

Annexure 7

Business Responsibility and Sustainability Report 2024-25



Section A: General Disclosures

I. Details of the listed entity

SR. No.	Particulars	Details
1	Corporate Identity Number (CIN) of the Listed Entity	L18101MH2011 PLC388088
2	Name of the Listed Entity	PDS Limited ["PDS/Company"]
3	Year of incorporation	06-04-2011
4	Registered office address	Unit No. 971, Solitaire Corporate Park, Andheri Ghatkopar Link Road, Andheri East, Mumbai- 400093, Maharashtra, India.
5	Corporate address	Unit No. 971, Solitaire Corporate Park, Andheri Ghatkopar Link Road, Andheri East, Mumbai- 400093, Maharashtra, India.
6	E-mail	investors@pdsLtd.com
7	Telephone	+91-22-41441100
8	Website	www.pdsLtd.com
9	Financial year for which reporting is being done	2024-25
10	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited and BSE Limited
11	Paid-up Capital	Rs.2,826.37 lakhs as of March 31, 2025
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Abhishekh Kanoi, Head of Legal and Group Company Secretary investors@pdsLtd.com +91-22-41441100
13	Reporting boundary	This Report is made on a consolidated basis unless otherwise specified.
14	Name of Assurance provider	Grant Thornton Bharat LLP
15	Type of Assurance obtained	Reasonable Assurance on BRSR Core and Limited assurance on 'Other selected indicators of BRSR other than BRSR Core Information.

II. Products / Services

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

SR. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Sourcing	PDS provides a full suite of in-house services, including product development, design, sampling, and manufacturing utilizing third-party factories. Additionally, the company delivers quality assurance, compliance, and supply chain management to support brands and retailers.	97%

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

SR. No.	Product / Service	NIC Code	% of total Turnover contributed
1	Wholesale of textiles, fabrics, yarn, household linen, articles of clothing, floor coverings and tapestry, sports clothes	46411	97%

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	0	6	6
International	4	84	88

PDS is a global business-to-business (B2B) supply chain solutions partner offering tailored solutions across the fashion value chain. With a presence in over 22 countries, the Company caters to markets such as the UK, Europe, Americas, Middle East & Asia. PDS and its subsidiaries operate 4 manufacturing facilities, these include 2 facilities in Bangladesh, 1 manufacturing unit, and 1 cutting plant in Sri Lanka. Additionally, PDS and its subsidiaries have over 90 offices, encompassing corporate offices and design studios worldwide.

19. Markets served by the entity

a. Number of Locations

Locations	Number
National (No. of States)	28 states & 8 Union Territories
International (No. of Countries)	More than 40 countries

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

In FY 2024-25, 76% of PDS's Standalone turnover was from exports out of India.

c. A brief on types of customers

PDS operates on a global B2B model, catering primarily to fashion retailers and brands. Its service offerings include design-led sourcing, manufacturing, sourcing-as-a-service, and brand management. As of FY 2024-25, the Company served over 200 customers, including several of the world's leading apparel and retail brands. The Company's customer base is geographically diversified, with key markets in the UK, Europe, Americas, Middle East & Asia.

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)	4,331	3,217	74%	1,114	26%
2	Other than Permanent (E)	94	42	45%	52	55%
3	Total Employees (D+E)	4,425	3,259	74%	1,166	26%
WORKERS						
1	Permanent (F)	6,222	1,212	19%	5,010	81%
2	Other than Permanent (G)	2	2	100%	0	0%
3	Total Workers (F+G)	6,224	1,214	20%	5,010	80%

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)	5	1	20%	4	80%
2	Other than Permanent (E)	0	0	0%	0	0%
3	Total Differently Abled Employees (D+E)	5	1	20%	4	80%
		DIFFERENTLY ABLED WORKERS				
1	Permanent (F)	9	5	56%	4	44%
2	Other than Permanent (G)	0	0	0%	0	0%
3	Total Differently Abled Workers (F+G)	9	5	56%	4	44%

21. Participation / Inclusion / Representation of women

	Total (A)	No. and % of Females	
		No. (B)	% (B/A)
Board of Directors	10	3	30%
Key Management Personnel	3	0	0%

*Note: 1 Male Director & 1 Female director have resigned from their positions as directors on Oct 29, 2024, effective close of business hours on March 31, 2025.

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

	FY 2024-25 (Turnover rate in current FY)			FY 2023-24 (Turnover rate in previous FY)			FY 2022-23 (Turnover rate in the year prior to previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	31%	37%	32%	28%	26%	27%	27%	25%	26%
Permanent Workers	41%	53%	50%	45%	53%	52%	57%	56%	56%

V. Holding, Subsidiary and Associate Companies (including 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	Brand Collective Limited (formerly PDS H2GO Glove Manufacturing Limited)	Subsidiary	70.00%	Yes
2	360 Notch Limited	Subsidiary	100.00%	Yes
3	Adaptive Fashion Limited	Subsidiary	77.50%	No
4	Angelic-Partners Limited	Subsidiary	55.00%	Yes
5	Apex Black Limited	Subsidiary	65.00%	Yes
6	Brand Collective BCPT, UNIPESOAL LDA	Subsidiary	70.00%	No
7	Brand Collective Corporation Limited	Subsidiary	70.00%	Yes
8	Casa Collective Limited (Formerly known as Sourcing East West Limited)	Subsidiary	75.00%	Yes
9	Casa Forma Limited	Subsidiary	100.00%	Yes
10	Clover Collections FZCO	Subsidiary	75.00%	Yes
11	Clover Collections Limited	Subsidiary	100.00%	Yes
12	Collaborative Sourcing Services FZCO	Subsidiary	75.00%	Yes
13	Collective Near East Sourcing Services FZCO	Subsidiary	100.00%	No
14	DBS Lifestyle Limited	Subsidiary	51.00%	No
15	DBS Lifestyle India Private Limited	Subsidiary	51.00%	Yes
16	Design Arc Asia Limited	Subsidiary	98.00%	Yes
17	Design Arc Brands Limited	Subsidiary	85.00%	Yes
18	Design Arc Europe Limited	Subsidiary	70.00%	Yes
19	Design Arc Europe SPA	Subsidiary	70.00%	No
20	Design Arc FZCO	Subsidiary	85.00%	Yes
21	Design Arc UK Limited	Subsidiary	85.00%	Yes
22	Design Hub Sourcing FZCO	Subsidiary	100.00%	Yes
23	DH Sourcing Limited	Subsidiary	60.00%	Yes
24	Fareast Vogue Limited	Subsidiary	55.00%	Yes
25	GoodEarth Apparels Ltd. (Erstwhile Green Smart Shirts Limited)	Subsidiary	99.98%	Yes
26	GoodEarth Lifestyle Limited (Erstwhile Green Apparel Industries Ltd)	Subsidiary	93.00%	Yes

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)
27	Grupo Sourcing Limited, bangladesh	Subsidiary	51.00%	Yes
28	Grupo Sourcing Limited, Hongkong	Subsidiary	51.00%	Yes
29	Home Sourcing Solutions Limited	Subsidiary	85.00%	Yes
30	Infinity Fashion FZCO	Subsidiary	100.00%	No
31	INFINITY FASHION TEDARİK HİZMETLERİ ANONİM ŞİRKETİ (Formerly known as GEORGE TEDARİK HİZMETLERİ ANONİM ŞİRKETİ)	Subsidiary	100.00%	Yes
32	Jcraft Array Limited	Subsidiary	85.00%	Yes
33	Kindred Brands Limited	Subsidiary	57.50%	No
34	Kleider Sourcing FZCO	Subsidiary	51.00%	Yes
35	Kleider Sourcing Hong Kong Limited	Subsidiary	51.00%	Yes
36	Kleider Sourcing Limited	Subsidiary	51.00%	Yes
37	Kontemporary Koncepts Private Limited	Subsidiary	51.00%	No
38	Krayons Sourcing Limited	Subsidiary	75.00%	Yes
39	Lilly and Sid Limited	Subsidiary	55.00%	Yes
40	Lily And Lionel London Limited	Subsidiary	85.00%	No
41	Moda & Beyond Limited (Formerly Moda and Beyond Limited)	Subsidiary	64.00%	Yes
42	Moda and Beyond FZCO (Erstwhile PDS Design Services FZCO)	Subsidiary	100.00%	Yes
43	Multinational Textile Group Limited	Subsidiary	100.00%	Yes
44	New Lobster Limited	Subsidiary	100.00%	Yes
45	New Lobster USA LLC	Subsidiary	100.00%	No
46	Nexstyle Manufacturing Apparel Limited	Subsidiary	100.00%	No
47	Norlanka Manufacturing Colombo Limited	Subsidiary	100.00%	Yes
48	Norlanka Manufacturing Limited	Subsidiary	100.00%	Yes
49	Norlanka Manufacturing India Private Limited (Erstwhile Norlanka Brands Private Limited)	Subsidiary	100.00%	Yes
50	Norlanka Progress (Private) Ltd	Subsidiary	100.00%	Yes
51	Northern Apparel Limited (Formerly known as Nor India Manufacturing Company Limited and PDS Tailoring Limited)	Subsidiary	70.00%	No
52	Northern Brands Limited (Erstwhile Subtract Retail Limited)	Subsidiary	60.00%	No
53	Norwest Industries Limited	Subsidiary	100.00%	Yes
54	OLE Fashion Limited (Erstwhile PDS Online Enterprise UK Limited)	Subsidiary	100.00%	No
55	Online Enterprise HK Limited	Subsidiary	100.00%	No
56	ONME SOHO HEALTH AND BEAUTY FZCO	Subsidiary	85.00%	No
57	ONME SOHO HEALTH AND BEAUTY LIMITED	Subsidiary	100.00%	No
58	Pangram Brands Global Private Ltd	Subsidiary	51.00%	No
59	Pangram Celebrity Brands Private Limited	Subsidiary	51.00%	No
60	PDS Far-east Limited	Subsidiary	80.00%	Yes

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)
61	PDS Asia Star Corporation Limited	Subsidiary	60.00%	Yes
62	PDS Brands Manufacturing Limited	Subsidiary	100.00%	Yes
63	PDS Brands Manufacturing FZCO	Subsidiary	100.00%	Yes
64	PDS Brands Private Limited	Subsidiary	100.00%	No
65	PDS Central America Limited (Erstwhile PDS Collective Sourcing Limited and Casa Collective Sourcing Limited)	Subsidiary	100.00%	Yes
66	PDS DSGN FZCO (Erstwhile PDS Lifestyle FZCO)	Subsidiary	100.00%	No
67	PDS Far East USA, Inc.	Subsidiary	100.00%	Yes
68	PDS Fashion USA Limited	Subsidiary	100.00%	Yes
69	PDS Fashions Bangladesh Limited	Subsidiary	100.00%	Yes
70	PDS Fashions Limited	Subsidiary	100.00%	Yes
71	PDS Global Procurement Service FZCO	Subsidiary	100.00%	Yes
72	PDS Incubation Company Limited (Erstwhile PDS Sourcing Hong Kong Limited)	Subsidiary	100.00%	Yes
73	PDS Lifestyle Limited UK	Subsidiary	100.00%	Yes
74	PDS Logistics FZCO	Subsidiary	51.00%	No
75	PDS Manufacturing Limited	Subsidiary	100.00%	No
76	PDS MEA Limited	Subsidiary	100.00%	Yes
77	PDS Multinational FZCO	Subsidiary	100.00%	Yes
78	PDS North America Limited (Erstwhile PDS Fashions Hong Kong Limited)	Subsidiary	100.00%	Yes
79	PDS NORTH AMERICA LLC	Subsidiary	100.00%	No
80	PDS Online Enterprise USA Inc	Subsidiary	100.00%	Yes
81	PDS Radius Brands FZCO	Subsidiary	75.00%	Yes
82	PDS Smart Fabric Tech Limited (Old Name: Funky Brands Company Limited)	Subsidiary	100.00%	No
83	PDS Sourcing Bangladesh Limited (Erstwhile Multinational OSG Services Bangladesh Private Limited)	Subsidiary	99.97%	Yes
84	PDS Sourcing FZCO	Subsidiary	100.00%	No
85	PDS Sourcing Limited	Subsidiary	100.00%	No
86	PDS Trading (Shanghai) Co. Ltd	Subsidiary	100.00%	Yes
87	PDS Ventures Limited (Erstwhile Smart Notch Industrial Limited)	Subsidiary	100.00%	Yes
88	PDS Ventures Limited (Formerly known as MultiTech Venture Limited)	Subsidiary	100.00%	Yes
89	PG Capital FZE	Subsidiary	100.00%	No
90	PG Group Limited	Subsidiary	51.00%	Yes
91	PG Group SPA	Subsidiary	51.00%	Yes
92	PG Home Group Limited	Subsidiary	45.90%	Yes
93	PG Home Group SPA	Subsidiary	45.90%	Yes
94	PG Shanghai Manufacturer Co. Ltd	Subsidiary	45.90%	Yes
95	Poetic Brands Limited	Subsidiary	60.00%	Yes
96	Poeticgem Europe Limited	Subsidiary	60.00%	No
97	Poeticgem International FZCO	Subsidiary	75.00%	No
98	Poeticgem International Limited	Subsidiary	100.00%	Yes
99	Poeticgem Limited	Subsidiary	100.00%	Yes
100	Positive Materials Limited	Subsidiary	60.00%	Yes

