appear to conflict, with the interests of the Company. Directors who have an interest in any matter placed before the Board refrain from participating in the discussion and decision-making process relating to such matters.

Further, where any actual or potential conflict of interest arises, the concerned individual is required to promptly disclose all relevant details in writing. Such disclosures are made by Directors to the Board of Directors and by Senior Management Personnel to their respective reporting authorities, enabling appropriate evaluation and necessary guidance to ensure compliance with the Company's governance standards. The said code of conduct can be accessed through the company's website at:https://www.campusactivewear.com/sites/default/files/2026-02/CodeOfconductforSeniorManagementandBOD.pdfs

## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

### 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 | - | 16.4% | - |
| Capex | 3.2% | | Capex spent on resource efficient process, reduce pollution and improving working condition for people. |

**2.** a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)

Yes, the organization is committed to integrating sustainability considerations into its day-to-day operations, including the responsible sourcing of raw materials. At present, raw materials are sourced domestically, and continuous efforts are being undertaken to strengthen environmental initiatives and further minimize the overall ecological footprint.

b. If yes, what percentage of inputs were sourced sustainably?

NIL

**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) | The organization is registered as an Importer under the Plastic Waste Management Rules, 2016, and ensures that all plastic waste is channelled only to authorized recycling facilities. In line with applicable Pollution Control Board (PCB) regulations, a structured waste management and disposal mechanism has been established to ensure responsible handling and disposal of waste. |
| (b) | E-waste | Not Applicable. The Company's products do not fall under the category of reclaimable products; therefore, no product reclamation mechanism is applicable |
| (c) | Hazardous waste | |
| (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, the organization maintains compliance with Extended Producer Responsibility (EPR) requirements and is registered with the Central Pollution Control Board (CPCB). A comprehensive waste collection and management mechanism has been implemented in line with CPCB guidelines to ensure environmentally responsible waste handling practices and adherence to applicable regulatory standards, reflecting the organization's commitment to sustainability.

## Leadership Indicators

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

| NIC Code | Name of Product/ Service | % of total Turnover contributed | Boundary for which the Life Cycle Perspective/ Assessment was conducted | Whether conducted by independent external agency (Yes/No) | Results communicated in public domain (Yes/No) If yes, provide the web-link. |
|---|---|---|---|---|---|
| NIL | | | | | |

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.

| Name of Product/Service | Description of the risk/concern | Action Taken |
|---|---|---|
| NIL | | |

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

| Indicate input material | Recycled or re-used input material to total material | |
|---|---|---|
| | FY 2025-26 Current Financial Year | FY 2024-25 Previous Financial Year |
| Process Scrap Material | 0.48% | 0.54% |

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:

| | FY 2025-26 Current Financial Year | | | FY 2024-25 Previous Financial Year | | |
|---|---|---|---|---|---|---|
| | Re-Used | Recycled | Safely Disposed | Re-Used | Recycled | Safely Disposed |
| Plastics (including packaging) | Not Applicable. The Company's products do not fall under the category of reclaimable products; therefore, no product reclamation mechanism is applicable | | | | | |
| E-waste | | | | | | |
| Hazardous waste | | | | | | |
| Other waste | | | | | | |

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

| Indicate product category | Reclaimed products and their packaging materials as % of total products sold in respective category |
|---|---|
| | NA |

## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

### 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 | 917 | 917 | 100% | 0 | 0% | NA | NA | 917 | 100% | NA | 0% |
| Female | 63 | 63 | 100% | 0 | 0% | 63 | 100% | NA | NA | 63 | 100% |
| **Total** | **980** | **980** | **100%** | **0** | **0%** | **63** | **100%** | **917** | **100%** | **63** | **100%** |

a. Details of measures for the well-being of employees: (Contd.)

| 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) |
| Other than Permanent employees | | | | | | | | | | | |
| Male | - | - | - | - | - | - | - | - | - | - | - |
| Female | - | - | - | - | - | - | - | - | - | - | - |
| **Total** | **-** | **-** | **-** | **-** | **-** | **-** | **-** | **-** | **-** | **-** | **-** |

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 | - | - | - | - | - | - | - | - | - | - | - |
| Female | - | - | - | - | - | - | - | - | - | - | - |
| **Total** | **-** | **-** | **-** | **-** | **-** | **-** | **-** | **-** | **-** | **-** | **-** |
| Other than Permanent workers | | | | | | | | | | | |
| Male | 7833 | 7833 | 100% | 7833 | 100% | NA | NA | 0 | 0% | NA | NA |
| Female | 2819 | 2819 | 100% | 2819 | 100% | 2819 | 100% | NA | NA | 2819 | 100% |
| **Total** | **10652** | **10652** | **100%** | **10652** | **100%** | **2819** | **100%** | **0** | **0%** | **2819** | **26%** |

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

| | FY 2025-26 Current Financial Year | FY 2024-25 Previous Financial Year |
|---|---|---|
| Cost incurred on well-being measures as a % of total revenue of the company | 0.33% | 0.3% |

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

| Benefits | FY 2025-26 Current Financial Year | | | FY 2024-25 Previous Financial Year | | |
|---|---|---|---|---|---|---|
| | No. of employees covered as a % of total employees | No. of workers* covered as a % of total workers | Deducted and deposited with the authority (Y/N/N.A.) | No. of employees covered as a % of total employees | No. of workers* covered as a % of total workers | Deducted and deposited with the authority (Y/N/N.A.) |
| PF | 100% | 100% | Y | 100% | 100% | Y |
| Gratuity | 100% | 100% | NA | 100% | 100% | NA |
| ESI | 1% | 6% | Y | 6% | 6% | Y |
| Others | - | - | - | - | - | - |

*Other than permanent worker

**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 organization remains committed to fostering an inclusive, diverse, and accessible workplace. To promote a safe, respectful, and enabling work environment, our facilities are equipped with accessibility features such as elevators, staff assistance, and other necessary infrastructural support.

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

Yes, the organization has adopted an Equal Opportunity Policy, which is accessible to employees through the Company's intranet platform. The policy reflects the commitment to fostering an inclusive, respectful, and equitable workplace culture that upholds the dignity and rights of every individual.

The organization strictly prohibits discrimination on the basis of race, caste, religion, colour, ancestry, marital status, gender, sexual orientation, age, nationality, ethnic origin, disability, or any other characteristic protected under applicable law. This reinforces commitment to fairness, diversity, inclusion, and equal opportunity across the workplace.

