

Date: September 3, 2026

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

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

Scrip Code: **544243**

Trading Symbol: **STYLEBAAZA**

Dear Sir/Madam,

Subject: Business Responsibility and Sustainability Report for the financial year 2025-26

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 read with SEBI Master Circular no. SEBI/HO/49/14/14(7)2025-CFD-POD2/I/3762/2026 dated January 30, 2026, please find enclosed the Business Responsibility and Sustainability Report for the financial year 2025-26 which forms an integral part of the Annual Report for the financial year 2025-26.

The same will be made available on company's website at <https://stylebazaar.in/>.

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

For Bazaar Style Retail Limited

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

Encl: As above

Bazaar Style Retail Limited

PSSrijan Tech Park, DN-52, 12th Floor, Sector-V, Salt Lake, North 24 Parganas, West Bengal 700091
t: (033) 61256125 e: info@stylebazaar.com www.stylebazaar.in

CIN No: L18109WB2013PLC194160

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

ANNEXURE V to the Director's Report

SECTION A: GENERAL DISCLOSURES

I. Details of the Listed Entity

1. **Corporate Identity Number (CIN) of the Listed Entity.** - L18109WB2013PLC194160
2. **Name of the Listed Entity** - Baazar Style Retail Limited
3. **Year of Incorporation** - 2013
4. **Registered Office Address** - P S Srijan Tech Park, DN-52, 12th Floor, Street Number 11, DN Block, Sector V, Salt Lake, Kolkata – 700091, West Bengal, India
5. **Corporate Address.** - P S Srijan Tech Park, DN-52, 12th Floor, Street Number 11, DN Block, Sector V, Salt Lake, Kolkata – 700091, West Bengal, India
6. **E-mail** - secretarial@stylebaazar.com
7. **Telephone** - 033-61256125
8. **Website** - www.stylebaazar.in
9. **Financial Year for which reporting is being done** - April 1, 2025 to March 31, 2026
10. **Name of the Stock Exchange(s) where shares are listed** -
 - I. BSE Limited (Scrip Code: 544243)
 - II. The National Stock Exchange of India Limited (Scrip Code: STYLEBAAZA)
11. **Paid-up Capital** - Rs. 37,30,86,765
12. **Name and contact details of the person to be contacted for BRSR queries (Telephone, Email)** -

Mr. Abinash Singh
Chief Compliance Officer, Company Secretary and Head-Legal and Compliance
+91-9883272045
secretarial@stylebaazar.com
13. **Reporting Boundary – Standalone or Consolidated?** - Standalone Basis
14. **Name of Assurance Provider** - NA
15. **Type of Assurance Obtained** - NA
16. **Details of business activities (accounting for 90% of the turnover):**

S.No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	G – Trade Retailing a variety of apparels and non-apparels consumer products through retail stores.	G2 – Retail Trading Engaged in the retail sale of a wide range of clothing, footwear, accessories, and non-apparel consumer products through an extensive network of retail outlets, catering to diverse consumer needs and preferences.	100%

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

S.No.	Product / Service	NIC Code	% of Total Turnover contributed
1	Apparel	4771	86%
2	General Merchandise (footwear, beauty products, toys and stationaries, fashion accessories and home needs)		14%

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

Location	No. of Plants	No. of Offices	Total
National	263 Stores ¹	Office – 1 Warehouse – 1	263
International ²	0	0	0

¹The Company operates through retail outlets and is not engaged in any manufacturing activities.

²As of the date of this report, the Company does not maintain any international offices or stores.

19. Markets served by the entity:
a. Number of locations

Locations	Number
National (No. of States)	9
International (No. of Countries)	0

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

Nil

c. A brief on types of customers:

Men, women, and children across diverse age groups

Middle-income and aspiring households seeking trendy yet affordable apparel

Family shoppers looking for variety and convenience under one roof

IV. Employees
20. Details as at the end of Financial Year:
a. Employees and workers (including differently abled): -

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Employees (including differently abled)						
1.	Permanent (D)	4,132	2,971	71.90%	1,161	28.09%
2.	Other than permanent (E)	1,231	629	51.09%	602	48.90%
3.	Total employees (D + E)	5,363	3,600	67.12%	1,763	32.87%
Workers						
4.	Permanent (F)	0	0	0.00%	0	0.00%
5.	Other than Permanent (G)	0	0	0.00%	0	0.00%
6.	Total workers (F + G)	0	0	0.00%	0	0.00%

b. Differently abled Employees and workers:

S.No.	Particulars	Total (A)	No. (B)	% (B/A)	No. (C)	% (C/A)
DIFFERENTLY ABLED EMPLOYEES						



1	Permanent (D)	0	0	0.00%	0	0.00%
2	Other than Permanent (E)	0	0	0.00%	0	0.00%
3	Total Differently Abled Employees (D+E)	0	0	0.00%	0	0.00%

DIFFERENTLY ABLED WORKERS

4	Permanent (F)	0	0	0.00%	0	0.00%
5	Other than Permanent (G)	0	0	0.00%	0	0.00%
6	Total Differently Abled Workers (F+G)	0	0	0.00%	0	0.00%

21. Participation/Inclusion/Representation of women:

	Total (A)	No. and percentages of females	
		No. of Females (B)	% (B/A)
Board of Directors	10	2	20.00%
Key Management Personnel	2	0	0.00%

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

	FY 2025-26 (Current FY)			FY 2024-25 (Previous FY)			FY 2023-24 (Prior to Previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	46.3%	53.7%	100%	21.48%	12.91%	17.84%	28.06%	16.00%	23.24%
Permanent Workers	NA								

V. Holding, Subsidiary and Associate Companies (including joint ventures)**23. (a) Names of holding / subsidiary / associate companies / joint ventures:**

S.No.	Name of Holding/ Subsidiary/Associate/ Joint Ventures (A)	Indicate Whether Holding/Subsidiaries/ Associates/Joint Ventures	% of Shares held by listed entity	Does the entity indicated at column A, participate in Business Responsibilities Initiatives? (Yes/No)
1.	Konnect Style Retail Private Limited	Subsidiary	100%	No

VI. CSR Details**24. CSR Applicability (as per section 135 of Companies Act, 2013):**

(i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) -

Yes

(ii) Turnover (in Rs.): 18,40,86,89,692.76

(iii) Net worth (in Rs.): 4,47,75,53,500.79

VII. Transparency and Disclosures Compliances**25. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines for Responsible Business Conduct:**

Stakeholder Group	Grievance Redressal Mechanism in Place (Yes/No)	FY 2025-26			FY 2024-25		
		Filed	Pending	Remarks	Filed	Pending	Remarks
Communities	Yes, https://stylebaazar.in/Files/CorporateGovernance/19/GRIEVANCE_REDRESSAL_MECHANISM_FOR_STAKEHOLDERS	Nil	Nil	NA	0	0	-
Investors (other than shareholders)	Yes, https://stylebaazar.in/Files/CorporateGovernance/16/POLICY_ON_INVESTOR_GRIEVANCE_REDRESSAL	0	0	NA	0	0	
Shareholders	Yes, https://stylebaazar.in/Files/CorporateGovernance/16/POLICY_ON_INVESTOR_GRIEVANCE_REDRESSAL	3	0	The IPO-related complaints received during the year were all duly resolved by the company within the required time frame.	510		All the complaints received were related to IPO, which has been duly resolved by the company in due course of time.
Employees and Workers	The company has a robust Grievance Redressal Policy and all serious complaints, if any, are considered for early resolution. https://stylebaazar.in/Files/CorporateGovernance/19/GRIEVANCE_REDRESSAL_MECHANISM_FOR_STAKEHOLDERS	Nil	Nil	NA	0	0	-
Customers	The company has a dedicated complaint/feedback email id which is customercare@stylebaazar.com . Post such complaints, internal process of resolution is activated	1,853	1,842	11 (Ticket resolution was completed, with scope to enhance timeliness of closure)			
Value Chain Partners	Yes	0	0	NA	0	0	NA
Other-Whistle Blower	Yes. The company has a Whistle Blower Policy. Please refer policy at : https://stylebaazar.in/Files/CorporateGovernance/8/Whistle_Blower_Policy	0	0	NA	0	0	NA