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)
101	Progress Apparels (Bangladesh) Limited	Subsidiary	100.00%	Yes
102	Progress Manufacturing Group Limited	Subsidiary	93.00%	Yes
103	PROGRESSIVE CRUSADE UNIPESOAL LDA	Subsidiary	60.00%	Yes
104	Recovered Clothing Limited	Subsidiary	60.00%	Yes
105	Rising Asia Star Hong Kong Co., Limited	Subsidiary	100.00%	Yes
106	Roksanda UK Limited	Subsidiary	77.50%	No
107	S.Oliver Fashion India Private Limited	Subsidiary	55.00%	No
108	Simple Approach (Canada) Limited	Subsidiary	80.00%	No
109	Simple Approach Bangladesh Private Limited	Subsidiary	80.00%	Yes
110	Simple Approach Home Limited	Subsidiary	80.00%	No
111	Simple Approach Limited	Subsidiary	80.00%	Yes
112	Simple Approach Trading FZCO	Subsidiary	75.00%	No
113	SKOPE Apparels FZCO	Subsidiary	75.00%	Yes
114	Smart Notch Limited, Shanghai	Subsidiary	100.00%	Yes
115	SNE MODA TASARIM SANAYİ VE TİCARET ANONİM ŞİRKETİ	Subsidiary	70.00%	No
116	Sourcing Solutions Europe BVBA	Subsidiary	51.00%	Yes
117	Sourcing Solutions Limited	Subsidiary	51.00%	No
118	Spring Design London Limited	Subsidiary	100.00%	Yes
119	Spring Near East FZCO	Subsidiary	55.00%	Yes
120	Spring Near East Manufacturing Co. Limited	Subsidiary	65.00%	Yes
121	Styleberry Limited	Subsidiary	100.00%	Yes
122	Sunny Up Limited	Subsidiary	60.00%	Yes
123	Sunny Up US Limited	Subsidiary	75.00%	No
124	Suri Overseas Private Limited	Subsidiary	51.00%	Yes
125	Techno (Shanghai) Trading Co., Ltd.	Subsidiary	55.00%	Yes
126	Techno Design GmbH	Subsidiary	55.00%	Yes
127	Techno Design HK Limited	Subsidiary	55.00%	Yes
128	Techno Design USA LLC	Subsidiary	93.00%	Yes
129	Techno Sourcing BD Limited	Subsidiary	49.00%	Yes
130	TECHNO SOURCING DIŞ TİCARET ANONİM ŞİRKETİ	Subsidiary	55.00%	Yes
131	Technocian Fashions Pvt. Limited	Subsidiary	55.00%	Yes
132	The Brand Group Limited	Subsidiary	100.00%	Yes
133	The Source Fashions Platform FZCO	Subsidiary	70.00%	No
134	Tritron Fashion FZCO	Subsidiary	60.00%	No
135	Twins Asia FZCO	Subsidiary	85.00%	Yes
136	Twins Asia Limited	Subsidiary	98.00%	Yes
137	"Upcycle Labs Limited (Ertswile known as Filkor Ltd)"	Subsidiary	61.00%	Yes
138	VIVERE LONDON LIMITED	Subsidiary	58.90%	Yes
139	Wonderwall (F.E) Limited	Subsidiary	63.75%	Yes
140	Wonderwall (F.E) Limited (HK)	Subsidiary	63.75%	Yes
141	Zamira Fashion Limited	Subsidiary	67.00%	Yes
142	Zamira Fashion Limited Zhongshan	Subsidiary	67.00%	Yes
143	Digital Internet Technologies Limited	Joint Venture	50.00%	No

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)
144	Digital Ecom Techno Private Limited	Joint Venture	42.14%	Yes
145	Yellow Octopus EU Sp. Z.oo	Joint Venture	50.00%	Yes
146	Yellow Octopus Circular Solutions Limited (Formerly Yellow Octopus-Uk Limited And Yellow Octopus Fashion Limited)	Joint Venture	50.00%	Yes
147	Yellow Octopus Ventures FZCO	Joint Venture	50.00%	No
148	GWD Enterprises Limited	Associate	25.00%	No
149	Loop Digital Wardrobe Limited	Associate	34.00%	No
150	MAMBO LEISURE MASTERS LIMITED	Associate	26.00%	No
151	Nobleswear	Associate	20.00%	No
152	Reflaunt Pte Limited	Associate	26.00%	No

VI. CSR Details

24. CSR Details

(i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes, CSR as per section 135 of Companies Act, 2013 is applicable to the Company. The Company has contributed approximately Rs. 63.41 Lakhs to Soham for Kids Education Society, a trust registered under the Societies Registration Act of 1860 and based in Hyderabad. This organization adopts a holistic approach to child welfare, providing essential services such as healthcare, balanced nutrition (including two meals daily), and a robust educational platform. Its educational style goes beyond the basics by nurturing holistic development through extra-curricular activities such as sports, music, and the arts. Furthermore, through its initiatives, the trust empowers parents with valuable vocational training such as sewing and English speaking, facilitating their access to sustainable livelihoods.
(ii) Turnover (in Rs.)	₹45,567 lakhs
(iii) Net worth (in Rs.)	₹71,018 lakhs

VII. Transparency & 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 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	0	0	NA	0	0	NA
Investors (other than shareholders)	Yes	0	0		0	0	
Shareholders	Yes	0	0		0	0	
Employees and workers	Yes	29	0		32	0	
Customers	Yes	4	0		6	0	
Value Chain Partners	Yes	0	0		2	0	
Other (please specify)	Yes	3	0		3	1	

PDS has an established Vigil mechanism policy and Grievance Redressal Policy to ensure fair and equal treatment of all stakeholders, free from bias. All stakeholders can raise grievances through the independent online platform, NAVEX hotline global platform which are addressed by the Reviewing Authority, promptly. The Company also maintains a complaint register at all their factory locations wherein the factory associates can raise complaints on any issues that they face, these complaints are documented and addressed by the factory compliance manager and Head of Compliance. All employees

and stakeholders are encouraged to report any concerns or malpractices by employees, vendors, contractors, or any other stakeholders to his/her reporting managers, or respective locational/functional human resources head. If any Whistle Blower has concerns regarding submission to Protected Disclosures, he/she may report directly to the Vigilance Officer.

Reporting Mechanisms-

Ethics Hotline: <https://pdsLtd.com/ethics-hotline/>

Email: whistleblower@pdsLtd.com

auditcommittee@pdsLtd.com

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

PDS has conducted a Group-wide Materiality Assessment engaging internal and external stakeholders on material ESG issues. The process, backed by senior ESG leaders including the Group ESG Director and the Director of Sustainability and Innovation, began with stakeholder mapping and a survey on 42 ESG topics. The survey was completed by internal and external stakeholders, including Sustainability Champions from various business units. Topics were then assessed for their impact on the economy, environment, and people, leading to a prioritized list of 12 key material matters.

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	Human Rights	Opportunity/ Risk	Embracing human rights can serve as a differentiator for PDS to bolster its brand reputation and meet stakeholder expectations. By instituting human rights procedures and policies, PDS can cultivate a workplace environment that fosters positivity and inclusivity. Conversely, the absence of robust human rights policies and procedures can lead to significant risks, including legal exposure, reputational damage, and a loss of stakeholder confidence.	<ol style="list-style-type: none"> 1) PDS is a signatory to the United Nations Global Compact (UNGC) and upholds its Ten Principles, including those related to human rights protection and elimination of forced labor. The Company also prepares and submits a UNGC Communication on Progress (CoP) Report, detailing actions, progress, and gaps in implementation. 2) The Company maintains a Zero Tolerance against violations Policy against all forms of forced or compulsory labor, including bonded labor, slavery, and human trafficking, as articulated in its Human Rights Policy. 3) This commitment is also embedded across the organization through the Employee Code of Conduct, Policy on Prevention of Sexual Harassment (POSH), Supplier Code of Conduct, and broader HR practices that govern employee and value chain relationships. Compliance is monitored by a dedicated global ESG and Compliance team overseeing operations and partner factories, particularly in high-risk sourcing geographies. 4) Capacity-building initiatives are periodically conducted to promote awareness and ownership of human rights responsibilities across teams and suppliers. 	Positive

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)
2	Green House Gases (GHG) Emissions	Risk	Greenhouse gas emissions pose significant environmental and health hazards. Any harm to the environment and biodiversity could result in reputational damage, financial penalties, increased costs, missed business prospects, and negative media coverage. Managing these risks is crucial for PDS to protect its standing and financial well-being.	<p>PDS recognizes the environmental impact of its operations and is committed to reducing its carbon footprint through structured, data-driven mitigation measures. To advance this agenda, the Company has committed to aligning with the Science Based Targets initiative (SBTi), in line with the climate goals of the Paris Agreement. This involves engaging key stakeholders to assess its emissions profile, identify areas for improvement, and define reduction targets.</p> <ol style="list-style-type: none"> 1) The Company has embedded ESG principles across its operations. 'Reduce Emissions' forms one of its four sustainability pillars, bringing focus on lowering greenhouse gas emissions across its value chain. 2) PDS tracks and monitors its Scope 1 and Scope 2 emissions across owned factories and key office locations. 3) The Company has actively pursued initiatives to reduce emissions and its overall carbon footprint, including: <ol style="list-style-type: none"> i). Installation of solar energy systems at factories in Sri Lanka & Bangladesh. ii). Mangrove restoration project in Sri Lanka undertaken by the Company's subsidiary in partnership with the University of Kelaniya supports carbon sequestration as part of its carbon neutrality efforts. iii). In advancing emissions traceability: <ol style="list-style-type: none"> a. PDS has invested in Fabacus's Digital Product Passport solution, implementing it across select product ranges to support regulatory readiness. The tool enables product-level transparency on emissions and resource usage across life cycle. b. As part of its digital mitigation efforts, PDS has piloted Carbon Trail, a platform that automates product-level carbon footprint calculations across selected categories, helping identify high-emission components and enabling targeted reductions. iv). PDS promotes Higg FEM adoption and mandates responsible energy use in its Supplier Code to reduce supply chain emissions. v). One of the Company's business vertical - Poetic Gem reduces emissions from travel and logistics through verified carbon offsetting and adoption of Sustainable Aviation Fuel, supported by certified partners and aligned with global climate standards. 	Negative

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)
3	Energy Management	Risk	Energy management holds utmost importance for PDS, given its heavy dependence on a reliable energy supply. With finite natural resources, transitioning from non-renewable to renewable energy sources is imperative, not only for environmental sustainability but also for cost-effectiveness	<ol style="list-style-type: none"> 1) Use of fabric waste incineration boiler in Progress Apparels (Bangladesh) Limited to generate energy from its own fabric waste. 2) On-site renewable energy generation at Good Earth Apparels and Norlanka Manufacturing Colombo Limited, which meets a substantial portion of the facility's electricity demand and supports decentralized clean energy adoption. <p>Apart from the newly established cutting plant, all three manufacturing units have received recognition and the LEED Gold Certification for their exceptional energy leadership and environmentally conscious design.</p>	Positive
4	Water Management	Risk and Opportunity	Recognizing the global risks of rising water demand and limited supply, PDS prioritizes water management. The Company acknowledges water as a significant risk due to its crucial role in operations and community welfare. Climate change exacerbates the challenge, with extreme weather events like droughts posing threats to water availability. In tandem, sustainable water management practices also provide increased opportunities for such companies given the commitments of prospective customers towards conscious sourcing.	<p>The Company continues to implement targeted measures to monitor, regulate, and optimize water usage across its manufacturing operations, aligned with its goal to reduce water consumption by 30% by 2030. This is driven through technology upgrades, process improvements, and real-time consumption tracking.</p> <p>Key initiatives include:</p> <ol style="list-style-type: none"> 1) STPs at Good Earth Apparels enabling reuse of treated wastewater for landscaping and safe discharge. 2) ECOGREEN washing systems and HNS Eco Dryers at Progress Apparels reduce water use by up to 60%. 3) Ozone-based denim processing at Zamira minimizing water usage and eliminating harmful chemical discharge. 4) Rainwater harvesting at Norlanka, collecting ~4.5 million liters annually to reduce reliance on external sources. 5) Furthermore, comprehensive training sessions have been conducted to educate employees and workers, fostering awareness and minimizing water wastage. 	Positive

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)
5	Community Relations	Opportunity	Interacting with the community provides companies with valuable insights into their needs while fostering trust and support. Cultivating positive relations with the community can attract local talent, customers, and investors, thereby unlocking new market prospects	<ol style="list-style-type: none"> 1) Through its CSR initiative 'Soham for Kids', PDS empowers underprivileged children and their families by providing holistic education and livelihood support, breaking the cycle of poverty through inclusive, experiential learning and community upliftment. 2) 'Soham for All' in Bangladesh, supported by PDS subsidiary Design Arc, provides academic and vocational education to children of factory workers and local women, promoting generational upliftment through inclusive learning and livelihood training. 3) In addition to these initiatives, in times of local needs and crises, PDS extends targeted relief during natural disasters, economic hardships, and other adverse events—contributing to community stability and social protection 	Positive
6	Occupational Health & Safety	Risk	Ensuring a safe and healthy workplace for everyone is vital for boosting productivity and nurturing organizational development. Additionally with manufacturing facilities spread across different locations, the labor-intensive nature of operations poses health risks for the workforce, stemming from factors like machinery breakdowns and human error.	<ol style="list-style-type: none"> 1) Medical/Accident insurance is provided to all workers 2) Clinics and medical bays are operational at factory sites to provide immediate medical assistance. 3) First Aid kits and fire safety equipment are installed across factories and offices, supported by regular safety drills and awareness sessions. 4) A formal OHS Policy governs health and safety practices, with compliance checks across value chain partner factories to ensure alignment with safety standards. 5) The Company engages only with facilities that maintain verifiable compliance with health and safety requirements. 6) Through PDS's Global Compliance Development visits, PDS evaluates and collaborates with its value chain partners to ensure they consistently enhance and maintain high health and safety standards. 	Positive

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)
7	Product Quality, Safety and Sustainability	Risk and Opportunity	In today's context, the significance of product quality, safety, and sustainability cannot be overstated. Consumers are increasingly discerning, seeking products that not only meet their needs but also align with their values. High-quality products that are safe to use instill trust and confidence in the brand. Furthermore, in the face of growing environmental concerns, sustainability has become a non-negotiable criterion for many consumers. By prioritizing these, companies not only meet current market demands but also future-proof their operations, establishing themselves as responsible and reliable industry leaders.	<ol style="list-style-type: none"> 1) All products are developed in line with customer specifications and undergo rigorous in-house quality testing to ensure compliance with durability, safety, and performance standards. 2) By partnering with Carbon Trail, PDS has piloted partial life cycle assessments on five key SKUs to identify emission hotspots across knitting, spinning, material sourcing, transport, and packaging—enabling targeted sustainability improvements while upholding product quality and safety. 3) The Company integrates sustainability across design, sourcing, and manufacturing, including the adoption of sustainable fabrics, eco-efficient processes, and responsible material management. 4) Supplier compliance audits are conducted regularly to ensure alignment with ethical sourcing standards, including fair wages, safe working conditions, and prohibition of child labor. 5) The Company is transitioning to 100% responsibly sourced MMCF by 2027, partnering with Canopy "Green Shirt" suppliers to promote forest conservation and eliminate sourcing from unverified sources. 	Negative
8	Supply Chain Management	Risk and Opportunity	It has become a business imperative for companies to partner with suppliers who prioritize operational efficiencies, resource management, pollution reduction, and ethical business conduct. Moreover, consumers are also increasingly demanding products that ethically and sustainably sourced and produced. Environmentally conscious materials, traceability and ethical value chain provide a competitive edge to the Company offerings which include sourcing as a service.	<ol style="list-style-type: none"> 1) The Company has implemented a Sustainable Supply Chain Policy and enforces a robust Supplier Code of Conduct aligned with international human rights and labor standards. 2) Regular audits are conducted across all suppliers to monitor compliance with key requirements including prohibition of forced and child labor, fair wages, safe working conditions, and environmental responsibility. 3) PDS has partnered with Oritain to mitigate fiber-level traceability risks by scientifically verifying the origin of raw materials, helping prevent substitution and ensuring integrity across its global sourcing network. 4) To strengthen supply chain transparency, PDS Ventures has invested in Fabacus to implement Digital Product Passports that track key product attributes—such as material origin, emissions data, and packaging—enabling greater traceability and readiness for emerging regulatory requirements. 	Negative