**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% | NA | NA |
| Female | 100% | 100% | NA | NA |
| **Total** | **100%** | **100%** | **NA** | **NA** |

**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.**

<table>
<tr><th></th><th>Yes/No (If Yes, then give details of the mechanism in brief)</th></tr>
<tr><td>Permanent Workers</td><td>NA</td></tr>
<tr><td>Other than Permanent Workers</td><td rowspan="2">Yes. The organization has a structured grievance redressal mechanism in place for all categories of employees and workers to ensure timely, fair, and confidential resolution of workplace concerns.<br><br>Employees and workers may raise grievances through multiple channels, including their immediate supervisor, Department Head, HR Department, designated grievance officers, email, written applications, or suggestion boxes, where applicable. Grievances may relate to workplace issues, employment terms, compensation and benefits, working conditions, discrimination, harassment, health and safety concerns, or any other employment related matter.<br><br>The Company has also established a Whistle Blower Mechanism that enables employees and workers to confidentially report any actual or suspected unethical behavior, fraud, misconduct, or violations of the Company's Code of Conduct without fear of retaliation. Complaints received through the whistle blower channel are reviewed, investigated, and addressed in a fair, impartial, and time bound manner while maintaining the highest standards of confidentiality.<br><br>In addition, the Company has constituted an Internal Committee to receive, investigate, and resolve complaints relating to sexual harassment in accordance with the applicable provisions of the Prevention of Sexual Harassment (POSH) Act.<br><br>All grievances and complaints are acknowledged, reviewed, and investigated through a defined process, with an escalation mechanism available where the resolution at the initial level is not satisfactory. The objective of these mechanisms is to provide employees and workers with a safe, transparent, confidential, and accessible platform to raise concerns and seek appropriate resolution while fostering an ethical, respectful, and inclusive workplace culture.</td></tr>
<tr><td>Permanent Employees</td></tr>
<tr><td>Other than Permanent Employees</td><td>NA</td></tr>
</table>

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

| Category | FY 2025-26 Current Financial Year | | | FY 2024-25 Previous Financial Year | | |
|---|---|---|---|---|---|---|
| | Total employees/ workers in respective category (A) | No. of employees/ workers in respective category, who are part of association(s) or Union (B) | % (B/A) | Total employees/ workers in respective category (C) | No. of employees/ workers in respective category, who are part of association(s) or Union (D) | % (D/C) |
| Total Permanent Employees | NA | | | NA | | |
| Male | | | | | | |
| Female | | | | | | |
| Total Permanent Workers | | | | | | |
| Male | | | | | | |
| Female | | | | | | |

8. Details of training given to employees and workers:

| Category | FY 2025-26 Current Financial Year | | | | | FY 2024-25 Previous Financial Year | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Total (A) | On Health 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 | 917 | 917 | 100% | 750 | 82% | 921 | 921 | 100% | 643 | 70% |
| Female | 63 | 63 | 100% | 50 | 79% | 59 | 59 | 100% | 40 | 68% |
| **Total** | **980** | **980** | **100%** | **800** | **82%** | **980** | **980** | **100%** | **683** | **70%** |
| | | | | | Workers | | | | | |
| Male | 7833 | 3927 | 50% | 800 | 10% | 5427 | 5427 | 100% | 4067 | 75% |
| Female | 2819 | 2615 | 93% | 160 | 6% | 1344 | 1344 | 100% | 1120 | 83% |
| **Total** | **10652** | **6542** | **61%** | **960** | **9%** | **6771** | **6771** | **100%** | **5187** | **77%** |

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

| Category | FY 2025-26 Current Financial Year | | | FY 2024-25 Previous Financial Year | | |
|---|---|---|---|---|---|---|
| | Total (A) | No.(B) | % (B/A) | Total (C) | No.(D) | % (D/C) |
| | | | Employees | | | |
| Male | 917 | 917 | 100.00% | 921 | 921 | 100% |
| Female | 63 | 63 | 100.00% | 59 | 59 | 100% |
| **Total** | **980** | **980** | **100.00%** | **980** | **980** | **100%** |
| | | | Workers* | | | |
| Male | 7833 | 7833 | 100.00% | 5427 | 5427 | 100% |
| Female | 2819 | 2819 | 100.00% | 1344 | 1344 | 100% |
| **Total** | **10652** | **10652** | **100.00%** | **6771** | **6771** | **100%** |

*Other than permanent workers

**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, the Organization is committed to providing and maintaining a safe and healthy work environment for all employees, contract workers, vendors, and visitors. Safety Committees have been established across all units to oversee the implementation and effectiveness of the Company's Health and Safety Policy and to promote a strong safety culture across operations.<br><br>Regular awareness programmes, training sessions, and capacity building initiatives are conducted on a quarterly basis to enhance safety knowledge, reinforce safe work practices, and improve hazard awareness among employees and workers.<br><br>To further strengthen its occupational health and safety management framework, the Company undertakes annual independent third-party safety and risk audits to assess workplace risks, evaluate the effectiveness of existing controls, and identify opportunities for continuous improvement. These audits are conducted in alignment with applicable statutory requirements and recognized industry standards, including IS 14489. |
| 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 organization adopts a proactive approach to workplace health and safety through regular monitoring, risk assessment, and audit mechanisms. Daily safety walks are conducted by Safety Officers to identify potential hazards, monitor workplace conditions, and ensure timely implementation of corrective and preventive actions.<br><br>Hazard Identification and Risk Assessment (HIRA) exercises are carried out systematically to identify workplace hazards, assess associated risks, and establish appropriate control measures aimed at preventing accidents, injuries, and occupational illnesses.<br><br>Periodic internal safety audits and inspections are conducted to evaluate compliance with applicable safety requirements, identify improvement opportunities, and strengthen the overall safety management system.<br><br>In addition, independent safety audits are undertaken by qualified third-party competent persons to provide an objective assessment of operational risks, identify potential hazards, and recommend measures to enhance workplace safety and regulatory compliance |
| c. | Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N) | Yes, Safety Committees have been constituted across facilities, with regular meetings conducted to proactively identify and address workplace hazards. Employees and workers participate in continuous training and awareness programs to enhance their ability to recognize and report occupational risks effectively.<br><br>In line with the Health and Safety Policy, all personnel are encouraged to promptly report observed hazards to their supervisors, managers, or members of the Health and Safety Committee. This collaborative approach supports timely resolution of safety concerns and promotes a safe and healthy working environment across operations. |
| d. | Do the employees/worker of the entity have access to non-occupational medical and healthcare services? (Yes/No) | All employees and workers are covered under health and accident insurance programs. Regular medical camps are organized to provide access to healthcare professionals for health checkups and consultations.<br><br>In addition, eligible employees, workers, and their dependents are covered under the Employees' State Insurance (ESI) scheme, where applicable, or through medical insurance coverage, ensuring comprehensive healthcare support across the workforce. |

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

| Safety Incident/Number | Category | FY 2025-26 Current Financial Year | FY 2024-25 Previous Financial Year |
|---|---|---|---|
| Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) | Employees | 0 | 0 |
| | Workers | 0.16 | 0.06 |
| Total recordable work-related injuries | Employees | 1 | 0 |
| | Workers | 101 | 90 |
| No. of fatalities | Employees | 0 | 0 |
| | Workers | 0 | 0 |
| High consequence work-related injury or ill-health (excluding fatalities) | Employees | 0 | 0 |
| | Workers | 0 | 1 |

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

The Organisation has implemented a comprehensive occupational health and safety framework aimed at preventing workplace incidents, minimizing risks, and fostering a strong safety culture across its operations. Key safety measures include:

1. **Hazard Identification and Risk Assessment (HIRA):** Systematic assessments are conducted to identify workplace hazards, evaluate associated risks, and implement appropriate control measures to prevent accidents and occupational illnesses.

