



**Date: August 29, 2025**

**BSE Limited,**  
Phiroze Jeejeebhoy Towers, Dalal Street,  
Mumbai - 400 001

**National Stock Exchange of India Limited,**  
Exchange Plaza, Plot No. C-1, G Block, Bandra-Kurla  
Complex, Bandra (East), Mumbai - 400 051

Scrip Code: **544243**

Trading Symbol: **STYLEBAAZA**

Dear Sir/Madam,

**Subject: Business Responsibility and Sustainability Report for the financial year 2024-25**

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 read with SEBI Master Circular no. SEBI/HO/CFD/PoD2/CIR/P/0155 dated 11th November, 2024, please find enclosed the Business Responsibility and Sustainability Report for the financial year 2024-25 which forms an integral part of the Annual Report for the financial year 2024-25.

We request you to kindly take the aforesaid information on record.

**For Baazar Style Retail Limited**

**Abinash Singh**  
**Chief Compliance Officer,**  
**Company Secretary and**  
**Head - Legal & Compliance**

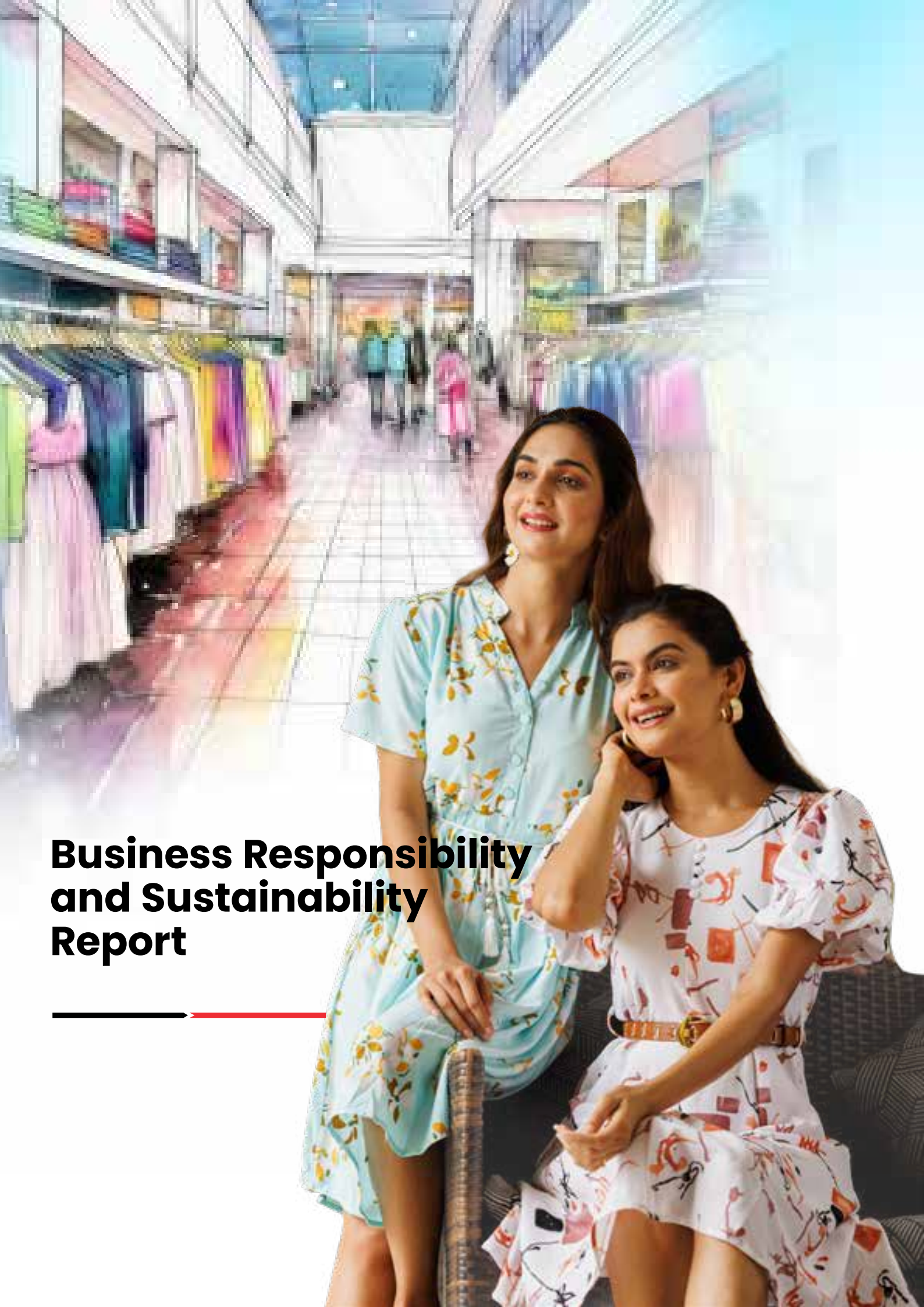
**Encl: As above**

**Baazar Style Retail Limited**

*{Formerly known as Baazar Style Retail Pvt. Ltd.}*

PS Srijan Tech Park, DN-52, 12th Floor, Sector-V, Salt Lake, North 24 Parganas, West Bengal 700091  
t: (033) 61256125 e: [info@stylebaazar.com](mailto:info@stylebaazar.com) [www.stylebaazar.in](http://www.stylebaazar.in)

CIN No: L18109WB2013PLC194160



# Business Responsibility and Sustainability Report

Annexure V to the Director’s Report

## Business Responsibility and Sustainability Report

The Directors present the Business Responsibility Report of the Company for the financial year ended on March 31, 2025, pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

SECTION A: GENERAL DISCLOSURE

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L18109WB2013PLC194160
2	Name of the Listed Entity	Baazar Style Retail Limited
3	Year of incorporation	2013
4	Registered office address	P S Srijan Tech Park, DN-52, 12 <sup>th</sup> Floor, Street Number 11, DN Block, Sector V, Salt Lake, Kolkata – 700091, West Bengal, India
5	Corporate address	P S Srijan Tech Park, DN-52, 12 <sup>th</sup> Floor, Street Number 11, DN Block, Sector V, Salt Lake, Kolkata – 700091, West Bengal, India
6	E-mail	secretarial@stylebaazar.com
7	Telephone	033-61256125
8	Website	www.stylebaazar.in
9	Financial year for which reporting is being done	April 1, 2024 to March 31, 2025
10	Name of the Stock Exchange(s) where shares are listed	Bombay Stock Exchange (Scrip Code : 544243) and The National Stock Exchange of India Limited (Scrip Code: STYLEBAAZA)
11	Paid-up Capital	₹ 37,30,86,765/-
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: Mr. Abinash Singh Designation: Chief Compliance Officer, Company Secretary and Head-Legal and Compliance Telephone no.: 9883272045 E-mail Id: secretarial@stylebaazar.com
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)	The disclosure under this report covers the standalone operations of Baazar Style Retail Limited.
14	Name of assessment or assurance provider	NA
15	Type of assessment or assurance obtained	NA

II. Products/services

16. 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	G – Trade Retailing a variety of apparels and non-apparels consumer products through retail stores.	G2 – Retail Trading Engaged in the retail sale of a wide range of clothing, footwear, accessories, and non-apparel consumer products through an extensive network of retail outlets, catering to diverse consumer needs and preferences.	100%

17. 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	Apparel		86%
2	General Merchandise (footwear, beauty products, toys and stationaries, fashion accessories and home needs)	NIC code 4771 - Retail sale of clothing, footwear and leather articles in specialised stores	14%

## Business Responsibility and Sustainability Report

### III. Operations

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

Location	Number of plants	Number of offices	Total
National	214 Stores*	Office – 1 Stores – 214 (177 cities) Warehouse – 1	214
International#	-	-	-

\* The Company operates through retail outlets and is not engaged in any manufacturing activities.