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)
9	Circular Economy	Opportunity	The concept of a circular economy revolves around extending the lifespan of products through reuse and recycling. This practice is crucial for companies as it not only reduces waste but also aids in balancing industry demand and supply, particularly in the face of resource constraints. Increasingly, customers are demanding products that embed circularity and regenerative economy considerations from design to disposal.	<ol style="list-style-type: none"> 1) Good Earth Apparels contributes to the circular economy through an innovative process that transforms cutting waste into fiber, which is then spun into yarn and woven into new fabrics—creating sustainable products while reducing industry waste. 2) A fabric incineration boiler at Progress Apparels (Bangladesh) Limited generates process energy from production waste, contributing to resource efficiency and waste minimisation. Krayons supports circularity by integrating recycled ocean plastics into its fabric blends using Repreve polyester, giving post-consumer waste a second life while reducing reliance on virgin materials. 3) Norlanka collaborates with Neptune Recyclers to track and trace post-industrial fabric waste through a certified system, ensuring it is responsibly recycled and reintegrated into the production cycle. 4) The Company promotes circularity across the fashion value chain by investing in early-stage startups focused on waste-to-value innovation, regenerative materials, and second-life solutions through its venture arm, PDS Ventures. 5) PDS Ventures supports material innovation start-ups such as Upcycle Labs, Bloom Labs, Evrnu®, and Resortecs, which transform unsorted textile waste into durable products, bioplastics, regenerative fibres, and recycling-ready garments—advancing scalable solutions for a circular fashion economy. 	Positive

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)
10	Industry Collaborations	Opportunity	Collaborating with peers in the industry not only keeps us abreast of current trends but also serves as a benchmark for performance relative to others in the same sector	<ol style="list-style-type: none"> 1) The Company is a signatory to the United Nations Global Compact (UNGC) 2) Through its association with the Cascale (formerly known as Sustainable Apparel Coalition), the Company collaborates with a diverse range of industry stakeholders across the apparel value chain. It also leverages the Higg Index tools under worldly platform to collaborate on standardized sustainability measurement. 3) The Company remained an active member of the American Apparel & Footwear Association (AAFA) during the year. 4) PDS hosted its first Global Supplier Meet, uniting 100+ suppliers to strengthen collaboration and align on quality, sustainability, and ethical sourcing, reinforcing their commitment to building a resilient, future-ready supply chain. 5) PDS also participated as the fashion sponsor for Bhart Tex, a global textile mega event organized by a consortium of 11 Textile Export Promotion Councils and supported by the Ministry of Textiles. 	Positive
11	Business Ethics and Integrity and Code of Conduct	Risk and Opportunity	Business ethics and governance are critical for PDS, underpinning reputation and relationships. Upholding high standards fosters trust, transparency, and compliance, mitigating risks and driving sustainable growth. It demonstrates commitment to responsible business conduct, essential for long-term success and competitiveness.	PDS upholds high standards of ethical conduct and governance through a global Code of Conduct that reinforces principles of trust, integrity, and non-discrimination across all operations. A confidential Ethics Hotline, overseen by the Vigilance Officer/ Ombudsman, enables stakeholders to report concerns related to misconduct or violations. In parallel, the Supplier Code of Conduct ensures ethical behavior, legal compliance, and respect for human rights across all value chain partnerships.	Positive
12	Labor Relations and Collective Bargaining	Risk	Cultivating transparent relationships with the workforce through industrial relations and collective bargaining is essential for smooth business operations. It ensures adherence to human rights, promotes a high-performance culture, and fosters a positive work environment.	PDS Human Rights Policy prohibits child labor, forced labor, discrimination, and harassment, and promotes a safe, inclusive, and equitable workplace. PDS respects the right of employees and workers to form associations or employee groups and to bargain collectively, in accordance with applicable local laws and practices, ensuring freedom of representation and protection of labor rights across its operations.	Negative



Section B: Management & 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.

S.No	Principle Description	Reference of PDS Policies
P1	Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.	<ul style="list-style-type: none"> Employee Code of Conduct Code of Internal Procedures and Conduct for Regulating, Monitoring and Reporting of Trading by Insiders including designated persons Code of Conduct for Board Members & Senior Management Personnel Anti-Bribery and Anti-Corruption Policy Vigil Mechanism Policy Policy on Diversity of Board Business Responsibility Policy Policy on Related Party Transactions Communications Policy PDS Group Tax Policy
P2	Businesses should provide goods and services in a manner that is sustainable and safe	<ul style="list-style-type: none"> Sustainable Supply Chain and Responsible Sourcing Policy Environmental Policy Employee Code of Conduct Sustainable Packaging Policy
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains	<ul style="list-style-type: none"> Employee Code of Conduct Suppliers' Code of Conduct Policy on Prevention of Sexual Harassment at the Workplace Vigil Mechanism Policy Nomination and Remuneration Policy Equal Opportunity Policy Occupational Health and Safety Policy Anti Modern Slavery and Human Trafficking Final Policy
P4	Businesses should respect the interests of and be responsive to all its stakeholders	<ul style="list-style-type: none"> Stakeholders Engagement Policy Grievances Redressal Policy Corporate Social Responsibility Policy
P5	Businesses should respect and promote human rights	<ul style="list-style-type: none"> Human Rights Policy Employee Code of Conduct Equal Opportunity Policy Policy on Prevention of Sexual Harassment at the Workplace Anti Modern Slavery and Human Trafficking Final Policy
P6	Businesses should respect and make efforts to protect and restore the environment	<ul style="list-style-type: none"> Sustainable Supply Chain and Responsible Sourcing Policy Sustainable Packaging Policy Biodiversity Policy Environmental Policy PDS Chemical Policy PDS Animal Welfare Animal Derived Material Policy

S.No	Principle Description	Reference of PDS Policies
P7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent	<ul style="list-style-type: none"> • Business Responsibility Policy • Anti-Bribery and Anti-Corruption Policy • Dividend Distribution Policy • Policy for Determining Material Subsidiary • Policy for Determining Material of Events or Information • Policy on Preservation of Documents and Archival • Grievances Redressal Policy • Stakeholders Engagement Policy • Communications Policy
P8	Businesses should promote inclusive growth and equitable development	<ul style="list-style-type: none"> • Corporate Social Responsibility Policy
P9	Businesses should engage with and provide value to their consumers in a responsible manner	<ul style="list-style-type: none"> • Stakeholder Engagement Policy • Business Responsibility Policy • Information Security Policy

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy & Management Processes										
1.	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c. Web Link of the Policies, if available	https://pdsitd.com/investors/corporate_governance/#policies/								
2	Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3	Do the enlisted policies extend to your value chain partners? (Yes / No)	Yes, the below-mentioned policies extend to PDS's value chain partners 1) Supplier Code of Conduct 2) Sustainable Supply Chain and Responsible Sourcing Policy								
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.									
P1	1. Wrap Certification – Gold certificate of compliance: 3 Owned Manufacturing Facilities (excludes Cutting Plant in Sri Lanka)									
	2. ISO 9001: 2015 - GoodEarth Apparels Limited									
	3. GSCS International - Global Organic Textile Standard - All 4 manufacturing units									
P2	1. GRS Certification (Global Recycled Standard (GRS) Textile)- Norlanka Manufacturing Colombo Limited -Trincomalee and GoodEarth Apparels limited									
	2. RCS Certification (Recycled Claim Standard)- GoodEarth Apparels Limited									
P3	1. ACCORD on Fire Building Safety – Good Earth Apparels Limited									
	2. BSCI certification - 3 Manufacturing Facilities.									
	3. SMETA Certification-Norlanka Manufacturing Colombo Limited Trincomalee and Central Cutting Plant Malwana									
	4. Social & Labor Convergence Program Progress Apparel (Bangladesh) Limited									
P4	NA									
P5	NA									
P6	The following certifications are for 3 Manufacturing Facilities (excludes Cutting Plant in Sri Lanka):									
	1. Higg Index --Environmental Module/ FSLM									
	2. GSCS International - Global Recycled Standard									
	3. LEED -Gold 5. Global Organic Textile Standard – GoodEarth Apparels Limited									
	4. SMETA Audit Verified									
	5. BCI Certification									
	6. OCS Certification- Norlanka Manufacturing Colombo Limited - Trincomalee, Central Cutting Plant – Malwana and GoodEarth Apparels Limited									
	7. HIGG FEM Certification- Norlanka Manufacturing Colombo Limited - Trincomalee and Central Cutting Plant - Malwana									
	8. GOTS Certification- Norlanka Manufacturing Colombo Limited - Trincomalee, Central Cutting Plant – Malwana and GoodEarth Apparels Limited									
	9. ISO 14064 Certification – Norlanka Manufacturing Colombo Limited - Trincomalee									
	10. LEED V4 Certification- Gold Certificate- Norlanka Manufacturing Colombo Limited -Trincomalees									
	11. Oeko-tex STEP- Norlanka Manufacturing Colombo Limited - Trincomalee									
P7	NA									

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
	P8 1. SEDEX Certification- GoodEarth Apparels Limited									
	P9 1. Oekotex 100 –and GoodEarth Apparels Limited									
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company has established specific goals and objectives for both its sourcing and manufacturing operations, focusing on four key principles: Decreasing emissions, Preserving Water & the Environment, Embracing Circular Practices, and Supporting Communities. The Company has outlined a strategic plan with measurable targets spanning from 2023 to 2030, with the ultimate aim of achieving a Net Zero status by 2050.								
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Target		Status						
		By 2023: Commit to SBTi		Achieved						
		By 2024:		The Company has initiated to report its Scope 3 emissions covering 10 out of the 15 categories in alignment with the GHG Protocol in their Group Sustainability Report. Further, the Company is in the process of enhancing data systems to enable category-wise reporting in alignment with global standards.						
		<ul style="list-style-type: none">Clearly define and publish Scope 3 emissions.Engage in UNGC related activities		In FY 2024–25, PDS submitted its annual Communication on Progress (CoP) to the United Nations Global Compact (UNGC), reaffirming its alignment with the Ten Principles in the areas of human rights, labor, environment, and anti-corruption. The CoP outlines how PDS is integrating these principles into decision-making and discloses progress made toward the broader UN Sustainable Development Goals (SDGs)						
		By 2025: SBTi approved emission reduction targets on Scope 1, 2 & 3		The Company has announced its commitment to SBTi and will be soon submitting the targets for validation.						
		By 2026: Provide free primary and secondary education to 1000 children from vulnerable communities.		The Company through its current CSR and other social projects are facilitating the education of ~211 children from vulnerable communities of Hyderabad and Bangladesh. The Company is in the process of reaching out to more communities and children to meet their target.						
		By 2027: Responsibly source all Man Made Cellulosic Fibers (MMCF)		In process						
				PDS has started setting targets to increase Man Made Cellulosic Fibers (MMCF) at subsidiary level including subsidiaries like Poeticgem, CSS, Good Earth Apparels, Groupo Sourcing, Krayons, Norlanka, PDS Far East, PDS Fashions USA Ltd., Simple Approach, Sourcing Solutions, Spring Near East, Zamira, Progress Apparels and Design Arc.						
		By 2030: Achieve a 30% reduction in water consumption.		In process						
				PDS aims to meet the target through a structured approach that integrates efficient technologies, closed-loop systems, and awareness-driven practices. In FY 2024–25, the Company advanced this agenda by scaling water-efficient washing technologies, implementing rainwater harvesting, and operationalizing sewage treatment and reuse systems across manufacturing sites.						
		By 2050: Net Zero		In process						
				The Company has announced its commitment to SBTi and will be soon submitting the targets for validation						

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)

PDS remains deeply committed to embedding Environmental, Social and Governance (ESG) principles across its business. The strategy continues to be guided by four sustainability pillars—Reduce Emissions, Respect Water, Think Circular, and Build Community—which serve as the foundation for the Company's decision-making and progress. FY 2024–25 marked an important step in advancing commitments under these pillars through science-aligned targets, innovation-led interventions, and deeper ecosystem engagement.

During the year, PDS formally committed to the Science Based Targets initiative (SBTi), reinforcing the Company's decarbonisation pathway in alignment with the goals of the Paris Agreement with the ultimate goal to achieve Net Zero by 2050. The Company's operational facilities made tangible gains—Good Earth Apparels generated over 10,00,000 kWh of renewable energy, while Norlanka produced an average of 51,440 kWh per month, avoiding 987.46 metric tonnes of CO₂e in FY 2024–25.

PDS's environmental stewardship also extended to nature-based solutions. In collaboration with the University of Kelaniya, Norlanka continued its mangrove restoration programme in Sri Lanka, with over 700 mangrove plants restored. This initiative resulted in an estimated 215,600 kg of CO₂e sequestration, reinforcing commitment to ecosystem resilience. The Company piloted Life Cycle Assessments (LCAs) for five products through our partnership with Carbon Trail, generating actionable insights across product development stages including spinning, knitting, packaging, and transport. These insights are shaping material choices and process optimisation in the design and sourcing functions. Complementing this, several of the Company's suppliers improved their emissions and impact data submissions under Higg FEM 4.0, supporting the broader value chain transparency goals. On the water management front, PDS recognizes the growing stress on freshwater resources and has implemented focused initiatives across subsidiaries like Good Earth Apparels, Progress Apparels, Zamira, Norlanka, and CCP Malwana. These include rainwater harvesting, wastewater treatment, and water-efficient machinery, supported by employee training to reduce consumption and minimise wastage. For managing waste generated, fabric optimisation, traceable recycling, and energy recovery from textile by-products is prioritized. Progress Apparels operates a Waste-to-Energy boiler using fabric waste, while Norlanka partners with recyclers to close the loop on material use. Chemical management is governed by a ZDHC-aligned policy, with strict protocols for safe use, testing, and digital inventory tracking.