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 the financial implications, as per the following format



S.No.	Material Issue Identified	Risk / Opportunity (R/O)	Rationale for Identifying	Approach to Adapt or Mitigate (for Risk)	Financial Implications (+/-)
1	Customer satisfaction	Opportunity	Customer satisfaction presents a significant advantage for a retail company, offering the potential to foster stronger customer relationships, enhance brand differentiation in a competitive market, and drive revenue growth. By prioritising customer engagement initiatives, the Company can increase sales while solidifying its position in the market.	NA	Positive
2	Talent and workforce	Risk	The retail industry excels in talent attraction, diversity, community development, and employee engagement. It naturally draws talent due to its comfortable working environment, local recruitment opportunities, and competitive wages, although it requires significant effort and dedication. With a strong focus on diversity and inclusion, the industry attracts a higher proportion of women employees, supported by safe workplaces, reduced commuting distances, and a broad geographical presence. Retail also plays a vital role in local community development by offering entry-level jobs with competitive wages, enabling individuals, especially in smaller towns, to acquire skills and progress to better careers. The Company's emphasis on learning and development enhances career opportunities and fosters employee loyalty, while a culture of open communication and an independent ethics helpline ensure employees can voice concerns or provide feedback directly to management.	The Company focuses on enhancing talent and performance management to build organisational capacity and individual capabilities. Dedicated teams are established to drive growth and ensure succession planning for critical roles. A structured career path framework and leadership success profiles are developed to guide employee advancement. Additionally, the Company implements continuous and consistent long-term incentive plans, aligning individual achievements with organisational goals to ensure sustained success.	Negative
3	Sustainable Products and Services	Opportunity	The rationale for identifying this risk/opportunity lies in the Company's commitment to minimising environmental and social impacts throughout the product lifecycle. This approach includes curating a portfolio of responsibly sourced products, ensuring sustainable practices are integrated into sourcing, production, and distribution processes.	NA	Positive
4	Health, Safety Risk and Wellbeing of Employees	Risk	The health, safety, and well-being of employees are critical concerns, as they face risks associated with high foot traffic, potential exposure to infectious diseases, and operational accidents. Any lapse in addressing these issues could result in operational disruptions, diminished trust, and potential legal liabilities	The implementation of a comprehensive health and safety programme can boost employee morale, reduce absenteeism, and strengthen the store's reputation as a responsible employer, ultimately attracting both customers and talent over the long term.	Negative

S.No.	Material Issue Identified	Risk / Opportunity (R/O)	Rationale for Identifying	Approach to Adapt or Mitigate (for Risk)	Financial Implications (+/-)
5	Climate Change	Opportunity and Risk	Extreme weather events, including rising temperatures and shifting weather patterns, pose potential risks to business operations, causing disruptions and impacting supply chain activities. Climate change may affect sourcing partners, leading to product unavailability and increased costs of goods and services. Resource availability, particularly water, could present additional challenges for the Company and its value chain partners. Furthermore, the transition to a low-carbon economy may result in stricter climate regulations, driving higher compliance costs and necessitating adaptations in business operations.	The value retail industry is inherently less resource-intensive, and our efficient, agile operations enable us to adjust various cost, risk, and business levers to mitigate the impacts of climate change. In line with the country's overall development and per capita emissions, we have developed a market strategy matrix to address climate-related risks, integrating best practices in energy and water conservation, sustainable building materials, material recycling/reuse, and transportation efficiency.	Negative
6	Diversity and Equal Opportunity	Opportunity	Diversity within the workforce enhances the company's performance by fostering the presence of diverse individuals in the workplace. It is equally crucial for an organisation to prevent discrimination and uphold human rights in such a diverse work environment.	NA	Positive
7	Business Ethics and Corporate Governance	Opportunity	Adopting best practices in corporate governance enhances investor confidence, strengthens brand reputation, and effectively mitigates risks.	NA	Positive
8	Business Continuity	Risk	Ensuring business continuity is vital for the long-term sustainability of any organisation. Proactive planning for potential disruptions helps mitigate risks, maintain operational stability, and foster customer trust. By prioritising legal compliance, financial stability, supply chain efficiency, and employee well-being, businesses can build a strong brand reputation and secure a competitive edge.	The Company's Business Continuity Plan (BCP) covers People, Facilities, and Critical IT Infrastructure, supported by Disaster Recovery (DR) sites that are periodically tested to ensure uninterrupted operations and preparedness for unforeseen challenges. Comprehensive training is provided to retail staff, managers, and leaders on their roles, leadership skills, and safety practices to uphold business continuity.	Negative

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Policy and Management Processes

1. Policy coverage across NGRBC Principles:

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
1a. 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
1b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
1c. Web Link of the Policies, if available	https://www.stylebaazar.in/Files/CorporateGovernance/4/Policy_on_Business_Responsibility								

2. Whether the entity has translated the policy into procedures. (Yes / No)

Disclosure Question	P1	P2	P3	P4	P5	P6	P7	P8	P9
Translated 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)

Disclosure Question	P1	P2	P3	P4	P5	P6	P7	P8	P9
Extends to value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.

All policies confirm to the applicable laws of the country, SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and National Guidance on Responsible Business Conduct. Corporate Governance Voluntary Guidelines, 2009 (P3, P5); CSR disclosures pursuant to Section 135 of the Companies Act, 2013 (P8)

5. Specific commitments, goals and targets set by the entity with defined timelines, if any.

At Baazar Style Retail Limited we are committed to progressively strengthening sustainability performance across environmental, social and governance (ESG) areas. While specific quantitative commitments and time-bound targets are currently under development, the Company continues to focus on improving resource efficiency, reducing environmental impacts, promoting employee well-being and safety, strengthening responsible sourcing, and maintaining high standards of ethical governance. Formal targets and timelines will be established progressively in alignment with the Company's business strategy and sustainability priorities.

6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.

This report provides an overview of Baazar Style Retail Limited, sustainability journey and the initiatives undertaken during the financial year to advance its Environmental, Social and Governance (ESG) priorities. It highlights key actions, progress, and areas of continued focus across our sustainability agenda. As we move forward, the Company remains committed to strengthening its ESG performance, enhancing transparency, and communicating progress against its sustainability objectives through ongoing disclosures.

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*)

Dear stakeholders,

At Baazar Style Retail Limited, sustainability is an integral part of our approach to responsible growth and long-term value creation. We recognise our responsibility towards employees, customers, business partners, communities, shareholders and the environment. Our ESG approach is guided by the nine principles of the National Guidelines on Responsible Business Conduct (NGRBC).

Environmental Stewardship

We remain focused on progressively improving energy and water efficiency, emissions management, waste reduction, recycling and responsible resource utilisation across our operations. We also recognise the importance of responsible sourcing and continue to engage with suppliers and value chain partners to encourage environmentally responsible and resource-efficient practices.

Social Responsibility

Our people remain central to our growth. We are committed to fostering a safe, inclusive and supportive workplace that promotes employee well-being, learning and development, diversity, equal opportunity and respect for human rights. We maintain grievance and whistleblower mechanisms to support ethical conduct and workplace dignity.

We continue to strengthen stakeholder engagement with employees, customers, suppliers, investors, communities and regulatory authorities. Our approach towards inclusive growth and community development is supported through community engagement and CSR initiatives.

Customer responsibility remains equally important, with continued emphasis on product information, service quality, customer feedback, cybersecurity and data privacy.

Governance & Responsible Business Conduct

We remain committed to conducting business with integrity, transparency, accountability and regulatory compliance. Our governance framework supports responsible decision-making, policy implementation and appropriate oversight of sustainability-related matters. We also recognise the importance of responsible and transparent engagement with regulatory authorities and industry associations.

Going forward, we aim to progressively strengthen our ESG governance, monitoring mechanisms, responsible sourcing and sustainability practices, while further embedding the nine NGRBC principles into our business strategy and decision-making.