# As of the date of this report, the Company does not maintain any international offices or stores.

#### 19. Markets served by the entity:

##### a. Number of locations

Locations	Number
National (No. of States)	9
International (No. of Countries)	-

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

Nil. The company does not export any of its goods.

##### A brief on types of customers

Bazaar Style Retail Limited caters to a diverse customer base primarily from Tier 2, Tier 3, and Tier 4 cities, focusing on the middle-class and lower-middle-class population transitioning from unorganised to organised retail markets. Its product range is designed to meet the needs of families seeking affordable yet trendy fashion, offering clothing, accessories, and general merchandise for men, women, and children. The brand appeals to youth and trend-conscious shoppers with its stylish and budget-friendly offerings for casual and festive occasions. By addressing regional preferences through its cluster-based expansion strategy, it successfully connects with local and culturally diverse customers.

### IV. Employees

#### 20. 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)	3371	2498	74%	873	26%
2	Other than Permanent (E)	790	383	48%	407	52%
3	Total employee (D+E)	4161	2881	69%	1280	31%
Workers						
4	Permanent (F)	-	-	-	-	-
5	Other than Permanent (G)	-	-	-	-	-
6	Total employee (F+G)	-	-	-	-	-

##### 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)	0	0	0%	0	0%
2	Other than Permanent (E)	0	0	0%	0	0%
3	Total employee (D+E)	0	0	0%	0	0%
Differently abled Workers						
4	Permanent (F)	-	-	-	-	-
5	Other than Permanent (G)	-	-	-	-	-
6	Total employee (F+G)	-	-	-	-	-

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

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	10	2	20%
Key Management Personnel	2	0	0%

#### 22. Turnover rate for permanent employees and workers

	FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	21.48	12.91	17.84	28.06	16.00	23.24	49.55	24.33	38.45
Permanent Workers	NA								

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

#### 23. (a) Names of holding / subsidiary / associate companies / joint ventures

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Konnect Style Retail Private Limited	Subsidiary	100%	No

### VI. CSR Details

24. i. Whether CSR is applicable as per section 135 of Companies Act, 2013 : Yes
- ii. Turnover (in INR) : 1344 Crores
- iii. Net worth (in INR) : 401 Crores



Business Responsibility and Sustainability Report

VII. Transparency and Disclosures 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	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2024-25			FY 2023-24		
		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. <a href="https://stylebaazar.in/wp-content/uploads/2025/08/Grievance-Redressal-Mechanism.pdf">https://stylebaazar.in/wp-content/uploads/2025/08/Grievance-Redressal-Mechanism.pdf</a>	0	0	-	0	-	-
Investors (other than shareholders)	Yes. <a href="https://stylebaazar.in/wp-content/uploads/2025/04/BSRL-Investors-Grievance-Policy.pdf">https://stylebaazar.in/wp-content/uploads/2025/04/BSRL-Investors-Grievance-Policy.pdf</a>	510	0	All the complaints received were related to IPO, which has been duly resolved by the company in due course of time.	Not Applicable	Not Applicable	As the Company got listed on BSE & NSE on September 6, 2024 and hence this was not applicable on the Company.
Shareholders							
Employees and workers	Yes. <a href="https://stylebaazar.in/wp-content/uploads/2025/08/Grievance-Redressal-Mechanism.pdf">https://stylebaazar.in/wp-content/uploads/2025/08/Grievance-Redressal-Mechanism.pdf</a>	0	0	-	0	-	-
Customers	The company has a dedicated complaint/ feedback email id which is <a href="mailto:customercare@stylebaazar.com">customercare@stylebaazar.com</a> Post such complaints, internal process of resolution is activated.						
Value Chain Partners	Yes.						
Other	Yes. The company has a Whistle Blower Policy. <a href="https://stylebaazar.in/wp-content/uploads/2024/03/Whistle-Blower-Policy.pdf">https://stylebaazar.in/wp-content/uploads/2024/03/Whistle-Blower-Policy.pdf</a>	0	0	-	0	-	-

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:

S. 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	Customer satisfaction	Opportunity	Customer satisfaction presents a significant advantage for a retail company, offering the potential to foster stronger customer relationships, enhance brand differentiation in a competitive market, and drive revenue growth. By prioritising customer engagement initiatives, the Company can increase sales while solidifying its position in the market.	-	Positive
2	Talent and workforce	Risk	The retail industry excels in talent attraction, diversity, community development, and employee engagement. It naturally draws talent due to its comfortable working environment, local recruitment opportunities, and competitive wages, although it requires significant effort and dedication. With a strong focus on diversity and inclusion, the industry attracts a higher proportion of women employees, supported by safe workplaces, reduced commuting distances, and a broad geographical presence. Retail also plays a vital role in local community development by offering entry-level jobs with competitive wages, enabling individuals, especially in smaller towns, to acquire skills and progress to better careers. The Company's emphasis on learning and development enhances career opportunities and fosters employee loyalty, while a culture of open communication and an independent Ethics Helpline ensure employees can voice concerns or provide feedback directly to management.	The Company focuses on enhancing talent and performance management to build organisational capacity and individual capabilities. Dedicated teams are established to drive growth and ensure succession planning for critical roles. A structured career path framework and leadership success profiles are developed to guide employee advancement. Additionally, the Company implements continuous and consistent long-term incentive plans, aligning individual achievements with organisational goals to ensure sustained success.	Negative
3	Sustainable Products and Services	Opportunity	The rationale for identifying this risk/opportunity lies in the Company's commitment to minimising environmental and social impacts throughout the product lifecycle. This approach includes curating a portfolio of responsibly sourced products, ensuring sustainable practices are integrated into sourcing, production, and distribution processes.	-	Positive