PDS is actively reducing its carbon footprint by scaling clean energy solutions across key facilities. Solar power systems at units in Sri Lanka and Bangladesh, along with on-site renewable generation at Good Earth Apparels and Norlanka, now meet a significant share of operational energy needs. At Progress Apparels, a fabric waste boiler converts production waste into thermal energy, further cutting emissions.

Innovation continues to drive the Company's sustainability agenda. Through PDS Ventures, the Company advances commitment to invest USD 50 million in transformative fashion-tech and circularity solutions. The portfolio now includes over 60 companies, spanning cutting-edge technologies like Colorifix's low-impact dyeing, Smartex's AI-led defect detection, and Evrnu's regenerative fibre platforms. Traceability at scale was also enabled through partnerships with Oritain, which authenticates fiber origin, and Fabacus, whose Digital Product Passport pilot with Tesco enhances product-level transparency. Positive Materials vertical, based in Portugal, continues to play a pivotal role in commercialising next-generation materials by bridging lab innovation with industrial application. The successful launch of the Everloop capsule collection, developed in partnership with six material innovators, demonstrated the strength of co-creation in sustainable design.

PDS remained equally focused on social equity and community impact. The Company's flagship education programme in conjunction with the SOHAM foundation, expanded its reach by offering academic and vocational training to children and families in underserved communities in India and Bangladesh. Other group-led initiatives included life-saving infant wear by Poeticgem, women's upskilling through fabric waste reuse at Spring Near East, and employee well-being support through the Apon Fair Shop at Good Earth Apparels, which offers discounted essentials, including hygiene products for women.

As legislation and stakeholder expectations evolve, PDS intensified engagement with platforms such as the UN Global Compact and the International Labour Organization (ILO) to align internal practices with global frameworks. These efforts have enhanced capacity-building programmes, particularly within the Company's social compliance and sourcing teams. This year, PDS also partnered with leading financial institutions to activate sustainability-linked financing, embedding ESG metrics into the Company's funding frameworks.

Looking ahead, PDS remains steadfast in its resolve to lead with purpose, partner for progress, and deliver measurable impact across its value chain. Journey toward a more sustainable and equitable future is not just a responsibility—it's a shared commitment to the generations to come.

8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies)	The Group Chief Executive Officer (CEO) is the highest authority responsible for the implementation and oversight of the Business Responsibility policies.
9.	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details	Yes, the Company has constituted the "PDS Sustainability Board" to oversee ESG related decisions. Its members include the Executive Vice Chairman (of PDS Board of Directors) and other senior key managerial personnel.

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	Performance against the above-mentioned policies and follow-up action is reviewed by the Board of Directors, Audit Committee, Stakeholder's Relationship Committee, Nomination and Remuneration Committee, Risk Management Committee and Corporate Social Responsibility Committee, as applicable. Reviews are conducted once every three years or whenever an update is required due to change in applicable laws.																	
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	No non-compliances were observed during the reporting period.																	

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
	Internal auditors periodically review the Company's policies, assessing their effectiveness and adequacy based on best practices observed in reputable organizations. The Audit Committee oversees adherence to these policies within the Company.								
	PDS had engaged one of the Big 4 consulting firms to conduct assessments and reviews of PDS's policies for compliance with the applicable laws.								

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)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)	Not Applicable								



Section C: Principle Wise Performance Disclosure

PRINCIPLE 1:

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%-age of persons in respective category covered by the awareness programmes
Board of Directors	6	Board of Directors Training covers business performance, strategy, key risks, audit plans, financials, compliance and regulatory updates. They also include insights on internal controls, company policies, investor relations, HR developments, and technology initiatives.	100%
Key Managerial Personnel	6	Coaching – Courageous Conversations: Tools for Giving and Receiving Effective Feedback, IVY session, Workplace Behaviour Training.	100%
Employees other than BOD and KMPs	8533	The training programs include key areas such as Code of Conduct & POSH Awareness, Employee Wellbeing, Performance Management, Occupational Health & Safety, Fire Safety, Textile Recycling, ISO 14001 & Environmental Management, Sustainability & ESG, Health & Safety Workshops, and Leadership & Personal Development, all focused on ensuring compliance, safety, skill development, and promoting sustainable business practices.	81%
Workers	13256	The training covers Occupational Health & Safety, including PPE, grievance procedures, zero-tolerance policies, first aid, fire safety, machine safety, chemical handling, and waste handling. It also focuses on legal rights, non-discrimination, anti-harassment, and workers' rights & responsibilities, ensuring a safe and respectful work environment.	100%

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 regulatory/ enforcement agencies/judicial institutions	Amount (in INR)	Brief of Case	Has an appeal been preferred? (Yes/No)
Penalty / Fine	NA	NA	0	NA	NA
Settlement	NA	NA	0	NA	NA
Compounding Fee	NA	NA	0	NA	NA

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

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
NA	NA

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

PDS has Anti-Bribery and Anti-Corruption policies that apply to all personnel, including directors, employees (permanent, fixed-term, or temporary), consultants, contractors, sponsors, vendors, and others associated with the company and its subsidiaries. These policies clearly define individual responsibilities, identify potential risk scenarios, designate accountable parties, and establish reporting channels for any instances of bribery or corruption. <https://pdsdtd.com/wp-content/uploads/2024/05/Anti-Bribery-and-Anti-Corruption-Policy.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:

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

	FY 24-25 (Current Financial Year)		FY 23-24 (Previous Financial Year)	
	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:

PDS has not encountered fines, penalties, or regulatory actions from authorities related to corruption or conflicts of interest during the year. The Company has comprehensive procedures detailed in its Anti-Bribery and Anti-Corruption Policy to handle any potential corruption issues. Furthermore, the Company has outlined procedures in its Employee Code of Conduct to address and manage instances of conflict of interest.

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Number of days of accounts payables	50	53

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 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	0	0
	b. Number of trading houses where purchases are made from	0	-
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	0	0
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	0	0
	b. Number of dealers / distributors to whom sales are made	0	0
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	0	0
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0.63%	0.31%
	b. Sales (Sales to related parties / Total Sales)	0.01%	0.04%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	11.78%	15.08%
	d. Investments (Investments in related parties / Total Investments made)	22.34%	24.17%

Note:

1. All procurement is directly from manufacturers and there are no intermediaries involved.
2. There are no dealers and distributors as all the sales are being done directly to the customers and retailers.
3. The Company has reassessed the classification and calculation of share of RPT in Purchases, Loans & advances and Investment. Accordingly, the figures for FY 23-24 have been restated for consistency.

Leadership Indicators

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

Total number of awareness programmes held	Topics / principles covered under the training	% age of value chain partners covered (by value of business done with such partners) under the awareness programmes
38	Grievance Mechanism, Respect Program, Gender Equality/ Woman Empowerment, Transport Safety Requirements, way of working for sustainable development on Ethical Scope, Customers Code of conduct, Standard Operating Procedure, Ready-made Garments Sustainability Council (RSC) Escalation Protocol, Root Cause Analysis & Sustainable Corrective Action Plan, ASDA RS Program, Supplier Capacity Development Session on the Worldly (HIGG FEM 2024), Enhance Health and safety awareness and self-assessment skill for compliance and production management team, Update PDS guidance documents PDS Guidance Documents (minimum age, limited period contract employee, subcontracting), Facilitation Program on Updated Labor Law & Rules based on PDS Ethical Audit Performance Area, Integrating UN Global Compact (UNGC) 10 Principals with PDS Code of Conduct (CoC) & Due Diligence Process, Climate Action Training for the Fashion Industry, Knowledge sharing session on Electrical, Fire and Structural Safety based on BNBC, RSC & NIRAPON, Climate Action and PDS Expectations	93%

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

PDS has implemented a Code of Conduct for its board members and senior management. This Code of Conduct identifies potential conflict-of-interest scenarios and outlines the reporting process for such incidents. Board members and senior management are mandated to annually submit a declaration to the secretarial team confirming their adherence to the Code of Conduct.

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 products and processes to total R&D and capex investments made by the entity, respectively**

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	0	0	NA
CAPEX	0	0	NA

Note: No new R&D or tech-specific capex was incurred during the year. However, the Group continued to benefit from previously capitalized sustainability initiatives, including solar panel installations in Bangladesh and Sri Lanka, a biomass boiler using 95% in-house solid waste for steam generation, and a rainwater harvesting system in Sri Lanka.

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

Yes.

PDS has formalized its commitment to sustainable sourcing through the Sustainable Supply Chain and Responsible Sourcing (SSC RS) Policy, which guides suppliers in identifying, mitigating, and managing sustainability risks. The Company conducts regular internal audits to ensure adherence to the SSC RS Policy and the Suppliers Code of Conduct. PDS prioritizes materials certified by standards such as Oeko-Tex® STeP and Made in Green, and has transitioned its man-made cellulosic fiber (MMCF) sourcing to Canopy Hot Button "Green Shirt" suppliers, reinforcing its commitment to verified, environmentally responsible, and transparent sourcing practices.

Several subsidiaries within the Group have set sourcing targets aimed at increasing the use of sustainable and recycled materials, including Better Cotton, recycled polyester, and sustainable man-made cellulosic fibers. These targets are being pursued by entities such as Poeticgem, CSS, Good Earth Apparels, Grupo Sourcing, Krayons, Norlanka, PDS Asia Star, PDS Far East, PDS Fashions USA Ltd., Simple Approach, Sourcing Solutions, Spring Near East, Zamira, Progress Apparels, and Design Arc.

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

While a consolidated Group-wide percentage is currently not reported, several PDS subsidiaries have adopted sourcing targets and are progressively increasing the use of sustainable materials such as Better Cotton, recycled polyester, and sustainable man-made cellulosic fibers. Data systems are being strengthened to enable more accurate tracking and aggregation of sustainable input percentages across entities.

- 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.**

PDS operates as a global supply chain solutions partner, providing tailored solutions across the entire value chain to brands and retailers worldwide. Since the Company is a B2B business, manufacturing and sourcing for brands and retailers, reclaiming the end products is not feasible as they will be sold under the respective customer's name.

However, PDS has implemented specific initiatives across subsidiaries to reduce plastic waste at source and promote circular recovery. At Sourcing Solutions, a complete ban on single-use polythene bags has eliminated associated plastic waste annually, reducing environmental footprint and marine pollution risks. Subsidiaries such as Krayons incorporate Repreve® polyester, made from recycled ocean-bound plastic bottles, into fabric blends—diverting waste from landfills and water bodies. In parallel, PDS Ventures supports Bloom Labs, which develops bioplastics from fibrous protein waste, enabling a scalable, bio-based alternative to traditional plastic inputs.

PDS is committed to enabling a circular economy across both production and product end-of-life. At Good Earth Apparels, cutting waste is collected, recycled into fibre, and woven into new fabrics—showcasing a closed-loop model. Norlanka's Centralised Cutting Plant, in partnership with Neptune Recyclers, improves material efficiency and ensures traceability of recycled output. Through PDS Ventures, the Group also invests in forward-looking platforms that extend product life.

- Upcycle Labs transforms unsold inventory into décor and store fittings.
- Evernu® regenerates cotton waste into renewable textiles

Loop and Style Theory facilitate the resale, swap, rental, and donation of clothing, reducing landfill loads and promoting responsible consumption.

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. PDS does not use plastic packaging for any of its products manufactured in India.

Leadership Indicators

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

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No). If yes, provide the web-link.
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Currently, PDS does not conduct complete Product Life Cycle assessments. However, PDS's partnership with Carbon Trail, an AI-powered sustainability platform, automates carbon accounting and enhances accuracy through API integrations. The platform uses primary data and metrics like the Higg Index for detailed accounting, covering Scope 1, 2, and product-related emissions, as well as water and energy consumption. It supports life cycle assessments for five key SKUs, covering stages such as raw materials acquisition and pre-processing, main fabric manufacturing, fabric manufacturing waste end-of-life, main fabric transport, assembly, and product manufacturing waste end-of-life.

Additionally, since over 600 of its supply chain partners are members of the Higg Index under the Wordly platform, this partnership will help scale up the Carbon Trail initiative to more products. As Cascale members, these partners are required to submit data for their facilities, enabling the tracking of their impact on energy, waste, water, and chemical management.

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Name of Product / Service	Description of the risk / concern	Action Taken
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In the apparel and textile industry, greenhouse gas (GHG) emissions are pervasive across the value chain, particularly during raw material production, fabric processing, and logistics. At PDS, early-stage assessments using the Carbon Trail platform have provided greater visibility into the environmental impact of select products across key lifecycle phases—including raw material extraction, pre-processing, transport, and manufacturing waste. While not a full ISO-based Life Cycle Assessment (LCA), the Carbon Trail pilot has enabled more accurate product-level emissions mapping using primary data, Higg Index benchmarks, and automated API integration. These insights are strengthening the Company's decarbonisation roadmap and support its long-term ambition of achieving Net Zero by 2050, aligned with UNFCCC targets.

Additionally, textile waste from cutting and post-consumer disposal has been identified as a material concern, given its environmental implications. PDS is mitigating this through circular initiatives such as fibre-to-fabric recycling at GoodEarth Apparels Limited, upcycling unsold inventory at Upcycle Labs, and supporting second-life distribution platforms through investments in Yellow Octopus and Loop. These actions are aimed at reducing end-of-life impact and extending product lifespan.

PDS also continues to build governance mechanisms around responsible sourcing and social compliance, reinforced through its Supplier Code of Conduct and capacity-building engagements such as its FY 2024–25 collaboration with the International Labour Organization (ILO). These efforts are intended to align value chain partners with evolving expectations around labour practices and environmental responsibility.