With regards,
Mr. Shreyans Surana
Managing Director

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).

Mr. Shreyans Surana (DIN: 02559280) Managing Director of the Company has been designated as the Business Responsibility and Sustainability Head.

9. Does the entity have a specified Committee of the Board / Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.

No. The Executive directors and the senior managements are responsible for decision making on sustainability related issues.

**10. Details of Review of NGRBCs by the Company.**

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action																		
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances																		

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:

Disclosure Question	P1	P2	P3	P4	P5	P6	P7	P8	P9
Independent assessment conducted? (Yes/No) If Yes – Name of Agency	No, The Company reviews and evaluates its policies internally through Senior Management. The review focuses on the relevance of the policies to the Company's operations, business requirements and applicable regulatory provisions. This internal review also helps in ensuring that the policies are implemented appropriately and remain aligned with the Company's requirements.								

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

Disclosure 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 policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: PRINCIPLE-WISE PERFORMANCE DISCLOSURE

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

PRINCIPLE 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable

Essential Indicators

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

Segment	Total No. of Training & Awareness Programmes Held	Topics / Principles Covered & Impact	% of Persons in Category Covered
Board of Directors Key Managerial Personnel	3	1. Corporate Governance 2. Business Responsibility and Sustainability Report 3. Board Meeting Management Software	100%
Employees other than BoD and KMPs	153	1. NSO Training 2. Selling Skill 3. POSH Training	51% employees covered by the training & awareness programmes.
Workers	NA	NA	NA

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:

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

Non-Monetary:

Type	NGRBC Principle	Name of Agency	Brief of Case
Imprisonment	NA	NA	NA
Punishment	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:

Name of Authority / Case Details	Corrective Action Taken / Underway
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:

Baazar Style Retail Limited conducts its business with a focus on ethical and responsible practices. The Company's Anti-Corruption and Anti-Bribery Policy set out the principles and controls for preventing bribery and corruption in its operations and business dealings. It applies to employees and relevant business associates, including contractors and business partners, and addresses practices such as bribery, kickbacks and facilitation payments. The policy also provides channels for reporting concerns and processes for appropriate review and action. Awareness of the policy is promoted among relevant personnel through suitable communication and training initiatives.

https://stylebaazar.in/Files/CorporateGovernance/21/POLICY_ON_ANTI_CORRUPTION_AND_ANTI_%E2%80%93_BRIBERY

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

Category	FY 2025-26 (Current FY)	FY 2024-25 (Previous FY)
Directors	NA	NA
KMPs	NA	NA
Employees	NA	NA
Workers	NA	NA

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

Complaint Type	FY 2025-26 (Current FY)		FY 2024-25 (Previous FY)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NA	NA	NA	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	NA	NA	NA	NA

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators / law enforcement agencies / judicial institutions, on cases of corruption and conflicts of interest:

Not Applicable. There have been no reported cases of corruption or conflicts of interest within the organization.

8. Number of days of accounts payables ((Accounts payable × 365) / Cost of goods/services procured):

Parameter	FY 2025-26 (Current FY)	FY 2024-25 (Previous FY)
Number of days of accounts payables ((Accounts payable × 365) / Cost of goods/services procured)	105	117

9. Openness of business

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

Parameter	Metrics	FY 2025-26 (Current FY)	FY 2024-25 (Previous FY)
Concentration of Purchases			
a.	Purchases from trading houses as % of total purchases	42.56%	49.19%
b.	Number of trading houses where purchases are made from	63	116
c.	Purchases from top 10 trading houses as % of total purchases from trading houses	92.63%	83.15%
Concentration of Sales			
a.	Sales to dealers/distributors as % of total sales	NA	NA
b.	Number of dealers/distributors to whom sales are made	NA	NA
c.	Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	NA	NA
Share of RPTs (Related Party Transactions)			
a.	Purchases with related parties / Total Purchases	3.00%	4.2%
b.	Sales to related parties / Total Sales	0.00%	0.00%
c.	Loans & advances given to related parties / Total loans & advances	1.99%	2.08%
d.	Investments in related parties / Total Investments made	100%	100%

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

Total No. of Awareness Programmes Held	Topics / Principles Covered under the Training	% of Value Chain Partners Covered (by value of business done with such partners) under the awareness programmes
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Leadership Indicators

Ongoing Engagements Throughout the Year	Baazar Style Retail Limited engages regularly with its value chain partners on regulatory compliance, product quality, supplier performance, sourcing, operational efficiency and sustainability-related matters. Supplier interactions include performance reviews covering quality, compliance, product development, fabric testing, delivery timelines, store readiness and warehouse operations. The Company also encourages partners to incorporate responsible environmental, social and governance practices within their operations, supporting a reliable and responsible value chain.	100%
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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:

Yes, every Directors of the company discloses their interests in other entities annually and upon any changes. The Company has a policy to manage conflicts of interest among Board and Senior Management members. The Code of Conduct applies from the start of their tenure and must be acknowledged annually or when updated.

The Code promotes integrity, ethical behaviour, and legal compliance. It requires acting in the Company's best interests, avoiding conflicts of interest, maintaining confidentiality, and prohibiting insider trading. Gifts or benefits meant to influence decisions are not allowed, and Company assets must be used responsibly. Non-compliance may lead to fair and transparent disciplinary action.

PRINCIPLE 2: Businesses should provide goods and services in a manner that is sustainable and safe

1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.

Essential Indicators

	Current FY	Previous FY	Details of Environmental/Social Improvements
R&D	NA	NA	NA
Capex	NA	NA	NA

2. Does the entity have procedures in place for sustainable sourcing? (Yes/No). If yes, what percentage of inputs were sourced sustainably?

a. Procedures in place for sustainable sourcing:

Yes, Baazar Style Retail limited has established measures to encourage sustainable sourcing across its supply chain. The Company engages with suppliers that follow environmentally responsible practices, including the use of sustainable materials and resource-efficient manufacturing processes aimed at reducing water and energy consumption. These efforts support the Company's objective of minimising environmental impact while promoting responsible and ethical business operations.

b. If yes, percentage of inputs sourced sustainably:

Baazar Style Retail Limited is progressively strengthening its sustainable sourcing approach in line with its responsible procurement commitments. Although the Company has not yet quantified the share of sustainably sourced inputs, it encourages suppliers to adopt environmentally responsible practices and mandates adherence to fair labour standards and safe working conditions through contractual requirements. The Company also intends to integrate sustainability-linked criteria, including ESG considerations, into its supplier assessment and procurement processes to support responsible supply chain management.

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.

The Company aims to strengthen its position in sustainable fashion by integrating sustainability considerations into business decisions across its value chain and encouraging responsible disposal practices, thereby creating long-term value for its stakeholders.

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

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities? (Yes / No). If yes, whether the waste collection plan is in line with the EPR plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

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

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 LCA	Conducted by Independent External Agency (Yes/No)	Results in Public Domain (Yes/No) & Web-link
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No LCA has been conducted for current financial year FY26

2. Significant social or environmental concerns/risks arising from production or disposal of products/services as identified in LCA or other means:

Name of Product/Service	Description of Risk / Concern	Action Taken
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NA

3. Percentage of recycled or reused input material to total material (by value) used in production/providing services:

Indicate Input Material	FY 2025-26	FY 2024-25
Recycled or re-used input material to total material		NA

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed:

	FY 2025-26			FY 2024-25		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Baazar Style Retail (BSRL) Limited operates in the retail sector, where the generation of recyclable and reusable waste is primarily limited to materials such as corrugated boxes, bubble wraps and paper. Given the nature of its operations, the Company does not reclaim packaging materials at the end of the products' useful life.					
E-waste						
Hazardous waste						
Other waste	BSRL products and packaging materials do not contribute to the creation of electronic waste or hazardous products					

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

Indicate Product Category	Reclaimed Products and Packaging as % of Total Products Sold in Category
Nil	NA



PRINCIPLE 3: Businesses should respect and promote the well-being of all employees, including those in their value chains

Essential Indicators

1. Details of measures for well-being of employees and workers:

a. Well-being of employees:

