



GO FASHION (INDIA) LIMITED

CIN: L17291TN2010PLC077303

July 15, 2024

| | |
|---|--|
| BSE Limited Scrip Code: 543401 | National Stock Exchange of India Ltd Trading Symbol: GOCOLORS |
|---|--|

Dear Sir / Madam,

Sub: Business Responsibility and Sustainability Report (BRSR) for FY 2023-24

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended, please find enclosed the Business Responsibility and Sustainability Report for the financial year 2023-24, which forms part of the Annual Report for the said financial year.

The aforesaid document along with full set of Annual Report and Notice of 14th Annual General Meeting are available on the company website of the Company at <https://gocolors.com/pages/investor-relations>.

Kindly take the same on record.

Thanking You,
For **Go Fashion (India) Limited**

Gayathri Venkatesan
Company Secretary & Compliance Officer

GO FASHION (INDIA) LIMITED

No. 43/20, Nungambakkam High Road, Chennai - 600 034, Tamil Nadu, India.
Tel: 044 - 4211 1777 | E-mail: mail1@gocolors.com | www.gocolors.com

GO COLORS!



Business Responsibility and Sustainability Report

SECTION A : GENERAL DISCLOSURES

I. DETAILS OF THE LISTED ENTITY

| Sl.No | Required Information | |
|-------|--|---|
| 1. | Corporate Identity Number (CIN) of the Listed Entity | L17291TN2010PLC077303 |
| 2. | Name of the Listed Entity | Go Fashion (India) Limited |
| 3. | Year of incorporation | 2010 |
| 4. | Registered office address | No.18, Nungambakkam High Road, Chennai - 600034 |
| 5. | Corporate address | No.18, Nungambakkam High Road, Chennai - 600034 |
| 6. | E-mail | actsmain@gocolors.com |
| 7. | Telephone | 044-42111777 |
| 8. | Website | www.gocolors.com |
| 9. | Financial year for which reporting is being done | 2023-24 |
| 10. | Name of the Stock Exchange(s) where shares are listed | NSE (National Stock Exchange) and BSE (Bombay Stock Exchange) |
| 11. | Paid-up Capital | Rs.54,00,89,840 |
| 12. | Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report | Name : Ms. V. Gayathri Telephone: 7358799393 Email: csecretary@gocolors.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). | On a standalone basis |
| 14. | Name of Assurance Provider | - |
| 15. | Type of Assurance obtained | - |

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 | Trade | Retail Trading | 100 |

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 | Retail sale of ready made garments, hosiery goods, other articles of clothing and clothing accessories | F47711 | 100 |

Business Responsibility and Sustainability Report (Contd.)

III. OPERATIONS

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

| Location | Number of plants (Warehouses) | Number of offices | Total |
|---------------|-------------------------------|-------------------|-------|
| National | 2 | 2 | 4 |
| International | 0 | 0 | 0 |

19. Market Served by the entity:

a. Number of locations

| Locations | Number |
|----------------------------------|-----------------------------------|
| National (No. of States) | 21 states and 3 union territories |
| International (No. of Countries) | 0 |

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

0

c. A brief on type of customers

The Company retails women bottom wear under its own brand name 'Go Colors' across the country through Exclusive Business Outlets and Multi Brand outlets. The retail brand cater to customers across age groups and price segments, that appeal to wide section of the society.

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) | 5000 | 2413 | 48.26% | 2587 | 51.74% |
| 2 | Other than Permanent (E) | 0 | 0 | 0.00% | 0 | 0.00% |
| 3 | Total employees (D+E) | 5000 | 2413 | 48.26% | 2587 | 51.74% |
| Workers | | | | | | |
| 4 | Permanent (F) | 0 | 0 | 0.00% | 0 | 0.00% |
| 5 | Other than Permanent (G) | 0 | 0 | 0.00% | 0 | 0.00% |
| 6 | Total workers (F+G) | 0 | 0 | 0.00% | 0 | 0.00% |

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) | 4 | 3 | 75.00% | 1 | 25.00% |
| 2 | Other than Permanent (E) | 0 | 0 | 0.00% | 0 | 0.00% |
| 3 | Total differently abled employees (D+E) | 0 | 0 | 0.00% | 0 | 0.00% |
| Differently Abled Workers | | | | | | |
| 4 | Permanent (F) | 0 | 0 | 0.00% | 0 | 0.00% |
| 5 | Other than Permanent (G) | 0 | 0 | 0.00% | 0 | 0.00% |
| 6 | Total differently abled workers (F+G) | 0 | 0 | 0.00% | 0 | 0.00% |

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21. Participation/Inclusion/Representation of women:

| | Total (A) | No. and percentage of Females | |
|--------------------------|-----------|-------------------------------|-----------|
| | | No. (B) | % (B / A) |
| Board of Directors | 6 | 1 | 16.67% |
| Key Management Personnel | 2 | 1 | 50.00% |

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

| | FY 2023-24 (Turnover rate in current FY) | | | FY 2022- 23 (Turnover rate in previous FY) | | | FY 2021 - 22 (Turnover rate in the year prior to the previous FY) | | |
|---------------------|--|--------|-------|--|--------|-------|---|--------|-------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Permanent Employees | 47.00 | 59.00 | 52.00 | 61.00 | 76.00 | 68.00 | 67.00 | 77.00 | 72.00 |
| Permanent Workers | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |

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 ₹ Crores) : 762

(iii) Net worth (in ₹ Crores) : 603

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VII. TRANSPARENCY AND DISCLOSURE COMPLIANCES

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

| Stakeholder group from whom complaint is received the list of the stakeholders | Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy) | FY 2023 – 24 | | | FY 2022 - 23 | | |
|--|--|--|--|---------------------------------|--|--|---------|
| | | 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, the complaints of the communities are redressed on a one-to-one basis through in-person meetings | 0 | 0 | NIL | 0 | 0 | NIL |
| Investors (other than shareholders)* | Yes, the complaints are received by mail and forwarded to the respective departments meant to solve and the solutions are directed via the same channel. https://gocolors.com/pages/shareholder-grievances | 0 | 0 | NIL | 0 | 0 | NIL |
| Shareholders* | Yes, complaints are either received from Registrar and Transfer Agents (RTA) or through the SCORES portal and the actions are uploaded in the portal to be viewed by the shareholder Welcome.html">https://scores.gov.in/scores>Welcome.html | 0 | 0 | NIL | 71 | 0 | NIL |
| Employees and workers | Yes, the grievance of the employees and workers are redressed through emails or open forum meetings. https://cdn.shopify.com/s/files/1/0598/8158/6848/files/GRIEVANCE_REDRESSAL_POLICY.pdf?v=1689669368 | 11 | 1 | Dispute pending in Labour Court | 0 | 0 | NIL |

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| Stakeholder group from whom complaint is received the list of the stakeholders | Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy) | FY 2023 - 24 | | FY 2022 - 23 | | | |
|---|---|--|--|------------------------|--|--|--|
| | | 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 | |
| Customers | Yes https://gocolors.com/pages/grievance-redressal | 3545 | 40 | #Resolved subsequently | 4270 | 2 | |
| Value Chain Partners | Yes, the complaints pertaining to the value chain partners are redressed through one-on-one interaction https://cdn.shopify.com/s/files/1/0598/8158/6848/files/SUPPLIER_CODE_OF_CONDUCT.pdf?v=1689669382 | 9 | 0 | NIL | 0 | 0 | |
| Other (please specify) # | - | 0 | 0 | NIL | 174 | 0 | |
| <p>* Details of Investors (including Bond Holders) /Shareholder are covered)</p> <p># These queries pertain to unconfirmed parcel deliveries, refund processing delays due to missing bank details, unreturned defective products, payment discrepancies and product quality concerns. Out of 40 outstanding queries, 37 were resolved subsequently post closure of the financial year and 3 complaints are outstanding as on date due to non-receipt of information from customer end.</p> <p>Weblink of Policies not mentioned elsewhere in this report:</p> <p>Sustainability Policy - https://cdn.shopify.com/s/files/1/0598/8158/6848/files/SUSTAINABILITY_POLICY.pdf?v=1689669388</p> <p>Stakeholder Engagement policy - https://cdn.shopify.com/s/files/1/0598/8158/6848/files/STAKEHOLDER_ENGAGEMENT_POLICY.pdf?v=1689669378</p> <p>Health and Safety Policy - https://cdn.shopify.com/s/files/1/0598/8158/6848/files/HEALTH_AND_SAFETY_POLICY.pdf?v=1689669373</p> <p>Whistle Blower Policy - https://cdn.shopify.com/s/files/1/0598/8158/6848/files/VIGIL_MECHANISM_POLICY_430ba70d-4385-4e86-b407-aa16b8610e2b.pdf?v=1657891554</p> <p>CSR Policy - https://cdn.shopify.com/s/files/1/0598/8158/6848/files/CORPORATE_SOCIAL_RESPONSIBILITY_POLICY_f1347889-b54d-4ea7-aedc-21483bc44f6e.pdf?v=1657891554</p> | | | | | | | |