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Fabric	33%	12%
Poly Bags	50%	9%
Hangers	31%	2%

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:

Particulars		FY 2024-25 (Turnover rate in current FY)			FY 2023-24 (Turnover rate in previous FY)		
		Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	-	-	-	-	-	-	-
E-waste	-	-	-	-	-	-	-
Hazardous waste	-	-	-	-	-	-	-
Other waste	-	-	-	-	-	-	-

PDS is a B2B company, so reclaiming the end products is not feasible, as they are sold under the respective brand/retailer names. However, the company is actively involved in and promotes initiatives that support the circular economy and recycling.

PRINCIPLE 3:

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

Essential Indicators

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

Category	% of Employees Covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
	PERMANENT EMPLOYEES										
Male	3,217	3,008	94%	2,823	88%	NA	NA	863	27%	907	28%
Female	1,114	748	67%	762	68%	1,110	100%	NA	NA	25	7%
Total	4,332	3,756	87%	3,585	83%	1,110	26%	863	20%	982	23%
	OTHER THAN PERMANENT EMPLOYEES										
Male	42	16	38%	19	45%	NA	NA	25	60%	0	0%
Female	52	29	56%	37	71%	48	92%	NA	NA	1	2%
Total	94	45	48%	56	60%	48	51%	25	27%	1	1%

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

Category	% of Workers Covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
	PERMANENT WORKERS										
Male	1,212	1,159	96%	1,196	99%	NA	NA	69	6%	1,143	94%
Female	5,010	4,974	99%	4,996	99%	5,010	100%	NA	NA	4,960	99%
Total	6,222	6,133	99%	6,192	99%	5,010	81%	69	1%	6,103	98%
	OTHER THAN PERMANENT WORKERS										
Male	2	2	100%	0	0%	NA	NA	2	100%	0	0%
Female	0	0	0%	0	0%	0	0%	NA	NA	0	0%
Total	2	2	100%	0	0	0	0%	2	100%	0	0%

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Cost incurred on wellbeing measures as a % of total revenue of the company	0.19%	0.05%

Note- As per SEBI Circular dated December 20, 2024, the methodology for disclosing expenditure on employee and workers' well-being has been reassessed for FY 2024–25. The well being cost mentioned includes expenses for health and accident insurance, parental cost, medical expenses for employees and workers.

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

Benefits	FY 2024-25 (Turnover rate in current FY)			FY 2023-24 (Turnover rate in previous FY)		
	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	9%	0%	Yes	8%	0%	Yes
Gratuity	10%	0%	Yes	10%	0%	Yes
ESI	1%	0%	Yes	1%	0%	Yes
Others – Please Specify	84%	100%	Yes	80%	100%	Yes

Note: 1) PF, Gratuity and ESIC data shown in the table above pertains to all Indian entities in PDS Group.

2) For all other Non-Indian companies, the retiral benefits are as per the respective laws of the land.

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.

PDS is committed to enhancing the inclusivity of its workforce by improving the accessibility of its manufacturing facilities and offices for differently-abled individuals. The Company is actively working to expand its presence and ensure equitable access to facilities and opportunities for all.

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, PDS has put in place an Equal Opportunity Policy to prevent discrimination based on gender, sexual orientation, religion, race, colour, or disability. This policy requires all supervisors and managers uphold equal opportunities and ensure that all procedures and practices are free from of discrimination ([LINK](#))

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

Gender	Permanent Employees		Permanent Workers	
	Return to Work Rate	Retention Rate	Return to Work Rate	Retention Rate
Male	100%	80%	NA	NA
Female	97%	93%	99%	37%
Total	98%	91%	99%	37%

Note: No male permanent worker availed paternity leave in the reporting period hence return to work and retention rate are zero.

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 Other than Permanent Workers	Yes. PDS has implemented a Grievance Redressal Policy to ensure fair, timely, and confidential resolution of concerns raised by employees, workers, and other stakeholders. Grievances can be submitted through the multilingual Ethics Hotline or via email, with the option to report anonymously. All grievances are routed directly to a Disciplinary Committee appointed by the Board, which initiates review within one week. Valid complaints are investigated, documented, and resolved within 60 days, with written communication of outcomes provided to the complainant. If unresolved, grievances may be escalated to the relevant department head. The Company also provides mandatory training to employees and ensures the policy is accessible across internal and public platforms. Confidentiality and protection from retaliation are ensured throughout the process.
Permanent Employees Other than Permanent Employees	

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

Benefits	FY 2024-25 (Turnover rate in current FY)			FY 2023-24 (Turnover rate in previous FY)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
	Total Permanent Employees					
Male	While PDS does not have any formally recognized employee associations or unions at the Group level, the Company does not place any restrictions on freedom of association, as stated in its Code of Conduct. In alignment with international human rights principles, all employees are free to voluntarily join trade unions, associations, or representative bodies of their choice, without fear of retaliation or discrimination.					
Female						
	Total Permanent Workers					
Male	PDS does not have any recognized associations or Unions. PDS does not impose any restrictions, and workers are free to join any associations or unions of their choice.					
Female						

8. Details of training given to employees and workers:

Category	FY 2024-25 (Current Financial Year)					FY 2023-24 (Previous Financial Year)				
	Total (A)	On Health & Safety Measures		On Skill Upgradation		Total (D)	On Health & Safety Measures		On Skill Upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
	EMPLOYEES									
Male	3,259	399	12%	1,848	57%	3,091	206	7%	2,409	78%
Female	1,166	1,166	100%	815	70%	1,127	68	6%	1,103	98%
Total	4,425	1,565	35%	2,663	60%	4,218	274	6%	3,512	83%
	WORKERS									
Male	1,214	500	41%	0	0%	1,211	608	50%	158	13%
Female	5,010	2,449	49%	0	0%	4,794	3,683	77%	639	13%
Total	6,224	2,949	47%	0	0%	6,005	4,291	71%	797	13%

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

Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
EMPLOYEES						
Male	3,259	2,177	67%	3,091	2,678	87%
Female	1,166	705	60%	1,127	925	82%
Total	4,425	2,882	65%	4,218	3,603	85%
WORKERS						
Male	1,214	863	69%	1,211	743	61%
Female	5,010	3,010	60%	4,794	3,692	77%
Total	6,224	3,846	62%	6,005	4,435	74%

10. Health and safety management system:

- a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?
- b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

PDS employs a systematic approach to identify work-related hazards, which includes the following steps:

Hazard Identification: The first step involves identifying workplace hazards through methods such as workplace inspections, job hazard analysis, and review of incident reports.

Risk Assessment: After identifying hazards, the next step is to assess the risks associated with each hazard by evaluating the likelihood and severity of potential harm or injury.

Controls: Following risk assessment, PDS develops and implements controls to eliminate or minimize the risks. This includes reviewing existing controls for efficiency and devising new controls such as engineering controls, administrative controls, or the use of personal protective equipment (PPE).

Monitoring and Review: Regular monitoring and review of hazard controls are conducted to ensure their effectiveness and to identify any new hazards. This is achieved through workplace inspections, audits, or incident investigations.

Additionally, PDS has established multiple communication channels to enable employees and workers to report work-related hazards. These include direct reporting to designated safety officers, supervisors, or line managers at manufacturing sites.

Workers may also escalate concerns to the human resources or production teams. Furthermore, the Company provides access to a confidential Ethics Hotline, ensuring that all stakeholders can report potential hazards or unsafe conditions without fear of retaliation.

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

Yes, PDS has trained its employees and workers to use various communication channels to report work-related hazards:

Reporting to Designated Person: Each of PDS's manufacturing facilities has a safety officer, supervisor, or manager assigned to identify and resolve potential hazards. Workers can report hazards directly to these designated individuals.

Reporting to HR or Production Team: Workers also have the option to report hazards to the human resources department or the production team, who then coordinate with the designated person to address the hazard.

Whistleblowing Hotline: PDS has an Ethics Global Hotline Platform - <https://pdsitd.com/ethics-hotline/> where anonymous complaints can be lodged. Additionally, some partner factories have an industry hotline number for workers to report hazards.

Grievance Box: Workers can submit a grievance to their employer if they believe a work-related hazard has not been properly addressed. This can be done by submitting a written grievance or utilizing a grievance box for submitting the same.

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

PDS's manufacturing facilities are equipped with on-site medical officers and medical centers, ensuring that employees and workers have convenient access to comprehensive non-occupational medical and healthcare services. These facilities offer routine checkups, preventive care, and treatment for illnesses or injuries unrelated to work. The majority of employees are covered by a group medical insurance policy managed by the respective entities within the PDS Group.

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

Safety Incident / Injury	Category*	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	1.15	0
	Workers	1.51	2.24
Total recordable work-related injuries	Employees	3	0
	Workers	36	36
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

Note: For the above disclosure the reporting boundary includes three own manufacturing units along with the central cutting plant.

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

The Company ensures a safe and healthy workplace by undertaking the following measures:

- Regular safety and health training sessions
- Enforcement of safety protocols and policies
- Routine inspections and audits
- Provision of adequate personal protective equipment (PPE)

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

	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working Conditions	28	0	NA	13	0	NA
Health & Safety	0	0		36	0	

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)*
Health & Safety Practices	100%
Working Conditions	100%

*All manufacturing Facilities covered.

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.

PDS conducts routine safety procedure reviews at its manufacturing units. Identified issues are promptly resolved with the support of on-site safety personnel.

Leadership Indicators

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

Yes.

Yes, life insurance is provided to the majority of employees

Yes, All workers are covered under the life insurance policy.

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

PDS does not take any measures to verify whether statutory dues have been deducted and deposited by its value chain partners.

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:

Indicate input material	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 23-24 (Current Financial Year)	FY 22-23 (Previous Financial Year)	FY 23-24 (Current Financial Year)	FY 22-23 (Previous Financial Year)
Employees	0	0	0	0
Workers	0	0	0	0

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

At present, PDS does not offer any transitional assistance programs.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health & Safety Practices	93%
Working Conditions	93%

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

PDS conducts regular social compliance audits, either planned or unannounced, to ensure compliance with legal and customer standards. The audit team identifies significant risks and develops a corrective action plan for the facility. The facility is responsible for demonstrating improvement according to the established timeline, which is monitored closely. In cases of repetitive serious violations or failure to meet required standards, the facility is issued a warning letter initially, followed by a termination notice if no progress is observed.

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

PDS's stakeholders are essential partners in the value creation journey. PDS defines stakeholders as individuals, groups, or institutions impacted by its business activities. Engaging with stakeholders enables PDS to share the vision and purpose, while also incorporating their concerns into the decision-making processes. PDS employs a systematic approach to identifying stakeholders, including those impacted by the Company's products and services. This process includes:



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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Government and Regulatory Authorities	No	<ul style="list-style-type: none"> Industry Associations/ Forums Corporate Presentations/ Reports Written/Email Communication Briefings and Direct Meetings 	Continuous	<p>Purpose and scope of engagement</p> <ul style="list-style-type: none"> Ensuring Regulatory Compliance Advocacy of policies that promote sustainability <p>Key topics raised during the engagement</p> <ul style="list-style-type: none"> Compliance monitoring and reporting Policies Regulations related to Product Safety and Quality Labor-related Regulations Environmental, Social, and Governance (ESG) issues related to the apparel industry

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees and Workers	No	<ul style="list-style-type: none"> Team Meetings Email Communication Employee Survey Trainings Orientation/ Induction Programme Town Halls Learning Initiatives Annual Performance Reviews Rewards and Recognition Exit Interviews 	Continuous	<p>Purpose and scope of engagement</p> <ul style="list-style-type: none"> Collaboration Employee wellbeing Improving Operational Efficiency <p>Key topics raised during the engagement</p> <ul style="list-style-type: none"> Organisational Strategy, Vision, Policies, and Procedures Compensation and Benefits Work-life balance Career development opportunities Training programs Employee programs Diversity, Equality, and Inclusion initiatives Workplace Health and Safety Organisational Strategy, Vision, Policies, and Procedures
Customers	No	<ul style="list-style-type: none"> Customer Meets Personal/Telephonic Interactions Media Campaigns and Advertising Knowledge Seminars and Events Digital Platforms Social Media Feedback Surveys Email Communication 	Continuous	<p>Purpose and scope of engagement</p> <ul style="list-style-type: none"> Understanding customer needs, preferences, and expectations Customer feedback Impact of products and services <p>Key topics raised during the engagement</p> <ul style="list-style-type: none"> Product pricing Innovative Products and solutions Product delivery options Sustainable practices and initiatives
Suppliers	No	<ul style="list-style-type: none"> Visits and Personal/ Telephonic Interactions Supplier Onboarding Sessions Trainings Email Communication 	Continuous	<p>Purpose and scope of engagement</p> <ul style="list-style-type: none"> Quality of products provided by suppliers Supplier's pricing structure Supplier's capacity and delivery capabilities Contingency plans in case of delays or disruptions Supplier assessments <p>Key topics raised during the engagement</p> <ul style="list-style-type: none"> Supplier's quality control procedures Product delivery timeframe Compliance with laws and regulations Supplier assessments of environmental and ethical standards

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investors and Shareholders	No	<ul style="list-style-type: none"> Annual Report and Sustainability Report Annual General Meeting Conferences, Seminars Investor Meets Investor Presentations Website Email Communication Media Releases 	Quarterly	<p>Purpose and scope of engagement</p> <ul style="list-style-type: none"> Addressing their concerns and inquiries Discussing the Company's financial performance Exploring Corporate Strategy and Governance Reviewing Sustainability Practices <p>Key topics raised during the engagement</p> <ul style="list-style-type: none"> Company's financial results, Year on Year performance Corporate strategy updates Innovation and key investments Governance including board composition Sustainability practices, including the Company's approach to ESG issues and human rights policies

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.**

PDS's interaction with stakeholders is managed by department heads and business vertical heads. The Company has a dedicated Stakeholders' Relationship Committee tasked with overseeing all stakeholder communications. In addition to board committees, PDS has a team of industry experts who engage directly with the board on compliance, environmental, and social matters. Feedback and discussions from stakeholders undergo internal review by the respective Committees before being communicated to the Board.

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.**

Stakeholder consultation is integral to PDS for identifying and managing environmental and social issues. Through these engagements, PDS identifies areas with significant environmental and social impacts. The outcomes are deliberated with senior leadership and the board, informing PDS's ESG strategy. Sustainability and community initiatives at PDS are shaped by these stakeholder interactions, with comprehensive details accessible on the Company's website.

