



September 02, 2023

The Manager
Corporate Relationship Department
BSE Limited
Floor 25, PhirozeJeejeebhoy Towers
Dalal Street
Mumbai – 400 001

The Manager
Listing Department
National Stock Exchange of India Limited
Exchange Plaza, BandraKurla Complex
Bandra (East)
Mumbai - 400 051

BSE Scrip Code- 533267

Fax No.: 022-2272 3121/1278/1557/3354

**NSE Scrip Symbol: CANTABIL and Series:
EQ**

Fax No.: 022-26598237/38

**Sub: Submission of Business Responsibility and Sustainability Report for the
Financial Year 2022-23.**

Dear Sir/Ma'am,

Pursuant to the provision of Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulation, 2015, please find enclosed herewith the Business Responsibility and Sustainability Report of the Company for the Financial Year 2022-23.

You are requested to take the above on record.

For Cantabil Retail India Limited

**POONAM
CHAHAL**

Digitally signed by POONAM CHAHAL
DN: c=IN, o=Personal,
pseudonym=caY4zaqRSUJ2Hkgd0iYP7PL9lupaNV,
2.5.4.20=0c18a3d106ad0e7576f0e1285599059258b
8057b4c1040fc52e447e81b0c, postalCode=110085,
st=Delhi,
serialNumber=10c4ba7bddcb340578d76cf631cd10f1
8e27c139ad78cf5ae0cb8feb5e35d, cn=POONAM
CHAHAL
Date: 2023.09.02 10:28:00 +05'30'

**Poonam Chahal
Company Secretary & Compliance Officer
FCS No. 9872**

Encl: As above

CANTABIL RETAIL INDIA LTD.

**H.Off. : B-16, Lawrence Road Ind. Area, New Delhi - 110 035. Tel : 011-41414188, 46818101
e-mail : info@cantabilinternational.com Website : www.cantabilinternational.com CIN No. L74899DL1989PLC034995
Works : Plot No. 359,360 & 361, Phase 4-B, Sec.-17, HSIIDC Industrial Estate, Footwear Park, Bahadurgarh, Haryana-124507**

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT 2022-23

SECTION A: GENERAL DISCLOSURES

I. DETAILS OF THE LISTED ENTITY						
1.	Corporate Identity Number (CIN) of the Listed Entity		L74899DL1989PLC034995			
2.	Name of the Listed Entity		Cantabil Retail India Limited			
3.	Year of Incorporation		1989			
4.	Registered office address		B-16, Ground Floor, Industrial Area, Lawrence Road, Delhi-110035			
5.	Corporate address		B-16, Ground Floor, Industrial Area, Lawrence Road, Delhi-110035			
6.	E-mail		investors@cantabilinternational.com			
7.	Telephone		+91-11-41414188 & 11-46818101			
8.	Website		www.cantabilinternational.com			
9.	Financial year for which reporting is being done		2022-2023			
10.	Name of the Stock Exchange(s) where shares are listed		Equity Shares are listed on BSE Limited (BSE) and National Stock Exchange of India Limited (NSE)			
11.	Paid-up Capital		Rs.16,32,76,080/-			
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report		Poonam Chahal - Company Secretary & Compliance Officer poonam@cantabilinternational.com +91-11-41414188			
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).		Disclosures made in this report are on a Standalone basis and pertain only to Cantabil Retail India Limited			
II PRODUCTS/SERVICES						
14. Details of business activities (accounting for 90% of the turnover)						
	S.No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity		
	1.	Retail Sales - Through Physical Stores and Online Portal	Apparel	97%		
15. Products/Services sold by the entity (accounting for 90% of the entity's Turnover)						
	S.No.	Product/Service	NIC Code	% of total Turnover contributed		
	1.	Retail Sales of Readymade Garments	47711	97% - Revenue from Operations		
III OPERATION						
16. Number of locations where plants and/or operations / offices of the entity are situated						
	Location	Number of plants	Number of warehouses	Number of Retail Outlets	Number of offices	Total
	National	1	4	447	1	453
	International			The Company does not have international offices		
17. Markets served by the entity Cantabil Stores are in Pan India across 227 cities / 19 States/Union Territories.						
a. Number of locations						
	Locations	Number				
	National (No. of States)	19 (including union Territories)				
b. What is the contribution of exports as a percentage of the total turnover of the entity? The Company has negligible contribution of 0.10% from export during the year under review.						
c. A brief on types of customers Our Company is involved in manufacturing and retailing of readymade apparels and accessories directly through its retail network of exclusive outlets. Our retail brands cater to customers across age groups and price segments, that appeal to wide section of the society. Additionally, the Company serves its consumers through e-commerce channels as well.						

IV. EMPLOYEES										
18. Details as at the end of Financial Year										
a. Employees and workers (including differently abled):										
S. No.	Particulars	Total (A)	Male		Female					
			No.(B)	%(B/A)	No.(C)	%(C/A)				
EMPLOYEES										
1.	Permanent (D)	627	596	95.06%	31	4.94%				
2.	Other than Permanent (E)	0	0	0	0	0				
3.	Total employees (D+E)	627	596	95.06%	31	4.94%				
WORKERS										
4.	Permanent (F)	2,110	1,675	79.39%	435	20.62%				
5.	Other than Permanent (G)	998	509	51.00%	489	49.00%				
6.	Total workers (F+G)	3,108	2,184	70.27%	924	29.73%				
b. Differently abled Employees and workers										
S. No.	Particulars	Total (A)	Male		Female					
			No.(B)	%(B/A)	No.(C)	%(C/A)				
DIFFERENTLY ABLED EMPLOYEES										
1.	Permanent(D)	1	1	100%	0	0				
2.	Other than Permanent(E)	0	0	0	0	0				
3.	Total employees (D+E)	1	1	100%	0	0				
DIFFERENTLY ABLED WORKERS										
4.	Permanent (F)	3	0	0	3	100%				
5.	Other than Permanent (G)	6	4	66.67%	2	33.33%				
6.	Total workers (F+G)	9	4	44.44%	5	55.56%				
19. 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		5	1	20.00%						
20. Turnover rate for permanent employees and workers										
		2022-2023			2021-2022			2020-2021		
		Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees		0.56%	0.09%	0.64%	0.65%	0.05%	0.70%	0.67%	0.02%	0.69%
Permanent Workers		3.11%	0.91%	4.02%	2.50%	0.65%	3.15%	3.32%	0.99%	4.31%
Other Than Permanent Workers		5.97%	2.89%	8.86%	5.76%	2.89%	8.65%	5.44%	5.56%	11.00%
V. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES) – NOT APPLICABLE										
21.	The company does not having any holding, subsidiary, joint venture of associate company during the reporting period.									