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

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, 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 conservation | Opportunity | Proactively identifying and mitigating risks associated with energy management is a crucial component of the Company's sustainability strategy. Effective energy conservation measures lead to cost savings, enhanced resource efficiencies, and compliance with regulatory standards, driving the Company towards a more sustainable and efficient future. | The Company has always been on the lookout for energy efficient measures of operation and values energy conservation through efficient utilisation of the latest technologies. Efforts have been made to ensure optimal usage of energy, avoid wastage and conserve energy. As an ongoing process the Company continues to undertake energy conservation measures to minimise the usage of energy. Below are some of our conscious efforts in energy conservation: All the lighting systems in the Company have been changed to 15W, 22W and 40W LED lights which reduces electricity consumption. Continuous monitoring of floor areas after normal working hours and switching off lights. Periodic UPS and AC maintenance to ensure efficient working of equipment. | Implementing cost-saving initiatives through energy reduction allows us to maximise resource utilisation. By adopting energy conservation measures, we can significantly lower utility bills, leading to substantial long-term cost savings. These strategies not only enhance our operational efficiency but also contribute to our overall sustainability efforts, ensuring more responsible and effective use of resources. |

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| Sl. No | Material issue identified | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk / opportunity | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|--------|---------------------------|--|--|--|---|
| 2 | Innovation & Digitisation | Opportunity | The rapid emergence of digital technologies, analytics, and big data offers transformative opportunities to enhance our value chain and business operations. By building digital capabilities in our systems, workforce, and business models, we ensure future readiness and agility to meet evolving stakeholder demands. Embracing digital transformation empowers us to innovate and adapt effectively. | Go Fashion operates as a data-centric company, leveraging emerging technologies to drive our operations. We have made significant investments in digitalisation, aiming to expedite our workflows and acquire comprehensive data on consumers, customers, market trends, and consumption patterns. The Company prioritised scaling its digital marketing by leveraging social media platforms and influencers to increase brand visibility and engage online with the target audience. | By embracing digital transformation and leveraging emerging technologies, the Company enhances its adaptability, optimises processes, and improves efficiency. This proactive approach allows the Company to remain agile in a rapidly evolving business landscape while building capabilities to meet future challenges. |
| 3 | Supply Chain Management | Opportunity | Well-structured and efficient supply chain management enhances procurement and production processes, reduces costs, and effectively manages risks related to strikes and labor disputes. This approach positively impacts business activities by ensuring smooth operations and continuous productivity. | The company has implemented a Supplier Code of Conduct. The company has created an extensive outsourced manufacturing ecosystem comprising nearly 150 suppliers and job-workers. Regular engagement with suppliers is conducted and their feedback is taken into consideration in the Company's strategic decision-making. Regular fabric and garment inspections were conducted at supplier and job worker units, assuring quality, regulatory compliance and quality. | Efficient supply chain management enables the Company to deliver maximum business value at minimal cost. This approach reduces environmental impact and supports the Company's long-term sustainability initiatives. |

| 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 | Sustainable Products | Opportunity | Focusing on the environmental and social impact across the product life cycle and maintaining a portfolio of responsibly sourced products presents a significant opportunity for the Company. By prioritising sustainable products, the Company can meet the growing consumer demand for environmentally friendly options, enhance brand reputation, and differentiate itself in the market. | The Company sources raw materials directly through direct relationships with suppliers. This helps reduce the working capital outlay of its outsourced job workers, helping control resource quality and availability. | Sustainable products drive revenue growth by meeting the increasing consumer demand for eco-friendly options, enhancing brand reputation and market differentiation. Additionally, they reduce long-term operational costs through efficient resource use and compliance with environmental regulations, ensuring financial stability and profitability. |
| 5 | Health & Safety | Risk | The risks involve hazards caused in the working environment in the form of non-compliance with safety measures by employees, non-awareness of a safe and secure environment leading to injuries, accidents, illness and fatalities. These risks lead to interruptions in workplace operations and higher attrition rate. | The company has a Health & Safety policy in place. The Company implemented work safety measures including general guidelines for health and safety at its offices and warehouses, accident reporting, wearing safety equipment while maintaining clean and orderly work locations. Additionally, the Company conducted various workshops focused on health and safety which covered topics such as stress management, first aid, cancer awareness and general health. | Inadequate mechanisms for promoting health and safety in the workplace result in increased employee turnover rates, negatively impacting overall productivity. This undermines the Company's reputation and erodes stakeholder confidence, potentially resulting in financial losses from legal actions and claims, affecting the organisation's top-line performance. |

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Business Responsibility and Sustainability Report (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) |
|--------|---------------------------|--|--|---|---|
| 6 | Empowering Workforce | Opportunity | This boosts efficiency, reduces employee attrition, increases capabilities and creativity within the Company and enhances diversity which in turn enhances customer experience. | The company is constantly engaging in several initiatives to develop employees holistically to ensure that we have competent employees in all areas of the business. We are implementing several robust HR practices and processes to enhance employee experience and engagement to deliver exemplary results. Some of these initiatives include structured talent management processes, leadership development, competency development, employee engagement and wellbeing, rewards and recognition, performance management and so on. Workshops were conducted online on work life balance and happy work place. | A strong workforce with higher engagement, retention rate and diversity in the workforce brings new perspectives, experiences and ideas which enable innovation, enhances the performance and enables a positive culture in the organisation and highlights the Company's efforts toward creating a conducive work environment. |
| 7 | Human Rights | Risk | Parameters on human rights such as fair working environment, equal opportunities, remuneration, freedom of association without ethnic discrimination will impact the performance of the Company on the social front from the employee's perspective. | Training and awareness of all the employees and presence of a clause on Human rights in employee and stakeholder agreements and contracts | Absence of effective grievance mechanisms impacts commitment towards human rights integration within the Company's business model. |

| 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) |
|--------|--------------------------------|--|--|---|---|
| 8 | Regulatory & Legal Compliances | Risk | Risk of non-compliance exposes the Company to legal penalties and financial losses resulting from failure to comply with the industry laws and regulations. Failure to adhere to the laws would directly affect the Company's revenue, valuations and could lead to loss of reputation and business opportunities. Compliance gives assurance and provides a broader insight to the investors. | The company has a code of conduct and an insider trading policy in place. There are internal audit systems devised to ensure compliance with the provisions of all applicable laws were adequate and operating effectively. The Company strives to ensure compliance with the various Corporate Governance Requirements under the Securities and Exchange Board of India. | Non-compliance would lead to loss of reputation and consequently affect the business activities. Companies who are compliant with the regulatory laws have a better ability to manage risks and builds a better sense of fairness and loyalty among employees and other stakeholders. |
| 9 | ESG Oversight | Opportunity | Having an efficacious ESG oversight on the board level will augment the overall ESG performance and reflect the Company's commitment to integrating responsible business practices within its growth model. Integrating ESG into the business practices would | The board of directors are the highest authority responsible for oversight over the Company's sustainability practices. | Leadership oversight on the ESG strategy, action plan, and performance fosters a positive impact on the environment and community. It also enables the bank to further embed robust monitoring mechanisms across |