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S. 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	Health, Safety Risk and Well-being of Employees	Risk	The health, safety, and well-being of employees are critical concerns, as they face risks associated with high foot traffic, potential exposure to infectious diseases, and operational accidents. Any lapse in addressing these issues could result in operational disruptions, diminished trust, and potential legal liabilities.	The implementation of a comprehensive health and safety programme can boost employee morale, reduce absenteeism, and strengthen the store's reputation as a responsible employer, ultimately attracting both customers and talent over the long term.	Negative
5	Climate Change	Opportunity and Risk	Extreme weather events, including rising temperatures and shifting weather patterns, pose potential risks to business operations, causing disruptions and impacting supply chain activities. Climate change may affect sourcing partners, leading to product unavailability and increased costs of goods and services. Resource availability, particularly water, could present additional challenges for the Company and its value chain partners. Furthermore, the transition to a low-carbon economy may result in stricter climate regulations, driving higher compliance costs and necessitating adaptations in business operations.	The value retail industry is inherently less resource-intensive, and our efficient, agile operations enable us to adjust various cost, risk, and business levers to mitigate the impacts of climate change. In line with the country's overall development and per capita emissions, we have developed a market strategy matrix to address climate-related risks, integrating best practices in energy and water conservation, sustainable building materials, material recycling/reuse, and transportation efficiency.	Negative
6	Diversity and Equal Opportunity	Opportunity	Diversity within the workforce enhances the company's performance by fostering the presence of diverse individuals in the workplace. It is equally crucial for an organisation to prevent discrimination and uphold human rights in such a diverse work environment.	-	Positive
7	Business Ethics and Corporate Governance	Opportunity	Adopting best practices in corporate governance enhances investor confidence, strengthens brand reputation, and effectively mitigates risks.	-	Positive
8	Business Continuity	Risk	Ensuring business continuity is vital for the long-term sustainability of any organisation. Proactive planning for potential disruptions helps mitigate risks, maintain operational stability, and foster customer trust. By prioritising legal compliance, financial stability, supply chain efficiency, and employee well-being, businesses can build a strong brand reputation and secure a competitive edge.	The Company's Business Continuity Plan (BCP) covers People, Facilities, and Critical IT Infrastructure, supported by Disaster Recovery (DR) sites that are periodically tested to ensure uninterrupted operations and preparedness for unforeseen challenges. Comprehensive training is provided to retail staff, managers, and leaders on their roles, leadership skills, and safety practices to uphold business continuity.	Negative

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions			P1	P2	P3	P4	P5	P6	P7	P8	P9										
Policy and management processes																					
1.	a.	Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes										
1.	b.	Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes										
1.	c.	Web Link of the Policies, if available	https://stylebaazar.in/wp-content/uploads/2024/02/Policy-on-Business-Responsibility.pdf																		
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.		All policies confirm to the applicable laws of the country, SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and National Guidance on Responsible Business Conduct. Corporate Governance Voluntary Guidelines, 2009 (P3, P5); CSR disclosures pursuant to Section 135 of the Companies Act, 2013 (P8)																		
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.		Refer to ESG commitments in Annual Report																		
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.		This report emphasises the efforts and steps taken by the Company to promote sustainability and addresses our specific areas of focus on Environmental, Social, and Governance (ESG) issues throughout the Financial Year. Moving ahead, we are dedicated to monitoring and disclosing our progress regarding these commitments in the future.																		
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) Please refer to the Managing Director's statement (page No. 25) in BSRL Annual Report 2024-25																				
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).		Mr. Shreyans Surana (DIN: 02559280) Managing Director of the Company has been designated as the Business Responsibility and Sustainability Head.																		
9.	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.		No. The Executive directors and the senior management are responsible for decision making on sustainability related issues.																		
10.	Details of Review of NGRBCs by the Company:																				
Subject for Review			Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)									
			P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9	
Performance against above policies and follow up action			Y	Y	Y	Y	Y	Y	Y	Y										Quarterly	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances			Y	Y	Y	Y	Y	Y	Y	Y										Quarterly	
11.	Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.		P1	P2	P3	P4	P5	P6	P7	P8	P9										
			No external agency has conducted an independent assessment or evaluation of the entity's policies. Instead, the Senior Management internally assessed and evaluated the entity's policies. This internal review process ensures the effective implementation of policies that align with the entity's objectives and regulatory requirements.																		

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12. If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated:

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)									
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)						Not applicable.			
It is planned to be done in the next financial year (Yes/No)									
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	3	1. Handling of Unpublished Price Sensitive Information (UPSI) and the maintenance of a Structured Digital Database	100%
Key Managerial Personnel		2. Board Meeting Management Software	
		3. Business Responsibility and Sustainability Reporting Framework	
Employees other than BoD and KMPs	153	1. NSO Training	100%
		2. Selling Skill	(MDP – 5%)
		3. POSH Training	
		4. Management Development Programme	
Workers	-	-	-

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

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	Nil	Not applicable	Nil	Not applicable	Not applicable
Settlement	Nil	Not applicable	Nil	Not applicable	Not applicable
Compounding	Nil	Not applicable	Nil	Not applicable	Not applicable

Non-Monetary				
Sl.No	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	Nil	Not applicable	Not applicable	Not applicable
Punishment	Nil	Not applicable	Not applicable	Not applicable

3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
	Not applicable

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

Yes, Baazar Style Retail Limited has an Anti-Corruption and Anti-Bribery Policy that emphasises its zero-tolerance approach towards any form of bribery or corruption. The policy applies to all individuals associated with the Company, including employees, contractors, and business partners. It strictly prohibits unethical conduct, including bribery, kickbacks, and facilitation payments, and ensures compliance with relevant anti-corruption laws. The policy includes mechanisms for reporting concerns, conducting investigations, and providing training to employees. For further details, please refer to the full policy at <https://stylebaazar.in/wp-content/uploads/2025/08/Anti-Corruption-and-Anti-Bribery-Policy-1.pdf>

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

Parameter	FY 2024-25	FY 2023-24
Directors	Nil	Nil
Key Managerial Personnel (KMPs)	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	FY 2024-25		FY 2023-24	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	-	0	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	-	0	-

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. There have been no reported cases of corruption or conflicts of interest within the organisation.

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

	FY 2024-25	FY 2023-24
Number of days of accounts payables	112	126

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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 2024-25	FY 2023-24
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	49.19%	51.4 %
	b. Number of trading houses where purchases are made from	116	114
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	83.15%	83.13%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	NA	NA
	b. Number of dealers / distributors to whom sales are made	NA	NA
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	NA	NA
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	4.2%	3.5%
	b. Sales (Sales to related parties / Total Sales)	0	0
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	11.5%	5.5%
	d. Investments ( Investments in related parties / Total Investments made)	NA	NA

Leadership Indicators

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

Total number of awareness held	Topics / principles covered under the training	%age of value chain partners covered (by value with such partners under the awareness programs
Continuous engagements conducted throughout the year	At Baazar Style Retail Limited, we actively engage with our value chain partners to promote ethical, transparent, and sustainable business practices. Regular interactions focus on encouraging vendors to adopt economically viable and environmentally responsible practices. We share industry best practices to help partners implement robust governance policies, reduce environmental impact, and enhance social equity. As our business primarily involves sourcing everyday products from reputable brands, many of our partners independently drive sustainability initiatives to refine their processes, products, and policies. Additionally, our year-round engagements cover a wide range of topics, including brand expansion, supplier evaluations (focusing on parameters like compliance, quality, design capability, and speed to market), store readiness, sustainability, warehouse efficiency, and fabric quality testing. These efforts collectively underscore our commitment to fostering a sustainable and high-performing supply chain ecosystem.	100%

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No)

Yes, Baazar Style Retail Limited has robust processes in place to manage and avoid conflicts of interest involving Board members. The Company's Code of Conduct mandates all Directors to act in the Company's best interest and avoid any business, transaction, or personal association that could result in a conflict of interest. Any actual or potential conflicts must be disclosed in writing to the Board, accompanied by an explanation of the circumstances, as per applicable laws and the Company's policies.

The Directors are required to submit a General Disclosure of Interest, detailing their associations with other entities, and provide annual declarations confirming adherence to the Code of Conduct. The Code explicitly prohibits Board members from deriving undue personal gain, engaging in decision-making where conflicts exist, or maintaining relationships that could impair impartiality in Company matters. These practices ensure transparency, integrity, and alignment with the highest standards of corporate governance.