2. **Fire Safety Systems:** Fire detection and firefighting systems are installed across facilities and are subject to regular inspection, testing, and maintenance to ensure operational readiness.

3. **Daily Safety Walks:** Safety Officers conduct daily safety walks to proactively identify unsafe conditions and behaviours, monitor compliance, and ensure timely implementation of corrective actions.

4. **Periodic Safety Training:** Regular safety training programmes are conducted to enhance employee awareness, reinforce safe work practices, and promote a safety-first culture.

5. **Safety Induction for New Employees:** All new joiners undergo mandatory safety induction training to familiarize them with workplace hazards, emergency procedures, and safety requirements from the outset.

6. **Emergency Preparedness and Mock Drills:** Quarterly mock drills are conducted to test emergency response capabilities, improve preparedness, and ensure effective coordination during emergency situations.

7. **Internal and External Safety Audits:** Periodic safety audits and inspections are undertaken by both internal teams and independent external experts to identify potential hazards, assess compliance, and drive continuous improvement in safety performance.

8. **Competency Development for Safety Personnel:** Specialized training programmes are provided to Safety Officers to ensure they remain updated on evolving regulatory requirements, industry best practices, and emerging safety risks.

9. **Safety Awareness Initiatives:** The Organisation regularly conducts safety awareness campaigns and observes events such as National Safety Week and Fire Service Week to strengthen employee engagement and reinforce a culture of safety across the workplace.

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

| Category | FY 2025-26 Current Financial Year | | | FY 2024-25 Previous Financial Year | | |
|---|---|---|---|---|---|---|
| | Filed during the year | Pending resolution at the end of the year | Remarks | Filed during the year | Pending resolution at the end of the year | Remarks |
| Working Conditions | 0 | 0 | NA | 0 | 0 | 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.

During the reporting period, no significant risks or concerns were identified through the Company's health and safety assessments, including daily safety walks, Hazard Identification and Risk Assessment (HIRA) exercises, periodic internal audits, inspections, and independent third-party safety audits. Further, no material safety-related incidents requiring major corrective actions were reported.

The Company continues to strengthen its occupational health and safety management system through regular safety training, awareness programmes, safety inductions, mock drills, daily safety walks, periodic internal and external audits, and timely implementation of corrective and preventive actions arising from inspections and risk assessments. These initiatives support continuous improvement in workplace safety, reinforce compliance with applicable safety standards, and promote a strong safety culture across all operations.

## Leadership Indicators

**1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).**

(A) **Employees:** All employees are covered under a life insurance scheme to provide financial security and support to their dependents in the event of unforeseen circumstances

(B) **Workers:** Workers engaged through contractors are provided with applicable insurance coverage or compensatory benefits in line with contractual arrangements.

In the event of death, both employees and workers are duly compensated in accordance with the provisions of the Employees' Compensation Act, 1923.

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

All the partners involved in Campus Activewear Ltd's value chain are covered under the Provident Fund Act and Employee State Insurance Act (both of the Acts has now merged into Labour Codes). As per the law, these partners are responsible for deducting and depositing the statutory dues. Additionally, the service contract between the Campus Activewear Limited and the service provider includes a clause under the "payment terms" section, which mandates the service provider to make necessary statutory payments (PF, ESI, Etc).

**3. Provide the number of employees/workers having suffered high consequence work related injury/ill-health/fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:**

| | Total no. of affected employees/workers | | No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment | |
|---|---|---|---|---|
| | FY 2025-26 Current Financial Year | FY 2024-25 Previous Financial Year | FY 2025-26 Current Financial Year | FY 2024-25 Previous Financial Year |
| Employees | NIL | NIL | NIL | NIL |
| Workers | NIL | NIL | NIL | NIL |

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

Yes. The company views career transitions as meaningful milestones and offers comprehensive support during retirement or separation. Employees receive guidance on financial settlements, statutory dues, and other relevant information, helping them move into the next stage of life or career with confidence and dignity.

**5. Details on assessment of value chain partners:**

| | % of value chain partners (by value of business done with such partners) that were assessed |
|---|---|
| Health and safety practices | 70% |
| Working Conditions | 80% |

**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.**

NA

## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

### 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 organization recognizes both internal and external stakeholder groups that significantly influence its operations and long-term sustainability objectives. Stakeholders are identified based on their level of influence, interest and potential impact on the Company's business activities and sustainability priorities.

Key stakeholder groups identified include:

| | | | |
|---|---|---|---|
| 1. | Employees | 4. | Value chain partners |
| 2. | Customers | 5. | Regulators and Government Authorities |
| 3. | Shareholders and Investors | 6. | Communities |

**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 |
|---|---|---|---|---|---|
| 1 | Employees | No | Corporate communications, structured training programs, grievance redressal mechanisms, emails, through People Strong software and meetings. | Ongoing/Frequent | Employee well-being, grievance management, career development, and organizational updates |
| 2 | Customers | No | Company website, one to one interaction at retail stores, social media communication, emails, meetings, and website publications | Ongoing/Need based | Complaint resolution, customer feedback, and new product development |
| 3 | Investors/ Shareholders | No | Emails, postal and courier communications, stock exchange disclosures, website publications, General Meetings, (Annual and Extra-Ordinary) press releases, newspaper publications, and quarterly earnings calls | Quarterly/ Half-yearly/ Annually/ Event-based | 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 and when required |
| 4 | Value chain partners | No | Emails and meetings | Ongoing | Vendor relationships, operational coordination, and product knowledge sharing |
| 5 | Regulators/ Govt. Ministries | No | Advocacy meetings, seminars, conferences, media releases, and participation in industry bodies | Ongoing | Regulatory compliance and industry related matters |
| 6 | Communities | Yes | Meetings, emails, letters, and community engagement initiatives | Ongoing | Community grievance resolution and community development initiatives |

## 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.**

Campus Activewear Limited recognizes the importance of fostering strong and sustainable relationships with its stakeholders, including employees, customers, business partners, suppliers, regulatory authorities, and local communities. The Company maintains continuous engagement with these stakeholder groups to better understand their expectations, concerns, and evolving needs.