% of employees covered by											
Category	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day care facilities	
		No.(B)	% (B/A)	No.(C)	% (C/A)	No.(D)	% (D/A)	No.(E)	% (E/A)	No.(F)	% (F/A)
Permanent employees											
Male	2,971	749	25.21%	0	0.00%	NA	NA	0	0.00%	0	0.00%
Female	1,161	45	3.88%	0	0.00%	1,161	100%	NA	NA	0	0.00%
Total	4,132	794	29.09%	0	0.00%	1,161	28.09%	0	0.00%	0	0.00%
Other than permanent employees											
Male	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%

b. Well-being of workers:

% of workers covered by											
Category	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day care facilities	
		No.(B)	% (B/A)	No.(C)	% (C/A)	No.(D)	% (D/A)	No.(E)	% (E/A)	No.(F)	% (F/A)
Permanent workers											
Male	Not Applicable. No workers										
Female											
Total											
Other than permanent workers											
Male	Not Applicable. No workers										
Female											
Total											

c. Spending on measures towards well-being of employees and workers:

Parameter	FY 2025-26(Current FY)	FY 2024-25 (Previous FY)
Cost incurred on wellbeing measures as a % of total revenue of the company	0.15%	0.20%

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

Benefits	FY 2025-26			FY 2024-25		
	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/NA)	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/NA)
PF	76.97%	NA	Y	80.80%	NA	Y
Gratuity	77.05%	NA	Y	80.15%	NA	Y
ESI	62.58%	NA	Y	65.56%	NA	Y
Others – please specify	Nil	NA	NA	-		

3. Accessibility of workplaces – Are the premises / offices accessible to differently abled employees and workers, as per the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

Baazar Style Retail Limited is committed to providing an accessible environment across its stores and offices. Facilities such as ramps, lifts, handrails and wheelchairs are available, as applicable, to support ease of access and movement for persons with disabilities. Stores located in malls also provide access through elevators and other accessibility features, in line with applicable requirements under the Rights of Persons with Disabilities Act, 2016.

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:

Baazar Style Retail Limited is dedicated to providing equal employment opportunities and maintaining a workplace free from discrimination. The Company's Equal Employment Opportunities Policy supports fair and merit-based practices across recruitment, employment and career opportunities, including provisions relating to persons with disabilities in line with the Rights of Persons with Disabilities Act, 2016. The policy applies to employees and job applicants and covers relevant protected characteristics in accordance with applicable laws. Further details are available in the policy hosted on the Company's website.

https://stylebaazar.in/Files/CorporateGovernance/20/POLICY_ON_EQUAL_EMPLOYMENT_OPPURTUNITY

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

Gender	Permanent Employees – Return to Work Rate	Permanent Employees – Retention Rate	Permanent Workers – Return to Work Rate	Permanent Workers – Retention Rate
Male	NA	NA	NA	NA
Female	NA	NA	NA	NA
Total	NA	NA	NA	NA

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and workers?

Category of employees and workers covered	Grievance procedure mechanism in brief
Permanent Workers	No
Other than Permanent Workers	No
Permanent Employees	Yes
Other than Permanent Employees	Yes

Baazar Style Retail Limited has a structured grievance redressal mechanism to address concerns raised by employees and workers. The mechanism provides channels for reporting matters relating to workplace practices, interpersonal concerns, harassment, health and safety, and other employment-related issues. Grievances are reviewed through an

appropriate escalation process, with the Head of HR overseeing investigation and resolution, as applicable. The process supports timely resolution, appropriate record-keeping and accountability in grievance handling.

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

Category	FY 2025-26			FY 2024-25		
	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	4132	0	NA	3,371	0	0.00%
Male	2971	0	NA	2,498	0	0.00%
Female	1161	0	NA	873	0	0.00%
Total Permanent Workers	Not Applicable No Workers					
Male						
Female						

8. Details of training given to employees and workers:

Category	FY 2025-26					FY 2024-25				
	Total (A)	Health and safety measures		Skill upgradation		Total (D)	Health and safety measures		Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/ D)	No. (F)	% (F/D)
Employees										
Male	3,600	2,844	79.00%	1,764	49.00%	2,881	2,525	88%	1,141	40%
Female	1,763	1,114	63.19%	916	51.96%	1,280	865	68%	979	76%
Total	5,363	3,958	73.80%	2,680	49.97%	4,161	3,390	81%	2120	51%
Workers										
Male	Not Applicable No Workers									
Female										
Total										

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	3,600	182	5.05%	2,881	2,432	84%
Female	1,763	41	2.32%	1,280	957	75%
Total	5,363	223	4.15%	4,161	3,389	81%

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Workers						
Male	Not Applicable No Workers					
Female						
Total						

10. Health and safety management system:

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

Bazaar Style Retail Limited operates within the retail trading sector, where occupational health and safety risks are generally minimal due to the nature of the business. Nevertheless, the company is committed to maintaining a safe and supportive working environment for all employees.

To uphold this commitment, Bazaar Style Retail Limited has implemented well-defined processes and protocols. These measures are designed to proactively safeguard employee well-being across all retail and administrative operations.

Safety performance is continuously monitored through both leading and lagging indicators. This monitoring is conducted by the Administration Team in close coordination with the Internal Control Team. Any safety-related observations or incidents are reported to management on a case-by-case basis, ensuring timely response and resolution.

b. Processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity:

Bazaar Style Retail Limited places emphasis on maintaining safe working conditions across its stores and offices. Safety practices are supported through periodic store-level reviews, internal assessments and emergency preparedness exercises, including fire mock drills. The HR and Administration teams coordinate these activities with relevant internal teams to identify areas requiring attention across day-to-day and non-routine operations. Key observations are reviewed by management and, where required, suitable actions are incorporated into existing processes to further support employee safety and operational preparedness.

c. Whether processes exist for workers to report work related hazards and to remove themselves from such risks: (Y/N)

Not applicable as the company does not have workers.

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

Yes. The Company offers medical benefits to its employees.

11. Details of safety related incidents:

Safety Incident/No. for the FY 2025-26 and 2024-25			
Safety Incident/Number	Category	FY2025-26	FY2024-25
Lost time Injury frequency rate (LTIFR) (per one million-person hours worked)	Employee	0	0
	Worker	NA	NA
Total recordable work-related injuries	Employee	0	0
	Worker	NA	NA
No. of fatalities	Employee	5	0
	Worker	NA	NA
High consequence work-related injury or ill-health (excluding fatalities)	Employee	0	0
	Worker	NA	NA

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

Bazaar Style Retail Limited (BSRL) recognizes that the health, safety, and overall well-being- both physical and mental- of its employees are fundamental to its sustained growth and success. Guided by its Environment, Health, and Safety Policy, the company is committed to maintain a safe and supportive workplace by proactively preventing injuries and illnesses, eliminating potential hazards, and continuously minimizing operational risks. BSRL has taken various measures to ensure a Safe and Healthy Workplace. Some of them includes -

- 1. Structured Hazard Assessment:** A systematic framework is in place to identify and evaluate work-related risks across all retail and administrative locations.
- 2. Safety Protocols Implementation:** Clear safety protocols are communicated and enforced throughout the organization.
- 3. Regular Monitoring:** Safety indicators (both proactive and reactive) are tracked by the Admin Team in collaboration with the Internal Control Team.
- 4. Incident Reporting Mechanism:** A case-by-case reporting system ensures timely escalation and resolution of safety-related issues.
- 5. Training & Awareness:** Employees receive regular training on workplace safety practices and emergency procedures.
- 6. Clean and Organized Workspaces:** Retail outlets and offices are maintained to high standards of cleanliness and order to minimize physical hazards.
- 7. Health Support Services:** Access to non-occupational medical and healthcare services is provided to support overall employee well-being.