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.

	2024-25	2023-24	Details of improvements in environmental and social impacts
R&D	NA	NA	NA
Capex	NA	NA	

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

Yes, Baazar Style Retail Limited has implemented procedures to promote sustainable sourcing practices. The Company collaborates with suppliers who adopt environmentally responsible methods, such as utilising organic materials and employing production processes that minimise water and energy consumption. These initiatives are designed to reduce the ecological footprint of the products offered, aligning with the Company's commitment to sustainability and ethical business practices.

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

The company is steadily advancing towards sustainable sourcing practices in alignment with its responsible procurement objectives. While a specific percentage of sustainably sourced inputs is not currently quantified, the organisation promotes ethical sourcing by encouraging vendors to adopt environmentally responsible processes and ensures fair labour conditions and safe workplaces through contractual obligations. Further, Style Baazar plans to incorporate sustainability-related parameters into supplier evaluation frameworks, integrating environmental, social, and governance (ESG) factors into its supply chain decisions.

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

Our company is dedicated to becoming a leader in sustainable fashion, embedding sustainability into every business decision across the ecosystem and promoting responsible disposal to create value for all stakeholders.

- (a) Plastics (including packaging): Plastic packaging are sent to authorised recyclers. Corrugated boxes, bubble wraps and papers are sold as commodity to recyclers.
- (b) E-waste: This is not applicable as the Company is not reclaiming any electronic items, and any e-waste generated on site / stores is given to certified vendors for safe disposal.
- (c) Hazardous waste: Not applicable due to nature of retail operations
- (d) Other waste: Nil

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.

No. Extended Producer Responsibility (EPR) is not applicable for the entity.



## Business Responsibility and Sustainability Report

### 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?

The Company’s core business involves sourcing everyday consumer products from established brands and manufacturers and delivering them to end consumers. Due to the nature of its operations, the Company has not conducted a Life Cycle Assessment (LCA).

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.
-	-	-	-	-	-

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.

Not Applicable.

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

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 reused input material to total material	
	FY 2024-25	FY 2023-24
None		

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 2024-25			FY 2023-24		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	BSRL operates in retail segment and therefore, the recyclable or reusable waste are limited to corrugated boxes, bubble wraps and papers. No packaging reclaimed at end of life of products.					
E-waste	BSRL products and packaging materials do not contribute to the creation of electronic waste or hazardous products.					
Hazardous waste						
Other waste	-	-	-	-	-	-

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Nil	Not applicable

### 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	Total (A)	% of employees covered by									
		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	2498	2498	100%	2498	100%	0	0%	2498	100%	0	0%
Female	873	873	100%	873	100%	873	100%	0	0%	0	0%
<b>Total</b>	<b>3371</b>	<b>3371</b>	<b>100%</b>	<b>3371</b>	<b>100%</b>	<b>873</b>	<b>100%</b>	<b>2498</b>	<b>100%</b>	<b>0</b>	<b>0%</b>
Other than Permanent employees											
Male	383	383	100%	383	100%	0	0%	383	100%	0	0%
Female	407	407	100%	407	100%	407	100%	0	0%	0	0%
<b>Total</b>	<b>790</b>	<b>790</b>	<b>100%</b>	<b>790</b>	<b>100%</b>	<b>407</b>	<b>100%</b>	<b>383</b>	<b>100%</b>	<b>0</b>	<b>0%</b>

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

Category	Total (A)	% of employees covered by									
		Health Insurance		Accident Insurance		Maternity benefits		Paternity benefits		Day care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	%(F/A)
Permanent workers											
Male											
Female											
Total											
Other than Permanent workers											
Male											
Female											
Total											

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

	FY 2024-25	FY 2023-24
Cost incurred on wellbeing measures as a % of total revenue of the company	0.20%	0.23%

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

Benefits	FY 2024-25			FY 2023-24		
	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	80.80%	-	Y	90.17%	-	Y
Gratuity	80.15%	-	Y	91%	-	Y
ESI	65.56%	-	Y	74.93%	-	Y
Others – please specify	-					



## Business Responsibility and Sustainability Report

### 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.

The Company is committed to inclusivity and has equipped its stores and offices with ramps, lifts, handrails, and wheelchairs to ensure accessibility for differently abled individuals, in line with the Rights of Persons with Disabilities Act, 2016. Additionally, stores located in malls are equipped with elevators and infrastructure designed to facilitate easy movement 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.

Yes, Baazar Style Retail Limited has adopted an Equal Employment Opportunities Policy in adherence to the Rights of Persons with Disabilities Act, 2016. The policy ensures that all employees and qualified job applicants are treated equitably, without discrimination based on race, caste, religion, colour, ancestry, marital status, gender, sexual orientation, age, nationality, ethnic origin, disability, or any other legally protected category. For more information, please refer to the policy available on the website at <https://stylebaazar.in/wp-content/uploads/2025/08/Equal-Employment-Opportunity-Policy-1.pdf>

### 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	Not Available	Not Available	Not Available	Not Available
Female	Not Available	Not Available	Not Available	Not Available
<b>Total</b>	<b>Not Available</b>	<b>Not Available</b>	<b>Not Available</b>	<b>Not Available</b>

### 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
Other than Permanent Employees	Yes

Baazar Style Retail Limited (BSRL) has established a comprehensive grievance redressal mechanism to address and resolve concerns raised by employees and workers effectively. This mechanism ensures a structured and transparent process for reporting grievances related to workplace culture, interpersonal interactions, management practices, incidents of harassment, and health and safety issues. Employees can escalate their concerns if required, ensuring fair and unbiased resolutions. The Head of HR oversees thorough investigations, implements appropriate actions to resolve grievances, and maintains detailed records to uphold transparency, accountability, and compliance throughout the process.

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

Category	FY 2024-25			FY 2023-24		
	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)	% (C / D)
<b>Total Permanent Employees</b>	3371	0	0	2614	0	0
Male	2498	0	0	1959	0	0
Female	873	0	0	655	0	0
<b>Total Permanent Workers</b>	NA	NA	NA	NA	NA	NA
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA

### 8. Details of training given to employees and workers:

Category	FY 2024-25					FY 2023-24				
	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)
<b>Employees</b>										
Male	2881	2525	88%	1141	40%	1959	1568	80%	658	34%
Female	1280	865	68%	979	76%	655	485	74%	356	54%
<b>Total</b>	<b>4161</b>	<b>3390</b>	<b>81%</b>	<b>2120</b>	<b>51%</b>	<b>2614</b>	<b>2053</b>	<b>79%</b>	<b>1014</b>	<b>39%</b>
<b>Workers</b>										
Male										
Female										
<b>Total</b>										

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	%(B/A)	Total (C)	No. (D)	%(C/D)
<b>Employees</b>						
Male	2881	2432	84%	1959	1658	85%
Female	1280	957	75%	655	548	84%
<b>Total</b>	<b>4161</b>	<b>3389</b>	<b>81%</b>	<b>2614</b>	<b>2206</b>	<b>84%</b>
<b>Workers</b>						
Male						
Female						
<b>Total</b>						

## Business Responsibility and Sustainability Report

### 10. 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 of such system?

Yes, Bazaar Style Retail Limited has implemented an occupational health and safety management system, despite operating in the retail trading sector where associated risks are relatively low. The system includes defined processes and protocols to ensure a safe and secure workplace across all retail outlets and administrative offices. Health and safety performance is regularly monitored using leading and lagging indicators by the Administration Team in coordination with the Internal Control Team. Any incidents or safety concerns are escalated to management on a case-by-case basis for prompt resolution.