Stakeholder engagement forms an integral part of the Company's approach to responsible business conduct and serves as an important mechanism for building trust and enhancing stakeholder relationships. The insights gathered through these interactions support the identification and assessment of material issues that are relevant to the Company's operations and long-term value creation.

Through regular and meaningful interactions, the Company remains informed of emerging economic, environmental, and social developments and incorporates these considerations into its strategic decision-making and business planning processes.

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

Yes, the Company actively engages with its key stakeholders to facilitate the effective implementation of its Environmental, Social & Governance initiatives. The Company places significant importance on stakeholder inclusiveness, and feedback received through various engagement channels is carefully evaluated and incorporated into relevant policies, initiatives, and action plans, wherever applicable. Regular reviews are also undertaken to update policies and practices in line with evolving regulatory requirements, business priorities, and stakeholder expectations.

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

The Company views Corporate Social Responsibility (CSR) as an integral part of its commitment to creating positive social impact and contributing to inclusive development. Beyond regulatory compliance, the Company undertakes focused initiatives aimed at supporting underserved and marginalized communities. Through its CSR programmes in the areas of education, medical, skill development and sports, the Company strives to enhance opportunities, promote well-being, and empower vulnerable sections of society.

## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

### PRINCIPLE 5: Businesses should respect and promote human rights

#### Essential Indicators

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

| Category | FY 2025-26 Current Financial Year | | | FY 2024-25 Previous Financial Year | | |
|---|---|---|---|---|---|---|
| | Total (A) | No. of employees/ workers covered (B) | % (B/A) | Total (C) | No. of employees/ workers covered (D) | % (D/C) |
| **Employees** | | | | | | |
| Permanent | 980 | 980 | 100% | 980 | 980 | 100% |
| Other than permanent | - | - | - | - | - | - |
| **Total Employees** | **980** | **980** | **100%** | **980** | **980** | **100%** |
| **Workers** | | | | | | |
| Permanent | - | - | - | - | - | - |
| Other than permanent | 10652 | 10652 | 100% | 0 | 0 | 0 |
| **Total Workers** | **10652** | **10652** | **100%** | **6771** | **3766** | **56%** |

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

| Category | FY 2025-26 Current Financial Year | | | | | FY 2024-25 Previous Financial Year | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Total (A) | Equal to Minimum Wage | | More than Minimum Wage | | Total (D) | Equal to Minimum Wage | | More than Minimum Wage | |
| | | No. (B) | % (B/A) | No. (C) | % (C/A) | | No. (E) | % (E/D) | No. (F) | % (F/D) |
| **Employees** | | | | | | | | | | |
| **Permanent** | **980** | **0** | **0** | **980** | **100%** | **980** | **0** | **0** | **980** | **100%** |
| Male | 917 | 0 | 0 | 917 | 100% | 921 | 0 | 0 | 921 | 100% |
| Female | 63 | 0 | 0 | 63 | 100% | 59 | 0 | 0 | 59 | 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** | **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 |
| **Other than permanent** | **10652** | **7612** | **71%** | **3040** | **40%** | **6771** | **4592** | **68%** | **2179** | **32%** |
| Male | 7833 | 4926 | 63% | 2907 | 59% | 5427 | 3300 | 61% | 2127 | 39% |
| Female | 2819 | 2686 | 95% | 133 | 5% | 1344 | 1292 | 96% | 52 | 4% |

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

a. Median remuneration/wages:

| Gender | Male | | Female | |
|---|---|---|---|---|
| | Number | Median remuneration/ salary/wages of respective category | Number | Median remuneration/ salary/wages of respective category |
| Board of Directors (BoD)* | 2 | 4,77,00,000 | - | - |
| Key Managerial Personnel** | 1 | 2,50,00,000 | 1 | 57,00,000 |
| Employees other than BoD and KMP | 914 | 6,00,000 | 62 | 8,00,000 |
| Workers*** | 7833 | 1,07,008 | 2819 | 90,359 |

*'Chairman & Managing Director' and 'Whole Time Director & Chief Executive Officer'

**Excluding 'Chairman & Managing Director' and 'Whole Time Director & Chief Executive Officer'

***Other than permanent workers

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

| | FY 2025-26 Current Financial Year | FY 2024-25 Previous Financial Year |
|---|---|---|
| Gross wages paid to females as % of total wages | 8.20% | 8% |

### 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 organization places significant emphasis on upholding human rights and addressing related concerns across its operations. Human rights principles are embedded within the Employee Policy Handbook and the Code of Conduct, reinforcing the commitment to ethical and respectful workplace practices.

An Internal Complaints Committee (ICC) has been constituted in accordance with applicable statutory requirements to address cases related to sexual harassment. The Committee comprises a Presiding Officer, employee representatives, and an external NGO member, with at least 50% women representation to ensure fairness, sensitivity, and impartiality in grievance handling. In addition, the Human Resources function is responsible for monitoring and addressing human rights related concerns, thereby fostering a safe, inclusive, and respectful work environment.

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

The organization is committed to upholding human rights principles across its operations and value chain by fostering an inclusive, equitable, and discrimination free workplace. Employees and workers are treated irrespective of race, caste, religion, colour, ancestry, marital status, gender, sexual orientation, age, nationality, ethnic origin, disability, or other characteristic protected under applicable laws.

To strengthen this commitment, a comprehensive Code of Conduct and a robust Whistle blower Mechanism have been implemented, enabling employees and workers to confidentially report grievances or concerns. Documented policies and procedures are also in place to address and resolve human rights related issues effectively. In addition, appropriate systems and internal mechanisms have been established to prevent sexual harassment and ensure timely, fair, and compliant resolution of such matters in accordance with applicable legal requirements.

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

| Category | FY 2025-26 Current Financial Year | | | FY 2024-25 Previous Financial Year | | |
|---|---|---|---|---|---|---|
| | Filed during the year | Pending resolution at the end of year | Remarks | Filed during the year | Pending resolution at the end of year | Remarks |
| Sexual Harassment | 1 | 0 | Withdrawn by the complainant within 6 days | 0 | 0 | NA |
| Discrimination at workplace | 0 | 0 | NA | 0 | 0 | NA |
| Child Labour | 0 | 0 | NA | 0 | 0 | NA |
| Forced Labour/Involuntary 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 |

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

| | FY 2025-26 Current Financial Year | FY 2024-25 Previous Financial Year |
|---|---|---|
| Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH) | 1* | 0 |
| Complaints on POSH as a % of female employees/workers | 0 | 0 |
| Complaints on POSH upheld | 0 | 0 |

*Withdrawn by the complainant within 6 days

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

The organization has established a comprehensive and structured Whistle blower Mechanism aimed at protecting individuals from retaliation, victimization, or unfair treatment. The mechanism incorporates preventive safeguards to address potential risks faced by whistle blowers, while ensuring strict confidentiality during grievance handling and investigation processes. Where a whistle blower is required to participate in disciplinary or legal proceedings, their identity is protected to maintain privacy, dignity, and security.