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

PDS Limited recognises the unique challenges faced by marginalised communities, particularly underserved children, low-income women, and factory workers in developing regions. To address these concerns, the Company has implemented targeted initiatives across its global value chain, combining education, livelihood generation, and community wellbeing.

In India, the Soham for Kids Education Society in Mallapur, Hyderabad, supports over 200 children from low-income families with free primary education, nutritious meals, health check-ups, and learning resources. The initiative also provides skills training in tailoring and IT to parents, promoting income diversification and intergenerational upliftment.

In Bangladesh, Soham for All—backed by Design Arc, Hope Foundation, and Matalan—extends this model by offering Bengali-medium education, English literacy, and computer skills to children of garment factory workers in Dhaka's Savar region. The programme includes vocational training in industrial sewing for young adults and women, thereby enhancing employability and self-sufficiency.

In Sri Lanka, Norlanka supports educational inclusion through the SIP Arunella scholarship programme, which trained over 50 students for the Grade 5 examination. Additionally, Norlanka donated \$6,000 worth of school stationery to primary and secondary schools in Trincomalee, improving learning environments for

underprivileged students. The unit also distributed 45 thermal jackets for infants lacking access to conventional healthcare.

In Hong Kong, PDS's subsidiary Simple Approach collaborated with CSF to establish a multi-purpose community clubhouse in Sham Shui Po, benefitting 72 families with access to therapy, educational support, and daily care services in a safe environment.

On the women empowerment front, Spring Near East in Turkey partnered with the Women's Solidarity Foundation (KADAV) to transform 300 kg of surplus factory fabric into 1,000 upcycled tote bags, empowering local women artisans through training and dignified work. In Bangladesh, Poeticgem partnered with the Abinta Kabir

Foundation to improve educational access and holistic development for girls.

Furthering workplace wellbeing, Good Earth Apparels operates the Apon Fair Shop within its Bangladesh factory premises. The initiative provides discounted access to essential goods and hygiene products—particularly benefiting women employees—thus easing household financial pressure and improving quality of life.

Together, these initiatives exemplify PDS's commitment to inclusive development by responding to the distinct needs of vulnerable groups across its operating geographies, using education, economic opportunity, and healthcare access as key levers for empowerment.

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 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
EMPLOYEES						
Permanent	4,331	3,829	88%	4,151	1,215	29%
Other than Permanent	94	3	3%	67	0 %	0%
Total Employees	4,425	3,832	87%	4,218	1,215	29%
WORKERS						
Permanent	6,222	6,222	100%	5,992	5,561	93%
Other than Permanent	2	0	0%	13	0	0%
Total Workers	6,224	6,222	100%	6,005	5,561	93%

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

Category	FY 2024-25 (Current Financial Year)					FY 2023-24 (Previous Financial Year)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
EMPLOYEES										
Permanent										
Male	3,217	1	0.1%	3,206	99%	3,059	2	0%	1,905	62%
Female	1,114	0	0%	1,106	99%	1,092	0	0%	995	91%
Other than Permanent										
Male	42	0	0%	40	95%	32	0	0%	28	88%
Female	52	0	0%	42	81%	35	1	3%	34	97%
WORKERS										
Permanent										
Male	1,212	28	2%	1,184	98%	1,206	52	4%	1,154	96%
Female	5,010	55	1%	4,955	99%	4,786	382	8%	4,404	92%
Other than Permanent										
Male	2	0	0%	2	100%	5	0	0%	5	100%
Female	0	0	0%	0	0%	8	0	0%	8	100%

Note: PDS ensures payment of minimum wages to all employees and workers in countries where such laws are applicable. When the reported coverage is below 100% for employees, it reflects that certain countries in the reporting boundary do not have minimum wage law in place.

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)	7	42,28,470	3	50,74,164
Key Managerial Personnel	3	1,87,92,000	0	0
Employees other than BoD and KMP	4,255	4,79,512	1,596	2,175,355
Workers	1,717	1,22,870	7,596	1,21,091

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Gross wages paid to females as % of total wages	48%	47%

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, PDS has a comprehensive process and grievance redressal mechanism for human rights outlined in its Human Rights Policy. Employees and workers can raise grievances using Ethics Global Hotline Platform, an independent tool provided by the company. Grievances submitted through Ethics Global Hotline Platform are reviewed by the Vigilance Officer/ Ombudsman and then presented to the Board for disciplinary action.

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

PDS has implemented a formal Grievance Redressal Policy that covers all stakeholders, including employees, workers, and supply chain partners, and explicitly addresses issues related to human rights violations. Grievances can be submitted through the Ethics Hotline (<https://pds Ltd.com/ethics-hotline/>) or via email, with the option to remain anonymous.

All complaints are routed directly to a Disciplinary Committee appointed by the Board, which initiates a review within one week. Valid complaints are investigated, documented, and resolved within 60 days, with outcomes communicated to the complainant. Escalation mechanisms and protection against retaliation are built into the process. Mandatory training on grievance protocols is provided to relevant employees, and the policy is publicly accessible.

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

Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	0	0	NA	1	0	NA
Discrimination at workplace	0	0		1	0	
Child Labour	0	0		0	0	
Forced Labour/ Involuntary Labour	0	0		0	0	
Wages	1	0		1	0	
Other human rights related issues	0	0		1	0	

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	1
Complaints on POSH as a % of female employees / workers	0	0.02%
Complaints on POSH upheld	0	0

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

PDS has a comprehensive Human Rights Policy that addresses the following areas:

- a. Equal opportunity and non-discrimination
- b. Healthy and safe working environment
- c. Harassment-free workplace
- d. Freedom of association
- e. Inclusive workplace
- f. Prohibition of child labor and forced labor
- g. Human rights assessments

Any complaints regarding discrimination and harassment from employees or workers will be diligently investigated and resolved, ensuring that the complainant is protected from any form of retaliation.

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

Yes, human rights requirements are integral components in PDS's business agreements and contracts with all vendors. PDS has established a Supplier's Code of Conduct rooted in values and standards derived from the declaration of core conventions. The Company maintains a zero-tolerance against violations policy towards violations including:

- Child labor
- Forced labor
- Discrimination
- Workplace harassment and abuse
- Unauthorised subcontracting
- Denial of access to auditors for factory tours, worker interviews, or document reviews
- Sharing buildings with shops/markets, residences, or other owners, or buildings with hazardous processes
- Use of factory buildings not approved for industrial purposes.
- Any unethical practices, such as bribery, to facilitate processes.

Violations of these standards will result in strict action by the PDS Group.

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)*
Child Labor	
Forced Labor/Involuntary Labor	
Sexual Harassment	
Discrimination at workplace	100%
Wages	
Other human rights related issues	

* All Manufacturing facilities are covered.

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

PDS upholds a Zero Tolerance against Violations policy and conducts assessments during the onboarding of any vendor facility. Additionally, the company performs periodic assessments, at least twice annually. Any violations discovered prompt the implementation of a corrective action plan, while repeated serious violations may lead to termination.

Leadership Indicators

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

No business processes need to be modified or introduced as a result of addressing human rights grievances/complaints.

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

Key elements of the Company's vendor onboarding process, is assessing vendors for compliance with human rights issues and maintaining a Zero Tolerance Policy towards any violations. Vendors are evaluated on practices such as bonded labor, fair pay without illegal deductions, child labor, discrimination and harassment, safe and clean working conditions, excessive working hours, and the freedom of association for workers. Additionally regular development visits are conducted by compliance teams across both within PDS facilities and Value Chain facilities to mitigate any concerns. PDS also regularly conducts third party audits of both it's own and partner facilities.

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?

PDS has a limited number of employees who are differently abled. Since all of PDS's offices in India are located in rented facilities, modifying office infrastructure for differently abled individuals presents challenges. However, PDS ensures that all necessary support is provided to its differently abled employees and visitors.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	93% of Value chain partners were assessed.
Discrimination at workplace	
Child Labor	
Forced Labor/Involuntary Labor	
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.

There were no significant risks that necessitated major corrective actions. Nonetheless, PDS conducts planned or unannounced social compliance audits periodically to uphold legal and customer standards. The audit team identifies significant risks and formulates a corrective action plan for the facility. The facility must demonstrate progress according to this plan. In cases of repeated serious violations or failure to meet required standards, the facility is issued a warning letter initially, followed by a termination notice if no improvement is seen.

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 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
From renewable sources (GJ)		
Total electricity consumption (A)	3,064.62	1,805.43
Total fuel consumption (B)	0	0
Energy consumption through other sources	0	0
Total energy consumption from renewable sources (A+B+C)	3,064.62	1,805.43
From non-renewable sources (GJ)		
Total electricity consumption (D) ⁽ⁱⁱ⁾	37,293.55	33,916.23
Total fuel consumption (E) ⁽ⁱⁱⁱ⁾	14,732.26	12,057.40
Energy consumption through other sources (F)	33,774.46	39,841.19
Total energy consumption from non-renewable sources(D+E+F) (GJ)	85,800.27	85,814.82
Total energy consumption (A+B+C+D+E+F) (GJ)	88,864.89	87,620.25
Turnover (₹ in Lakhs)	12,57,798.85	10,37,264.96
Energy intensity per rupee of turnover (Total energy consumption/ revenue from operations) (GJ/ ₹)	0.00000071	0.00000084
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP) (GJ/ ₹ adjusted for PPP) ^(iv)	0.00001455	0.00001892
Energy intensity in terms of physical Output^(v)	8.34	8.57

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

Yes, Grant Thornton Bharat LLP has carried out an independent assurance of the selected non-financial disclosures presented in the Business Responsibility and Sustainability Report (BRSR) for FY 2024-25.

Note:

FY2024-25

- The disclosure covers three manufacturing units along with the central cutting plant and PDS offices globally (more than 90% of headcounts in offices are covered in disclosure).
- Some of the Company's offices are located in rented/leased premises where PDS pays a consolidated amount towards rent & utilities hence certain usage related data is not available. In such cases, the electricity consumption is estimated based on Energy performance Index (EPI) based methodology in the respective geographies.
- Fuel consumption is accounted for only company-owned assets under operational control.
- The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published by the IMF - for India. For the years ended March 31, 2025 and March 31, 2024, it is 20.66 and 22.40, respectively.
- For the output-based intensity, the Full Time Equivalent (FTE) is considered (employees & workers).

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.

PDS does not have any sites or facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme established by the Government of India.

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

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	42,165.00	37,347.00

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
(iii) Third party water	1,55,733.04	1,45,146.80
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)^(ii & iii)	1,97,898.04	1,82,493.80
Total volume of water consumption (in kiloliters)^(iv & v)	1,58,378.75	1,56,673.86
Turnover (₹ in Lakhs)	12,57,798.85	10,37,264.96
Water intensity per rupee of turnover (Total water consumption/ revenue from operations) (KL/ ₹)	0.00000126	0.00000151
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/ Revenue from operations adjusted for PPP) (KL/ ₹ adjusted to PPP) ^(vi)	0.00002601	0.00003383
Water intensity in terms of physical Output^(vii)	14.87	15.32

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency

Yes, Grant Thornton Bharat LLP has carried out an independent assurance of the selected non-financial disclosures presented in the BRSR for FY 2024-25.

Note:

FY2024-25

- The disclosure covers three manufacturing units along with the central cutting plant and PDS offices globally.
- Water usage at office locations was for domestic purposes only.
- Water withdrawal for office locations has been computed based on estimates derived from the location-wise head count and calculated on a per capita basis under third party water.
- The domestic water consumption has been assumed to equal water withdrawn for domestic purposes across office locations (oversees), central cutting plant and Progress Apparels (Bangladesh) Ltd.
- Other than that, water consumption has been calculated as the difference between total water withdrawal and total water discharge, due to available water discharge-related data at Nor Lanka Manufacturing Colombo Limit, GoodEarth Apparels Limited and Progress Apparels (Bangladesh) Ltd.(industrial water).
- The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published by the IMF - for India. For the years ended March 31, 2025 and March 31, 2024, it is 20.66 and 22.40, respectively.
- For the output-based intensity, the Full Time Equivalent (FTE) is considered (employees & workers).

4. Provide the following details related to water discharged:

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Water discharge by destination and level of treatment (in kiloliters)		
(i) To Surface water		
- No treatment	0	0
- With treatment (Secondary Treatment)	7,931.69	4,316.16
- With treatment (Tertiary Treatment)	19,431.00	10,281.60
(ii) To Groundwater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) To Seawater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties		
- No treatment	4,098.60	3,886.20
- With treatment (Secondary treatment)	8,058.00	7,336.00
(v) Others		
- No treatment	0	0
- With treatment – through soak pit	0	0
Total water discharged (in kiloliters)	39,519.29	25,819.96

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.

Yes, Grant Thornton Bharat LLP has carried out an independent assurance of the selected non-financial disclosures presented in the BRSR for FY 2024-25.

Note:

FY2024-25

- The disclosure covers three manufacturing units along with the central cutting plant and PDS offices globally.
- The domestic water consumption has been assumed to equal water withdrawn for domestic purposes across office locations (oversees), central cutting plant and Progress Apparels (Bangladesh) Ltd. and therefore domestic water discharge for these facilities is zero.

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

PDS has implemented treatment facilities across all the manufacturing sites to adhere to the treated effluent standards set by the Government Authority. At the primary manufacturing locations, PDS aim to maximize the recycling of treated effluent.

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

Parameter	Please Specify Unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
NOx	Ton	9.31	8.13
SOx	Ton	0.65	0.52
Particulate matter (PM)	Ton	0.67	0.66
Persistent organic pollutants (POP)	Ton	0	0
Volatile organic compounds (VOC)	Ton	0	0
Hazardous air pollutants (HAP)	Ton	0	0
Others – please specify (CO)	Ton	3.46	4.19

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency

No

Note:

FY 2024-25

- The disclosure covers three manufacturing units along with the central cutting plant and PDS offices globally.
- Air Emissions are assessed using the EPA methodology across all manufacturing entities and office locations, except for the PABL unit where actual emission data from a third party were utilized.