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

Bazaar Style Retail Limited employs a structured approach to identify work-related hazards and assess risks, facilitated by the Administration teams with support from the internal control team. Regular fire mock drills are conducted to ensure employees are well-versed in evacuation procedures. Routine store audits are carried out to evaluate potential hazards within store operations. Additionally, the Administration departments perform periodic internal assessments of risks associated with both routine and non-routine activities. The findings are shared with top management, who oversee the implementation of mitigation plans into the existing processes to ensure workplace safety and risk minimisation.

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

Not applicable as the company does not have workers.

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

Yes. The Company offers medical benefits to its employees.

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

Safety Incident/Number	Category	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	Not Applicable	
Total recordable work-related injuries	Employees	0	0
	Workers	Not Applicable	
No. of fatalities	Employees	0	0
	Workers	Not Applicable	
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	Not Applicable	

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

Bazaar Style Retail Limited (BSRL) is committed to ensuring a healthy, safe, and hygienic environment for employees, customers, and stakeholders. The Company fosters a zero-harm culture through continuous improvements, including the development of safety protocols aligned with Indian standards, regular audits, and compliance inspections. Employees receive training on workplace hazards, safety measures, and management systems, with leadership teams actively involved. Effective communication channels encourage incident reporting, with investigations and identification of root causes and prevent recurrence. Additionally, BSRL safeguards employee well-being through regular health check-ups, medical facilities, and occupational health risk assessments.

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

Category	FY 2024-25			FY 2023-24		
	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% of all our units are assessed internally
Working Conditions	

### 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.

No safety incidents occurred during the assessment year. BSRL had provided extensive training to its retail store staff, managerial personnel, and leadership teams, focusing on functional expertise, leadership skills, and safety protocols to ensure business continuity. Standard procedures have been implemented at retail outlets to prioritise the safety of both employees and customers.

### Leadership Indicators

#### 1. Does the entity extend any life insurance or any compensatory package in the event of death of:

- (A) Employees (Y/N) - Yes
- (B) Workers (Y/N) - NA

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

Vendors are required to comply with all statutory regulations relevant to their operations, including the timely payment of statutory dues such as PF and ESI to their employees as stipulated in their contracts. The Company emphasises transparency and accountability among its value chain partners and mandates compliance with all applicable laws, regulations, and rules in business agreements, particularly with critical service providers. Regular assessments are conducted for manpower service providers, who constitute a significant portion of the workforce, to ensure the proper payment of contractual wages and remittance of statutory dues to the respective authorities. To further enforce compliance, the Company requires partners to submit tax-related documents, including TDS and GST certificates, and conducts periodic audits to verify adherence to legal obligations. Additionally, the Company engages in regular account reconciliations with its partners to identify and address discrepancies, ensuring continuous compliance and mitigating potential legal or financial risks.

#### 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 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
Employees	0	0	0	0
Workers	Not Applicable			

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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)

The company does not provide any transition assistance programs however, it plans to extend professional courses to its employees in the near future to facilitate continued employability. It also offers advisory roles to highly qualified retired employees.

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	Value chain partners were not assessed during this period; however, the company is committed to initiating focused efforts to evaluate and engage them in future assessments.
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.

The review confirmed full compliance, with no gaps or concerns identified.

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.

Baazar Style Retail Limited employs a structured process to identify and prioritise key stakeholder groups, ensuring alignment with the Company's strategic goals. Stakeholders are evaluated based on criteria such as inclusivity, materiality, responsiveness, influence, expertise, interests, impact, and expectations. The process involves discussions with key functions and top management to identify individuals, groups, and entities directly or indirectly impacted by the Company's operations or capable of influencing value creation over the short, medium, or long term. This comprehensive analysis, supported by the operational teams' ecosystem knowledge, enables the Company to map its internal and external stakeholders effectively. Key stakeholder categories include customers, employees, business partners, shareholders, regulatory authorities, and local communities in operational areas. Additionally, the Company engages with marginalised stakeholders through corporate social responsibility initiatives and maintains effective grievance redressal mechanisms for customers, employees, and shareholders, ensuring long-term value creation and alignment with diverse perspectives.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Others	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	Customer feedback surveys, In-person meetings/letters, Social media, Company and corporate websites, Product information on packaging, Customer relationship development, Customer conferences, Email, SMS, Advertisements, Website.	Ongoing / Need basis	<ul style="list-style-type: none"><li>- Understanding customer needs to ensure product quality and pricing.</li><li>- Developing innovative products aligned with customer requirements.</li><li>- Minimising environmental and social impacts of products to support customer sustainability goals.</li></ul>
Employees	No	Emails, Internal Communication platforms, Intranet, Notice Board, Team meetings, One-to-one meetings/briefings.	Ongoing / Need basis	<ul style="list-style-type: none"><li>- Promoting employee engagement, collaboration, and workplace diversity.</li><li>- Providing opportunities for career development and well-being initiatives.</li></ul>

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Others	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Suppliers and Value Chain Partners	No	Supplier evaluation questionnaires, Contractual meetings, Information requests, Email, SMS, Advertisement, Website.	Ongoing / Need basis	<ul style="list-style-type: none"><li>- Enhancing supplier opportunities across the value chain.</li><li>- Integrating sustainability into procurement processes.</li><li>- Procuring high-quality raw materials and services at competitive prices.</li></ul>
Shareholders, Investors, and Lenders	No	Annual General Meeting, Annual Reports, One-to-one meetings, Quarterly conference calls, Investor conferences.	Annually / Ongoing / Need basis	<ul style="list-style-type: none"><li>- Disclosing sustainability KPIs and integrating financial and non-financial information.</li><li>- Engaging stakeholders to address priorities, queries, and concerns for enriched business conduct.</li></ul>
Local Communities	Yes	Community Meetings, Events, Advertisements, School/ Local functions, Social Media.	Ongoing / Need basis	<ul style="list-style-type: none"><li>- Building partnerships with local communities and supporting the supply chain.</li><li>- Maintaining social license through community support and engagement.</li></ul>
Government and Regulators	No	Press Releases, Quarterly Results, Annual Reports, Stock Exchange filings, issue specific meetings, representations.	Need basis	<ul style="list-style-type: none"><li>- Enhancing sustainability compliance and regulatory adherence.</li><li>- Contributing to nation-building through CSR initiatives, taxes, royalties, and support to local economies.</li></ul>
Media	No	Media surveys, Interviews, Media briefings, Press releases, Social media.	Need basis	<ul style="list-style-type: none"><li>- Understanding the industry's role in sustainability and climate impact.</li><li>- Identifying drivers for further development and positive industry contributions.</li></ul>
NGOs and Other Groups	No	One-to-one meetings, Presentations, Participation in events.	Need basis	<ul style="list-style-type: none"><li>- Collaborating with experts for effective CSR programme implementation.</li><li>- Strengthening existing programs through regular updates and discussions.</li></ul>

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.