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SECTION B : MANAGEMENT AND PROCESS DISCLOSURES

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

| Disclosure Questions | | | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 | | | | | | | | | | | | | | | |
|--|--|---|---|----|----|----|----|----|----|----|----|-----------------------|---------------------------|-------------------|-------------------|---|---|----------------------|--|--|-----------------------|--|---|------------------|---|--|
| Policy and management processes | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1 | a. | Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No) | Y | Y | Y | Y | Y | Y | Y | Y | Y | | | | | | | | | | | | | | | |
| | b. | Has the policy been approved by the Board? (Yes/No) | Y | Y | Y | Y | Y | Y | Y | Y | Y | | | | | | | | | | | | | | | |
| | c. | Web Link of the Policies, if available | https://gocolors.com/investor-relations | | | | | | | | | | | | | | | | | | | | | | | |
| 2 | | Whether the entity has translated the policy into procedures. (Yes / No) | Y | Y | Y | Y | Y | Y | Y | Y | Y | | | | | | | | | | | | | | | |
| 3 | | Do the enlisted policies extend to your value chain partners? (Yes/No) | Y | Y | Y | Y | Y | Y | Y | Y | Y | | | | | | | | | | | | | | | |
| 4 | | Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle. | The company complies with all the National Guidelines on Responsible Business Conduct principles. | | | | | | | | | | | | | | | | | | | | | | | |
| 5 | | Specific commitments, goals and targets set by the entity with defined timelines, if any. | <table border="1"> <thead> <tr> <th>Sustainability Pillar</th> <th>Goals/ Targets up to FY27</th> <th>Progress for FY24</th> </tr> </thead> <tbody> <tr> <td>Energy Efficiency</td> <td>Replace use of fossil fuel-based energy to renewable energy by 25% of intensity per sq. ft.</td> <td>All the lighting systems in the Company have been changed to 15W, 22W and 40W LED lights which reduces electricity consumption. Continuous monitoring of floor areas after normal working hours and switching off lights.</td> </tr> <tr> <td>Sustainable Sourcing</td> <td>Conducting a supplier code of conduct covering 50% of the sourcing volume. All such vendors to be assessed on Labour, Health & Safety, Environment, Business Ethics practices.</td> <td>Go Fashion Code of Conduct implemented across all suppliers.</td> </tr> <tr> <td>Workforce Development</td> <td>Improving Employee Wellbeing Index. Conducting employee satisfaction surveys on an annual basis.</td> <td>Excelled on employee engagement parameters moving beyond engagement to wellbeing.</td> </tr> <tr> <td>Board Evaluation</td> <td>Conducting corporate governance assessments on an annual basis.</td> <td>Internal annual board evaluation done.</td> </tr> </tbody> </table> | | | | | | | | | Sustainability Pillar | Goals/ Targets up to FY27 | Progress for FY24 | Energy Efficiency | Replace use of fossil fuel-based energy to renewable energy by 25% of intensity per sq. ft. | All the lighting systems in the Company have been changed to 15W, 22W and 40W LED lights which reduces electricity consumption. Continuous monitoring of floor areas after normal working hours and switching off lights. | Sustainable Sourcing | Conducting a supplier code of conduct covering 50% of the sourcing volume. All such vendors to be assessed on Labour, Health & Safety, Environment, Business Ethics practices. | Go Fashion Code of Conduct implemented across all suppliers. | Workforce Development | Improving Employee Wellbeing Index. Conducting employee satisfaction surveys on an annual basis. | Excelled on employee engagement parameters moving beyond engagement to wellbeing. | Board Evaluation | Conducting corporate governance assessments on an annual basis. | Internal annual board evaluation done. |
| Sustainability Pillar | Goals/ Targets up to FY27 | Progress for FY24 | | | | | | | | | | | | | | | | | | | | | | | | |
| Energy Efficiency | Replace use of fossil fuel-based energy to renewable energy by 25% of intensity per sq. ft. | All the lighting systems in the Company have been changed to 15W, 22W and 40W LED lights which reduces electricity consumption. Continuous monitoring of floor areas after normal working hours and switching off lights. | | | | | | | | | | | | | | | | | | | | | | | | |
| Sustainable Sourcing | Conducting a supplier code of conduct covering 50% of the sourcing volume. All such vendors to be assessed on Labour, Health & Safety, Environment, Business Ethics practices. | Go Fashion Code of Conduct implemented across all suppliers. | | | | | | | | | | | | | | | | | | | | | | | | |
| Workforce Development | Improving Employee Wellbeing Index. Conducting employee satisfaction surveys on an annual basis. | Excelled on employee engagement parameters moving beyond engagement to wellbeing. | | | | | | | | | | | | | | | | | | | | | | | | |
| Board Evaluation | Conducting corporate governance assessments on an annual basis. | Internal annual board evaluation done. | | | | | | | | | | | | | | | | | | | | | | | | |

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 Go Colors, we firmly believe that prioritising sustainability and embracing responsible business practices are critical to our long-term success and our ability to create positive impacts on the environment and society. We recognise the urgency and importance of addressing the pressing challenges posed by climate change, social inequality, and ethical governance. We understand that sustainable business practices are not only beneficial for the planet and society but also instrumental in driving innovation, enhancing competitiveness, and safeguarding our reputation. To that end, we have implemented a comprehensive range of sustainability initiatives that encompass all aspects of our operations, from supply chain management to energy efficiency, employee well-being, community engagement, and responsible governance. In the past year, we have significantly reduced our greenhouse gas emissions, implemented innovative waste management practices, increased the diversity and inclusivity of our workforce, and strengthened our governance mechanisms to ensure responsible decision-making at all levels. We are also committed to ongoing monitoring, measurement, and reporting of our ESG performance. Looking ahead, we remain steadfast in our commitment to sustainability and ESG excellence. We will continue to embed sustainable practices throughout our value chain, embrace emerging technologies and best practices, collaborate with strategic partners, and adapt to evolving societal expectations and environmental challenges. |
| 8 | Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies). | Mr.Gautam Saraogi, Executive Director & Chief Executive Officer, DIN:03209296 |
| 9 | Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details. | The Board, its Risk Management Committee and the senior management team are responsible for integration of sustainability into the business operations. |

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| | | | | | | | | | | | |
|--|---|----|----|----|----|----|--|----|----|--|--|
| 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 | | | | | | Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify) | | | | |
| | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 | P1 | |
| Performance against above policies and follow up action | Board of Directors | | | | | | Annually | | | | |
| Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances | Board of Directors | | | | | | Annually | | | | |
| 11 | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 | 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. CareEdge Advisory, Research and Training Limited has mapped the existing policies and procedures against the requirements of BRSR and accordingly suggested the improvements to bridge it with the BRSR requirements. |
| 12 | If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated: | | | | | | | | | | |
| a. | The entity does not consider the Principles material to its business (Yes/No) | | | - | | | | | | | |
| 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

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

PRINCIPLE 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.**ESSENTIAL INDICATORS****1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year:**

| Segment | Total number of training and awareness programmes held | Topics / principles covered under the training and its impact | % age of persons in respective category covered by the awareness programmes |
|--------------------------|--|--|---|
| Board of Directors | 4 | Topics covered include: 1) Corporate Governance 2) Companies Act 3) SEBI Listing Requirements 4) Environmental & Safety matters | 100.00 |
| Key Managerial Personnel | 4 | | 100.00 |
| Employees | 27 | 1) Fire Drill Safety measures and product training 2) Health and Wellness Webinars 3) Consumer Engagement and Value Training 4) Ethical policies training | 52.28% |
| Workers | 0 | 0 | 0.00 |

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

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

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

Yes. The Company continues to stay committed to conducting its business in accordance with applicable laws, rules and regulations and the highest standards of honesty, integrity, governance, ethical and transparency in all its businesses. The policy emphasises on the Company's zero tolerance approach towards corruption and bribery. It explicitly prohibits employees from offering, promising, or providing anything of value to influence others under any circumstances. This prohibition extends to payments made indirectly through intermediaries or third parties. https://cdn.shopify.com/s/files/1/0598/8158/6848/files/ANTI-BRIBERY_POLICY.pdf?v=1689669354

- 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 2023-24 (Current Financial Year) | FY 2022 - 23 (Previous Financial Year) |
|-----------|--|---|
| Directors | 0 | 0 |
| KMPs | 0 | 0 |
| Employees | 0 | 0 |
| Workers | 0 | 0 |

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

| | FY 2023-24 (Current Financial Year) | | FY 2022 - 23 (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 2023-24 (Current Financial Year) | FY 2022- 23 (Previous Financial Year) |
|------------------------------------|--|--|
| Number of days of accounts payable | 10 | 17 |