VI. CSR DETAILS								
22.	i. Whether CSR is applicable as per section 135 of Companies Act, 2013 (Yes / No)						Yes	
	ii. Turnover (in Rs.)						5517151742	
	iii. Net worth (in Rs)						2213642968	
VII. TRANSPARENCY AND DISCLOSURES COMPLIANCES								
23. Complaints/Grievances on any of the principles (Principles 1 to 9 under the National Guidelines on Responsible Business Conduct								
	Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No) (If Yes, then provide web-link for grievance redress policy)	2022-23			2021-22		
			Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
	Communities	Yes	-	-	-	-	-	
	Investors (other than shareholders)	-	-	-	-	-	-	
	Shareholders	https://scores.gov.in/admin/Welcome.html	-	-	-	-	-	
	Employees and workers	Yes	-	-	-	-	-	
	Customers	Yes	5568	Nil	-	3029	NIL	
	Value Chain Partners	Yes	-	-	-	-	-	
	Other (please specify)	-	-	-	-	-	-	
Web links for Grievance Redressal Policies — https://www.cantabilinternational.com/investor_policies/								
24. Overview of the entity's material responsible business conduct issue – Indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications The Company carried out a detailed materiality analysis, focusing on development and sustainability issues pertaining to environmental and social matters. It involved engagement with senior management, employees, functional heads, suppliers, customers, local community and industry associations. Based on the discussion the material issues will be identified and prioritized through consultation with different stakeholder groups.								

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

P1	Businesses should conduct and govern themselves with integrity in a manner that is ethical, transparent, and accountable	Code of Conduct, Whistle Blower Policy, Anti -Corruption Anti Bribery Policy
P2	Businesses should provide goods and services in a manner that is sustainable and safe	Environment Policy
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains	Employee Code of Conduct Health & Safety Policy Employee Grievance Policy Equal Opportunity Policy Vigil Mechanism Policy
P4	Businesses should respect the interests of and be responsive towards all its stakeholders	Corporate Social Responsibility Policy Policy on Human Rights Dividend Distribution Policy Risk Management Policy Code of Fair Disclosure
P5	Businesses should respect and promote human rights	Policy on Human Rights Equal Opportunity Policy Prevention of Sexual Harassment at Workplace
P6	Businesses should respect & make efforts to protect and restore the environment	Environment Policy
P7	Businesses when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent	Code of Conduct
P8	Businesses should promote inclusive growth and equitable development	Corporate Social Responsibility Policy
P9	Businesses should engage with and provide value to their consumers in a responsible manner	Code of Conduct

Disclosure Questions

Policy and management processes		P1	P2	P3	P4	P5	P6	P7	P8	P9
1	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c. Web Link of the Policies, if available*									
2	Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4	Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	N	N	N	N	N	N	N	N	N
5	Specific commitments, goals and targets set by the entity with defined time lines, if any.	The Company and its management follow the abovementioned principles and the commitments and goals are sought as the policies of the Company.								
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Sustainability Goals / Targets are identified and action plan for deployment is tracked accordingly.								

* Weblink of policies https://www.cantabilinternational.com/investor_policies/

Governance, leadership and oversight																										
7.	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure) The Company is committed to achieving ESG related objectives and continue to prioritise related agenda over the near and medium term. The Company has adopted the Code of Conduct which guides our interactions with all key stakeholders including our Employees, Customers, Value Chain Partners, Communities, Investors, Environment & Society. Our success lies in ensuring that our stakeholders are consistently satisfied in their engagement with us. Corporate Social Responsibility is an integral part of our culture. One of the key features of our CSR projects is focus on participatory and collaborative approach with the community. We believe that when the organization grows the society and community around that should also grow. The Company focus on areas such as energy & waste management, supply chain efficiency and product stewardship.																									
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).											Managing Director														
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.											Corporate Social Responsibility Committee. Further details on CSR Committee are available under Corporate Governance Section in the Annual Report.														
10.	Details of Review of NGRBCs by the Company:																									
	Subject for review				Indicate whether review was undertaken by Director / Committee of the Board / Any other Committee									Frequency (Annually / Half Yearly / Quarterly / Any other – please specify)												
					P	P	P	P	P	P	P	P	P	P	P	P	P	P	P							
					1	2	3	4	5	6	7	8	9	1	2	3	4	5	6	7	8	9				
	*Performance against above policies and follow up action				Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Q	HY	Y	Y	Y				
	**Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances				Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Q	HY	Y	Y	Y				
	*As a practice Business Responsibility policies of the Company are reviewed periodically or on a need basis by Senior Leadership Team including the Managing Director. During this assessment, the efficacy of the policies is reviewed and necessary changes to policies and procedures are implemented. ** The Company is in compliance with the existing regulations as applicable and a Statutory Compliance Certificate on applicable laws is provided by the Managing Director / Chief Financial Officer / Company Secretary to the Board of Directors																									
11.	Has the entity carried out independent assessment / evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of agency. The processes & compliances are subject to scrutiny by internal auditors and regulatory compliances, as applicable. From a best practices perspective as well as from a risk perspective, policies are periodically reviewed and updated by the Senior Management and Board.																									
12.	If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated:																									
	Questions											P	P	P	P	P	P	P	P	P	P	P				
												1	2	3	4	5	6	7	8	9						
	The entity does not consider the principles material to its business (Yes/No)											All Principles are covered by Policies														
	The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)																									
	The entity does not have the financial or / human and technical resources available for the task (Yes/No)																									
	It is planned to be done in the next financial year (Yes/No)																									
	Any other reason (please specify)																									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE
PRINCIPLE 1 - BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE
ESSENTIAL INDICATORS
1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	2	Regulatory Updates	100%
Key Managerial Personnel	2	IT Updates Regulatory Updates Data Security & Cyber Security	100%
Employees other than BoD and KMPs	4	Compliance Health & Safety Skill Upgradation Human Rights	39.23%
Workers	4	Compliance Health & Safety Skill Upgradation Human Rights	42.94%

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 2023:

There were no instances of any material (monetary and non-monetary) 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 FY 2023.

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.