Baazar Style Retail Limited emphasises continuous engagement with its key stakeholders to facilitate effective communication regarding its performance and strategic direction. The Board of Directors is regularly briefed on a range of topics, including industry trends, customer service updates, digital initiatives, Corporate Social Responsibility (CSR) projects, financial performance, and strategic plans. They are also kept informed about the regulatory framework, including significant developments and updates from bodies such as the Securities & Exchange Board of India (SEBI) and the Ministry of Corporate Affairs (MCA), with their feedback actively sought. Additionally, the Board engages directly with shareholders during the Annual General Meeting, fostering transparency and stakeholder participation.

## Business Responsibility and Sustainability Report

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

Yes, the Company actively engages with stakeholders on critical issues aligned with its strategic goals through multiple communication channels. Each stakeholder group is supported by a dedicated internal representative to ensure meaningful and effective interactions. Employee feedback is addressed through focused initiatives designed to improve communication and collaboration. Likewise, suppliers are provided with an efficient order-to-payment process and are encouraged to voice environmental and social concerns, which the Company thoughtfully evaluates and incorporates into its practices.

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

Vulnerable group	Concerns	Action Taken	Impact
-	-	-	-

### 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 2024-25			FY 2023-24		
	Total (A)	No. of employees/ workers covered (B)	%(B/A)	Total (C)	No. of employees/ workers covered (D)	%(C/D)
<b>Employees</b>						
Permanent	3371	2120	62%	2614	1397	53%
Other than permanent	790	458	58%	274	127	46%
<b>Total Employees</b>	<b>4161</b>	<b>2578</b>	<b>62%</b>	<b>2888</b>	<b>1524</b>	<b>53%</b>
<b>Workers</b>						
Permanent						
Other than permanent						
<b>Total Workers</b>						

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

Category	FY 2024-25					FY 2023-24				
	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)
<b>Employees</b>										
Permanent	3371	1093	32%	2440	72%	2614	917	35%	1808	69%
Male	2498	553	22%	2063	83%	1953	451	23%	1590	81%
Female	873	540	62%	377	43%	655	466	71%	218	33%
Other than Permanent	790					274				
Male	383	0	0	383	100%	140	0	0	140	100%
Female	407	0	0	407	100%	134	0	0	134	100%

Category	FY 2024-25					FY 2023-24				
	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)
Workers										
Permanent										
Male										
Female										
Other than Permanent										
Male										
Female										

3. Details of remuneration/salary/wages:

#### a. Median remuneration/wages:

	Male		Female	
	Number	Median remuneration/salary/ wages of respective category	Number	Median remuneration/salary/ wages of respective category
Board of Directors (BoD)	8	1,65,00,000	2	4,25,000
Key Managerial Personnel	3	43,45,313	-	-
Employees other than BoD and KMP	3028	15,000	1434	10,600
Workers	-	-	-	-

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

	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages	20.04%	16.33%

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

Yes. Human Resources Head and the individual Store Managers holds the responsibility for dealing with any human rights issues that are caused or have a contribution from the business.

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

The company has established a Vigil Mechanism and Whistleblower Policy to empower employees to raise concerns without fear of retaliation, including victimisation, discrimination, or any adverse consequences. This policy provides a clear framework for reporting issues to the Vigilance and Ethics Officer through designated channels. Accessible to all stakeholders, the Vigil Mechanism/Whistleblower Policy is available on the company's website for public reference.

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

	FY 2024-25			FY 2023-24		
	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	Nil	-	-	Nil	-	-
Discrimination at workplace	Nil	-	-	Nil	-	-
Child Labour	Nil	-	-	Nil	-	-
Forced Labour/Involuntary Labour	Nil	-	-	Nil	-	-
Wages	Nil	-	-	Nil	-	-
Other human rights related issues	Nil	-	-	Nil	-	-



## Business Responsibility and Sustainability Report

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

	FY 2024-25	FY 2023-24
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 average number of female employees at the beginning of the year and as at end of the year	0%	0%
Complaints on POSH upheld	0	0

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

Baazar Style Retail Limited has implemented comprehensive mechanisms to protect complainants in cases of discrimination and harassment. The Whistleblower Policy ensures individuals raising concerns are shielded from retaliation, discrimination, or victimisation, explicitly prohibiting unfair treatment, termination, or prejudicial practices related to reporting unethical conduct. Harassment or victimisation of complainants is treated as a serious offence, subject to disciplinary measures, including termination. The policy also enforces strict confidentiality to safeguard the identity of the complainant, with impartial investigations conducted by the Audit Committee to maintain transparency.

The Company's commitment to inclusivity and equal opportunities is reflected in its Equal Employment Opportunity Policy, which upholds a zero-tolerance stance on discrimination. A dedicated policy addressing workplace sexual harassment includes an Internal Complaints Committee to investigate cases while maintaining the confidentiality of all parties. Regular sensitisation programmes are conducted to raise awareness about preventing harassment. Additionally, the Company promotes ethical behaviour through a Code of Conduct and encourages reporting of unethical actions and non-compliance via its Whistleblower Policy, ensuring a safe and respectful workplace for all employees.

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

All our business agreements and contracts require the counter-party to comply with all applicable regulatory requirements, which include human rights.

10. **Assessments for the year:**

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%. We conduct internal monitoring to ensure compliance with relevant laws and policies regarding these issues. No significant findings have been reported by local regulatory bodies or external parties throughout the year. We take proactive measures to prevent discrimination, child labor, and sexual harassment within our value chain partnerships.
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

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

Not applicable. No significant risks /concerns.

**Leadership Indicators**

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

Not applicable. The Company has not received any grievances or complaints regarding human rights violations during the reporting period.

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

The Company conducts due diligence through internal assessments.

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

Yes. The Company is dedicated to inclusivity, providing ramps, lifts, handrails, wheelchairs, and accessible infrastructure, including elevators in mall-based stores, to ensure ease of movement for differently abled individuals in compliance with the Rights of Persons with Disabilities Act, 2016.

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

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Sexual harassment	The company did not conduct any assessments with its value chain partners. However, it is expected that the value chain partners comply with all applicable laws and regulations. In the upcoming assessment year, the company plans to conduct assessments to ensure compliance with human rights.
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	
Others – please specify	

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

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	FY 2024-25	FY 2023-24
<b>From renewable sources</b>		
Total electricity consumption (A)	-	-
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
<b>Total energy consumption (A+B+C)</b>	-	-
<b>From non-renewable sources</b>		
Total electricity consumption (D)	91,617 GJ	83,735 GJ
Total fuel consumption (E)	50,209 GJ	41,877 GJ
Energy consumption through other sources (F)	28,658 GJ	18,829 GJ
Total energy consumption (D+E+F)	1,70,484 GJ	1,44,441 GJ
<b>Total energy consumption (A+B+C+D+E+F)</b>	<b>1,70,484 GJ</b>	<b>1,44,441 GJ</b>
<b>Energy intensity per rupee of turnover</b> (Total energy consumption/ Revenue from operations)	0.000013	0.000015
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP*)</b> (Total energy consumed / Revenue from operations adjusted for PPP)	0.000262	0.000303
<b>Energy intensity in terms of physical output</b>		
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) : 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.**

No. The Company does not fall under the category of industries mandated under the Performance, Achieve and Trade (PAT) Scheme of the Government of India.