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

No. of complaints on the following made by employees and workers	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working conditions	0	0	NA	0	0	NA
Health & safety	0	0	NA	0	0	NA

14. Assessments for the year:

Parameter	% of Plants and Offices Assessed (by entity or statutory authorities or third parties)
Health and safety practices	100% of all our units are assessed internally
Working Conditions	

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

Details of corrective actions 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 are mentioned below:

- 1. Corrective Actions Taken:** In response to minor safety-related incidents, immediate corrective measures such as staff re-training, revision of safety protocols, and reinforcement of housekeeping standards were implemented to prevent recurrence.
- 2. Ongoing Risk Mitigation:** Based on periodic assessments, ergonomic risks and crowd management in high-footfall stores were identified as key concerns. Measures such as layout adjustments, improved signage, and staff rotation practices are underway to address these.
- 3. Continuous Review:** The Admin and Internal Control Teams conduct regular audits and feedback sessions to monitor working conditions and update safety practices in line with operational realities.

Leadership Indicators

- 1. Does the entity extend any life insurance or any compensatory package in the event of death of**
(A) Employees (Y/N) - Yes
(B) Workers (Y/N) - NA
- 2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.**

Baazar Style Retail Limited requires its vendors and business partners to comply with all applicable statutory and regulatory requirements relevant to their operations. Contractual agreements with service providers include provisions relating to timely payment of statutory dues, including Provident Fund (PF), Employees' State Insurance (ESI), wages, and other applicable employee-related compliances.

The Company promotes responsible business conduct and accountability across its value chain by incorporating compliance obligations into its engagement framework, particularly for critical and manpower-related service providers. Periodic reviews and assessments are undertaken to monitor adherence to contractual and statutory requirements, including verification of wage payments and remittance of applicable dues to statutory authorities.

To strengthen compliance oversight, vendors are required to furnish relevant statutory documents such as GST and TDS records, which are reviewed as part of regular verification processes. The Company also undertakes periodic account reconciliations and compliance checks with its partners to identify and address discrepancies in a timely manner, thereby supporting transparency, regulatory compliance, and effective risk management across the value chain.

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.

Category	Total No. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2025-26	FY 2024-25	FY 2025-26	FY 2024-25
Employees	0	0	0	0
Workers	NA	NA	NA	NA

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)

Currently, Baazar Style Retail Limited does not have a formal transition assistance programme in place for employees. However, the Company intends to introduce professional development and skill enhancement courses in the future to support employees in improving their long-term employability and career progression.

In addition, the Company continues to engage experienced and qualified retired personnel in advisory capacities, wherever considered appropriate, to benefit from their expertise and industry knowledge.

5. Details on assessment of value chain partners:

Parameter	% of Plants and Offices Assessed
Health and safety practices	During the reporting period, Baazar Style Retail Limited did not conduct formal assessments of value chain partners. The Company intends to progressively strengthen value chain engagement and assessment practices in the future.
Working Conditions	

6. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from assessments of health and safety practices and working conditions of value chain partner.

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

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders

Essential Indicators

1. Describe the processes for identifying key stakeholder groups of the entity.

Baazar Style Retail Limited follows a structured approach to identify and prioritise its key stakeholder groups in alignment with its business objectives and long-term value creation strategy. Stakeholders are assessed based on factors such as relevance, materiality, influence, impact, expectations, and engagement requirements.

The identification process involves consultations with functional teams and senior management to evaluate individuals and groups that may influence, or be impacted by, the Company's operations and business activities. Based on this assessment, the Company has identified key stakeholders including customers, employees, business partners, shareholders, regulatory authorities, and communities in areas of operation.

The Company also engages with vulnerable and marginalised communities through its CSR initiatives and maintains grievance redressal mechanisms for key stakeholder groups, including customers, employees, and shareholders, to support transparent communication and effective stakeholder engagement.

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 & marginalised group (Yes/ No)	Channels of communication (E-mail, 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
Customers	No	E-mails, SMS, Website, social media, Chats, Advertisements, Online Feedback Forms, Surveys, Online Reviews	Ongoing / Need basis	The Company recognizes that understanding customer needs is fundamental to defining the quality and pricing of its products. Product innovation is guided by customer preferences and evolving market demands. Additionally, the Company is committed to reducing the environmental and social impact of its offerings, supporting customers in achieving their sustainability objectives.
Employees	No	Meetings, E-mails, Online HRMS Portal	Ongoing / Need basis	The Company is committed to fostering employee engagement and open communication by encouraging collaboration, embracing diversity, and promoting well-being in the workplace. It also aims to provide employees with meaningful opportunities for accelerated career growth and development.
Suppliers and Value Chain Partners	No	Supplier evaluation questionnaires, Contractual review meetings, Information requests, Email, SMS, Advertisements and promotional, Website,	Ongoing / Need basis	The Company aims to maximize supplier opportunities across the value chain by integrating sustainability into procurement decisions and sourcing high-quality raw materials and services at competitive prices.
Shareholders, Investors, and Lenders	No	Meetings, Notices, Annual Reports- mails, Website, Stock Exchange Intimations, Advertisements, Annual General Meetings	Annually / Ongoing / Need basis	The Company actively engages with its stakeholders, including shareholders, to understand their priorities and address their questions and concerns. This ongoing dialogue helps strengthen transparency, build trust, and enhance responsible business practices.
Local Communities	Yes	E Mails, Community Meetings	Ongoing / Need basis	The Company is committed to building strong partnerships with local communities and supporting its supply chain, while upholding its social license to operate through responsible and inclusive practices.



Stakeholder group	Whether identified as vulnerable & marginalised group (Yes/ No)	Channels of communication (E-mail, 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 Regulators	No	Stock Exchange Intimations, Regulatory Filings, Website, E-Mails	Need based	The Company is focused on enhancing its sustainability performance and ensuring compliance with all relevant regulations. It also seeks to contribute to nation-building through its products, payment of taxes and royalties, and by supporting government initiatives via corporate social responsibility (CSR) programs and contributions to the local economy.
Media	No	Media Interviews, social media, Website, Newspaper	Need based	The Company seeks to deepen its understanding of the industry's role in advancing sustainability and addressing climate change, while identifying key drivers for further progress in these areas.
NGOs and Other Groups	No	One to one meeting, Participation in events	Need based	The Company aims to collaborate with subject matter experts to ensure the effective implementation of its CSR programs. Regular discussions and updates are conducted to strengthen and continuously improve these initiatives.

Leadership Indicators

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

The Company maintains consistent and transparent communication with its stakeholders, recognizing it as essential for building trust and strengthening relationships. ESG and other key updates are shared through the Company's website, annual reports, and quarterly disclosures. For external stakeholders, the Company engages through face-to-face meetings, media outreach, and digital platforms such as its website and social media channels, ensuring timely and accurate updates on performance and achievements and for internal stakeholders, communication is facilitated through both formal and informal channels, including intranet portals, staff notices, newsletters, and Townhall meetings. These platforms promote open dialogue, align employees with the Company's goals, and encourage knowledge sharing across teams.

Feedback from stakeholders is regularly reviewed, and updates on engagement outcomes and proposed initiatives are presented at every Board Meeting to take inform strategic decisions.

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 inputs received from stakeholders were incorporated into policies and activities of the entity.

Yes, the Company engages with stakeholders on key issues aligned with its strategic objectives through various communication channels. Each stakeholder group is supported by a designated internal representative to ensure

effective engagement. As Employee feedback is addressed through targeted initiatives that enhance communication and collaboration. Similarly, suppliers benefit from a streamlined order-to-payment process and are encouraged to raise environmental and social concerns, which the Company actively considers.