Not applicable

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.

Yes, the Company has an Anti-Bribery and Anti-Corruption Policy. The Policy has been developed in alignment with the Code of Conduct of the Company.

This policy applies to all stakeholders or persons associated with the Company and who may be acting on behalf of the Company and sets out conduct that must be adhered to at all times.

The Policy is placed on the Company's Website – https://www.cantabilinternational.com/investor_policies/

The Company also has an in-house monitoring process for whistle blower protection in addition to the Code of Ethics and Conduct. The policy empowers both internal and external stakeholders to file grievances, if any. Link to the Company's Vigil Mechanism Policy

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

	FY 2022-23	FY 2021-22
Directors	There have been no cases involving disciplinary action taken by any law enforcement agency for bribery/ corruption charges against directors/KMP/employees/workers brought to the Company's attention.	
KMPs		
Employees		
Workers		

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

	FY 2022-23		FY 2021-22	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL		NIL	
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

7.	Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest. Not Applicable		
LEADERSHIP INDICATORS			
1.	Awareness programmes conducted for value chain partners on any of the Principles during FY 2023: The Company conducts business in an ethical, fair, legally, socially, and environmentally responsible manner. The Company's Business Partners are an integral part of the ecosystem, and the Company encourages the Business Partners to be responsible corporate citizens. All the agreements/contracts/purchase orders entered by the Company with the business partners includes stated confirmation on the above-mentioned aspects. The process of holding discussions and conducting awareness sessions with our value chain partners on these principles has been initiated.		
2.	Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same. 1. Yes. every Director of the Company discloses their concern or interest in any Company or Companies or bodies corporate, firms, or other association of individuals and any change therein, from time to time, which includes the shareholding, in such manner as prescribed. Further, every Director of the Company who is in any way, whether directly or indirectly, concerned or interested in a contract or arrangement entered into or to be entered into – (a) with a body corporate in which such Director or such Director in association with any other Director, holds more than two per cent shareholding of that body corporate or is a Promoter, Manager, Chief Executive Officer of that body corporate, or (b) with a firm or other entity in which, such Director is a Partner, Owner or Member, as the case may be, discloses the nature of his concern or interest at the meeting of the board in which the contract or arrangement is discussed and does not participate in such meetings. The details of the aforesaid transactions are also entered into a register prescribed for the purpose under the Companies Act, 2013 and placed before the Board for noting. 2. Every director of the company discloses his material interest, if any, directly or indirectly, or on behalf of the third parties, in any transaction or matter directly affecting the Company at the beginning of every year.		
PRINCIPLE 2 – BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE			
ESSENTIAL INDICATORS			
1.	Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.		
	FY 2022-23	FY 2021-22	Details of improvements in environment and social impact
R&D	Nil	Nil	Nil
Capex	1.19%	Nil	1. PNG Boiler 2. Chakr Shield for Pollution Control of DG set
	Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes is being quantified by the Company as several initiatives in this regard are currently in the planning & implementation phase.		
2.	(a) Does the entity have procedures in place for sustainable sourcing? (Yes/No) Yes, The company is enhancing use of Organic cotton, BCI and FSC viscose as a raw material which is sustainable. Company is also using recycled fibre as a raw material to promote sustainable sourcing. Company is working with value chain partners who are having STP and ETP plants and involved unsustainable ways of production. Company is also buying Indigo fabrics made with zero liquid discharge (ZLD) plant.		
	(b) If yes, what percentage of inputs were sourced sustainably? The Company is currently mapping its sustainable procured materials, which will be further analyzed to give a specific % figure.		

<p>3.</p>	<p>Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) Other waste.</p> <p>The Company's endeavour in the following areas:</p> <ol style="list-style-type: none"> Merchandise Vendors – As a matter of policy the Company increasingly works with vendors who have integrated facility for effluent treatment or subscribe to a common facility. Products – The Company encourages re-use through donation (to NGO) or discount sale to third party where products are re-used and do not go to a landfill. Product Packaging – The company uses paper bags instead of plastic bags and PP bags with 51 microns which is above the permissible limit. Company use cardboard boxes for product packaging. However, none of this packaging goes to the customers as the product is sold without the packaging. For recycling of cardboard boxes and plastic bags, Company has partnered with an EPR registered plastic recycling vendor, who also works with paper waste. E-waste – All IT related disposal are done through E-waste certified supplier who ensures safe disposal with minimal environmental impact. Garments Tags – Conversion from Plastic to Recycled Paper to reduce plastic usage. <p>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.</p> <p>Not Applicable. However, the Company registered under Haryana State Pollution Control Board for safe handling & disposal of Hazard/Solid waste generated through ETP waste.</p>																													
<p>LEADERSHIP INDICATORS</p>																														
<p>1.</p>	<p>Has the entity conducted Life Cycle Perspective / Assessment (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?</p> <p>The Company has estimated Carbon Footprint and working on various initiatives. Given the diversity of our products, Company has not undertaken LCA.</p> <p>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.</p> <p>We are using PNG for operating Boilers (capacity 1.65 Ton) for generating steam. We installed Retro-fit emission control device in DG set for controlling air quality (as per CAQM rules). We installed Cyclone Separator & Wet Scrubber for boiler (capacity 1.5 ton) with wooden briquette.</p>																													
<p>3.</p>	<p>Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).</p> <p>The Company engages with agencies who recycle scrap material and evaluates evolving technology to re-cycle materials on an ongoing basis.</p>																													
<p>4.</p>	<p>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.</p> <table border="1" data-bbox="204 1438 1497 1661"> <thead> <tr> <th rowspan="2"></th> <th colspan="3">FY 2022-23</th> <th colspan="3">FY 2021-22</th> </tr> <tr> <th>Re-Used</th> <th>Recycled</th> <th>Safely Disposed</th> <th>Re-Used</th> <th>Recycled</th> <th>Safely Disposed</th> </tr> </thead> <tbody> <tr> <td>Plastics (including packaging)</td> <td colspan="6" rowspan="3" style="text-align: center;">Not Applicable</td> </tr> <tr> <td>E-waste</td> </tr> <tr> <td>Hazardous waste</td> </tr> <tr> <td>Other waste/ETP SLUDGE</td> <td style="text-align: center;">0</td> <td style="text-align: center;">0</td> <td style="text-align: center;">1.47 MT</td> <td style="text-align: center;">0</td> <td style="text-align: center;">0</td> <td style="text-align: center;">2.165 MT</td> </tr> </tbody> </table> <p>5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.</p> <p>Not Applicable</p>		FY 2022-23			FY 2021-22			Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed	Plastics (including packaging)	Not Applicable						E-waste	Hazardous waste	Other waste/ETP SLUDGE	0	0	1.47 MT	0	0	2.165 MT
	FY 2022-23			FY 2021-22																										
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed																								
Plastics (including packaging)	Not Applicable																													
E-waste																														
Hazardous waste																														
Other waste/ETP SLUDGE	0	0	1.47 MT	0	0	2.165 MT																								