## Business Responsibility and Sustainability Report

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

Parameter	FY 2024-25	FY 2023-24
<b>Water withdrawal by source (in kiloliters)</b>		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	71,794*	49,620* KL
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)</b>	<b>71,794</b>	<b>49,620</b>
<b>Total volume of water consumption(in kiloliters)</b>	<b>71,794</b>	<b>49,620</b>
<b>Water intensity per rupee of turnover (Total water consumption / Revenue from operations)</b>	-	-
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total water consumption / Revenue from operations adjusted for PPP)	0.000005	0.000005
<b>Water intensity in terms of physical output</b>	0.000110	0.000104
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) : No  
 \*Estimated water consumption is calculated using the Central Ground Water Authority (CGWA) guideline of 45 litres per person per working day, multiplied by the Company's total workforce and working days.

4. Provide the following details related to water discharged:

As a retail trading organisation, Style Bazaar requires minimal water for its business operations, with usage primarily limited to domestic purposes. Operating from leased and rented premises, the responsibility for water management, including usage and discharge, rests with the respective landlords /maintenance agencies. Fresh water is supplied for potable needs, while recycled water is utilised for non-potable purposes such as toilet and urinal flushing. Although water consumption and discharge are not separately monitored by the Company, sustainability initiatives such as the installation of aerators and sensor-based taps have been implemented to minimise water wastage.

Parameter	FY 2024-25	FY 2023-24
<b>Water discharge by destination and level of treatment (in kiloliters)</b>		
(i) To Surface water		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) To Seawater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
<b>Total water discharged (in kiloliters)</b>		

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

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

No. The Company does not have any manufacturing units.

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

Parameter	Unit	2024-25	2023-24
NOx	ppm	NA	NA
SOx	mg/Nm <sup>3</sup>	NA	NA
Particulate matter (PM)	ppm	NA	NA
Persistent organic pollutants (POP)	NA	NA	NA
Volatile organic compounds (VOC)	NA	NA	NA
Hazardous air pollutants (HAP)	mg/Nm <sup>3</sup>	NA	NA
Others – please specify	ppm	NA	NA
Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency		Not Applicable	

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

Parameter	Unit	FY 2024-25	FY 2023-24
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)*	Metric tonnes of CO <sub>2</sub> equivalent	2124	1395
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	18497	16906
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)		0.000002	0.000002
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)		0.000032	0.000038
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b>			
<b>Total Scope 1 and Scope 2 emission intensity</b> (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.

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

Yes, Baazar Style Retail Limited has undertaken several initiatives aimed at reducing Greenhouse Gas (GHG) emissions and promoting energy efficiency. Although the Company is not involved in manufacturing or processing activities and operates leased premises, it ensures the use of sustainable materials with a minimal carbon footprint during store fit-outs. The Company actively invests in energy-saving devices and has implemented measures such as optimising air conditioning usage and replacing single-use plastic carry bags with recyclable alternatives to reduce electricity consumption and environmental impact.

During the year under review, the Company made a capital investment of ₹XXXXXXX on energy conservation equipment, including inverters and related electrical systems, across 33 stores. This initiative has reduced dependency on fossil fuels and significantly contributed to lowering the Company's carbon footprint. Efforts are ongoing to extend the installation of such energy-efficient devices across all stores nationwide.

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

Parameter	FY 2024-25	FY 2023-24
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	-	-
E-waste (B)	-	-
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G) (Sludge and Used Oil)	-	-
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector) (Fabric Waste, Packaging waste)	1513.33	1090.48
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>1513.33</b>	<b>1090.48</b>
<b>Waste intensity per rupee of turnover</b> (Total waste generated /Revenue from operations)	<b>0.00000011</b>	<b>0.00000011</b>
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total waste generated / Revenue from operations adjusted for PPP)	<b>0.00000233</b>	<b>0.00000229</b>
<b>Waste intensity in terms of physical output</b>	-	-
<b>Waste intensity (optional) –the relevant metric may be selected by the entity</b>	-	-
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Hazardous Waste</b>		
(i) Recycled	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
<b>Total</b>	-	-
<b>Non-Hazardous Waste</b>		
(i) Recycled	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
<b>Total</b>	-	-
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Hazardous Waste</b>		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
<b>Total</b>	-	-
<b>Non-Hazardous Waste</b>		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	1513.33	1090.48
<b>Total</b>	<b>1513.33</b>	<b>1090.48</b>

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) : 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 operates primarily from leased buildings, where waste management is handled by the entities responsible for maintaining the premises. Due to the nature of the Company’s business, no hazardous waste is generated during its operations.

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

Sl. No	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N). If no, the reasons thereof and corrective action taken, if any.
	None of the operating sites are located within the core/buffer zone (within a 10 km radius) of any Ecologically Sensitive Area such as Protected Areas, National Parks, Wildlife Sanctuaries, Bio-Sphere Reserves, Wildlife Corridors, etc.		

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 of Notification	Whether conducted by independent external agency? (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web link
None of the projects undertaken by BSRL in FY 2024-25 required Environmental Impact Assessments (EIA)					

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:

Yes, The Company is complying with applicable environmental law/regulations/ guidelines in India.

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
Not Applicable				

Leadership Indicators

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

The Company, as a retail organisation operating stores, warehouse and offices, uses water solely for domestic purposes, sourced from municipal authorities and local suppliers. There is no water withdrawal, consumption, or discharge in regions identified as water-stressed.

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

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 3 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, Metric tonnes PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	of CO <sub>2</sub> equivalent	Not calculated for the financial year 2023-24 and 2024-25	
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

Business Responsibility and Sustainability Report

3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

The Company does not have any operations in ecologically sensitive areas.

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	Installation of Energy-efficient Air Conditioning Units	Upgraded to 5-star rated and inverter-based AC units across retail stores to optimise energy consumption and reduce greenhouse gas emissions.	Achieved significant reduction in energy usage from cooling systems, improving overall operational efficiency and lowering electricity costs.
2	Replacement of Conventional Lights with LED Fixtures	All conventional lighting (fluorescent, halogen, and CFL) was replaced with LED lights across stores to reduce energy consumption and improve lighting quality.	Realised substantial energy savings, reduced maintenance costs, and enhanced in-store ambience for customers.

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

Yes, Baazar Style Retail Limited has a comprehensive Business Continuity and Disaster Management Plan (BCP) in place to ensure uninterrupted operations and swift recovery during disruptions. The plan addresses key risks, including natural disasters, cyber threats, and operational interruptions, and outlines strategies for risk mitigation, such as protecting critical facilities, implementing cybersecurity measures, and maintaining secure data backups. It includes the formation of crisis response teams with designated roles and responsibilities, alongside procedures to prioritise critical operations and test contingency plans regularly. The BCP is reviewed periodically to address emerging risks and improve organisational readiness. The same has been uploaded on our website at <https://stylebaazar.in/wp-content/uploads/2025/08/Business-Continuity-and-Disaster-Management-Plan.pdf>

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.

At Baazar Style Retail Limited, we actively engage with our vendors to promote the adoption of environmentally friendly practices in their operations. We encourage key vendors to prioritise products that are both economically viable and environmentally sustainable. We share industry best practices with vendors to help them implement policies and procedures that minimise environmental impact. As a retail organisation focused on procuring everyday-use products from established brands and manufacturers, we collaborate with partners who often have their own sustainability programmes embedded in their products, processes, and policies.

