

29th August 2025

To,

BSE Limited
Corporate Relationship Department
1st Floor, New Trading Ring, Rotunda Building,
P. J. Towers, Dalal Street,
Mumbai – 400 001
SCRIP CODE: 543523

National Stock Exchange of India Ltd.
Exchange Plaza, C-1, Block G,
Bandra Kurla Complex, Bandra (East),
Mumbai – 400 051

SYMBOL: CAMPUS

Subject: Business Responsibility and Sustainability Report (“BRSR”) for the Financial Year 2024-25

Dear Sir/ Madam,

Pursuant to Regulation 34(2)(f) and applicable provisions of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended from time to time, Please find enclosed herewith the **BRSR** for the Financial Year 2024-25.

THE **BRSR** forms part of the Annual Report for the Financial Year 2024-25, submitted to the Stock exchange dated August 29, 2025 and has been also made available on the website of the Company at www.campusactivewear.com.

This for your information and record purpose.

Thanking you

For CAMPUS ACTIVEWEAR LIMITED

Archana Maini
General Counsel & Company Secretary
Membership No. A16092

Encl: As above

Business Responsibility and Sustainability Reporting by listed entities

SEBI MASTER CIRCULAR SEBI/HO/CFD/PoD2/CIR/P/0155 November 11, 2024

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

Sl. No	Required Information	
1	Corporate Identity Number (CIN) of the Listed Entity	L74120DL2008PLC183629
2	Name of the Listed Entity	Campus Activewear Limited
3	Year of incorporation	2008
4	Registered office address	D-1 Udyog Nagar, Main Rohtak Road, New Delhi- 110041
5	Corporate address	DLF Cyber Park, Block B, First Floor, Sector-20, Udyog Vihar, Phase III, Gurugram-122016
6	E-mail	investors@campusshoes.com
7	Telephone	011-43272500
8	Website	www.campusactivewear.com
9	Financial year for which reporting is being done	FY 2024-25
10	Name of the Stock Exchange(s) where shares are listed	a) National Stock Exchange of India Limited b) BSE Limited
11	Paid-up Capital	₹ 1,52,69,91,795
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Ms. Archana Maini Telephone No.: 011-43272500 E-mail ID: archana.maini@campusshoes.com
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	The disclosures are made on a standalone basis, as the Company does not have any subsidiary or associate companies.
14	Name of Assurance Provider	No Assurance conducted
15	Type of Assurance obtained	No Assurance conducted

II. Products/Services

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

Sl. No	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing and Sale of Footwear	Manufacturing and Sale of Footwear	97.23%

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

Sl. No	Product/Service	NIC Code	% of total Turnover contributed
1	Footwear (Manufactured & Traded)	1520	99.14%



III. Operation

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

Location	Number of plants	Number of offices	Total
National	6	2	8
International	-	-	-

19. Market Served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	PAN India
International (No. of Countries)	2

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

0.07%

C. A brief on type of customers

The Company is engaged in the design, manufacturing, marketing, and distribution of sports and athleisure footwear, apparels and backpacks to its customers through a multi-channel sales approach. Products are made available to end users via prominent e-commerce platforms, authorized distributors, and a widespread retail network comprising exclusive brand outlets (EBOs) and multi-brand outlets (MBOs), with strategic presence across Tier 1, Tier 2, and Tier 3 cities. The brand offers a comprehensive portfolio of footwear solutions for men, women, and children, including general-purpose sports shoes (intended for fitness, exercise, walking, and light sporting activities), as well as casual footwear, sandals, slippers and a wide range of apparels and backpacks.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Sl. No	Particulars	Total (A)	Male		Female	
			No.(B)	% (B/A)	No.(C)	% (C/A)
Employees						
1	Permanent (D)	980	921	93.98%	59	6.02%
2	Other than Permanent (E)	0	0	0%	0	0%
3	Total employees (D+E)	980	921	93.98%	59	6.02%
Workers						
4	Permanent (F)	0	0	0	0	0
5	Other than Permanent (G)	6771	5427	80%	1344	20%
6	Total workers (F+G)	6771	5427	80%	1344	20%

b. Differently abled Employees and workers:

Sl. No	Particulars	Total (A)	Male		Female	
			No.(B)	% (B/A)	No.(C)	% (C/A)
Differently abled Employees						
1	Permanent (D)	2	2	100%	0	0%
2	Other than Permanent (E)	0	0	0%	0	0%
3	Total differently abled employees (D+E)	2	2	100%	0	0%

b. Differently abled Employees and workers: (Contd.)