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 employee covered										
	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	596	554	92.95%	0	0	0	0	0	0	0	0
Female	31	22	70.97%	0	0	31	100%	0	0	0	0
Total	627	576	91.87%	0	0	31	4.94%	0	0	0	0
Other than Permanent Employee – Not Applicable											
Male	Not Applicable										
Female	Not Applicable										
Total	Not Applicable										

(b) Details of measures for the well-being of workers:

Category	% of workers covered										
	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	1675	30	1.79%	0	0	0	0	0	0	0	0
Female	435	01	0.23%	0	0	435	100.00%	0	0	0	0
Total	2,110	31	1.47%	0	0	435	20.62%	0	0	0	0
Other than Permanent Workers											
Male	509	0	0	0	0	0	0	0	0	0	0
Female	489	0	0	0	0	489	100.0%	0	0	0	0
Total	998	0	0	0	0	489	49.00%	0	0	0	0

** Permanent workers & other than permanent workers are covered under ESIC Act, which covers Accident, Deaths, & Maternity benefits etc.

2. Details of retirement benefits, for Current FY and Previous Financial Year: Permanent Employees & Workers

Benefits	FY 2022-23			FY 2021-22		
	Number of employees covered as a % of total employees	Number of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	Number of employees covered as a % of total employees	Number of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	18%	83%	YES	19%	84%	YES
Gratuity	100%	100%	NA	100%	100%	NA
ESI	8%	99%	YES	16%	99%	YES
Other please specify	NA	NA	NA	NA	NA	NA

Details of retirement benefits, for Current FY and Previous Financial Year: Other Than Permanent Workers

Benefits	FY 2022-23			FY 2021-22		
	Number of employees covered as a % of total employees	Number of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	Number of employees covered as a % of total employees	Number of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	0	67%	YES	0	69%	YES
Gratuity	0	100%	NA	0	100%	YES
ESI	0	100%	YES	0	100%	YES
Other please specify	NA	NA	NA	NA	NA	NA

3. Accessibility of workplaces - Are the premises / offices of the entity accessible to differently abled employees & 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.

All Stores & Corporate Office of the Company, have ramps for easy movement of differently abled people. Stores located in Malls have elevators and infrastructure for differently abled individuals.

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

The Company believes in equal opportunity for all its employees, wherein the Company is committed to providing an inclusive work culture and an environment free from any discrimination. The Company is governed by Code of Conduct, which does not treat anybody differently based on their race, sex, religion, disability, age, sexual orientation, gender identity or any other class of person protected by laws in the country.

Yes, the Company has an Equal Opportunity Policy as per the Rights of Persons with Disabilities Act, 2016. Link to the Company's Equal Opportunity Policy

Weblink of code of conduct and Equal Opportunity Policy is https://www.cantabilinternational.com/investor_policies/

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	0	0	0	0
Female	80%	100%	67%	100%
Total	80%	100%	67%	100%

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.

Category	Yes
Permanent Worker	The Company has a robust and detailed Grievance Redressal Mechanism with the overarching goal of protecting its employees and directors. Procedures have been put in place to ensure that the process of filing a complaint, investigation and finally reaching an acceptable judgement is handled professionally and confidentially. Employees are encouraged to resolve the issues informally with respective line manager/ Head-Plant / HR Business Partner. In case of non-satisfaction, the Formal procedure is to be used which has been documented in "Grievance Redressal Policy". Link to the policy www.cantabilinternational.com
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

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

8. Details of training given to employees and workers:

Category	FY 2022-23					FY 2021-22				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	596	4	0.67%	240	40.27%	516	10	1.94%	195	37.79%
Female	31	1	3.23%	0	0	35	1	2.86%	0	0
Total	627	5	0.80%	240	38.28%	551	11	2.00%	195	35.39%
Workers										
Male	1675	141	8.42%	1060	63.28%	1351	99	7.33%	820	60.70%
Female	435	47	10.80%	155	35.63%	296	22	7.43%	118	39.86%
Total	2110	188	8.91%	1215	57.58%	1647	121	7.35%	938	56.95%
Other than Permanent Workers										
Male	509	96	18.86%	351	68.95%	418	36	8.61%	267	63.87%
Female	489	78	15.95%	205	41.92%	408	38	9.31%	213	52.20%
Total	998	174	17.43%	556	55.71%	826	74	8.95%	480	58.11%

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	596	502	84.23%	516	378	73.25%
Female	31	29	91.55%	35	18	51.40%
Total	627	531	84.69%	551	396	70.86%
Workers						
Male	1675	1323	78.99%	1351	1041	77.05%
Female	435	362	83.22%	296	260	87.84%
Total	2110	1685	79.85%	1647	1301	78.99%