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

No value chain partners were assessed during the assessment year. The company plans to assess its value chain partners in the upcoming year.

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

Not applicable for the industry.

- a. By the listed entity : Not Applicable
- b. By the top ten (in terms of value of purchases and sales, respectively) value chain: Not Applicable

PRINCIPLE 7 Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

Essential Indicators

1. a. Number of affiliations with trade and industry chambers/ associations. The Company had affiliations with 1 (one) trade and industry chambers / associations.
1. 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	Retailers Association of India	National

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

Name of authority	Brief of the case	Corrective action taken
Nil	Not applicable	Not applicable

No adverse order was received by the Company from regulatory authorities during the financial year 2024-25, hence no corrective action was required to be taken.

Leadership Indicators

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

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

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.

None of the projects undertaken by BSRL in FY 2024-25 required Social Impact Assessments (SIA).

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 Weblink
Nil	NA	NA	NA	NA	NA



## Business Responsibility and Sustainability Report

**2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:**

Not applicable. No rehabilitation and resettlement were undertaken by the entity during FY 2024-25.

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 PAFs in the FY (In INR)	Amounts paid to
-	-	-	-	-	-	-

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

Baazar Style has multiple modes of communication where a community can raise their concerns and present their needs and requirements and address their concerns through respective grievance redressal mechanisms of the company.

Any person can approach BSRL to register any concerns and register any complaint by way of the following means:

- By phone on customer care (+91 9883272045)
- By Email-(secretarial@stylebaazar.com)
- Customer's Email id : customercare@stylebaazar.com
- By Customer Support Section on our website
- By Feedback form (available at stores)

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

Parameter	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/ small producers	15.61%	16.75%
Sourced directly from within the district and neighbouring districts	NA	

**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 2024-25	FY 2023-24
Rural	5.09%	5.29%
Semi-urban	34.49%	32.14%
Urban	24.77%	22.80%
Metropolitan	35.65%	39.78%

### Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Nil	Not applicable

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

The Company has implemented various corporate social responsibility (CSR) initiatives. However, it has not undertaken any CSR projects or activities in the designated aspirational districts that have been identified by government bodies.

Sl. No	State	Aspirational District	Amount spent (In INR)
-	-	-	-

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

Yes. The Company is committed to promoting equal opportunities for all vendors including o local suppliers and manufacturers to support regional economies and reduce environmental impact through shorter supply chains. We support small and marginalised vendors by providing them with a platform to showcase their products in our stores. Through ongoing initiatives, we empower suppliers from vulnerable communities to grow and succeed in the fashion industry.

Our Vendor Inclusivity Policy is available on our website at <https://stylebaazar.in/wp-content/uploads/2025/08/Preferential-Procurement-Policy.pdf>

**3. (b) From which marginalised /vulnerable groups do you procure?**

BSRL actively sources from marginalised and vulnerable groups, including MSMEs, and self-help groups. We also promote inclusive sourcing among our suppliers, encouraging them to engage with underrepresented communities and contribute to a more ethical and balanced supply chain.

**3. (c) What percentage of total procurement (by value) does it constitute?**

BSRL sources 15.61% of its inputs by value from MSMEs and small producers, reinforcing our commitment to inclusive and sustainable supply chain practices.

**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.**

The company does not hold any patents derived from traditional knowledge. However, it owns certain registered trademarks and utilises additional trademarks acquired through assignment from other entities.

Sl. No	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit Shared (Yes/No)	Basis of calculating benefit share
				Nil

Business Responsibility and Sustainability Report

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	Donation to Library (Promoting Education)	60	Not Applicable
2	Support Children with Cancer	Not Measurable	100%
3	Community Well-being and Charitable Activities (Promoting Health Care)	1200	100%
4	Eradicating Hunger, Poverty and Malnutrition	Not Measurable	100%
5	Setting up Old Age Homes	96	100%
6	Students Skill Development	50	100%
7	Sanitation	Not Measurable	Not Applicable
8	Sweet Smiles (Diwali Distribution to Urban Homeless)	1333	100%
9	Promoting Education	Not Measurable	100%
10	Sponsor for Bowling Competition for Intellectually Disabled Athletes	Not Measurable	100%
11	Hearse Van/Ambulance Expenses including Other Welfare Expenses	Not Measurable	100%

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.

Baazar Style Retail Limited has implemented a robust customer grievance mechanism, enabling customers to easily register complaints or share feedback through various channels. Customers can voice their concerns via phone (18004102244), email (customercare@stylebaazar.com), the customer complaint portal, or in-store feedback forms. Additionally, social media platforms are leveraged for customer insights, with feedback promptly addressed by our Online Reputation Management (ORM) agency. To maintain the system’s effectiveness, Service Level Agreements (SLAs) are continuously monitored, ensuring prompt responses and ongoing improvement. This multi-channel approach underscores our commitment to addressing customer concerns efficiently and enhancing overall satisfaction.

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

Locations	As a percentage to total turnover
Environmental and social parameters relevant to the product	NA
Safe and responsible usage Recycling	100% - Wash /Care label (For all garments sold)
Recycling and/or safe disposal	NA

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

	FY 2024-25		Remarks	FY 2023-24		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	Nil	Nil	Nil	Nil
Advertising	Nil	Nil	Nil	Nil	Nil	Nil
Cyber-security	Nil	Nil	Nil	Nil	Nil	Nil
Delivery of essential services	NA	NA	NA	NA	NA	NA
Restrictive Trade Practices	NA	NA	NA	NA	NA	NA
Unfair Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Other	NA	NA	NA	NA	NA	NA

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

Locations	Number	Reason 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, Baazar Style Retail Limited has a comprehensive Cyber Security and Data Privacy Policy to safeguard its information technology resources and protect stakeholder privacy. The policy ensures the confidentiality, integrity, and availability of information, mitigates cybersecurity risks, and upholds privacy rights in compliance with the Indian Information Technology Rules, 2011. It includes measures such as device security, password management, incident reporting, and secure data handling. The governance structure involves IT Heads and administrators, with responsibilities for implementing and maintaining robust security practices. For further details, please refer to the policy available at <https://stylebaazar.in/wp-content/uploads/2025/08/Cyber-Security-and-Data-Privacy-Policy.pdf>

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

Not Applicable, as there were no issues or concerns related to advertising, delivery of essential services, cyber security, penalties or actions initiated by regulatory authorities for safety of Company’s products.

7. Provide the following information relating to data breaches:

- a. Number of instances of data breaches – Nil. No instance of data breaches in the assessment period.
- b. Percentage of data breaches involving personally identifiable information of customers – Nil
- c. Impact, if any, of the data breaches – Not Applicable

## Business Responsibility and Sustainability Report

### Leadership Indicators

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

Information about the products and services offered by Baazar Style Retail Limited can be accessed through multiple channels, including Out-of-Home (OOH) advertisements, social media platforms, print media, electronic media, and announcements via Below-the-Line (BTL) activations. These channels ensure wide reach and effective communication with customers and stakeholders.

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

Yes, Baazar Style Retail Limited ensures customers have access to detailed product information by incorporating wash care labels and fabric composition details on all garments. These labels offer clear care instructions, while the fabric composition details empower customers to make well-informed decisions based on their preferences and requirements.

- 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 provides wash care labels, composition of fabrics on the garments.