- 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 2023-24 (Current Financial Year) | FY 2022-23 (Previous Financial Year) |
|----------------------------|--|--|---|
| Concentration of Purchases | a. Purchases from trading houses as % of total purchases | 0 | 0 |
| | b. Number of trading houses where purchases are made from | 0 | 0 |
| | c. Purchases from top 10 trading houses as % of total purchases from trading houses | 0 | 0 |
| Concentration of Sales | a. Sales to dealers / distributors as % of total sales | 22.99 | 24.15 |
| | b. Number of dealers / distributors to whom sales are made | 58.00 | 49.00 |
| | c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors | 96.68 | 96.37 |
| Share of RPTs | a. Purchases (Purchases with related parties / Total Purchases) | 0 | 0 |
| | b. Sales (Sales to related parties / Total Sales) | 0 | 0 |
| | c. Loans & advances (Loans & advances given to related parties / Total loans & advances) | 0 | 0 |
| | d. Investments (Investments in related parties / Total Investments made) | 0 | 0 |

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LEADERSHIP INDICATORS

- 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 |
|---|--|---|
|---|--|---|

We continuously engage with our value chain partners through various mediums and have extended our company's responsible practices through our Supplier Code of Conduct which guides them on the broader topics of labour and human rights, EHS, business integrity, reporting of unethical practices, etc. The Supplier Code of Conduct can be accessed at https://cdn.shopify.com/s/files/1/0598/8158/6848/files/SUPPLIER_CODE_OF_CONDUCT.pdf?v=1689669382

- 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**

Yes. The Company has formulated "Code of Conduct for Board of Directors and Senior Management" which specifies the role and function of the Board and Senior Management and they must act within the authority conferred upon them and in the best interests of the Company. The Code enumerates that the Directors and Senior Management shall always act in good faith responsibly with due care, competence and diligence, without allowing their independent judgement to be subordinated. Additionally, every Director of the Company discloses his concern or interest, directly or indirectly, in any Company or Companies or bodies corporate, firms, or other association of individuals and any change therein, from time to time, which includes the shareholding, in such manner as prescribed. The details of the aforesaid transactions are also entered into a register prescribed for the purpose under the Companies Act, 2013 and placed before the board for noting. https://cdn.shopify.com/s/files/1/0598/8158/6848/files/Code_of_Conduct_for_Directors_and_Senior_Management.pdf?v=1645782530

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 | The company's research and development efforts enhance operational efficiency and promote sustainable practices. We have implemented energy-efficient systems within our facilities and adopted effective water management. We are assessing the environmental and social impacts of our technological advancements and innovations. The CAPEX cost is towards installation of invertor ACs in stores, for efficient cooling and energy savings. | | |
| Capex | | | |

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- 2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)**
- b. If yes, what percentage of inputs were sourced sustainably?**
- The Company consistently invests in expanding and upgrading its supply chain network to achieve sustainable business growth. Our supplier selection process prioritises Labour Standards, Health & Safety, Environmental Assessments, and Business Ethics. By integrating these comprehensive criteria, we aim to establish a robust and sustainable supply chain. We implemented our Vendor Code of Conduct, which provides a framework for ethical and responsible business practices among our value chain partners. Our strategy also includes initiatives to enhance operational efficiency, optimise sourcing locations, make informed fabric selections, streamline our supplier network, ensure social compliance, and leverage technology to oversee production and quality milestones.

- 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) | We are using only paper bags for customer sales. Plastics used for packaging are disposed to corporations for recycling. For E-waste, the disposals are done through authorised recyclers to ensure safe disposal with minimal environmental impact. |
| (b) E-waste | |
| (c) Hazardous waste | The company does not produce any 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. To address environmental concerns and promote responsible waste management, the Company is registered on the EPR portal of Central Pollution Control Board (CPCB). We are in the process of drafting and in due course finalising the waste collection plan. Once finalised, the same will be submitted to CPCB.

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. |
|--|--------------------------|---------------------------------|--|---|---|
| No such assessments have been undertaken this financial year | | | | | |

- 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 |
|---------------------------|-----------------------------------|--------------|
| | | NA |

Business Responsibility and Sustainability Report (Contd.)

- 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 2023-24 Current Financial Year | FY 2022-23 Previous Financial Year |
| NIL | | |

- 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 2023-24 Current Financial Year | | | FY 2022-23 Previous Financial Year | | |
|-----------------|--------------------------------------|----------|-----------------|---------------------------------------|----------|-----------------|
| | Re-Used | Recycled | Safely Disposed | Re-Used | Recycled | Safely Disposed |
| | Plastics (including packaging) | NIL | NIL | 302 | NIL | 300 |
| E-waste | NIL | 0.118 MT | NIL | NIL | NIL | NIL |
| Hazardous waste | NIL | NIL | NIL | NIL | NIL | NIL |
| Other waste | NIL | NIL | NIL | NIL | NIL | NIL |

- 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 | | |

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 | 2413 | 2413 | 100% | 2413 | 100.00% | Not Applicable | 2413 | 100.00% | 0 | 0.00% | |
| Female | 2587 | 2587 | 100.00% | 2587 | 100.00% | 2587 | 100.00% | Not Applicable | 0 | 0.00% | |
| Total | 5000 | 5000 | 100.00% | 5000 | 100.00% | 2587 | 100.00% | 2413 | 100.00% | 0 | 0.00% |

| Other than Permanent employees | | | | | | | | | | | |
|--------------------------------|----------|----------|--------------|----------|--------------|----------------|--------------|----------------|--------------|----------|--------------|
| Male | 0 | 0 | 0.00% | 0 | 0.00% | Not Applicable | 0 | 0.00% | 0 | 0.00% | |
| Female | 0 | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | Not Applicable | 0 | 0.00% | |
| Total | 0 | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |

Business Responsibility and Sustainability Report (Contd.)

- 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 | 0 | 0 | 0.00% | 0 | 0.00% | Not Applicable | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | |
| Female | 0 | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | Not Applicable | 0 | 0.00% | |
| Total | 0 | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| Other than Permanent workers | | | | | | | | | | | | | |
| Male | 0 | 0 | 0.00% | 0 | 0.00% | Not Applicable | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | |
| Female | 0 | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | Not Applicable | 0 | 0.00% | |
| Total | 0 | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |

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

| Benefits | FY 2023-24 | | | | FY 2022-23 | | | |
|-------------------------|--|--|--|--|--|--|--|--|
| | 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 | 66.76% | 0.00% | Y | 64.54% | 0.00% | Y | | |
| Gratuity | 100.00% | 0.00% | NA | 100.00% | 0.00% | NA | | |
| ESI | 79.80% | 0.00% | Y | 83.11% | 0.00% | Y | | |
| Others - Please specify | 0.00% | 0.00% | NA | 0.00% | 0.00% | NA | | |

- 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

- 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. https://cdn.shopify.com/s/files/1/0598/8158/6848/files/CODE_OF_CONDUCT_POLICY.pdf?v=1689669358

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

| Gender | Permanent employees | | Permanent workers | |
|--------------|---------------------|----------------|---------------------|----------------|
| | Return to work rate | Retention rate | Return to work rate | Retention rate |
| Male | NA | NA | NA | NA |
| Female | 65% | 47% | NA | NA |
| Total | 65% | 47% | 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.

| | | Yes/No (If Yes, then give details of the mechanism in brief) |
|--------------------------------|--|--|
| Permanent Workers | | NA |
| Other than Permanent Workers | | NA |
| Permanent Employees | | Yes. Staff welfare committee, sexual harassment committee, complaint box, whistle blower policy and mechanisms present |
| Other than Permanent Employees | | NA |

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

| Category | FY 2023-24 | | | FY 2022-23 | | |
|---------------------------|--|--|---------|--|--|---------|
| | Total employees / workers in respective category (A) | No. of employees / workers in respective category, who are part of association(s) or Union (B) | % (B/A) | Total employees / workers in respective category (C) | No. of employees / workers in respective category, who are part of association(s) or Union (D) | % (D/C) |
| Total Permanent Employees | | | | | | |
| Male | | | | | | |
| Female | | | | | | |
| Total Permanent Workers | | | | | | |
| Male | | | | | | |
| Female | | | | | | |
| NIL | | | | | | |