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

Nil

PRINCIPLE 5: Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. of employees/workers covered (B)	% (B/A)	Total (C)	No. of employees/workers covered (D)	% (D/C)
Employees						
Permanent	4,132	2,313	55.97%	3,371	2,120	62%
Other than permanent	1,231	652	52.96%	790	458	58%
Total Employees	5,363	2,965	55.28%	4,161	2,578	62%
Workers						
Permanent	Not Applicable					
Other than permanent						
Total Employees						

2. Details of minimum wages paid to employees and workers:

Category	FY 2025-26					FY 2024-25				
	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	2,971	719	24.02%	2,252	75.80%	2,498	553	22%	2,063	83%
Female	1,161	610	52.54%	551	47.46%	873	540	62%	377	43%
Total	4,132	1,329	32.16%	2,803	67.84%	3,371	1,093	32%	2,440	72%
Employees- Other than Permanent										
Male	629	0	0.00%	0	0.00%	383	0	0	383	100%
Female	602	0	0.00%	0	0.00%	407	0	0	407	100%
Total	1,231	0	0.00%	0	0.00%	790	0	0	790	100%
Workers-Permanent										
Male	Not Applicable									
Female										
Total										
Workers- Other than Permanent										
Male	Not Applicable									
Female										
Total										

3. Details of remuneration / salary / wages:

a. Median remuneration / wages:

Category	Male		Female	
	No.	Median remuneration / salary/ wages of respective category (₹ in Lakh)	No.	Median remuneration/ salary/wages of respective category (₹ in Lakh)
Board of Directors (BoD) Executive	4	1,80,00,000	0	0
Board of Directors (BoD) Non-Executive	4	3,62,500	2	1,37,500
Key Managerial Personnel (KMP) (other than Board Members)	3	67,63,566	0	0
Employees other than BoD and KMP	3,598	2,02,644	1,763	1,61,280
Workers	NA	NA	NA	NA

b. Gross wages paid to females as % of total wages paid by the entity:

Parameter	FY 2025-26 (Current FY)	FY 2024-25 (Previous FY)
Gross wages paid to females as % of total wages	20.51%	20.04%

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, Baazar Style Retail Limited has designated responsibility for addressing human rights-related matters to the Human Resources function and respective Store Managers, who oversee the identification, review, and resolution of issues arising from or linked to the Company's operations.

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

Baazar Style Retail Limited has implemented a Vigil Mechanism and Whistleblower Policy that enables employees and other stakeholders to report concerns in a confidential and secure manner without fear of retaliation, discrimination, or victimisation. The policy outlines defined reporting channels through which concerns may be escalated to the designated Vigilance and Ethics Officer for appropriate review and action.

The Vigil Mechanism and Whistleblower Policy is accessible to stakeholders through the Company's website, promoting transparency, ethical conduct, and accountability across its operations.

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

Nature of complaints	FY 2025-26		FY 2024-25	
	Filed during the year	Pending resolution at the end of year	Filed during the year	Pending resolution at the end of year
Sexual harassment	1	NA	Nil	NA
Discrimination at workplace	0	NA	Nil	NA
Child labour	0	NA	Nil	NA
Forced labour/involuntary labour	0	NA	Nil	NA
Wages	0	NA	Nil	NA
Other Human Rights related issues	0	NA	Nil	NA

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

	FY 2025-26 (Current FY)	FY 2024-25 (Previous FY)
Total Complaints reported under POSH Act, 2013	1	0
Complaints on POSH as % of female employees/workers	0.06%	0%
Complaints on POSH upheld	1	0

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

Baazar Style Retail Limited has established mechanisms to safeguard complainants in matters relating to discrimination, harassment, and unethical conduct. The Company's Vigil Mechanism and Whistleblower Policy provide protection against retaliation, victimisation, discrimination, or any adverse action arising from the reporting of concerns. The policy also ensures confidentiality of the complainant's identity and enables impartial review of cases through the designated governance framework.

The Company further reinforces its commitment to a respectful and inclusive workplace through its Equal Employment Opportunity Policy and policy on prevention of sexual harassment at the workplace. An Internal Complaints Committee has been constituted to address complaints relating to workplace harassment while maintaining confidentiality and fairness throughout the investigation process.

In addition, regular awareness and sensitisation programmes are conducted to promote ethical conduct, workplace dignity, and prevention of harassment. The Company also encourages employees to report unethical behaviour and instances of non-compliance through established reporting mechanisms, thereby fostering a safe, inclusive, and accountable work environment.

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

Baazar Style Retail Limited incorporates compliance with applicable laws and regulatory requirements, including human rights-related obligations, within its business agreements and contractual arrangements with counterparties and service providers.

10. Assessments for the year:

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

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

No corrective action is warranted as no significant concern has emerged.

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

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

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

The Company conducts due diligence through internal assessments.

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

Baazar Style Retail Limited is committed to creating an inclusive and accessible environment across its operations. Stores and offices provide appropriate accessibility features, including ramps, lifts, handrails and wheelchairs, based on operational requirements. Stores within malls also benefit from elevator access and other facilities that support convenient movement for persons with disabilities. These measures are implemented with due regard to the requirements of the Rights of Persons with Disabilities Act, 2016.

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	During the reporting period, the Company did not undertake formal human rights assessments of its value chain partners. However, business partners are expected to operate in accordance with applicable laws, regulations and responsible business practices. The Company intends to strengthen its engagement with value chain partners by introducing appropriate human rights-related assessments in the forthcoming reporting period.
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	
Others (please specify)	

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

NA

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	Units	FY 2025-26	FY 2024-25
From renewable sources	GJ	0	0
Total electricity consumption (A)	GJ	0	0
Total fuel consumption (B)	GJ	0	0
Energy consumption through other sources (C)	GJ	0	0
Total energy consumption from renewable sources (A+B+C)	GJ	0	0
From non-renewable sources	GJ	0	0
Total electricity consumption (D)	GJ	1,53,537.44	91,617
Total fuel consumption (E)	GJ	42,706.00	50,209

Parameter	Units	FY 2025-26	FY 2024-25
Energy consumption through other sources (F)	GJ	16,135.17	28,658
Total energy consumed from non-renewable sources (D+E+F)	GJ	2,12,378.98	1,70,484
Total energy consumed (A+B+C+D+E+F)	GJ	2,12,378.98	1,70,484
Energy intensity per Rs. of turnover (Total energy consumption (GJ)/ turnover in million Rs.	GJ/ Rs Crore	0.000012	0.000013
Energy intensity per rupee of turnover adjusted for purchasing power parity (PPP) (Total energy consumption/revenue from operations adjusted for PPP)	GJ/ Rs Crore (PPP Adjusted)	0.000232	0.000262
Energy intensity in terms of physical output			

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

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

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

3. Details related to water withdrawal and consumption, in the following format:

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kiloliters)		
Surface water (A)	0	0
Ground water (B)	0	0
Third party water (C)	784.23	71,794
Seawater/desalinated water (D)	0	0
Others (E)	0	0
Total volume of water withdrawal (A+B+C+D+E)	784.23*	71,794
Total volume of water consumption	784.23*	71,794
Water intensity per Rs. of turnover (Total water consumption (kl)/ turnover in million Rs)	0	-
Water intensity per Rs of turnover adjusted for PPP (Total water consumption /revenue from operations adjusted for PPP)	0.000000043	0.000005
Water intensity in terms of physical output	0.00000086	0.000110

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

*The significant reduction in reported water consumption during the current reporting period is primarily attributable to enhanced monitoring and measurement of actual water consumption. In the previous reporting period, due to the absence of adequate monitoring mechanisms, water consumption was estimated using the CEA benchmark of 45 litres per person per day. Accordingly, the year-on-year variance should be interpreted considering the change in the water consumption estimation and monitoring methodology.

4. Provide the following details related to water discharged:

As a retail trading business, Baazar Style Retail Limited has limited water requirements, with consumption primarily associated with domestic and sanitation purposes across its stores and offices. Since most operational locations function from leased or rented premises, water supply, wastewater management, and related infrastructure are generally managed by landlords or facility maintenance agencies.

Freshwater is mainly utilised for potable requirements, while recycled water, wherever available, is used for non-potable applications such as flushing purposes. Although the Company does not separately monitor water consumption and discharge at all locations, it has undertaken water conservation initiatives including installation of aerators and sensor-based taps to reduce water wastage and encourage efficient usage practices.