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

Parameter	Please Specify Unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available) ⁽ⁱⁱⁱ⁾	Metric Tonnes of CO ₂ equivalent	8,735.14	8,287.31*
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric Tonnes of CO ₂ equivalent	5,640.97	4,533.56
Turnover (₹ in Lakhs)		12,57,798.85	10,37,264.96
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric Tonnes of CO ₂ equivalent / Revenue from operations (₹)	0.000000114	0.000000124
Total Scope 1 and Scope 2 emissions per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP) ⁽ⁱⁱⁱ⁾	Metric Tonnes of CO ₂ equivalent / ₹ Revenue from operations adjusted for PPP	0.000002354	0.00000277
Total Scope 1 and Scope 2 emission intensity in terms of physical output ^(iv)		1.35	1.25

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

Yes, Grant Thornton Bharat LLP has carried out an independent assurance of the selected non-financial disclosures presented in the BRSR for FY 2024-25.

Note:

FY 2024-25

- The disclosure covers three manufacturing units along with the central cutting plant and PDS offices globally.
- Scope 1 Emissions data for the previous reporting year have been restated to reflect the updated emission factor applied to jute/fabric waste used as fuel in boiler in Progress Apparels (Bangladesh) limited.
- The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published by the IMF - for India. For the years ended March 31, 2025 and March 31, 2024, it is 20.66 and 22.40, respectively.
- For the output-based intensity, the Full Time Equivalent (FTE) is considered (employees & workers).
- The emissions factor for stationary and fugitive emission is sourced from the IPCC Reports and for mobile emission it is sourced from DEFRA. The emission factor for Scope 2 emission is sourced from Central Electricity Authority for India and country-specific emission factors for other countries. GWP is sourced from IPCC Sixth Assessment Report.

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

Yes. PDS has advanced its decarbonisation agenda through a blend of on-ground initiatives and innovation-led interventions. Guided by its sustainability pillar "Reduce Emissions," the Company monitors Scope 1 and 2 emissions from owned factories and offices. In FY 2024-25, solar PV systems at Good Earth Apparels and Norlanka Manufacturing generated over 1.6 million kWh and avoiding 987.46 tCO₂e. In parallel, PDS restored 700+ mangrove plants in Sri Lanka, sequestering over 215,600 kg CO₂e to date as part of its nature-based mitigation strategy.

At Progress Apparels (Bangladesh) Limited, the installation of an in-house wash plant has significantly reduced emissions associated with external transport. In parallel, the Company has piloted the Carbon Trail platform across five SKUs, enabling life cycle assessments by automating product-level emissions tracking and identifying high-impact processes such as spinning, knitting, and transport. Additionally, PDS promotes the adoption of Higg Facility Environmental Module (Higg FEM) among its manufacturing partners, facilitating structured assessments of environmental impacts including emissions enhancing transparency and accountability within the supply chain.

The Company has formally committed to the Science Based Targets initiative (SBTi) and is currently developing science-aligned emissions targets through cross-functional stakeholder engagement and internal reviews. To address emissions from logistics and business travel, Poeticgem has adopted Sustainable Aviation Fuel (SAF) and partnered with Coco Travel and DHL for VCS-certified carbon offsetting. Emissions data is SGS-verified, with training integrated for relevant teams.

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

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total Waste generated (in metric tons)		
Plastic waste (A)	36.47	28.85
E-waste (B)	0.26	0.45
Bio-medical waste (C)	0.03	0.02
Construction and demolition waste (D)	0	0
Battery waste (E)	1.70	1.90
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	1.74	1.05
- Machine Oil	0.60	0.31
- Chemical Drums	0.36	0.38
- ETP Sludge	0.64	0.36
- Ink cartridge	0.14	0
Other Non-hazardous waste generated (H) Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	1,142.48	1,002.02
- Food Waste	48.80	43.71
- Jute/Fabric	813.88	683.36
- Cardboard/Paper/Carton	231.23	181.54
- Mixed waste including empty thread cones, ion & Tin and broken needle	48.57	93.32
Total (A + B + C + D + E + F + G + H)	1,182.68	1,034.42
Turnover (₹ in Lakhs)	12,57,798.85	10,37,264.96
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) (MT/₹)	0.000000009	0.000000010
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP) (MT/ ₹ adjusted to PPP)(iv)	0.000000194	0.000000223
Waste intensity in terms of physical output(v)	0.11	0.10
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of Waste		
(i) Recycled	247.00	163.205
(ii) Re-used	34.61	27.46
(iii) Other recovery operations	0	0
Total	281.61	190.67

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Recycled, re-used, recovered waste intensity (Waste recycled, re-used, recovered /Total waste generated)	0.24	0.18
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of Waste		
(i) Incineration	231.13	250.78
(ii) Landfilling	33.48	19.00
(iii) Other disposal operations	636.46	573.88
Total	901.07	843.75
Incinerated, landfill, disposed waste intensity (Waste incinerated, landfill, disposed /Total waste generated)	0.76	0.81

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.

Yes, Grant Thornton Bharat LLP has carried out an independent assurance of the selected non-financial disclosures presented in the BRSR for FY 2024-25.

Note:

FY 2024-25

- The disclosure covers three manufacturing units along with the central cutting plant and Norlanka Head Office.
- For current disclosures, it is assumed that total waste generated is equal to total waste disposed.
- Head office of Nor Lanka Manufacturing Colombo Limited has started to collect data from Q3 onward hence, waste disposal is assumed as zero for Q1 and Q2.
- The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published by the IMF - for India. For the years ended March 31, 2025 and March 31, 2024, it is 20.66 and 22.40, respectively.
- For the output-based intensity, the Full Time Equivalent (FTE) is considered (employees & workers).

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.

PDS manages waste across its manufacturing facilities in compliance with local environmental regulations, guided by documented Standard Operating Procedures (SOPs) that cover waste segregation, handling, storage, and disposal. At its Bangladesh facility, PDS operates a Waste-to-Energy boiler that converts jute waste into thermal energy, reducing reliance on conventional fuels. In Sri Lanka, Norlanka Manufacturing has implemented centralized cutting systems to minimize fabric waste and collaborates with Neptune Recyclers to ensure traceable recycling processes.

To reduce the use of hazardous chemicals, PDS has adopted a Chemical Policy aligned with the Zero Discharge of Hazardous Chemicals (ZDHC) Manufacturing Restricted Substances List (MRSL) and the Roadmap to Zero Programme. The company mandates that its wet processing units participate in ZDHC's Supplier to Zero program and conduct wastewater testing in accordance with MRSL standards. Chemical inventory transparency is maintained through platforms like Clean Chain, Bhive, or BVe3. Additionally, PDS prioritizes the use of Oeko-Tex®-certified materials and invests in sustainable dyeing technologies, such as Colorifix's bio-based dyeing and Nature Coatings' FSC-certified pigments, to further minimize environmental impact.

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:

S. 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.
PDS does not have any operations/offices in/around ecologically sensitive areas.			

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
There are no projects undertaken by PDS in FY 2024-25 that attract Environmental Impact Assessments.					

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:

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the noncompliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Yes, PDS is compliant with all applicable environmental law/ regulations/ guidelines in India as well as the respective countries of the manufacturing facility.				

Leadership Indicators

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

For each facility / plant located in areas of water stress, provide the following information:	
(i) Name of the area	NA
(ii) Nature of operations	NA
(iii) Water withdrawal, consumption and discharge in the following format:	
There is no water withdrawal, consumption and discharge in areas of water stress.	

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

Nil

Note: The Company has initiated reporting its Scope 3 emissions, covering 10 out of the 15 categories outlined in the GHG Protocol. These disclosures are expected to be included in the Group Sustainability Report 2025.

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.

PDS does not have any operations/offices in/around 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:

Sr. No.	Initiative Undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Progress Apparels- Boiler Burner Tuning	Optimizing the combustion process for safe and efficient operation, ensuring the correct balance of fuel and air for optimal heat/steam production	Improved energy efficiency; reduced greenhouse gas emissions.
2	In-House Wash Plant at Progress Apparels	Progress Apparels set up an in-house wash plant to reduce emissions from off-site fabric washing and associated transport.	Reduced logistics-related emissions and improved operational efficiency.
3	Carbon Trail Platform Implementation	Piloted Carbon Trail for automated product-level carbon footprint tracking across five SKUs, identifying high-emission stages in the product lifecycle.	Enabled targeted emissions reduction strategies in spinning, knitting, and transport stages.
4	Adoption of Sustainable Aviation Fuel (SAF)	Poeticgem partnered with DHL and Coco Travel for SAF adoption and VCS-certified carbon offsetting, verified by SGS.	Reduced emissions in cargo and business travel; enhanced climate accountability.
5	Good Earth Apparels – Cutting Waste Circularity Initiative	Repurposed cutting waste into fiber, spun into yarn and woven into fabric, creating new sustainable textiles within the factory itself.	Reduced waste sent to landfill; advanced circular production model.
6	Upcycling Fabric Waste at Spring Near East	Transformed 300 kg of fabric waste into 1,000 tote bags in collaboration with local women artisans in Turkey	Reduced landfill waste, empowered women, and promoted circular economy practices

Sr. No.	Initiative Undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
7	Ozone Technology and Water-Efficient Processes at Zamira	Implemented patented ozone-based denim finishing technology and fabric selection to reduce chemical use and water discharge at Zamira Denim Innovation	Advanced water conservation and elimination of sodium hypochlorite; reduced chemical discharge
8	Use of Repreve Recycled Polyester at Krayons	Integrated Repreve polyester made from recycled ocean plastic bottles into fabric blends, promoting waste diversion and ocean conservation.	Contributed to plastic waste reduction and sustainable material innovation
9	Launch of solar power plant at GoodEarth Apparels Limited, Bangladesh	Installation of solar plant with capacity of One megawatt (MWh) of renewable green energy generation	Generated over 1 million kWh, reducing 634.89 tCO ₂ e GHG emission
10	Mangrove Restoration project at Sri Lanka	A mangrove Restoration was initiated with the University of Kelaniya.	The main objective of the program was supporting the community and biodiversity.

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

PDS has established comprehensive protocols for Business Continuity and Disaster Recovery, addressing specific aspects within its IT and Risk Management Policies. Under the IT Policy, Business Continuity and Disaster Recovery for Information Security are detailed, with annual testing of the Business Continuity plan incorporating information security requirements.

The Risk Management Policy encompasses a broader spectrum of risks, including financial, operational, sectoral, sustainability, information, and cyber security risks. PDS employs methodologies, processes, and systems to effectively identify, monitor, evaluate, and mitigate these risks. Furthermore, PDS has implemented a dedicated disaster recovery plan tailored specifically for its SAP Production infrastructure, ensuring resilience in critical business operations. The IT Policy link can be found here: [\(link\)](#)

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.

PDS assesses its value chain partners for different environmental and social parameters. The manufacturing facilities in Bangladesh and Sri Lanka conduct annual audits of suppliers for these factors. There have been no significant adverse environmental impacts identified from the value chain partners.

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

93% of value chain partner were assessed for environmental impacts.

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

a. By the listed entity - Nil

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

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.**

PDS is affiliated to 3 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.**

S.No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers / associations (State/National)
1.	Cascale (formerly Sustainable Apparel Coalition)	International
2.	UN Global Compact	International
3.	American Apparel & Footwear Association	International

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

Name of Authority	Brief of the Case	Corrective Action Taken
NA	NA	NA

There were no adverse orders from regulatory authorities related to anti-competitive conduct by the entity.

Leadership Indicators

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

S.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
-	-	-	-	-	-

The company is actively involved in promoting sustainability and ethical business practices through its membership. PDS is a member of the Sustainable Apparel Coalition, an industry-wide group focused on reducing the environmental and social impacts of apparel and footwear products globally. Additionally, PDS participates in the UN Global Compact, a voluntary initiative where the Company commit to implementing universal sustainability principles and supporting UN goals. These memberships reflect PDS's commitment to sustainability and corporate responsibility. Furthermore, PDS was the fashion sponsor for BHARAT TEX 2024, a global textile mega event organized by a consortium of 11 Textile Export Promotion Councils and supported by the Ministry of Textiles. BHARAT TEX 2024 promoted the growth and development of the Indian textile industry, highlighting innovations, sustainable practices, and the global competitiveness of Indian textiles.

PRINCIPLE 8:

Businesses should promote inclusive growth and equitable development.

Essential Indicators

1. **Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.**

Name & Brief Details of Project	SIA Notification No.	Date of Notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
-	-	-	-	-	-

During the FY 2024-25, PDS did not undertake any projects in India that necessitated Social Impact Assessments.

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

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

PDS has not engaged in any Rehabilitation and Resettlement (R&R) activities, as none of its activities directly or indirectly required such measures.

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

PDS has a Grievance Redressal Policy that outlines a mechanism for addressing grievances from all stakeholders and is available on the Company website. Stakeholders can raise grievances through the independent Ethics Global Hotline Platform. These grievances are then forwarded directly to a Reviewing Authority appointed by the PDS board. The Authority follows an established system and process to investigate, take action, and resolve issues, ensuring protection for the complainant against any form of retaliation.

Stakeholders can register complaints through the following channels:

Ethics Hotline- <https://pds ltd.com/ethics-hotline> / and whistleblower@pds ltd.com

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	1.84%	1.39%
Directly from within India	6.32%	5.84%

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 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Rural	0	0
Semi-Urban	0	0
Urban	58%	1%
Metropolitan	42%	8%

Note - Based on the SEBI Circular dated December 20, 2024 for the current financial year locations 2024-25, PDS has considered wages paid to employees/workers located within India as the denominator for this KPI.

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
NA	-

During the FY 2024-25, there were no projects undertaken by PDS in India that required Social Impact Assessments.

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

S. No.	State	Aspirational District	Amount spent (in INR)
-	-	-	-

PDS does not have any CSR projects in the designated aspirational districts identified by government bodies. However, the Company has undertaken CSR projects in Mallapur, Hyderabad (India).

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

No, PDS does not have a preferential procurement policy that prioritizes purchasing from suppliers consisting of marginalized or vulnerable groups.

(b) From which marginalized / vulnerable groups do you procure?

NA

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

NA

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:

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

PDS has not owned or acquired any intellectual property rights based on traditional knowledge in the current financial year.

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

Name of Authority	Brief of the case	Corrective Action Taken
NA	NA	NA

6. Details of beneficiaries of CSR Projects:

S.No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	Promotion of education for underprivileged and orphaned children, and vocational training to their parents. Soham For Kids Education Society, Mallapur, Hyderabad, India	213	100%

Soham for Kids, Mallapur, Hyderabad is a part of PDS Ltd.'s CSR initiative under section 135 of the Companies Act, 2013. The Company has in addition to this contributed to other CSR initiatives through its subsidiaries, referring to the community section in the Annual Report, page 62-63.