10.	<p>Health and Safety Management System:</p> <p>a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/No). If yes, the coverage such system?</p> <p>Due to the nature of the work, the stores and office environment do not pose any significant occupational health and safety risks. The Company has adopted Health & Safety policy. The H&S Management System of the Company covers the following:</p> <ul style="list-style-type: none"> - Leadership & Accountability – Sets Vision and guides for effective and safe operations. - Hazard Identification, Risk Assessment & Management – Comprehensive study conducted across all locations. - Compliance Assurance – Periodic updates basis multiple legal and regulatory requirements - Design construction & operational control – Safety Standards are set across all locations - People, competency & behaviours – Periodic H&S trainings are imparted to employees. - Communication, consultation & empowerment - Periodic monthly internal communications are sent out to employees. - Incident reporting, investigation & learning – All Incidents are reported through Safety Reporting System. - Asset management – Safety standards adhered to all locations during Projects & Handover. - Management of change – Processes undergo PDCA/PMM cycle of improvement. - Working with contractor- keep on track of safety standards of all the contractor company working with - Emergency preparedness, response & crisis management – Having comprehensive Business Continuity Plan (BCP) - Document control & record management – Documents are managed through intranet portal. - Measuring performance, audit & review – Internal & External H&S Audits conducted across all locations. <p>b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?</p> <p>The Company provides a structured approach to managing the hazards and identifying its risks through Hazard Identification and Risk Assessment (HIRA). Hazard Identification & Risk assessment are undertaken periodically and actions are taken to mitigate the risks identified.</p> <p>The Company has a detailed system for Internal & External Safety Audits which is mentioned in the H&S Manual.</p> <ul style="list-style-type: none"> - Internal Audit: Quarterly Audits are conducted, and safety scores are tracked across the Organisation. - External Audit: Third Party External electrical audits of all locations are conducted yearly and the reports are shared with relevant teams. <p>c. Whether you have processes for employees to report the work-related hazards and to remove themselves from such risks. (Y/N)</p> <p>Yes, the Company has procedures in place for employees to report work-related risks and remove themselves from such hazards.</p> <ul style="list-style-type: none"> • Some of the processes enabling workers to report work related hazards: • Company has Health & Safety committee meetings • Daily shop floor meeting • Interactions with the plant supervisors during their frequent rounds on the shop floor • The workers are authorized to stop the machine and report to immediate supervisor, if they notice work related hazard <p>Monthly H&S Communications are shared to all employees. Employees are trained to report unsafe conditions to the fire wardens through the Safety Reporting System. Periodic mock drills are conducted to ensure that all employees are aware of evacuation procedure in case of emergency.</p> <p>d. Do the employees and workers of the entity have access to non-occupational medical and healthcare services?(Yes/No)</p> <p>Yes, Employees have access to non-occupational medical and health care services through Company-organized medical camps where reputed doctors from various disciplines/hospitals are accessible for health checkups and consultation, including online consultation and awareness workshops. Furthermore, every employee and their designated dependents are covered by either medical insurance or ESI. Company has medical room at factory, where designated Doctor/full time nurse available for any medical emergencies.</p>
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11. Details of safety related incidents, in the following format:

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

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

The Company provides a systematic way to ensure a safe and healthy workplace for all employees and third-party employees who work on our premises. It promotes continuous identification and monitoring of hazards and controlling risks whilst making sure that the risk controls in place are effective.

The Company conducts fire mock drill in every 2 two months and all dangerous machines are inspected in every six months by third party agency under factory act 1948. The Company also conduct medical check -up annually. We conduct drinking water test in every three months. First Aid training was given to more than 200 workers including security guards during the year under review. Health & Safety committee conducts monthly inspection. Canteen management committee oversee the raw food material quality, staff medical fitness/hygiene and cleanliness in canteen.

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

	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working conditions	Nil		NA	Nil		NA
Health & Safety						

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	Third party Safety inspection twice in a year (100%) Fire drill conduct in every 2 months (100%) Health check-up once in a year (100%)
Working conditions	NA

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

- (a) Thermography scanning: One of the high severity risks for the Company are the electrical hazards. Monthly Preventive maintenance activity are carried out to address the electrical hazards at all Stores. Thermography scanning is conducted in all Stores / DC locations and offices, to enhance safety of our electrical equipment's.
- (b) External Electrical Audits are conducted, and all locations are covered in period of once in two years.
- (c) LOTO Kits: The LOTO kits are deployed across Organisation helping in protecting and safeguarding employees while they perform servicing and maintenance on electrical equipment.
- (d) Fire Sprinkler & Emergency Exit: Periodic inspection of the stores have helped in determining the compliance to Fire Sprinklers norms & Emergency Exit requirements. Systems tasks are created for daily inspection of the same.

LEADERSHIP INDICATORS

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

Yes. Employees are covered under Life Insurance/Term Life Insurance and employees those are covered under EPF scheme, eligible for Employee Deposit Linked Insurance.

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

The Company's value chain partners come under PF act and ESI act which makes them liable to deduct and deposit statutory dues. In addition to this, the service contract with the service provider also contains necessary clause under 'payment terms' for necessary statutory payments like PF, ESI etc. by service provider.