Parameter	FY 2025-26	FY 2024-25
Water discharge by destination and level of treatment (in kiloliters)		
Surface water (A)	-	-
No treatment		
With treatment-please specify level of treatment		
Ground water (B)	-	-
No treatment		
With treatment-please specify level of treatment		
Seawater (C)	-	-
No treatment		
With treatment-please specify level of treatment		
Third party water(D)	-	-
No treatment		
With treatment-please specify level of treatment		
Others (E)	-	-
No treatment		
With treatment-please specify level of treatment		
Total water discharged	-	-

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

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

Considering the nature of the Company's operations, Zero Liquid Discharge (ZLD) is not considered material or operationally relevant at present. The Company operates primarily through retail stores and offices, where wastewater generation is limited to domestic and sanitation-related activities. Wastewater management at these locations is undertaken through the existing sewage and drainage infrastructure available at the respective premises. Accordingly, a dedicated ZLD system has not been implemented by the Company.

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

(Unit in tonne/Annum)

Parameter	FY 2025-26	FY 2024-25
NOx	NA	NA
SOx		
Particulate matter (PM)		
Persistent organic pollutants (POP)		
Volatile organic compounds (VOC)		
Hazardous air pollutants (HAP)		
Others- please specify (CO)		

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

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

Parameter	Please specify unit	FY 2025-26	FY 2024-25
Scope 1 emissions			
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)	Metric tonnes of CO ₂ equivalent	3,164.54	2,124
Scope 2 emissions			
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	30,281.00	18,497
Total scope 1 and scope 2 emissions intensity per ₹ of turnover (Total scope 1 and scope 2 GHG emissions/ turnover in million ₹)	Metric tonnes of CO ₂ equivalent/ Rs crore of Revenue	0.0000018	0.000002
Total Scope 1 and Scope 2 emission intensity per ₹ of turnover adjusted for PPP (Total Scope 1 and Scope 2 GHG emissions/revenue from operations adjusted for PPP)	Metric tonnes of CO ₂ equivalent/ crore of US\$	0.000037	0.000032
Total Scope 1 and Scope 2 emission intensity in terms of physical output	Metric tonnes of CO ₂ equivalent/MT product		

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

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

Yes. During the reporting year, Bazaar Style Retail Limited continued to undertake initiatives aimed at improving energy efficiency and reducing greenhouse gas (GHG) emissions across its operations. Given the retail nature of the business and its operations largely from leased premises, the Company's efforts are focused on reducing energy consumption and associated emissions at its stores and offices.

Key measures include the adoption of energy-efficient electrical equipment, optimisation of air-conditioning systems, efficient lighting and electrical infrastructure, and responsible selection of materials during store fit-outs. The Company also continues to promote recyclable alternatives to single-use materials, contributing to resource efficiency and reduction of associated environmental impacts.

The Company is progressively strengthening its approach to energy and emissions management by identifying opportunities to improve operational efficiency across its store network. Going forward, it intends to continue evaluating

feasible energy conservation and low-carbon initiatives as part of its broader environmental sustainability efforts.

9. Provide details related to waste management by the entity:

Category of waste	FY 2025-26	FY 2024-25
Plastic waste (A)	-	-
E-waste (B)	-	-
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other hazardous waste(G)	-	-
Other non-hazardous waste generated (H)	1,959.24	1513.33
Total (A+B + C+ D+E+F+G+H)	1,959.24	1513.33
Waste intensity per ₹ of turnover (Total waste generated/revenue from operations)	0.00000011	0.00000011
Waste intensity per ₹ of turnover adjusted for PPP (Total waste generated/revenue from operations adjusted for PPP)	0.00000021	0.00000233
Waste intensity in terms of physical output	0	
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations		
Category of waste	FY 2025-26	FY 2024-25
Recycled (A)	0	-
Re-used(B)	0	-
Other recovery operations(C)	0	-
Total (A+B + C)	0	-
For each category of waste generated, total waste disposed by nature of disposal method		
Category of waste	FY 2025-26	FY 2024-25
Incineration (A)	0	-
Landfilling (B)	0	-
Other disposal operations (C)	1,959.24	1513.33
Total (A+B+C)	1,959.24	1513.33

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

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

Baazar Style Retail Limited primarily operates from leased premises, where waste management activities are generally undertaken by the respective building management or maintenance agencies. Considering the nature of the Company's retail operations, no hazardous waste is generated through its business activities.

11. If the entity has operations/offices in/around ecologically sensitive areas (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	Location of operations/ offices	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
Not Applicable			

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	Conducted by Independent External Agency (Yes/No)	Results Communicated in Public Domain (Yes/No)	Relevant Web Link
Not Applicable					

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

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

S.No.	Specify the Law / Regulation / Guideline Not Complied With	Details of Non- Compliance	Any Fines / Penalties / Action by Regulatory Agencies / Courts
NA			

Leadership Indicators

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

For each facility/plant in areas of water stress, provide:

The Company utilises water primarily for domestic purposes across its retail stores, warehouses, and office locations. Water is sourced through municipal supply systems and authorised local vendors. During the reporting period, the Company did not undertake any water withdrawal, consumption, or discharge activities in areas identified as water-stressed.

Parameter	FY 2025-26	FY 2024-25
Water Withdrawal by Source (in kiloliters)		
(i) Surface water	Nil	Nil
(ii) Groundwater	Nil	Nil
(iii) Third party water	Nil	Nil
(iv) Seawater / desalinated water	Nil	Nil

Parameter	FY 2025-26	FY 2024-25
(v) Others	Nil	Nil
Total volume of water withdrawal	Nil	Nil
Total volume of water consumption	Nil	Nil
Water intensity per rupee of turnover (in kiloliters/Rs crore of revenue)	Nil	Nil
Water intensity per rupee of turnover adjusted for PPP	Nil	Nil
Water intensity in terms of physical output	Nil	Nil
Water intensity (optional – entity may select metric)	Nil	Nil

Water discharge by destination and level of treatment:

Parameter	FY 2025-26 (Current FY) in kilolitres	FY 2024-25 (Previous FY) in kilolitres
(i) To Surface water – No treatment	Nil	Nil
(i) To Surface water – With treatment (specify level)	Nil	Nil
(ii) To Groundwater – No treatment	Nil	Nil
(ii) To Groundwater – With treatment (specify level)	Nil	Nil
(iii) To Seawater – No treatment	Nil	Nil
(iii) To Seawater – With treatment (specify level)	Nil	Nil
(iv) Sent to third parties – No treatment	Nil	Nil
(iv) Sent to third parties – With treatment (specify level)	Nil	Nil
(v) Others – No treatment	Nil	Nil
(v) Others – With treatment (specify level)	Nil	Nil
Total water discharged (in kilolitres)	Nil	Nil

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

2. Please provide details of total Scope 3 emissions & its intensity:

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 3 emissions			
Purchased Goods	Metric tonnes of CO2 equivalent	Nil	Nil
Fuel and Energy Related		Nil	Nil
Waste generated in operations		Nil	Nil
Business Travel		Nil	Nil
Employee Commute		Nil	Nil
Total Scope 3 emissions (5categories)		Nil	Nil
Total Scope 3 emissions per rupee of turnover		Nil	Nil
Total Scope 3 emission intensity (in terms of physical output)	Metric tonnes of CO2 equivalent/ MT product	Nil	Nil
Total scope 3 emissions per rupee of turnover (Total scope 3 GHG emissions/ turnover in million ₹)	Metric tonnes of CO2 equivalent/ million	Nil	Nil
Total Scope 3 emission intensity in terms of physical output		Nil	Nil

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

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

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

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

Sr.No.	Initiative Undertaken	Details of the Initiative (Web-link if any)	Outcome of the Initiative

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

Yes, Bazaar Style Retail Limited has a comprehensive Business Continuity and Disaster Management Plan (BCP) in place to ensure uninterrupted operations and swift recovery during disruptions. The plan addresses key risks, including natural disasters, cyber threats, and operational interruptions, and outlines strategies for risk mitigation, such as protecting critical facilities, implementing cybersecurity measures, and maintaining secure data backups. It includes the formation of crisis response teams with designated roles and responsibilities, alongside procedures to prioritise critical operations and test contingency plans regularly. The BCP is reviewed periodically to address emerging risks and improve organisational readiness. The same has been uploaded on our website at <https://stylebaazar.in/Theme/Uploads/Investor/CorporateGovernance/fad84358-a9a9-4250-bdf7-eb00c95f9f1.pdf>

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

At Bazaar Style Retail Limited, efforts are made to engage with vendors and business partners to encourage the adoption of environmentally responsible practices across the value chain. The Company promotes the sourcing of products that are commercially viable while also supporting environmental sustainability considerations.