8. Details of training given to employees and workers:

| Category | FY 2023-24 | | | | FY 2022-23 | | | | | |
|------------------|-------------|---------------------------------|------------|----------------------|------------|-------------|-------------------------------|---------------|----------------------|---------------|
| | 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 | 2413 | 448 | 19% | 879 | 36% | 2148 | 308 | 14.36% | 1363 | 63.54% |
| Female | 2587 | 557 | 22% | 949 | 37% | 2170 | 134 | 6.18% | 1082 | 49.86% |
| Total | 5000 | 1005 | 20% | 1828 | 37% | 4318 | 442 | 10.24% | 2445 | 56.66% |

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| Category | FY 2023-24 | | | | FY 2022-23 | | | | | |
|----------------|------------|---------------------------------|--------------|----------------------|--------------|-----------|-------------------------------|--------------|----------------------|--------------|
| | 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) |
| Workers | | | | | | | | | | |
| Male | 0 | 0 | 0.00% | 0 | 0.00% | 0 | 0 | 0.00% | 0 | 0.00% |
| Female | 0 | 0 | 0.00% | 0 | 0.00% | 0 | 0 | 0.00% | 0 | 0.00% |
| Total | 0 | 0 | 0.00% | 0 | 0.00% | 0 | 0 | 0.00% | 0 | 0.00% |

*The company is in process of improving the coverage and frequency of the trainings. However, these critical aspects are addressed during the employee onboarding process and are incorporated into the Company's HR policy. The company remains dedicated to promoting the continuous development of its employees' skills.

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

| Category | FY 2023-24 | | | FY 2022-23 | | |
|------------------|-------------|-------------|---------------|-------------|-------------|---------------|
| | Total (A) | No.(B) | % (B/A) | Total (C) | No.(D) | % (D/C) |
| Employees | | | | | | |
| Male | 2170 | 1553 | 71.57% | 2148 | 1690 | 78.79% |
| Female | 2223 | 1420 | 63.88% | 2170 | 1593 | 73.41% |
| Total | 4393 | 2973 | 67.68% | 4318 | 3283 | 76.08% |
| Workers | | | | | | |
| Male | 0 | 0 | 0.00% | 0 | 0 | 0.00% |
| Female | 0 | 0 | 0.00% | 0 | 0 | 0.00% |
| Total | 0 | 0 | 0.00% | 0 | 0 | 0.00% |

Health and safety management system:

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

Due to the nature of apparel retail business, the stores and office environment do not pose any significant occupational health and safety risks. The Company aims to comply with applicable health and safety regulations and other requirements in our operations. It adopted an environment, energy, occupational health and safety policy aimed at complying with legislative requirements, requirements of licenses, approvals, certifications and ensuring employee safety. The Company implemented work safety measures including general guidelines for health and safety at its offices and warehouses, accident reporting, wearing safety equipment while maintaining clean and orderly work locations. Fire extinguishers are present at office, stores and warehouses as a safety measure.

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

The Company has a detailed system for Internal & External Safety Audits

- Internal Audit: Quarterly Audits are conducted, and reports are issued to management. Concerned departments take measures to address the same.
- External Audit: The Company has initiated with a Third Party fire safety audit of warehouse locations and head office during this financial year and the reports are shared with relevant teams.

Business Responsibility and Sustainability Report (Contd.)

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

Yes. Employees are trained to report unsafe conditions. Periodic mock drills are conducted to ensure that all employees are aware of evacuation procedure in case of emergency.

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

Yes

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

| Safety Incident/Number | Category | FY 2023-24 | FY 2022-23 |
|---|-----------|------------|------------|
| Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) | Employees | NIL | NIL |
| | Workers | NIL | NIL |
| Total recordable work-related injuries | Employees | NIL | NIL |
| | Workers | NIL | NIL |
| No. of fatalities | Employees | NIL | NIL |
| | Workers | NIL | NIL |
| High consequence work-related injury or ill-health (excluding fatalities) | Employees | NIL | NIL |
| | Workers | NIL | NIL |

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

The Company provides a systematic way to ensure a safe and healthy workplace for all employees. It promotes continuous identification and monitoring of hazards and controlling risks whilst making sure that the risk controls in place are effective. The Health & Safety Policy is applicable across all locations, serves as a comprehensive statement addressing essential work-related issues. The Health & Safety Manual provides a robust framework for creating a safe and healthy workplace. Safety Induction & Trainings: The Company provides a Health & Safety induction to all new employees which is incorporated in their general induction training. Mock Drills: Mock Drills are conducted at specified intervals in the Company. These drills involve all employees, security team and visitors/customers who are within the premise.

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

| | FY 2023-24 | | | FY 2022-23 | | |
|--------------------|-----------------------|---------------------------------------|---------|-----------------------|---------------------------------------|---------|
| | Filed during the year | Pending resolution at the end of year | Remarks | Filed during the year | Pending resolution at the end of year | Remarks |
| Working Conditions | 0 | 0 | NA | 0 | 0 | NA |
| Health & Safety | 0 | 0 | NA | 0 | 0 | NA |

14. Assessments for the year:

| | % of your plants and offices that were assessed (by entity or statutory authorities or third parties) |
|-----------------------------|--|
| Health and safety practices | 100% |
| Working Conditions | 100% |

Business Responsibility and Sustainability Report (Contd.)

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:

Fire safety audit was undertaken and action plans have been defined.

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).

Yes, through gratuity policy with LIC.

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

We are periodically reconciling with vendor accounts and related statutory returns filed details with confirmation.

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 are 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 2023-24 | FY 2022-23 | FY 2023-24 | FY 2022-23 |
| Employees | 0 | 0 | 0 | 0 |
| Workers | 0 | 0 | 0 | 0 |

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)

NO

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 | For all job worker units, our internal merchandising team visits the factory and confirms that general working conditions and safety practices are maintained. 25% of our value chain partners were assessed. |
| Working Conditions | |

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.

There are no significant risks / concerns arising from these assessments

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Business Responsibility and Sustainability Report (Contd.)

| 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 | | | | | |
| Go Fashion recognises that its activities impact a wide range of stakeholders, including customers, regulators, peers, business partners, and communities. The company believes that transparent communication and meaningful engagement with these stakeholders are crucial for fostering and maintaining strong, long-term relationships. By engaging with diverse stakeholders, Go Fashion gains insights into the social, environmental, and economic impacts—both direct and indirect—of its activities. The feedback, guidance, and critiques from stakeholders enables them to operate as a responsible corporate citizen. | | | | | |
| Stakeholder Group | Whether identified as Vulnerable & Marginalised 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 Consumers | No | Dedicated help desk, e-mail, social media, website, TV commercials, newspaper ads and pamphlets are in the local language, where applicable | Ongoing | Meeting evolving consumer needs, delivering quality products and expanding our consumer base | |
| 2 Employees | No | E-mails, notice board, One-on-one performance reviews, Various learning and development initiatives | Ongoing | Employees ideas are key driving forces in moving the Company forward | |
| 3 Communities | Yes | Promoting special education Promoting gender equality and empowering women and adolescent girls, Supporting Children in Rural areas | Ongoing | Improved access to basics, including water, sanitation and hygiene, promoting education | |

| | Stakeholder Group | Whether identified as Vulnerable & Marginalised 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 |
|---|-----------------------------|--|---|--|--|
| 4 | Investors | No | Annual General Meeting • Quarterly Earnings presentation and call • Institutional investor meetings • Annual report and stock exchange announcements • Shareholder information on website • Timely response to shareholder queries | Ongoing | The support of our shareholders is crucial for making progress and reaching our objectives |
| 5 | Supply Chain Partners | No | Supplier reviews, • Quality checks and adherence to policies Supplier reviews, Quality checks and adherence to policies | Ongoing | Maintaining our relationships with farmers and suppliers of raw materials and indirect services are key to uninterrupted operations and delivery to our discerning consumers |
| 6 | Regulators/ Govt Ministries | No | Meetings with local/ state/ national regulators/ government ministries and seminars, media releases, conferences, membership in industry bodies | Ongoing | Compliance, Industry concerns |

Business Responsibility and Sustainability Report (Contd.)