<p>3. Provide the number of employees / workers having suffered high consequence work-related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:</p>	<table border="1"> <tr> <td></td> <td colspan="2">Total no. of effected employees / workers</td> <td colspan="2">No. of employees / workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment</td> </tr> <tr> <td></td> <td>FY 2022-23</td> <td>FY 2021-22</td> <td>FY 2022-23</td> <td>FY 2021-22</td> </tr> <tr> <td>Employees</td> <td>Nil</td> <td>Nil</td> <td>NA</td> <td>NA</td> </tr> <tr> <td>Workers</td> <td></td> <td></td> <td></td> <td></td> </tr> </table>		Total no. of effected 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 2022-23	FY 2021-22	FY 2022-23	FY 2021-22	Employees	Nil	Nil	NA	NA	Workers				
	Total no. of effected 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 2022-23	FY 2021-22	FY 2022-23	FY 2021-22																	
Employees	Nil	Nil	NA	NA																	
Workers																					
<p>4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No) Since inception, the Company has not undertaken any retrenchment of employees owing to business exigencies or employees not having the requisite skills to do the required job. Skilling upgradation of all employees remains a continuous activity in the Company.</p>																					
<p>5. Details on assessment of value chain partners: The Company has in place a Code of Conduct for Value Chain Partners. Accordingly, they are expected to provide a safe and healthy workplace for their employees and contractors. Value Chain Partners must be compliant with local and national laws and regulations on Occupational Health and Safety, and have the required permits, licenses and permissions granted by local and national authorities</p>	<table border="1"> <tr> <td></td> <td>% of value chain partners (by value of business done with such partners) that were assessed</td> </tr> <tr> <td>Safety and health practices</td> <td rowspan="2">NIL</td> </tr> <tr> <td>Working conditions</td> </tr> </table>		% of value chain partners (by value of business done with such partners) that were assessed	Safety and health practices	NIL	Working conditions															
	% of value chain partners (by value of business done with such partners) that were assessed																				
Safety and health practices	NIL																				
Working conditions																					
<p>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. Not Applicable</p>																					
<p>PRINCIPLE 4: BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS</p>																					
<p>ESSENTIAL INDICATORS</p>																					
<p>1. Describe the processes for identifying key stakeholder groups of the entity. Internal and external group of stakeholders have been identified. Presently the given stakeholder groups have the immediate impact on the operations and working of the company. This includes Employees, Shareholders & Investors, Customers, Communities and Vendors.</p> <p>2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.</p>	<table border="1"> <thead> <tr> <th>Stakeholder Group</th> <th>Whether identified as Vulnerable & Marginalized group (Yes/No)</th> <th>Channels of communication- (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Websites)</th> <th>Frequency of engagement (Annually /Half yearly/Quarterly)</th> <th>Purpose and scope of engagement including key topics and concerns raised during such engagement</th> </tr> </thead> <tbody> <tr> <td>Employees</td> <td>- No</td> <td>E - E-mail Intranet portal Newsletters Employee engagement activities and Surveys Rewards and recognitions</td> <td>Continuous</td> <td>- Scope of learning and career development - Remuneration and benefits - Equal opportunities - Occupational health and safety Discussion long term strategy and welcome their insight and perspective</td> </tr> <tr> <td>Vendors</td> <td>- No</td> <td>- O One to one Meeting</td> <td>Continuous</td> <td>Discussion on business volumes, customer expectation and product quality, technical knowledge exchange</td> </tr> </tbody> </table>	Stakeholder Group	Whether identified as Vulnerable & Marginalized group (Yes/No)	Channels of communication- (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Websites)	Frequency of engagement (Annually /Half yearly/Quarterly)	Purpose and scope of engagement including key topics and concerns raised during such engagement	Employees	- No	E - E-mail Intranet portal Newsletters Employee engagement activities and Surveys Rewards and recognitions	Continuous	- Scope of learning and career development - Remuneration and benefits - Equal opportunities - Occupational health and safety Discussion long term strategy and welcome their insight and perspective	Vendors	- No	- O One to one Meeting	Continuous	Discussion on business volumes, customer expectation and product quality, technical knowledge exchange					
Stakeholder Group	Whether identified as Vulnerable & Marginalized group (Yes/No)	Channels of communication- (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Websites)	Frequency of engagement (Annually /Half yearly/Quarterly)	Purpose and scope of engagement including key topics and concerns raised during such engagement																	
Employees	- No	E - E-mail Intranet portal Newsletters Employee engagement activities and Surveys Rewards and recognitions	Continuous	- Scope of learning and career development - Remuneration and benefits - Equal opportunities - Occupational health and safety Discussion long term strategy and welcome their insight and perspective																	
Vendors	- No	- O One to one Meeting	Continuous	Discussion on business volumes, customer expectation and product quality, technical knowledge exchange																	

Customers	-	NO	Engagement through website, social media, instore promotions Brand campaigns conducted regularly, during festive seasons and sales promotions, Customer Care	Continuous	Information on business offerings, discounts, promotions. - Collection of feedback - Complaints and grievances resolution
Community	-	No	CSR Initiative Volunteering initiatives	Continuous	Responsible corporate citizenship To develop the CSR project along with the community, according to the need of the community
Shareholders & Investors	-	No	Annual General Meeting - Investor Relations Web Page -Quarterly financial statements Annual Report Investor conference calls Television Interviews Press Releases Performance and value creation Dividend Updates Annual Reports Intimation to Physical shareholders	Quarterly, Half yearly & annually and as and when required	Performance and value creation Dividend Updates Annual Reports Intimation to Physical shareholders regarding Dispute Resolution Mechanism
Government and Regulatory Authorities	-	Z No	Disclosures and filings for compliance reporting Meeting authorities for permissions/ approvals	On need basis	Compliance Tax Payments Policy Advocacy Statutory Filings

LEADERSHIP INDICATORS

1.	<p>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.</p> <p>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.</p> <p>A continuous engagement helps align expectations, thereby enabling the Company to better serve its stakeholders.</p> <p>The Board is kept abreast on various developments and feedback on the same is sought from the Directors.</p>
2.	<p>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.</p> <p>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.</p>
3.	<p>Provide details of instances of engagement with and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.</p> <p>The Company's CSR activities focus on the disadvantaged, vulnerable and marginalised segments of society. The Company is firmly devoted to achieving its corporate citizenship responsibilities. It believes in proactively involving communities and those who have been excluded from the benefits of development as equal players in growth and development in areas close to its activities. As a result, Corporate Social Responsibility (CSR) is included into the group's main business plan. The Company is currently carrying out CSR initiatives in six geographical regions across three states, namely Delhi, Gujrat, and Maharashtra, affecting the lives people both directly and indirectly.</p> <p>Refer to the Corporate Social Responsibility Report given separately in Annual Report for project details.</p>

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 (A)	FY 2022-23			FY 2021-22		
	Total	No of employees / Workers covered (B)	% (B/A) (C)	Total	No of employees / Workers covered (D)	% (D/CA)
Employees						
Permanent	627	332	52.95%	551	243	44.10%
Other than Permanent	0	0	0	0	0	0
Total Employees	627	332	52.95%	551	243	44.10%
Workers						
Permanent	2110	1036	49.10%	1647	614	37.28%
Other than Permanent	998	339	33.97%	826	223	27.00%
Total Employees	3108	1375	44.24%	2473	837	33.85%

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

Category	FY 2022-23					FY 2021-22				
	Total (A) (B)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No.	% (B/A) (C)	No.	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent										
Male	596	5	0.84%	591	99.16%	516	13	2.52%	503	97.48%
Female	31	2	6.45%	29	93.55%	35	2	5.71%	33	94.29%
Other than Permanent	NA					NA				
Male	Nil					Nil				
Female										
Workers										
Permanent										
Male	1675	844	50.39%	904	53.97%	1351	666	49.30%	685	50.70%
Female	435	314	72.18%	144	33.10%	296	197	66.55%	99	33.45%
Other than Permanent										
Male	509	323	63.46%	186	36.54%	418	261	62.44%	57	13.64%
Female	489	310	63.39%	179	36.61%	408	262	64.22%	146	35.78%

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)	3	Rs.20,03,300 PM		NA
Key Managerial Personnel	1	Rs.3,05,190 PM	1	Rs.1,57,355 PM
Employees other than BoD and KMP	595	Rs.34,480 PM	30	Rs.39,018 PM
Workers	1,675	Rs.14,685 PM	435	Rs.12,935 PM

4. **Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Y / N)**

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

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

The Company regards respect for human rights as one of its fundamental and core values and strives to support, protect and promote human rights to ensure that fair and ethical business and employment practices are followed. The Company is committed to maintain a safe and harmonious business environment and workplace for everyone, irrespective of the ethnicity, region, sexual orientation, race, caste, gender, religion, disability, work, designation and such other parameters. The Company believes that every workplace shall be free from violence, harassment, intimidation and/or any other unsafe or disruptive conditions, either due to external or internal threats. Accordingly, the Company has aimed to provide reasonable safeguards for the benefit of employees at the workplace, while having due regard for their privacy and dignity.