In addition, a zero-tolerance approach towards sexual harassment is reinforced through a robust grievance redressal framework that emphasizes confidentiality, sensitivity, and impartiality. Complaints are addressed through a fair and transparent process that safeguards the anonymity of complainants and provides protection against retaliation, while also ensuring access to necessary support mechanisms.

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

Yes, human rights principles are integrated into contractual frameworks and business agreements, reflecting the organization's commitment to ethical business conduct and responsible value chain practices. Policies are in place prohibiting forced labour, child labour, sexual harassment, and all forms of discrimination, while also promoting fair wages, social security, and humane working conditions.

These human rights provisions are embedded across agreements with employees, suppliers, service providers, and other third-party stakeholders to ensure alignment with applicable laws and internationally recognized human rights standards.

**10. Assessments for the year:**

| | % of your plants and offices that were assessed (by entity or statutory authorities or third parties) |
|---|---|
| Child labour | Assessment conducted through internal evaluations by the Company |
| Forced/involuntary labour | |
| Sexual harassment | |
| Discrimination at workplace | |
| Wages | |
| Others – please specify | |

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

NA

## Leadership Indicators

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

Equal opportunity and mutual respect form the foundation of our Code of Conduct and guide our approach to fostering an inclusive workplace culture.

The organization has established robust mechanisms to report and address concerns related to employee safety, equality, and wellbeing through its grievance redressal framework. Employees may raise concerns with the Human Resources team or their reporting managers through email, one-on-one discussions, or employee satisfaction surveys.

Feedback received through employee interactions and engagement channels is regularly reviewed and contributes to the continuous enhancement of people's practices. This includes strengthening awareness programmes on workplace conduct, improving communication of policies, increasing managerial sensitization on fair treatment and non-discrimination, and reinforcing grievance reporting and escalation mechanisms.

During the reporting period, no material human rights grievances were reported that required significant changes to business processes or operations. The organisation remains committed to regularly reviewing and strengthening its policies, practices, and governance mechanisms to uphold human rights and maintain a safe, inclusive, and respectful workplace.

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

The organisation conducts an annual employee engagement survey through an independent external partner to gather employee feedback and assess workplace experience. Insights derived from the survey help identify key areas of focus and support the continuous enhancement of people's practices and employee wellbeing initiatives.

In addition, skip level meetings are conducted periodically to facilitate direct interactions between employees and senior leadership. These engagements provide firsthand insights into employee concerns, expectations, and experiences, enabling the organisation to strengthen its people's practices, foster open communication, and promote a positive and inclusive work environment.

**3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?**

Yes, the organization's offices and premises are designed to support accessibility for persons with disabilities, including visitors. Accessibility measures such as elevators, staff assistance, and other necessary infrastructural support are provided to ensure safe, convenient, and dignified access across relevant facilities.

**4. Details on assessment of value chain partners:**

| | % of value chain partners (by value of business done with such partners) that were assessed |
|---|---|
| Sexual Harassment | Assessment conducted through internal evaluations by the Company |
| Discrimination at workplace | |
| Child Labour | |
| Forced Labour/Involuntary Labour | |
| Wages | |
| Others – please specify | |

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

NA

## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

### 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: (GJ)**

| Parameter | FY 2025-26 Current Financial Year | FY 2024-25 Previous Financial Year |
|---|---|---|
| **From renewable sources** | | |
| Total electricity consumption (A) | 4,385.52 | 4,424.39 |
| Total fuel consumption (B) | - | - |
| Energy consumption through other sources (C) | - | - |
| **Total energy consumed from renewable sources (A+B+C)** | **4,385.52** | **4,424.39** |
| **From non-renewable sources** | | |
| Total electricity consumption (D) | 84,334.74 | 69,878.15 |
| Total fuel consumption (E) | 10,924.51 | 84,15.56 |
| Energy consumption through other sources (F) | - | - |
| **Total energy consumed from non-renewable sources (D+E+F)** | **95,259.25** | **78,293.71** |
| **Total energy consumed (A+B+C+D+E+F)** | **99,644.77** | **82,718.1** |

1. **Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format: (GJ)** (Contd.)

| Parameter | FY 2025-26 Current Financial Year | FY 2024-25 Previous Financial Year |
|---|---|---|
| **Energy intensity per rupee of turnover** (Total energy consumed/Revenue from operations in Millions) | 5.62 | 5.19 |
| **Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)** (Total energy consumed/Revenue from operations adjusted for PPP) | 114.24 | 107.28* |
| **Energy intensity in terms of physical output** (Total energy consumed/No. of units) | 0.0038 | 0.0037 |
| Energy 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**

*Note: * Revenue from operations adjusted for PPP has been revised based on the industry standard.*

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.**

NA

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

| Parameter | FY 2025-26 Current Financial Year | FY 2024-25 Previous Financial Year |
|---|---|---|
| **Water withdrawal by source (in kilolitres)** | | |
| (i) Surface water | - | - |
| (ii) Groundwater | 1,20,573.4 | 1,05,225.78 |
| (iii) Third party water | 706.8 | - |
| (iv) Seawater/desalinated water | 0.0 | - |
| (v) Water from municipal corporation | 469.0 | 469 |
| (vi) Water Bottles/Aquaguard (Ltr X number of bottle) (KL) | 1.4 | 0.14 |
| **Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)** | **1,21,750.5** | **1,05,694.92** |
| **Total volume of water consumption (in kilolitres)** | **1,21,750.5** | **1,06,822.32** |
| **Water intensity per rupee of turnover** (Total water consumption/Revenue from operations in Million) | 6.86 | 6.71 |
| **Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)** (Total water consumption/Revenue from operations adjusted for PPP in Million) | 135.59 | 138.55* |
| **Water intensity in terms of physical output** (Total water consumption/No. of units) | 0.0045 | 0.0048 |
| 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