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LEADERSHIP INDICATORS

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

The Company has always maintained that a constant and proactive engagement with our key stakeholders enables the Company to better communicate its strategies and performance. A continuous engagement helps align expectations, thereby enabling the Company to better serve its stakeholders. The Board is kept abreast on various developments and feedback on the same is sought from the Directors.

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

Yes. The company continuously engages with internal and external stakeholders on various aspects of ESG. The engagement takes place through various channels as part of an ongoing process. The Company is engaging with ESG rating agencies to understand areas of improvement and enhance disclosure on ESG. The Company is engaged on various evolving aspects of ESG and hence stakeholder interactions are important.

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

The Company's CSR activities focus on the disadvantaged, vulnerable and marginalised segments of society. CSR activities are mentioned separately in the Annual report.

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 2023-24 | | | FY 2022-23 | | |
|------------------------|-------------|--|---------------|-------------|--|--------------|
| | Total (A) | No. of employees / workers covered (B) | % (B / A) | Total (C) | No. of employees / workers covered (D) | % (D / C) |
| Employees | | | | | | |
| Permanent | 5000 | 2000 | 40.00% | 4318 | 430 | 9.97% |
| Other than permanent | 0 | 0 | 0.00% | 0 | 0 | 0.00% |
| Total Employees | 5000 | 2000 | 40.00% | 4318 | 430 | 9.97% |
| Workers | | | | | | |
| Permanent | 0 | 0 | 0.00% | 0 | 0 | 0.00% |
| Other than permanent | 0 | 0 | 0.00% | 0 | 0 | 0.00% |
| Total Workers | 0 | 0 | 0.00% | 0 | 0 | 0.00% |

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

| Category | FY 2023-24 | | | | FY 2022-23 | | | | | |
|----------------------|------------|-----------------------|---------|------------------------|------------|-----------|-----------------------|---------|------------------------|---------|
| | 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 | 5000 | 456 | 9.12% | 4544 | 90.88% | 4318 | 337 | 7.81% | 3978 | 92.19% |
| Male | 2413 | 151 | 5.84% | 2262 | 87.44% | 2148 | 89 | 4.15% | 2056 | 95.85% |
| Female | 2587 | 305 | 12.64% | 2282 | 94.57% | 2170 | 248 | 11.43% | 1922 | 88.57% |
| Other than permanent | 0 | 0 | 0.00% | 0 | 0.00% | 0 | 0 | 0.00% | 0 | 0.00% |
| Male | 0 | 0 | 0.00% | 0 | 0.00% | 0 | 0 | 0.00% | 0 | 0.00% |
| Female | 0 | 0 | 0.00% | 0 | 0.00% | 0 | 0 | 0.00% | 0 | 0.00% |
| Workers | | | | | | | | | | |
| Permanent | 0 | 0 | 0.00% | 0 | 0.00% | 0 | 0 | 0.00% | 0 | 0.00% |
| Male | 0 | 0 | 0.00% | 0 | 0.00% | 0 | 0 | 0.00% | 0 | 0.00% |
| Female | 0 | 0 | 0.00% | 0 | 0.00% | 0 | 0 | 0.00% | 0 | 0.00% |
| Other than permanent | 0 | 0 | 0.00% | 0 | 0.00% | 0 | 0 | 0.00% | 0 | 0.00% |
| Male | 0 | 0 | 0.00% | 0 | 0.00% | 0 | 0 | 0.00% | 0 | 0.00% |
| Female | 0 | 0 | 0.00% | 0 | 0.00% | 0 | 0 | 0.00% | 0 | 0.00% |

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

| | Male | | Female | |
|--|----------------------------------|---|-----------------------------------|---|
| | Number | Median remuneration/ salary/ wages of respective category | Number | Median remuneration/ salary/ wages of respective category |
| Board of Directors (BoD) | 5 | 1,50,000 | 1 | 50,000 |
| Key Managerial Personnel | 1 | 14,00,000 | 1 | 2,17,000 |
| Employees other than BoD and KMP | 2,413 | 17,500 | 2,587 | 15,000 |
| Workers | 0 | 0 | 0 | 0 |
| b. Gross wages paid to females as % of total wages paid by the entity, in the following format: | | | | |
| | FY 2024 (Current Financial Year) | | FY 2023 (Previous Financial Year) | |
| Gross wages paid to females as % of total wages | 40.56 | | 37.76 | |

Business Responsibility and Sustainability Report (Contd.)

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

Yes. The Staff Welfare committee and POSH Committee addresses the human rights impacts and issues.

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

We have zero-tolerance for any breach of human rights and we strive to protect and promote these rights for all our employees and other stakeholders. The Company is committed to maintain a safe and harmonious business environment and workplace for everyone, irrespective of the ethnicity, region, sexual orientation, race, caste, gender, religion, disability, work, designation and such other parameters. The Company has a framework that focuses on good governance, our commitment to abiding by each law, ensuring timely payment of employee salaries, and providing equal opportunities without exception. Any grievances are routed to Human Resource function and necessary action is taken in line with underlying polices and regulations applicable to the workplace. The closure is intimated to the aggrieved person. The Company has zero tolerance for sexual harassment at workplace and has adopted a Policy on Prevention, Prohibition and Redressal of sexual harassment at workplace. The Company has formulated a Vigil Mechanism Policy intending to provide a mechanism for employees to report violations. The company also has an internal employee grievance redressal and a staff welfare committee for efficient employee engagement and welfare.

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

| | FY 2023-24 | | | FY 2022-23 | | |
|-----------------------------------|-----------------------|---------------------------------------|---------|-----------------------|---------------------------------------|---------|
| | Filed during the year | Pending resolution at the end of year | Remarks | Filed during the year | Pending resolution at the end of year | Remarks |
| Sexual Harassment | 0 | 0 | NA | 0 | 0 | NA |
| Discrimination at workplace | 0 | 0 | NA | 0 | 0 | NA |
| Child Labour | 0 | 0 | NA | 0 | 0 | NA |
| Forced Labour/ Involuntary Labour | 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 2023-24 Current Financial Year | FY 2022-23 Previous Financial Year |
|---|--------------------------------------|---------------------------------------|
| Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH) | 0 | 0 |
| Complaints on POSH as a % of female employees / workers | 0 | 0 |
| Complaints on POSH upheld | 0 | 0 |

Business Responsibility and Sustainability Report (Contd.)

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

We encourage employees to report matters without the fear of victimisation, discrimination or disadvantage. As a part of the policy, the Company does not tolerate any form of retaliation against anyone reporting legitimate concerns. Anyone involved in targeting such a person is subject to appropriate disciplinary action. We have in place:

- (a) Internal Committee (IC) is formed as per Sexual Harassment at Workplace Act 2013.
- (b) Whistle Blower complaints, if any, are anonymised and shared with the Audit Committee of the Board at quarterly reviews.

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

Yes, necessary due diligence is undertaken before any agreement/contract is entered into to ensure that there are no violations of the Human Rights policy of the Company.

10. Assessments for the year:

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

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

No significant risks or concerns have emerged from the assessments

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

During the reporting period, no business processes have been modified or introduced for addressing human rights grievances/complaints.

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

Our company is committed to integrating human rights principles throughout all aspects of our business operations. We take a proactive approach in managing and addressing potential and actual adverse human rights impacts that may arise. Our dedication to human rights extends to all dimensions, and we firmly stand against any form of discrimination based on race, color, gender, age, religion, ethnicity, nationality, disability, or social origin.

Within our workplace, we maintain a zero-tolerance policy towards child labor, forced labor, compulsory labor, and any kind of harassment, be it physical, verbal, sexual, or psychological. We also prohibit threats and intimidation, fostering a safe and respectful environment for all employees. Our strategic approach includes guidelines for conducting business effectively while upholding the dignity and fundamental human rights of our workforce.

Business Responsibility and Sustainability Report (Contd.)

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To ensure the well-being of our employees, we provide a healthy, safe, and secure workplace and ensure fair and equal remuneration for all, regardless of gender or any other characteristic. Business ethics and integrity are of the utmost importance in all our relationships, and we strictly adhere to all statutory laws, human rights directives, and regulations while assessing compliance with our code of conduct.

In our commitment to human rights, we have provided specialised training on human rights laws and practices to all our workers, fostering a culture of awareness and respect within our organisation.