The Company also has zero tolerance towards all forms of slavery, coerced labour, child labour, human trafficking, violence or physical, sexual, psychological or verbal abuse.



6.	Number of Complaints on the following made by employees and workers:						
		FY 2022-23			FY 2021-22		
		Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
	Sexual Harassment	NIL	NA	NA	NIL	NA	
	Discrimination at work						
	Child Labour						
	Forced Labour / Involuntary Labour						
Wages							
Other human rights related Issues							
7.	Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.						
	(a) Independent Internal Complaints Committee (ICC) drawn from cross functional leadership pool, takes independent decisions and actions as per Sexual Harassment at Workplace Act 2013.						
	(b) Whistle Blower complaints are shared with the Audit Committee of the Board at quarterly reviews.						
8.	Do human rights requirements form part of your business agreements and contracts? (Yes/No)						
	Yes, coverage is as part of CODE OF CONDUCT clauses.						
	Equal Opportunity Employer						
	<ul style="list-style-type: none"> • Dignity & Respect • Human Rights • No Child Labour • No Force Labour • No Discrimination 						
9.	Assessments for the year:						
		% of your plants and offices that were assessed (by entities or statutory authorities or third parties)					
	Child Labour	NA					
	Forced / involuntary labour	NA					
	Sexual Harassment	NA					
	Discrimination at workplace	NA					
	Wages	NA					
	Other – please specify	NA					
10.	Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.						
	Not applicable						
LEADERSHIP INDICATORS							
1.	Details of a business process being modified/introduced as a result of addressing human rights grievances/complaints.						
	Business processes were not modified/ introduced since no grievances were received during the year						
2.	Details of the scope and coverage of any Human rights due diligence conducted.						
	Due diligence was not conducted since no grievances were received during the year..						
3.	Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?						
	Yes, all Stores and Offices.						
	Refer response above in Principle-3 (Essential Indicator-3)						
4.	Details on assessment of value chain partners:						
		% of vale chain partners (by value of business done with such partners) that were assessed					
	Sexual Harassment	Nil					
	Discrimination at workplace						
	Child Labour						
	Forced Labour / Involuntary labour						
	Wages						
	Other – please specify						

Company expects its value chain partners to comply with its sustainability policy and with the law of land where they do business. No specific assessment has been done. 100% of our value chain partners has signed code of conduct.

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 Joules or multiples) and energy intensity, in the following format:

Parameter	2022-23	2021-22
Total electricity consumption (in Units) (A)	10003016	6709808
Total fuel consumption (in Liters) (B)	13524	18783
Energy consumption through other sources (C)	NA	NA
Total Energy Consumption (A+B+C)		
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0.0018Unit/Rupees	0.0018Unit/Rupees
Energy intensity (optional) – the relevant metric may be selected 0 the entity	0	0

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 independent assessment/assurance has been carried out by an external agency.

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

Not applicable

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

Parameter	2022-23	2021-22
Water withdrawal by sources (in kiloliters)		
(i) Surface water	0	0
(ii) Ground water	0	0
Third party water	11075	16588
(iii) Seawater / desalinated water	0	0
(iv) Others	0	0
Total volume of water withdrawal (in kiloliters) (i+ii+iii+iv+v)	11075	16588
Total volume of water consumption (in kiloliters)	11075	16588
Water intensity per rupee of turnover (water consumed / turnover)	20.06KL/Crores	30.05KL/Crores
Water intensity (optional) – the relevant metric may be selected by the entity	0	0

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 independent assessment/assurance has been carried out by an external agency.

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

Not applicable

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

Parameter	Specify unit	2022-23	2021-22
NOx	Mg/nm ³	0	0
Sox	Mg/nm ³	10	18
Particulate matter (PM)	Mg/nm ³	67.7	249.6
Persistent organic pollutants (POP)	0	0	0
Volatile organic compounds (VOC)	0	0	0
Hazardous air pollutants (HAP)	0	0	0
Other – please specify	0	0	0

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

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

Parameter	Unit	2022-23	2021-22
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)			
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)			NA
Total Scope 1 and Scope 2 emissions per rupee of turnover			
Total Scope 1 and Scope 2 emissions 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.

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

Not applicable

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

Parameter	2022-23	2021-22
Total Waste generated (in metric tonnes)		
Plastic waste (A)	0	0
E-waste (B)	0	0
Bio-medical waste (C)	0	0
Construction and demolition waste(D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	0	0
Other Non-hazardous waste generated (H). Please specify, if any. (ETP SLUDGE) (Break-up by composition i.e. by materials relevant to the sector)	1.47 MT	2.165 MT
Total (A+B+C+D+E+F+G+H)	1.47 MT	2.165 MT
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	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	0	0
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0	0
(ii) Landfilling	1.47 MT	2.165 MT
(iii) Other disposal operations	0	0
Total	1.47 MT	2.165 MT

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.

9. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

- Usage of toxic chemical free dyes in processing
- Introduction of rice paper bags instead of low-density polyethylene (LDPE) bags
- Recycled paper tags across the product for identification and display
- Minimal usage of plastic products in packing.
- Packing Material and carry bags are replaced with paper products.
- Use of bio-wash instead of bleach or dyeing for washing garments.

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

Not applicable

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

Not applicable

12. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

Yes. The Company follows applicable environment regulations. The Company is registered with Delhi Pollution Control Board and Haryana State Pollution Control Board.

LEADERSHIP INDICATORS
1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:

Parameter	2022-23	2021-22
From renewable sources		
Total electricity consumption (A)	NIL	NIL
Total fuel consumption (B)		
Energy consumption through other sources (C)		
Total energy consumed from renewable sources (A+B+C)	0	0
From non-renewable sources		
Total electricity consumption (D)	10003016	6709808
Total fuel consumption (E)	13524	18783
Energy consumption through other sources (F)	NA	NA
Total energy consumed from non-renewable sources (D+E+F)	10016540	6728591

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 independent assessment has been carried out by an external agency.