**Note:** *Revenue from operations adjusted for PPP has been revised based on the industry standard.

**4. Provide the following details related to water discharged:**

| Parameter | FY 2025-26 Current Financial Year | FY 2024-25 Previous Financial Year |
|---|---|---|
| **Water discharge by distillation and level of treatment (in kilolitres)** | | |
| (i) To Surface water | - | |
| - No treatment | - | - |
| - With treatment – please specify level of treatment | - | 12,340 |
| (ii) To Groundwater | - | - |
| - No treatment | - | - |
| - With treatment – please specify level of treatment | - | - |
| (iii) To Seawater | - | - |
| - No treatment | - | - |
| - With treatment – please specify level of treatment | - | - |
| (iv) Sent to third-parties | | - |
| - No treatment | 27,797.54 | - |
| - With treatment – please specify level of treatment | - | - |
| (v) Others | - | - |
| - No treatment | - | - |
| - With treatment – please specify level of treatment | 4,855.5 | - |
| **Total water discharged (in kilolitres)** | **32,653.0** | **12,340** |

**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

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

The Company is deeply committed to water stewardship and has undertaken concerted efforts to minimize freshwater consumption through the adoption of water-efficient practices. A key focus area is the recycling and reuse of treated wastewater within operational premises, with the strategic objective of achieving Zero Liquid Discharge (ZLD).

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

| Parameter | Please specify unit | FY 2025-26 Current Financial Year | FY 2024-25 Previous Financial Year |
|---|---|---|---|
| NOx | Tonnes | 1.12 | 0.83 |
| SOx | Tonnes | 0.18 | 0.03 |
| Particulate matter (PM) | Tonnes | 0.13 | 0.10 |
| Persistent organic pollutants (POP) | Tonnes | NA | NA |
| Volatile organic compounds (VOC) | Tonnes | NA | NA |
| Hazardous air pollutants (HAP) | Tonnes | NA | NA |
| Others – Carbon Monoxide | Tonnes | 0.2 | 0.32 |

**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**

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

| Parameter | Unit | FY 2025-26 Current Financial Year | FY 2024-25 Previous Financial Year |
|---|---|---|---|
| **Total Scope 1 emissions** (Break-up of the GHG into $CO_2$, $CH_4$, $N_2O$, HFCs, PFCs, $SF_6$, $NF_3$, if available) | $tCO_2e$ | 1,486.82** | 591.6 |
| **Total Scope 2 emissions** (Break-up of the GHG into $CO_2$, $CH_4$, $N_2O$, HFCs, PFCs, $SF_6$, $NF_3$, if available) | $tCO_2e$ | 16,632.69 | 14,111.51 |

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

| Parameter | Unit | FY 2025-26 Current Financial Year | FY 2024-25 Previous Financial Year |
|---|---|---|---|
| **Total Scope 1 and Scope 2 emission intensity per rupee of turnover** (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations in Million) | $tCO_2e$/Rs. Million | 1.02 | 0.92 |
| **Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)** (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations adjusted for PPP) | $tCO_2e$/Rs. Million | 20.77 | 19.07* |
| **Total Scope 1 and Scope 2 emission intensity in terms of physical output** (Total Scope 1 and Scope 2 GHG emissions/ No. of units) | $tCO_2e$/No. of units | 0.0007 | 0.0007 |
| 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**

**Note:** *Revenue from operations adjusted for PPP has been revised based on the industry standard.

**For FY26 fugitive emission from refrigerants has also been considered in the boundary.

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

The Company has undertaken targeted initiatives aimed at reducing greenhouse gas (GHG) emissions and improving environmental performance across its operations. Key measures implemented during the year include:

- Procurement of BS IV compliant DG sets with lower emission profiles to reduce GHG emissions.
- Installation of RECD kits on DG sets at NCR units to enhance emission control and improve environmental performance.
- Installation of wet scrubbers at the Ganaur unit to control emissions and ensure discharge through a regulated and controlled mechanism.

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

| Parameter | FY 2025-26 Current Financial Year | FY 2024-25 Previous Financial Year |
|---|---|---|
| **Total Waste generated (in metric tonnes)** | | |
| Plastic waste (A) | 25.51 | 44.20 |
| E-waste (B) | 4.86 | 0.23 |
| Bio-medical waste (C) | 0.00 | 0 |
| Construction and demolition waste (D) | 0.00 | 0 |
| Battery waste (E) | 1.23 | 0 |
| Radioactive waste (F) | 0.00 | 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) | 79.37 | 76.53 |
| Other non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector) – Paper Waste | 3,350.04 | 2,618.88 |
| **Total (A+B+C+D+E+F+G+H)** | **3,461.00** | **2,739.85** |
| **Waste intensity per rupee of turnover** (Total waste generated/Revenue from operations in Million) | 0.20 | 0.17 |

**9. Provide details related to waste management by the entity, in the following format:** (Contd.)

| Parameter | FY 2025-26 Current Financial Year | FY 2024-25 Previous Financial Year |
|---|---|---|
| **Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)** (Total waste generated/Revenue from operations adjusted for PPP) | 3.97 | 3.55* |
| **Waste intensity in terms of physical output** (Total waste generated/No. of units) | 0.0001 | 0.0001 |
| Waste intensity (optional) – the relevant metric may be selected by the entity | - | - |
| **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 | 3,460.8 | 2,739.85 |
| (ii) Re-used | - | - |
| (iii) Other recovery operations | - | - |
| **Total** | **3,460.8** | **2,739.85** |
| **For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)** | | |
| **Category of waste** | | |
| (i) Incineration | - | - |
| (ii) Landfilling | - | - |
| (iii) Other disposal operations (through recyclers) | - | - |
| **Total** | **-** | **-** |

**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**

*Note: Revenue from operations adjusted for PPP has been revised based on the industry standard.

**10. 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 mage such wastes**

The organization is registered with the Central Pollution Control Board (CPCB) and has implemented a comprehensive waste management and disposal framework aligned with applicable CPCB regulations. Waste segregation is practiced at source to support efficient handling and responsible disposal practices.

Hazardous waste is disposed of through authorized vendors in compliance with the Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016, while electronic waste management is carried out in accordance with the Environment Protection Act and other applicable regulatory requirements. Through adherence to these regulations and established waste management practices, the organization aims to minimize environmental impact, promote responsible disposal, and strengthen its commitment to environmental sustainability and regulatory compliance.