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

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 | NIL |
| Discrimination at workplace | NIL |
| Child Labour | NIL |
| Forced Labour/Involuntary Labour | NIL |
| Wages | NIL |
| Others – please specify | NIL |

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

Not Applicable

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

ESSENTIAL INDICATORS

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

| Parameter | FY 2023-24 | FY 2022-23 |
|--|------------|------------|
| Total electricity consumption (A) | 29377.55 | 19285.23 |
| Total fuel consumption (B) | 0.40 | 0.40 |
| Energy consumption through other sources (C) | 0.00 | 0.00 |
| Total energy consumption (A+B+C) | 29377.95 | 19285.63 |
| Energy intensity per rupee (Lakhs) of turnover (Total energy consumption/ turnover in rupees Lakhs) | 0.38 | 0.29 |
| Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) | NA | NA |
| Energy intensity in terms of physical output (Production in lakhs pieces) | 221.37 | 159.79 |
| 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**

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.

The company/units does not fall into a category of energy-intensive industries. None of the facilities have been identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India. Hence, PAT scheme is not applicable.

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

| Parameter | FY 2023-24 | FY 2022-23 |
|---|------------|------------|
| Water withdrawal by source (in kilolitres) | | |
| (i) Surface water | 0 | 0 |
| (ii) Groundwater | 11781.94 | 11316.47 |
| (iii) Third party water (tanker) | | 0 |
| (iv) Seawater / desalinated water | 0 | 0 |
| (v) Water from municipal corporation | 0 | 0 |
| (vi) Others (water can+ water bottles) | 2034.24 | 1979.97 |
| Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v) | 13816.18 | 13296.44 |

Business Responsibility and Sustainability Report (Contd.)

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| Parameter | FY 2023-24 | FY 2022-23 |
|--|------------|------------|
| Total volume of water consumption (in kilolitres) | 13816.18 | 13296.44 |
| Water intensity per rupee (Lakhs) of turnover (Water consumed / turnover) | 0.18 | 0.20 |
| Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) | - | - |
| Water intensity in terms of physical output | - | - |
| Water intensity (optional) – the relevant metric may be selected by the entity | - | - |

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

4. Provide the following details related to water discharged:

| Parameter | FY 2023-24 | FY 2022-23 |
|---|-----------------|-----------------|
| Water discharge by destination and level of treatment (in kilolitres) | | |
| (i) To Surface Water | 0 | 0 |
| - No treatment | 0 | 0 |
| - With treatment – please specify level of treatment | 0 | 0 |
| (ii) To Groundwater | 0 | 0 |
| - No treatment | 0 | 0 |
| - With treatment – please specify level of treatment | 0 | 0 |
| (iii) To Seawater | 0 | 0 |
| - No treatment | 0 | 0 |
| - With treatment – please specify level of treatment | 0 | 0 |
| (iv) Sent to third-parties | 0 | 0 |
| - No treatment | 0 | 0 |
| - With treatment – please specify level of treatment | 0 | 0 |
| (v) Others | 0 | 0 |
| - No treatment (sent to Municipal Sewers) | 13816.18 | 13296.44 |
| - With treatment – please specify level of treatment | 0 | 0 |
| Total Water discharged (in kilolitres) | 13816.18 | 13296.44 |

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.

No

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

| Parameter | Please specify unit | FY 2023-24 | FY 2022-23 |
|-------------------------------------|---------------------|------------|------------|
| NOx | Tonnes | 0.042 | - |
| Sox | | 0.019 | |
| Particulate matter (PM) | | 0.002 | |
| Persistent organic pollutants (POP) | | - | |
| Volatile organic compounds (VOC) | | - | |
| Hazardous air pollutants (HAP) | | - | |
| Others – please specify | | - | |

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 2023-24 | FY 2022-23 |
|---|---------------------------|------------|------------|
| Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available) | Tonnes of CO ₂ | 12156.37 | 12156.37 |
| Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available) | Tonnes of CO ₂ | 5834.71 | 4232.04 |
| Total Scope 1 and Scope 2 emissions per rupee (Lakhs) of turnover | Tonnes of CO ₂ | 0.23 | 0.83 |
| 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.

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

Yes, in our pursuit of carbon emission reduction, we are actively involved in a range of greenhouse gas (GHG) emission reduction initiatives and projects.

Some of the key endeavours include:

- Energy Efficiency: All the lighting systems in the Company have been changed to 15W, 22W and 40W LED lights which reduces electricity consumption.
- Carbon Offset: Recognising the importance of offsetting our carbon footprint, we have planted over 200 trees at our distribution centre, afforestation initiatives align with our broader environmental conservation objectives.
- Digitisation: To increase the quantity of energy saved, we focus on leveraging emerging technologies like AI at our pilot stores.

Business Responsibility and Sustainability Report (Contd.)

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

| Parameter | FY 2023-24 | FY 2022-23 |
|--|---------------|---------------|
| Total Waste generated (in metric tonnes) | | |
| Plastic waste (A) | 302.00 | 300.00 |
| E-waste (B) | 0.12 | - |
| Bio-medical waste (C) | - | - |
| Construction and demolition waste (D) | - | - |
| Battery waste (E) | - | - |
| Radioactive waste (F) | - | - |
| 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) | - | - |
| Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector) | - | - |
| Total (A+B + C + D + E + F + G + H) | 302.12 | 300.00 |
| For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes) | | |
| Category of waste | | |
| (i) Recycled | 0.12 | |
| (ii) Re-used | NIL | |
| (iii) Other recovery operations | NIL | |
| Total | 0.12 | |
| For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes) | | |
| Category of waste | | |
| (i) Incineration | NIL | |
| (ii) Landfilling | NIL | |
| (iii) Other disposal operations (Disposal through corporation, which in turn sent to cement plants for co-incineration) | 302.00 | |
| Total | 302.00 | |
| 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 | |

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 manage such wastes

The Company is not a manufacturing organisation and does not generate waste or products or by products generally associated with manufacturing. The waste generated out of the process is reusable and hence sold in the market.

Business Responsibility and Sustainability Report (Contd.)

Recognising the need for responsible disposal of plastic waste from our stores and warehouses, we have partnered with vendors for waste collection and recycling, ensuring compliance with CPCB regulations. In line with our dedication to circularity and reducing our environmental footprint, we procure biodegradable bags and recycled cardboard and paper from our suppliers.

Plastic packaging is vital for product safety and efficient distribution within our logistics operations. Acknowledging this, we are slowly transitioning to sustainable packaging solutions by incorporating compostable plastics, reducing our reliance on non-biodegradable materials, and promoting a circular economy. Additionally, we are minimising paper waste by re-evaluating the use of cardboard boxes in our logistics fleet.

Our commitment to sustainable waste management also includes waste reduction initiatives. For example, fabric waste from apparel production is sold to scrap dealers, who then sells it to paper manufacturers. The manufacturers shred and pulp the fabric, converting it into paper.

This initiative aligns with our customers' values, who increasingly prioritise businesses contributing positively to the planet and society.

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 |
|--------|--------------------------------|--------------------|--|
| 1 | | | NIL |
| 2 | | | |

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 assessments have been undertaken this year | | | | | |

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 |
|--------|---|---------------------------------------|---|---------------------------------|
| 1 | | | The company complies with all the regulatory environmental laws | |
| 2 | | | | |

Business Responsibility and Sustainability Report (Contd.)

Business Responsibility and Sustainability Report (Contd.)

LEADERSHIP INDICATORS

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

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

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

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

| Parameter | FY 2023-24 | FY 2022-23 |
|--|------------|------------|
| Water withdrawal by source (in kilolitres) | | |
| (i) Surface water | | |
| (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 (Lakhs) 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 | | |
| - 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 2023-24 | FY 2022-23 |
|---|---------------------------------|------------|------------|
| Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)- Business Travel | Metric tonnes of CO2 equivalent | 31.85 | - |
| Total Scope 3 emissions per rupee of turnover | | | |
| 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- **No**

3. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Not Applicable

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 | | | NIL |
| 2 | | | |

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

Yes. The Company has a BCP (Business Continuity Plan) and Disaster management Plan, duly documented. The Company got a no-objection certificate from the fire safety department coupled with periodic team training on emergency management. The norms were periodically reviewed by the senior management, reported to the Board and communicated within the organisation with a clarity on responsibility allocation. https://cdn.shopify.com/s/files/1/0598/8158/6848/files/RISK_MANAGEMENT_POLICY_d32dc83b-a4f9-422e-a4f8-46973ad67d81.pdf?v=1657891554.