2. Provide the following details related to water discharged:

Parameter	2022-23	2021-22
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		
- No treatment	0	0
- With treatment - please specify level of treatment		
(v) Others		
- No treatment	0	0
- With treatment - please specify level of treatment	100 KLD	43 KLD
Total water discharged (in kilolitres)	100 KLD	43 KLD

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.

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

No plant or facility located in areas of water stress

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

Parameter	Unit	2022-23	2021-22
Total scope of emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)			
Total scope of emissions per rupee of turnover		Not Applicable	
Total scope of emissions 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.

5.	<p>With respect to the ecologically sensitive areas reported at Point No. 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.</p> <p>Not applicable</p>
6.	<p>If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, provide details of the same as well as outcome of such initiatives, as per the following format:</p> <p>We are constantly endeavoured to take initiative to improve resource efficiency and reduce the impact due to emissions/effluent discharge or waste generated. We are in contact with few agencies who may give input and provide innovative resources/technology in this regard.</p>
7.	<p>Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.</p> <p>Yes, the Company recognizes how crucial business continuity plan is for business operations and has put in place policies to ensure that the critical business ventures continue uninterrupted. The Company has laid a detailed procedure that ensures to create an environment of preparedness, response, and recovery from potential disasters.</p>
8.	<p>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.</p> <p>We have not currently monitored the impacts to the environment arising from the value chain of the entity.</p>
9.	<p>Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.</p> <p>Not Applicable</p>

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

1.	<p>a. Number of affiliations with trade and industry chambers/ associations</p> <p>5</p> <p>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.</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 10%;">Sr. No.</th> <th style="width: 60%;">Name of the trade and industry chambers/ associations</th> <th style="width: 30%;">Reach of trade and industry chambers/ associations (State / National)</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">1.</td> <td>Retailers Association of India (RAI)</td> <td>National</td> </tr> <tr> <td style="text-align: center;">2.</td> <td>Clothing Manufacturing Association of India (CMAI)</td> <td>National</td> </tr> <tr> <td style="text-align: center;">3.</td> <td>Chamber of Commerce</td> <td>National</td> </tr> <tr> <td style="text-align: center;">4.</td> <td>Footwear Park Association- HSIIDC - (Bahadurgarh)</td> <td>State</td> </tr> <tr> <td style="text-align: center;">5.</td> <td>Bahadurgarh Footwear Development Services Pvt. Ltd</td> <td>State</td> </tr> </tbody> </table>	Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State / National)	1.	Retailers Association of India (RAI)	National	2.	Clothing Manufacturing Association of India (CMAI)	National	3.	Chamber of Commerce	National	4.	Footwear Park Association- HSIIDC - (Bahadurgarh)	State	5.	Bahadurgarh Footwear Development Services Pvt. Ltd	State
Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State / National)																	
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3.	Chamber of Commerce	National																	
4.	Footwear Park Association- HSIIDC - (Bahadurgarh)	State																	
5.	Bahadurgarh Footwear Development Services Pvt. Ltd	State																	
2.	<p>Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities.</p> <p>No issues reported.</p>																		

LEADERSHIP INDICATORS

1.	<p>Details of public policy positions advocated by the entity:</p> <p>Not Applicable</p>
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PRINCIPLE 8: BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT

ESSENTIAL INDICATORS

1.	<p>Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.</p> <p>The company has not conducted any Social Impact Assessments (SIA). However, we recognize the importance of social impact assessments in understanding and addressing the potential social implications of our business activities.</p>
2.	<p>Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity in the following format:</p> <p>Our operations and expansion projects have not resulted in the displacement of any population or their livelihoods. As a result, we have not undertaken any Rehabilitation and Resettlement (R&R) activities.</p>
3.	<p>Describe the mechanisms to receive and redress grievances of the community.</p> <p>The mechanisms available to employees are also available to receive and redress grievances from the Community. The Code of Conduct and related policies are available to the public on our website.</p>

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

	2022-23	2021-22
Directly sourced from MSMEs/ small producers	29.53	28.76
Sourced directly from within the district and neighbouring districts	49.78	50.72

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

Not Applicable

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

S. No.	State	Aspirational district	Amount spent (In INR)
1	Delhi	West Delhi	59,02,000/-
2.	Rajasthan	Jalour	4,00,000/-
3.	Gujarat	Patan	1,00,000/-
4.	Maharashtra	Mumbai	2,51,000/-

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

No

b. From which marginalized /vulnerable groups do you procure?

Not Applicable

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:

Not Applicable

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

Not Applicable

6. Details of beneficiaries of CSR Projects:

Refer to Annexure 3 of Board's Report.

PRINCIPLE 9: BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER
ESSENTIAL INDICATORS
1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

The Company has Customer Care number, Email, Website to enable customers to log any complaints or feedbacks. Customers can also provide feedback through Social Media, which gets picked up by our ORM agency for necessary action. These SLAs are tracked on ongoing basis.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	Yet to determine as we are in the process of measuring.
Safe and responsible usage	
Recycling and/or safe disposal	



3.	Number of consumer complaints in respect of the following:						
		2022-23		Remarks	2021-22		Remarks
		Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
	Data privacy	NIL			NIL		
	Advertisement						
	Cyber-Security						
	Delivery of essential services						
	Restrictive Trade Practices						
Unfair Trade Practices							
Other							
4.	Details of instances of product recalls on accounts of safety issues						
	No such case reported.						
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, The Company has defined Cyber Security Governance Framework and Data Privacy policy. Periodic assessments are conducted to ensure data security and confidentiality. https://www.cantabilinternational.com/investor_policies/						
6.	Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.						
	The Company currently have a privacy policy to address the concerns of data privacy of customers. No penalties/regulatory action has been levied or taken on the above-mentioned parameters.						

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 https://www.cantabilinternational.com . In addition, the Company actively uses various social media and digital platforms to disseminate information on its products.
2.	Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.
	Wash care label on the product contains information on safe and responsible usage.
3.	Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.
	Not Applicable
4.	Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products /services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)
	Yes. The Company displays all requisite production formation on the product as per the laws (Legal Metrology). Yes, customer surveys, customer data analytics and other customer research were carried out during the year, based on the business need.
5.	Provide the following information relating to data breaches:
	(a) Number of instances of data breaches along-with impact
	(b) Percentage of data breaches involving personally identifiable in formation of customers
	The Company did not encounter any instances of data breaches during the year. External agencies have assessed and confirmed that requisite security level checks put in place by the Company are appropriate.