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

| 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 | | | |

**12. 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 independent external agency (Yes/No) | Results communicated in public domain (Yes/No) | Relevant Web link |
|---|---|---|---|---|---|
| No environmental impact assessments have been undertaken | | | | | |

**13. 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:**

| Sl. No | Specify the law/regulation/ guidelines which was not complied with | Provide details of the non-compliance | Any fines/penalties/action taken by regulatory agencies such as pollution control boards or by courts | Corrective action taken, if any |
|---|---|---|---|---|
| Yes, the Company is complied with all the necessary laws | | | | |

## Leadership Indicators

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

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

| | |
|---|---|
| (i) Name of the area | NA |
| (ii) Nature of operations | |

(iii) Water withdrawal, consumption and discharge in the following format:

| Parameter | FY 2025-26 Current Financial Year | FY 2024-25 Previous Financial Year |
|---|---|---|
| **Water withdrawal by source (in kilolitres)** | | |
| (i) Surface water | NA | |
| (ii) Groundwater | | |
| (iii) Third party water | | |
| (iv) Seawater/desalinated water | | |
| (v) Others | | |
| **Total volume of water withdrawal (in kilolitres)** | | |
| **Total volume of water consumption (in kilolitres)** | | |
| **Water intensity per rupee of turnover** (Water consumed/turnover) | | |
| Water intensity (optional) – the relevant metric may be selected by the entity | | |
| **Water discharge by destination and level of treatment (in kilolitres)** | | |
| (i) Into Surface water | NA | |
| - No treatment | | |
| - With treatment – please specify level of treatment | | |
| (ii) Into Groundwater | | |
| - No treatment | | |
| - With treatment – please specify level of treatment | | |
| (iii) Into Seawater | | |
| - No treatment | | |
| - With treatment – please specify level of treatment | | |
| (iv) Sent to third parties | | |
| - No treatment | | |
| - With treatment – please specify level of treatment | | |
| (v) Others | | |
| - No treatment | | |
| - With treatment – please specify level of treatment | | |
| **Total water discharged (in kilolitres)** | | |

**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**

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

| Parameter | Unit | FY 2025-26 Current Financial Year | FY 2024-25 Previous Financial Year |
|---|---|---|---|
| **Total Scope 3 emissions** (Break-up of the GHG into $CO_2$, $CH_4$, $N_2O$, HFCs, PFCs, $SF_6$, $NF_3$, if available) | Metric tonnes of $CO_2$ equivalent | The Company is currently not tracking Scope 3 emissions | |
| **Total Scope 3 emissions per rupee of turnover** (Total Scope 3 emissions/Revenue from operations in Cr.) | Metric tonnes of $CO_2$ equivalent/Rs. crore | | |
| Total Scope 3 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: **NA**

**3. With respect to the ecologically sensitive areas reported at Question 11 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.**

NIL

**4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions/effluent discharge/waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:**

| Sl. No | Initiative undertaken | Details of the initiative (Web-link, if any, may be provided along-with summary) | Outcome of the initiative |
|---|---|---|---|
| 1. | Interlocking of borewells through sensors to mitigate water overflowing at Dehradun Plant | – | Water overflowing eliminated |
| 2. | Replacement of rusted and leaked GI pipes in admin building area at Dehradun Plant | – | Water wastage eliminated |
| 3. | Inspection and replacement of damaged and leaked water taps at Dehradun Plant | – | Water wastage eliminated |
| 4. | Daily close monitoring of water extraction being done at Dehradun Plant | – | Water consumption maintained within approved limits |
| 5. | Installation of STP units in Paonta Sahib plant | – | Recycling and reuse of water |
| 6. | Capacity enhancement of STP in Dehradun Plant and Ganaur Plant | – | Increased water recycling capacity |
| 7. | RECD kits installation on DG sets at NCR location (Ganaur Plant) | – | Reduction in emissions |
| 8. | Installation of CPCB IV+ compliant DG sets for new plants (Haridwar 2 and Pantnagar) | – | Reduction in emissions |
| 9. | Installation of drive-based compressors at Haridwar 1 & 2, Dehradun, and Pantnagar plants | – | Reduced electricity consumption and energy savings |
| 10. | Installation of temperature controllers on steam generators at both Baddi factories | – | Reduced heating time and improved energy efficiency |
| 11. | Installation of timers for automatic operation of lights and fans in stitching sections at Haridwar-2 Plant | – | Reduced electricity consumption |
| 12. | Replacement of diesel-based steam generators with heater-based steam generators in knitting sections at Haridwar-1 plant | – | Reduction in energy costs and improved operational efficiency |
| 13. | Installation of sensors for water tanks at Dehradun plant | – | Prevention of water overflow and water conservation |
| 14. | Implementation of push-type taps in place of conventional taps at Dehradun Plant | – | Reduced water consumption |
| 15. | Reuse of RO reject water at Haridwar plant for fire tanks and general testing purposes | – | Enhanced water reuse and conservation |
| 16. | Phase-wise installation of solar street lights at Paonta Sahib plant | – | Increased utilization of renewable energy and reduced conventional energy consumption |

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

The organization has established a comprehensive Business Continuity and Disaster Management Plan (BCDMP) to strengthen operational resilience against potential disruptions, including natural disasters, man-made incidents, cyber threats, and supply chain disruptions. The framework includes proactive risk assessment processes and mitigation measures aimed at minimizing operational and business impacts.

The response mechanism focuses on timely risk containment, safe evacuation, structured incident management, and continuity of critical operations. Recovery measures include damage assessment, restoration of key business functions and IT infrastructure, and stabilization of supply chain activities. To ensure ongoing preparedness and effectiveness, the plan is periodically reviewed and supported through regular training programs and simulation exercises for relevant personnel.

**6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard**

NIL

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

NIL

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

a. By the listed entity

NIL

b. By the top ten (in terms of value of purchases and sales, respectively) value chain partners

NIL

## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

### 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. 3

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 | Confederation of Indian Industries (CII) | National |
| 2 | PHD Chamber of Commerce and Industry | National |
| 3. | Confederation of Indian Footwear 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 |
|---|---|---|
| | NA | |

### Leadership Indicators

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

| Sl. No | Public policy advocated | Method resorted for such advocacy | Whether information available in public domain? (Yes/No) | Frequency of Review by Board (Annually/Half yearly/Quarterly/ Others – please specify) | Web Link, if available |
|---|---|---|---|---|---|
| | | | NA | | |

## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

### 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 |
|---|---|---|---|---|---|
| NIL | | | | | |

**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 Rs.) |
|---|---|---|---|---|---|---|
| NIL | | | | | | |

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

At Campus Activewear Limited, we strive to maintain constructive, transparent, and responsible engagement with our stakeholders and the communities in which we operate. Our stakeholder engagement approach is guided by the principles of inclusivity, accessibility, and responsiveness, ensuring that concerns, feedback, and expectations are acknowledged and addressed in a timely manner.

To support effective stakeholder communication, the Company has implemented a dedicated online grievance and feedback mechanism available through its official website at https://www.campusactivewear.com/contact-us. This platform enables stakeholders to submit queries, feedback, grievances, or other concerns directly to the Company. The process is supported by an established internal governance framework that facilitates prompt review and resolution of stakeholder submissions in a fair, objective, and sensitive manner.