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

The Company is engaged in retailing garments. In this process, it evaluates environmental impact in stages of design, manufacture (through external vendors), management of inventory and disposal. The Company intends to achieve minimal environmental impact at each of these stages to ensure a sustainable product life cycle.

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

NIL

Business Responsibility and Sustainability Report (Contd.)

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 (Three) Affiliations
- 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 | Apparel Export Promotion Council | National |
| 2 | Federation of Indian ExportOrganisations | National |
| 2 | Retailers' Association of India | 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 |
|-------------------|-------------------|-------------------------|
| | | Not Applicable |

LEADERSHIP INDICATORS

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

| Public policy advocated | Method resorted for such advocacy | Whether information available in public domain? (Yes/No) | Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others - please specify) | Web Link, if available |
|-------------------------|-----------------------------------|--|---|------------------------|
| 1 | | | NIL | |

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 |
|-----------------------------------|----------------------|----------------------|---|--|-------------------|
| 1 | | | | | Not Applicable |
| 2 | | | | | |

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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 INR) |
|--------|--|-------|----------|---|--------------------------|---|
| 1 | | | | | | Not Applicable |

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

The mechanisms available to consumers above are also available to the community. The company actively participates in community engagement through its CSR projects

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

| Parameter | FY 2023-24 | FY 2022-23 |
|--|------------|------------|
| Directly sourced from MSMEs/ small producers | 20.70% | 10.76% |
| Directly sourced within India | 84.79% | 65.46% |

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 2023-24 (Current Financial Year) | FY 2022-23 (Previous Financial Year) |
|--------------|--|---|
| Rural | 0.06 | 0.1 |
| Semi-urban | 1.36 | 1.34 |
| Urban | 10.45 | 10.14 |
| Metropolitan | 88.13 | 88.41 |

(Place to be categorised 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 |
|--|-------------------------|
| | Not Applicable |

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 INR) |
|--------|-------|-----------------------|---|
| 1 | | | Current CSR Projects do not cover any designated aspirational districts |

3. a. Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalised /vulnerable groups? (Yes/No)

No. However, the Company does work with MSME Vendors

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- b. From which marginalised /vulnerable groups do you procure?
MSME Vendors
- c. What percentage of total procurement (by value) does it constitute?
Not Applicable
- 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 |
|--------|--|--------------------------|---------------------------|------------------------------------|
| 1 | | | | Not Applicable |
| 2. | | | | |

- 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 |
|-------------------|-------------------|-------------------------|
| | | Not Applicable |

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

| Sl. No | CSR Project | No. of persons benefitted from CSR Projects | % of beneficiaries from vulnerable and marginalised groups |
|--------|--|---|--|
| 1 | Global Vipassana Foundation - Promotion of Education | 700 | 20% |
| 2 | Rotary Club of Madras Charitable Trust, Chennai - Promotion of Education | 100 | 100% |
| 3 | Mahesh Foundation, Belagavi, Karnataka – Promotion of Education | 1,000 | 100% |
| 4 | Madras Chinmaya Seva Trust, Chennai - Promotion of Education | 275 | 100% |
| 5 | Government Model Higher Secondary School, Chennai – Promotion of Education | 250 | 100% |
| 6 | Rotary Foundation India – Health | 500 | 100% |
| 7 | HCG Foundation, Vadodara – Preventive Health Care | 100 | 100% |
| 8 | AKshayapatra, Bengaluru, Karnataka – Eradicating Hunger | 150 | 100% |
| 9 | Sri Panduranga Charities Goshala – Animal Welfare | 600 cows | 100% |
| 10 | The Bodhi Tree Foundation – Environmental Sustainability | 600 | 100% |

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PRINCIPLE 9 : Businesses should engage with and provide value to their consumers in a responsible manner

ESSENTIAL INDICATORS

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

The Company has a customer care number and designated e-mail ID to enable customers to log any complaints or feedbacks. Customer can also provide feedback through social media, which gets picked up by our staff for necessary action and tracked on ongoing basis. The Company's grievance redressal policy can be accessed at <https://gocolors.com/pages/grievance-redressal>

- 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 | NIL |
| Safe and responsible usage | Our product tags contain the information on the safe and responsible usage of the products such as wash care, drying and ironing instruction. We mention these instructions on 100% of our apparel products. |
| Recycling and/or safe disposal | We are mainly dealing in apparel products which are not hazardous. |

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

| | FY 2023-24 | | Remarks | FY 2022-23 | | Remarks |
|-----------------------------|--------------------------|-----------------------------------|---------|--------------------------|-----------------------------------|-----------------------|
| | Received during the year | Pending resolution at end of year | | Received during the year | Pending resolution at end of year | |
| Data privacy | 0 | 0 | NA | 0 | 0 | NA |
| Advertising | 84 | 0 | NA | 0 | 0 | NA |
| Cyber-security | 0 | 0 | NA | 0 | 0 | NA |
| Delivery of Products | 3161 | 23 | * | 651 | 1 | Resolved subsequently |
| Quality of Products | 384 | 17 | * | 565 | 0 | NIL |
| Restrictive Trade Practices | 0 | 0 | NA | 0 | 0 | NA |
| Unfair Trade Practices | 0 | 0 | NA | 0 | 0 | NA |

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| | FY 2023-24 | | Remarks | FY 2022-23 | | Remarks |
|---|--------------------------|-----------------------------------|---------|--------------------------|-----------------------------------|-----------------------|
| | Received during the year | Pending resolution at end of year | | Received during the year | Pending resolution at end of year | |
| Other (product quality and delivery, queries such as Franchise Enquiries, MBO distribution inquiries, and rental inquiries, concerns related to store issues, including store exchanges, returns) | 13262 | 7 | ## | 3055 | 1 | Resolved subsequently |

*These queries pertain to unconfirmed parcel deliveries, refund processing delays due to missing bank details, unreturned defective products, payment discrepancies and product quality concerns

Consists of enquiries such as Franchise Enquiries, MBO distribution inquiries, and rental inquiries. It also addresses concerns related to store issues, including store exchanges, returns, and staff behaviours. Additionally, external inquiries like Sponsorship, Collaboration, Business proposals, and career opportunities are covered within this category.

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

| | Number | Reasons for recall |
|-------------------|--------|--------------------|
| Voluntary recalls | NIL | Not Applicable |
| Forced recalls | NIL | Not Applicable |

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. As part of our commitment to responsible design, data privacy is a key component of our information security approach. Customers entrust us with their personal information during interactions, and we handle this data with the highest level of care and security. Likewise, our employees and other stakeholders depend on us to safeguard the confidentiality and integrity of their information. Aligned with our broader sustainability strategy, our efforts to enhance information security practices are designed to build trust and confidence among everyone who interacts with the Company. <https://gocolors.com/pages/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

The Company currently has a privacy policy to address the concerns of Data privacy of customers. No penalties/regulatory action has been levied or taken on the above-mentioned parameters.

7. Provide the following information relating to data breaches:

- Number of instances of data breaches : Nil
- Percentage of data breaches involving personally identifiable information of customers : Nil
- Impact, if any, of the data breaches : Nil

LEADERSHIP INDICATORS

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

Information relating to all the products provided by the Company are available on the Company's website www.gocolors.com. In addition, the Company actively uses various social media and digital platforms to disseminate information on its products.

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

Our company ensures that all safety instructions are prominently displayed on the labels of each product. With educational purposes in mind, we provide clear and concise instructions for washing, drying, cleaning, avoiding bleach usage, ironing, and more. Additionally, we make sure to disseminate comprehensive information about the size, pattern, colour, fabric type, and other relevant details across all channels and platforms where our products are accessible to consumers. Our commitment to transparency and consumer education allows for a seamless and informed shopping experience. Wash care label on the product contains information on responsible usage.

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

Not Applicable

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

Yes. The Company displays all requisite production formation on the product as per the laws (Legal Metrology). The company typically conducts an experience/rating survey immediately after a customer makes a purchase. Consumer data analytics and other customer research were carried out during the year, based on the business need.

GO COLORS!

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