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.

As a global business-to-business company, PDS has implemented comprehensive processes and grievance redressal mechanisms for each vertical. Each business unit has a country-specific escalation mechanism in place. Customers can reach out to business heads or designated points of contact for grievance resolution. Additionally, stakeholders, including consumers, can raise grievances through the Ethics Global Hotline platform. PDS has a Grievance Redressal Policy for all stakeholders available on the Company website.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	-
Safe and responsible usage	100%
Recycling and/or safe disposal	-

All the output of the Company's manufacturing entities has information regarding the safe usage of the products. PDS also provides sourcing solutions for global brands and retailers who provide specifications for information to be printed on the labels & packaging of the products and this differs from customer to customer. However, it ensured the all applicable statutory parameters specially regarding safe usage are printed.

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

Category	FY 2024-25 (Current Financial Year)		Remarks	FY 2023-24 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	NA	0	0	No complaints have been reported for FY 2023-24
Advertising	0	0		0	0	
Cyber-security	0	0		0	0	
Delivery of essential services	0	0		0	0	
Restrictive Trade Practices	0	0		0	0	
Unfair Trade Practices	4	0		0	0	
Other	0	0		0	0	

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

	Number	Reasons for Recall
Voluntary Recalls	Nil	NA
Forced Recalls	Nil	NA

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, PDS has a comprehensive policy that addresses Information Security and Cyber Security. This Policy is designed to safeguard sensitive information, ensure compliance with regulations, and protect customer data. It aims to minimize risks from cyber-attacks and includes a Business Continuity and Disaster Recovery Policy

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

PDS is not involved in the delivery of essential services. There have been no product recalls or penalties imposed by regulatory authorities regarding the safety of PDS's products or services.

7. Provide the following information relating to data breaches:

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

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

Information about PDS's products can be found on the Company's website (Link). The "Contact Us" section on the website also provides links to some of PDS's key group companies.

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

All products are sourced or manufactured according to the specifications of the brands/retailers and comply with all relevant statutory parameters.

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

PDS does not deal with the delivery of essential services.

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)

All products are sourced or manufactured according to the specifications provided by the brands/retailers and comply with all relevant statutory requirements.



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Independent Practitioner's reasonable assurance report on non-financial information pertaining to CORE attributes of BRSR ("BRSR Core Information") and limited assurance report on non-financial information pertaining to identified attributes other than core attributes of BRSR ("other selected indicators of BRSR other than BRSR Core Information") in PDS Limited's Business Responsibility and Sustainability Report (BRSR)

To

The Board of Directors

PDS Limited

Mumbai, Maharashtra, India

1. We have been engaged to perform an assurance engagement for PDS Limited (the 'Company') vide our engagement letter dated 20 May 2025 to provide reasonable assurance on non-financial information pertaining to core attributes of Business Responsibility and Sustainability Report ("BRSR Core Information") and limited assurance on non-financial information pertaining to identified attributes other than core attributes of BRSR ("other selected indicators of BRSR other than BRSR Core Information") ('collectively referred as the "Identified Sustainability Information"') in accordance with the criteria stated below. This Identified Sustainability Information is included in the Business Responsibility and Sustainability Report (BRSR) of the Company for the financial year ended 31 March 2025. This engagement was conducted by a multidisciplinary team including assurance practitioners and engineers.

Identified Sustainability Information

2. The BRSR Core Information for the year ended 31 March 2025 included in BRSR report, is summarised as below:

Member firm of Grant Thornton International Ltd.
Grant Thornton Bharat LLP is registered with limited liability with identity number AAA-7677 and has its registered office at L-41, Connaught Circus, Outer Circle, New Delhi - 110001.
Offices in Ahmedabad, Bengaluru, Chandigarh, Chennai, Dehradun, Goa, Gurugram, Hyderabad, Kolkata, Kochi, Mumbai, New Delhi, Noida and Pune

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Attribute	Principle	Key Performance Indicator
Energy footprint	Principle 6 – 1	<ul style="list-style-type: none"> Total energy consumption (in Joules or multiples) and energy intensity % of energy consumed from renewable sources Energy intensity
Water footprint	Principle 6 – 2	<ul style="list-style-type: none"> Total water consumption Water consumption intensity Water Discharge by destination and levels of Treatment
Greenhouse (GHG) footprint	Principle 6 – 7	<ul style="list-style-type: none"> Greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity
Embracing circularity - details related to waste management by the entity	Principle 6 – 9	<ul style="list-style-type: none"> Details related to waste generated by the entity (category wise) Waste intensity Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations. For each category of waste generated, total waste disposed by nature of disposal method
Enhancing Employee Wellbeing and Safety	Principle 3 – 1(c)	<ul style="list-style-type: none"> Spending on measures towards well-being of employees and workers (including permanent and other than permanent)
	Principle 3 – 11	Safety related incidents: <ul style="list-style-type: none"> Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) Total recordable work-related injuries No. of fatalities High consequence work-related injury or ill-health (excluding fatalities)
Enabling Gender Diversity in Business	Principle 5 – 3(b)	Gross wages paid to females as % of total wages paid by the entity
	Principle 5 – 7	Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013
Enabling Inclusive Development	Principle 8 – 4	Percentage of input material (inputs to total inputs by value) sourced from suppliers
	Principle 8 – 5	Job creation in smaller towns – Wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the locations, as % of total wage cost
Fairness in Engaging with Customers and Suppliers	Principle 1 – 8	Number of days of accounts payables
	Principle 9 – 7	Instances involving loss / breach of data of customers as a percentage of total data breaches or cyber security events



Attribute	Principle	Key Performance Indicator
Open-ness of business	Principle 1 – 9	Details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties

3. The other selected indicators of BRSR other than BRSR Core Information for the year ended 31 March 2025 included in BRSR report, is summarised as below:

Section	Principle	Key Performance Indicator
C	Principle 2 Essential Indicator 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.
	Principle 3 Essential Indicator 1(a) and 1(b)	<ul style="list-style-type: none"> Details of measures for the well-being of employees Details of measures for the well-being of workers
	Principle 3 Essential Indicator 2	Details of retirement benefits
	Principle 3 Essential Indicator 9	Details of performance and career development reviews of employees and worker
	Principle 5 Essential Indicator 2	Details of minimum wages paid to employees and workers
	Principle 5 Essential Indicator 3 (a)	Median remuneration / wages of respective category <ul style="list-style-type: none"> Board of Directors (BoD) Key Managerial Personnel Employees other than BoD and KMP Workers
	Principle 5 Essential Indicator 6	Number of Complaints on the following made by employees and workers, on: <ul style="list-style-type: none"> Sexual Harassment Discrimination at workplace Child labour Forced labour / Involuntary labour. Wages Other human rights related issues.
	Principle 8 Leadership Indicator 6	Details of beneficiaries of CSR Projects



4. Boundary of the report covers the Group entities as on 31 March 2025, covering its 127 subsidiaries, 5 joint ventures and 5 associates located in India and overseas.
5. Our assurance engagement is with respect to the Identified Sustainability Information for the reporting boundary as mentioned above for financial year ended 31 March 2025 only unless otherwise stated and we have not performed any procedures with respect to earlier periods or any other elements included in the BRSR and therefore, do not express any opinion/conclusion thereon.

Criteria

6. The criteria used by the Company to prepare the Identified Sustainability Information is summarised below (hereinafter referred to as 'Criteria'):
 - a. Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ('LODR Regulations') as amended, read with SEBI Master circular SEBI/HO/CFD/PoD2/CIR/P/0155 dated 11 November 2024 and SEBI Circular SEBI/HO/CFD/CFD-PoD-1/P/CIR/2025/42 dated 28 March 2025; and
 - b. SEBI Circular SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177 dated 20 December 2024 read with BRSR Core Reporting Standard formulated by Industry Standards Forum.

Management's Responsibilities

7. The Company's management is responsible for selecting or establishing suitable criteria for preparing the Identified Sustainability Information, taking into account applicable laws and regulations, if any, related to reporting on the Identified Sustainability Information, identification of key aspects, engagement with stakeholders, content, preparation and presentation of the Identified Sustainability Information in accordance with the Criteria. This responsibility includes design, implementation and maintenance of internal control relevant to the preparation of the BRSR and the measurement of Identified Sustainability Information, which is free from material misstatement, whether due to fraud or error.

Inherent limitations

8. The absence of a significant body of established practice on which to draw to evaluate and measure non-financial information allows for different, but acceptable, measures and measurement techniques and can affect comparability between entities.

Practitioner's Independence and Quality Control

9. We have complied with the independence and other ethical requirements of International Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants' ('IESBA'), which is founded on fundamental principles of integrity, objectivity, professional competence, and due care, confidentiality and professional behaviour.
10. Our firm applies International Standard on Quality Management (ISQM) 1, "Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements" which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Practitioner's Responsibility

11. Our responsibility is to express a reasonable assurance in the form of an opinion on BRSR Core Information and express a limited assurance in the form of a conclusion on other selected indicators of BRSR other than BRSR Core Information, based on the procedures we have performed and evidence we have obtained.
12. We conducted our assurance engagement in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised), "Assurance Engagements other than Audits or Reviews of



Historical Financial Information" ('ISAE 3000 (Revised)') issued by the International Auditing and Assurance Standards Board ('IAASB'). This standard requires that we plan and perform our engagement to obtain reasonable assurance about whether the BRSR Core Information is prepared, in all material respects, in accordance with the Criteria and limited assurance about whether the other selected indicators of BRSR other than BRSR Core Information is free from material misstatement.

13. A reasonable assurance engagement involves assessing the suitability in the circumstances of the Company's use of the Criteria as the basis for the preparation of the BRSR Core Information, assessing the risks of material misstatement of the BRSR Core Information whether due to fraud or error, responding to the assessed risks as necessary in the circumstances and evaluating the overall presentation of the BRSR Core Information.
14. A limited assurance engagement undertaken in accordance with ISAE 3000 involves assessing the suitability in the circumstances of the Company's use of the Criteria as the basis for the preparation of the other selected indicators of BRSR other than BRSR Core Information, identifying areas where material misstatement is likely to arise in the other selected indicators of BRSR other than BRSR Core Information whether due to fraud or error, designing and performing procedures to address identified risk areas as necessary in the circumstances and evaluating the overall presentation of the other selected indicators of BRSR other than Core Information.
15. A limited assurance engagement is substantially less in scope than a reasonable assurance engagement in relation to both the risk assessment procedures, including an understanding of internal control, and the procedures performed in response to the assessed risks.
16. The procedures we performed were based on our professional judgment and included inquiries, observation of processes performed, inspection of documents, evaluating the appropriateness of quantification methods and reporting policies, analytical procedures and agreeing or reconciling with underlying records.
17. Given the circumstances of the engagement, in performing the procedures listed above, we:
 - Conducted virtual site visits at the manufacturing facility of Norlanka Progress (Private) Limited, for data and document verification.
 - Carried out discussions at the corporate office and manufacturing facilities for data and document verification;
 - Interviewed senior executives to understand the reporting process, governance, systems and controls in place during the reporting period.
 - Reviewed the records and relevant documentation including information from audited financial statements or statutory reports submitted by the Company to support relevant performance disclosures within our scope.
 - Evaluated the suitability and application of Criteria and that the Criteria have been applied appropriately to the Identified Sustainability Information.
 - Selected key parameters and representative sampling, based on statistical audit sampling tables and agreeing claims to source information to check accuracy and completeness of claims such as source data, meter data, etc.
 - Re-performed calculations to check accuracy of claims,
 - Reviewed data from independent sources, wherever available,
 - Reviewed data, information about sustainability performance indicators and statements in the report.



- Reviewed and verified information/ data as per the Criteria;
- Reviewed accuracy, transparency and completeness of the information/ data provided;

18. We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our reasonable assurance opinion on BRSR Core Information.

19. The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had we performed a reasonable assurance engagement. Accordingly, we do not express a reasonable assurance opinion about whether the other selected indicators of BRSR other than BRSR Core Information have been prepared, in all material respects, in accordance with the Criteria.

Exclusions:

20. Our assurance engagement scope excludes the following and therefore we do not express an opinion or conclusion on the same:

- Aspects of the BRSR and data/information (qualitative or quantitative) other than the Identified Sustainability Information.
- Operations of the Company other than those mentioned in paragraph 2 to 4 above on Scope of Assurance
- Data and information outside the defined reporting period
- Data related to Company's financial performance, strategy and other related linkages expressed in Identified Sustainability Information.
- The Company's statements that describe expression of opinion, belief, aspiration, expectation, forward looking statements provided by the Company and assertions related to Intellectual Property Rights and other competitive issues.
- Mapping of Identified Sustainability Information with reporting frameworks other than those mentioned in Criteria above.

While we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls.

The procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within IT systems.

Opinion

21. Based on the procedures we have performed and the evidence we have obtained, the BRSR Core Information included in the BRSR report for the financial year ended 31 March 2025 is prepared in all material respects, in accordance with the Criteria.

Conclusion

22. Based on the procedures performed and evidences obtained and the information and explanations given to us along with the representation provided by the management, nothing has come to our attention that causes us to believe that the other selected indicators of BRSR other than BRSR Core Information included in the BRSR report for the year ended 31 March 2025, is not prepared, in all material respects in accordance with the Criteria.

**Restriction on use**

23. The Assurance Report is prepared for the Company's management solely for the purpose of inclusion in Annual Report of the Company for the year ended 31 March 2025. This report issued by us has been prepared and addressed to the Board of Directors of the Company at the request of the Company solely to assist the Company in reporting on the Company's sustainability performance and activities. Accordingly, this report may not be suitable for any other purpose and should not be used by any other party other than the Board of Directors of the Company. Further, we do not accept or assume any duty of care or liability for any other purpose or to any other party to whom this report is shown or into whose hands it may come without our prior consent in writing.

A handwritten signature in blue ink, appearing to read "Abhishek Tripathi", with a horizontal line underneath.

Grant Thornton Bharat LLP

Abhishek Tripathi

Partner

Dated: 30 June 2025

Place: Grant Thornton Bharat LLP

Plot No. 19A, 2nd Floor, Sector – 16A,

Noida - 201301,

Uttar Pradesh, India