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

| Parameter | FY 2025-26 Current Financial Year | FY 2024-25 Previous Financial Year |
|---|---|---|
| Directly sourced from MSMEs/small producers | 67.12% | 21% |
| Directly sourced within India | 90% | 91% |

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

| Location | FY 2025-26 Current Financial Year | FY 2024-25 Previous Financial Year |
|---|---|---|
| Rural | NIL | NIL |
| Semi-urban | 31.23% | 30.67% |
| Urban | 29.11% | 30.72% |
| Metropolitan | 39.66% | 38.60% |

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

### Leadership Indicators

**1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):**

| Details of negative social impact identified | Corrective action taken |
|---|---|
| NIL | |

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

| Sl. No | State | Aspirational District | Amount spent (In Rs.) |
|---|---|---|---|
| 1 | Himachal Pradesh | Chamba | The expenditure attributable specifically to the stated districts cannot be quantified separately, as these districts form part of the larger Ekal Abhiyan programme, which encompasses 3,138 schools across India. Accordingly, the impact and expenditure are monitored at the programme level rather than at the district level. During the reporting period, the Company contributed a total of Rs. 1,81,00,000 towards the implementation of the Ekal Abhiyan programme |
| 2 | Uttarakhand | Udham Singh Nagar | |

**3.**

| | | |
|---|---|---|
| (a) | Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized/vulnerable groups? (Yes/No) | Yes |
| (b) | From which marginalized/vulnerable groups do you procure? | Fabric Vendor, MSME, Mould Specific Vendor |
| (c) | What percentage of total procurement (by value) does it constitute? | 40% |

**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:**

| Sl. No | Intellectual Property based on traditional knowledge | Owned/Acquired (Yes/No) | Benefit shared (Yes/No) | Basis of calculating benefit share |
|---|---|---|---|---|
| | | NA | | |

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

| Name of authority | Brief of the Case | Corrective action taken |
|---|---|---|
| | NA | |

**6. Details of beneficiaries of CSR Projects:**

| Sl. No | Project Title | No. of persons benefitted from CSR Projects | % of beneficiaries from vulnerable and marginalized groups |
|---|---|---|---|
| 1 | Sewa Bharti- For the purpose of providing free/subsidised dialysis treatment for underprivileged section of society at project Sewa Bharti diagnostic & dialysis centre | Total 10,769 Dialysis sessions were conducted | 100% |
| 2 | Bharat Lok Siksha Parishad (Ekal Abhiyan)- Educational Initiative for Children of Tribal, Rural & Remote areas through the adoption and operation of Ekal Vidyalayas under Ekal Abhiyan in the Villages of Himachal Pradesh and Uttarakhand. | 63,760 Students and 3,138 Ekal Vidyalaya | 100% |
| 3 | Employment specific vocational courses including Vishwas - Tailoring and Stitching Course aimed at empowering women and enabling them to achieve self-sufficiency. | 873 girls | 100% |
| 4 | Bhagta Bharat- Organized structured running events across Paonta Sahib and Dehradun to promote youth fitness, leadership, and sports engagement. | 1,018 | 100% |
| 5 | Shri Bhartiya Sanskruti Samvardhak Trust- Construction of hostel building to support institutional accommodation and student facilities for underprivileged children | 2,000 students | - |

## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

### 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.**

Multiple customer engagement and grievance redressal channels have been established to ensure timely and effective resolution of consumer concerns. These include a dedicated customer support helpline, support email, grievance redressal mechanism through the official website, and engagement via social media platforms. Customers may also raise service requests directly through https://wwwcampusshoes.com.

Customer support services are available seven days a week between 10:00 AM and 7:00 PM through the designated helpline. In addition, concerns submitted through the official customer care email are acknowledged promptly and addressed within defined timelines. The website also hosts a detailed Return and Claims Policy outlining procedures related to returns, exchanges, and complaint resolution to ensure a transparent and customer centric grievance handling process.

**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 | 100% (All statutory declarations mandated under the Legal Metrology Act and the corresponding Rules are duly and prominently displayed on the Principal Display Panel (PDP) of Company products) |
| Safe and responsible usage | 100% |
| Recycling and/or safe disposal | 100% |

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

| | FY 2025-26 Current Financial Year | | | FY 2024-25 Previous Financial Year | | |
|---|---|---|---|---|---|---|
| | Received during the year | Pending resolution at end of year | Remarks | Received during the year | Pending resolution at end of year | Remarks |
| Data privacy | Nil | Nil | - | Nil | Nil | - |
| Advertising | Nil | Nil | - | Nil | Nil | - |
| Cyber-security | Nil | Nil | - | Nil | Nil | - |
| Restrictive Trade Practices | Nil | Nil | - | Nil | Nil | - |
| Unfair Trade Practices | Nil | Nil | - | Nil | Nil | - |
| Other | 63,201 | Nil | - | 34,695 | Nil | - |

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

| | Number | Reasons for recall |
|---|---|---|
| Voluntary recalls | NIL | NIL |
| Forced recalls | | |

**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, a comprehensive Cybersecurity and Privacy framework has been implemented to safeguard digital infrastructure, information assets, and customer data from potential cyber threats and unauthorized access. The framework includes measures to ensure confidentiality, integrity, and availability of information in compliance with applicable legal and regulatory requirements.

The policy is available on the official website at: https://www.campusactivewear.com/privacy-policy

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

NA

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

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

## Leadership Indicators

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

Information regarding the Company's products and services is available on the official brand website- www.campusshoes.com. In addition, each product box carries a unique QR code that enables consumers to access relevant product information, including product specifications and other details.

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

The Company provides comprehensive product information, usage guidance, and relevant product specifications through its official website - www.campusshoes.com and product packaging. This information helps consumers make informed purchasing decisions and use products appropriately.

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

While the Company's products are not classified as essential services, established communication channels are in place to keep consumers informed about important updates relating to products, services, brand initiatives, and customer support. Information is communicated through the Company's website, digital platforms, and customer engagement channels, as appropriate.

**4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/) 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. In addition to statutory product information requirements, the Company provides consumers with access to detailed product information through product packaging and digital platforms. The Company also regularly captures and assesses consumer feedback across multiple sales channels to evaluate customer satisfaction and identify improvement opportunities. For Exclusive Brand Outlets (EBOs), customer feedback is monitored through online review platforms and store ratings. For the Company's website, post purchase feedback is collected on product quality and delivery experience. For marketplace platforms, customer ratings and reviews available through channel partners are monitored. For Multi Brand Outlets (MBOs), feedback is gathered through interactions with business partners and distributors. Feedback received through these channels is systematically analysed, and corrective and improvement actions are implemented by the relevant functions to enhance customer experience, product quality and service delivery.