Sl. No	Particulars	Total (A)	Male		Female	
			No.(B)	% (B/A)	No.(C)	% (C/A)
Differently abled Workers						
4	Permanent (F)	0	0	0%	0	0%
5	Other than Permanent (G)	0	0	0%	0	0%
6	Total differently abled workers (F+G)	0	0	0%	0	0%

21. Participation/Inclusion/Representation of women:

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	6	1	17%
Key Management Personnel	2	1	50%

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

	FY 2024-25 (Turnover rate in current FY)			FY 2023-24 (Turnover rate in previous FY)			FY 2022-23 (Turnover rate in previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	18.95%	1.78%	20.73%	20.37%	1.72%	21.77%	22.4%	1.8%	24.2%
Permanent Workers	19%	30%	24.5%	20.1%	33.3%	24.2%	14.0%	27.0%	14.0%

V. Holding, Subsidiary and Associate Companies (Including Joint Ventures)

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

Sl. No	Name of the holding/subsidiary/associate companies/joint ventures (A)	Indicate whether holding/Subsidiary/Associate/Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
Nil				

VI. CSR details

24.

(i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
(ii) Turnover (in ₹)	15,92,93,87,161
(iii) Net worth (in ₹)	7,56,51,11,194

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2024 - 25		FY 2023 - 24		Remarks
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	
Communities	Yes https://www.campusactivewear.com/sites/default/files/2024-07/WhistleBlowerPolicy.pdf	0	0	0	0	-
Investors (other than shareholders)	Yes https://www.campusactivewear.com/shareholders-corner	0	0	0	0	-
Shareholders	Yes https://www.campusactivewear.com/shareholders-corner	2	0	5	0	Complaints were related to the IPO application money and Annual report of Company
Employees and workers	Yes https://www.campusactivewear.com/sites/default/files/2024-07/WhistleBlowerPolicy.pdf https://www.campusactivewear.com/sites/default/files/2023-08/Sexual%20Harassment%20Policy.pdf	0	0	0	0	-
Customers	Yes https://www.campusshoes.com/pages/contact	0	3	1	1	Matter under adjudication
Value Chain Partners	Yes https://www.campusactivewear.com/sites/default/files/2024-07/WhistleBlowerPolicy.pdf	0	0	0	0	-
Other (please specify)	Yes https://www.campusshoes.com/pages/contact	34695	0	11,375	0	Pertaining to product and service

VIII. Overview of the entity's material responsible business conduct issues

26. Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format:

Sl. No	Material issue identified	Indicate whether Risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Energy Management & GHG Emissions	Risk & Opportunity	<p>Risk:</p> <ul style="list-style-type: none"> > Rising energy costs and regulatory changes related to carbon emissions can increase operational expenses and affect long-term profitability > Inadequate management of energy usage and emissions may lead to stakeholder concerns and reputational risks <p>Opportunity:</p> <ul style="list-style-type: none"> > Investing in renewable energy solutions (e.g., solar rooftop installations) and energy-efficient infrastructure can reduce long-term energy costs and operational dependencies on fossil fuels > Proactive GHG reduction initiatives enhance brand value and positioning 	<p>Campus has implemented energy efficiency initiatives and renewable energy projects such as LED retrofitting, solar power installations, and energy-efficient stepper motor-based stitching machines at the Haridwar units to reduce GHG emissions. The organisation is also advancing renewable energy adoption through solar rooftop installations and incorporating energy-efficient features like transparent windows.</p>	<p>Negative:</p> <ul style="list-style-type: none"> > Stricter environmental regulations related to energy consumption and carbon emissions may lead to increased compliance costs, including potential penalties for non-compliance > Ineffective management of energy usage and carbon emissions could lead to negative perceptions among environmentally conscious consumers, investors, and stakeholders, impacting brand credibility <p>Positive:</p> <ul style="list-style-type: none"> > Proactive GHG management ensures compliance with evolving environmental regulations, avoiding penalties and fostering smoother operations > Adoption of renewable energy sources and energy-efficient technologies can improve profit margins
2	Waste Management	Risk & Opportunity	<p>Risk:</p> <ul style="list-style-type: none"> > Regulatory non-compliance and potential penalties due to improper waste disposal or inadequate waste handling practices > Reputational damage among customers and stakeholders arising from environmental impacts of unmanaged or excessive production waste 	<p>Campus is authorised as an importer under the Plastic Waste Management Rules, 2016, and ensures that all plastic waste is sent exclusively to certified recycling facilities and has implemented a comprehensive waste disposal strategy in compliance with Pollution Control Board (PCB) regulations. Electronic waste is managed in line with the Environment Protection Act, E-waste Management Rules,</p>	<p>Negative:</p> <ul style="list-style-type: none"> > Regulatory fines or penalties for non-compliance with environmental laws related to improper waste disposal > Potential disruptions in operations if waste management issues lead to legal actions or community opposition

26. Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format: (Contd.)