The Company also shares relevant industry practices and encourages vendors to strengthen operational processes aimed at reducing environmental impact. As a retail organisation procuring products from established brands and manufacturers, the Company collaborates with partners that increasingly integrate sustainability considerations into their products, processes, and business practices.

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

Nil

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

a. By the listed entity - NA

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



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. Affiliations with trade and industry chambers/associations:

a. Number of affiliations with trade and industry chambers/associations: One

b. List the top 10 trade and industry chambers/associations (determined based on the total members of such body):

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1.	Retailers Association of India	National

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

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

Leadership Indicators

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

S.No.	Public Policy Advocated	Method Resorted for Advocacy	Information Available in Public Domain? (Yes/No)	Frequency of Review by Board	Web Link, if Available
The Company has not involved itself in any such public policy advocacy but the company will make efforts to indulge in advocacy of public policy in the coming years.					

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

Essential Indicators

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

Name and Brief Details of Project	SIA Notification No.	Date of Notification	Conducted by Independent External Agency (Yes/ No)	Results Communicated in Public Domain (Yes/ No)	Relevant Web Link
NA					

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 R&R	State	District	No. of Project Affected Families (PAFs)	% of PAFs Covered by R&R	Amounts Paid to PAFs in FY (INR)
NA						

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

Style Baazar BSRL has multiple modes of communication where a community can raise their concerns and present their needs and requirements and address their concerns through respective grievance redressal mechanisms of the company. Any person can approach Baazar Style Retail Limited to register any concerns and register any complaint by way of the following means:

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

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

Input material procured	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/small producers (in %)	28.28%	15.61%
Directly from within India	NA	

5. Job creation in smaller towns – Disclose wages paid to persons employed in the following locations, as % of total wage cost

Location	FY 2025-26	FY 2024-25
Rural	8.29%	5.09%
Semi-urban	53.01%	34.49%
Urban	6.11%	24.77%
Metropolitan	32.58%	35.65%

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	

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

S.No.	State	Aspirational District	Amount Spent (INR)
		Nil	

3. Preferential procurement policy:

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

Yes, the Company is committed to providing equal business opportunities to vendors, including local suppliers and manufacturers, with the objective of supporting regional economic development and promoting efficient supply chains. The Company also encourages engagement with small and marginalised vendors by providing opportunities to market and supply their products through its retail network.

Through its supplier engagement initiatives, the Company seeks to support the growth and participation of businesses from diverse and economically weaker communities within the value chain ecosystem. <https://stylebaazar.in/Files/CorporateGovernance/17/PREFERENTIAL PROCUREMENT POLICY>

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

Baazar Style Retail Limited actively encourages inclusive sourcing practices by engaging with vendors from marginalised and vulnerable groups, including MSMEs and self-help groups. The Company also promotes responsible sourcing practices among its suppliers and encourages wider participation of underrepresented communities within the supply chain ecosystem to support inclusive and equitable business growth.

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

Baazar Style Retail Limited sourced 28.28% of its total procurement value from MSMEs and small producers during the reporting period, reflecting its commitment towards inclusive sourcing and responsible supply chain practices.

4. Details of 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				

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

Name of authority	Brief of the Case	Corrective action taken
NA		

6. Details of beneficiaries of CSR Projects:

Sr. No.	Name of CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups	Amount
1	Pran Prakarti – Environmental Conservation & Sustainability	Nil	Nil	23,24,451
2	Calcutta Metropolitan- Inclusive Learning Programme	4,000 KIDS	100%	1,50,000
3	People for Animal- Biodiversity Conservation & Animal Welfare	829	100%	3,00,000
4	Rangabelia- Community Empowerment Programme	3000	100%	1,15,000
5	Terapanthi Young Parishad- Healthcare, Sanitation and Water Access	2190	80%	5,00,000
6	Shree Dadheech Parishad- Nutrition, Healthcare and Sanitation Support	5,000	70%	51,000

Sr. No.	Name of CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups	Amount
7	Prayas 2 Help- Education and Employment Skill Development	1800	100%	51,000
8	National Apprenticeship Training Scheme (NATS)- Youth Industry Training Programme	1267	100%	23,21,152
9	National Apprenticeship Promotion Scheme (NAPS)- Apprenticeship Development & Workforce Readiness	2050	100%	21,28,065

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

Essential Indicators

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

Baazar Style has instituted a robust and structured customer grievance redressal framework aligned with its commitment to delivering superior customer experience across all touchpoints.

The Company enables customers to raise concerns through multiple accessible channels, including:

In-store customer service desks across all retail outlets

Dedicated customer care helpline and email support

Official digital platforms, including the Company's website and social media handles

Each grievance is systematically recorded, tracked, and resolved within defined timelines, ensuring transparency and accountability. The framework is supported by trained personnel at both store and central levels, enabling swift resolution and consistent service standards.

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

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

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

Nature of complaints	FY 2025-26			FY 2024-25		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	Nil	NA	Nil	Nil	Nil
Advertising	0	Nil	NA	Nil	Nil	Nil
Cyber-security	0	Nil	NA	Nil	Nil	Nil
Delivery of essential services	0	Nil	NA	NA	NA	NA
Restrictive Trade Practices	0	Nil	NA	NA	NA	NA
Unfair Trade Practices	0	Nil	NA	Nil	Nil	Nil



Nature of complaints	FY 2025-26			FY 2024-25		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Others (size / fit / quality issues)	105	0	All queries were answered by the respective team	NA	NA	NA

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

Details of instances of product recalls on account of safety issues	No.	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, Baazar Style Retail Limited has implemented a cybersecurity and data privacy framework comprising robust IT controls, access management, and data protection protocols to safeguard customer information and mitigate risks. https://stylebaazar.in/Files/CorporateGovernance/18/CYBER_SECURITY_AND_DATA_PRIVACY_POLICY

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

No material instances requiring corrective action were reported during the period across advertising, service delivery, cybersecurity, data privacy, product recalls, or regulatory compliance.

The Company follows a proactive governance approach, supported by:

1. Advertising Controls: Internal reviews to ensure accurate, compliant, and non-misleading communication
2. Service Consistency: Standardized processes to ensure uniform product availability, pricing, and service quality
3. Cybersecurity & Data Privacy: Robust IT systems, access controls, and continuous monitoring; no breaches reported
4. Product Quality: Strong quality checks and vendor controls to prevent recalls
5. Regulatory Compliance: No penalties; adherence ensured through regular audits and internal checks

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches

NA

b. Percentage of data breaches involving personally identifiable information of customers

NA

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).

www.stylebaazar.in

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

BSRL ensures that customers are adequately informed about the safe and responsible use of its products through the following measures:

Product Labelling: All products carry clear information on fabric, size, and care instructions to guide proper usage and maintenance.

In-Store Assistance: Trained staff assist customers with product selection, fit, and care guidance at the point of purchase.

Digital Communication: Social media and digital platforms are used to share content on garment care, styling, and responsible consumption.

Feedback Integration: Customer feedback is regularly analyzed to improve product communication and address common usage concerns.

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

As a retail-led business, disruption of essential services is not a material risk area for Style Baazar. However, the Company has established mechanisms to ensure timely communication in case of any unforeseen disruptions:

In-Store Communication: Immediate updates are shared at store level through staff and on-ground signage.

Digital Channels: Social media platforms and official communication channels are used to notify customers of any temporary disruptions or changes.

Customer Support: Dedicated customer care channels remain accessible to address queries and provide real-time updates.

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. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products/services of the entity? (Yes/No)

Product Information beyond Regulatory Requirements:

Yes – The Company provides additional details such as size guides, fabric information, and care instructions to support informed usage.

Consumer Satisfaction Survey:

Yes – Feedback is captured through in-store and digital channels and used to improve products and customer experience.