Sl. No	Material issue identified	Indicate whether Risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3	Human Rights	Risk & Opportunity	<p>Opportunity:</p> <ul style="list-style-type: none"> > Cost savings and operational efficiency through waste reduction, recycling, and reuse initiatives > Strengthening brand image and market differentiation by adopting circular economy practices and promoting sustainable products <p>Risk:</p> <ul style="list-style-type: none"> > Reputational damage and loss of consumer trust due to potential human rights violations > Loss of business partnerships with global brands or retailers demanding adherence to human rights standards <p>Opportunity:</p> <ul style="list-style-type: none"> > Strengthening brand image by promoting ethical sourcing and fair labor practices > Attracting ESG-conscious investors and global customers by demonstrating commitment to human rights 	<p>and Battery Waste Management Rules, with disposal through government-authorized recyclers. Hazardous waste from all manufacturing units is handled as per the Consent to Operate (CTO) issued by the State Pollution Control Board (SPCB) and is channelled to PCB-registered recyclers.</p> <p>-Campus is strongly committed to upholding human rights and addressing related concerns, with relevant provisions incorporated into its Employee Policy Handbook and Code of Conduct.</p>	<p>Positive:</p> <ul style="list-style-type: none"> > Cost savings over time through waste reduction, reuse, and recycling, leading to lower raw material and disposal costs > Access to green financing or incentives by demonstrating commitment to sustainable practices <p>Negative:</p> <ul style="list-style-type: none"> > Fines and legal costs due to non-compliance with labor or human rights regulations > Loss of business contracts with global retailers or partners that require strict human rights compliance <p>Positive:</p> <ul style="list-style-type: none"> > Access to ESG-focused investments and sustainable financing by demonstrating strong human rights practices > Enhanced brand value and customer loyalty, driving long-term revenue growth
4	Occupational Health & Safety	Risk & Opportunity	<p>Risk:</p> <ul style="list-style-type: none"> > Workplace accidents or unsafe conditions can lead to employee injuries, legal liabilities, and production disruptions > Non-compliance with health and safety regulations may result in penalties, fines, and reputational damage 	<p>The Company is committed to ensuring a safe and healthy working environment for all employees, workers, vendors, and visitors. A Health and Safety Committee has been established across all units to oversee implementation of the Health and Safety Policy. Regular awareness sessions, safety trainings, mock fire drills, and induction programs are conducted to strengthen preparedness and promote a safety-first culture. Key initiatives include daily safety walks,</p>	<p>Negative:</p> <ul style="list-style-type: none"> > Costs related to workplace accidents—including medical expenses, compensation, and legal penalties > Higher insurance premiums resulting from a poor safety record or repeated incidents

26. Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format: (Contd.)

Sl. No	Material issue identified	Indicate whether Risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4	Occupational Health & Safety	Risk & Opportunity	<p>Opportunity:</p> <ul style="list-style-type: none"> > Promoting a safe work environment enhances productivity, employee retention, and satisfaction > Access to certifications and global partnerships by meeting recognized health and safety standards 	<p>periodic internal audits, third-party safety and risk assessments, specialized training for safety officers, and observance of campaigns such as National Safety Week. Fire safety infrastructure, clearly marked assembly points, and safety kits for workers further reinforce a proactive safety framework, enabling timely identification, reporting, and mitigation of workplace hazards.</p>	<p>Positive:</p> <ul style="list-style-type: none"> > Improved productivity and operational efficiency due to healthier, safer, and motivated workforce > Enhanced reputation leading to stronger business partnerships
5	Customer Centricity	Opportunity	<ul style="list-style-type: none"> > Enhances brand loyalty and repeat business by aligning products with customer needs and preferences > Drives revenue growth through better customer engagement, personalized offerings, and positive word-of-mouth 	-	<p>Positive:</p> <ul style="list-style-type: none"> > Increased sales and revenue driven by higher customer satisfaction, loyalty, and repeat purchases > Stronger brand value and premium pricing potential due to enhanced customer trust and experience
6	Sustainable Supply Chain	Risk & Opportunity	<p>Risk:</p> <ul style="list-style-type: none"> > Supplier non-compliance with environmental or social standards can lead to reputational damage and regulatory penalties > Disruptions in supply chain if unsustainable practices are exposed or suppliers are replaced <p>Opportunity:</p> <ul style="list-style-type: none"> > Strengthens brand reputation and customer trust through ethical sourcing and responsible procurement > Drives cost efficiency over time via resource optimization, waste reduction, and improved supplier relationships 	<p>Campus has established a comprehensive Business Continuity and Disaster Management Plan (BCDMP) to ensure operational resilience and minimize disruption during unforeseen events such as natural disasters, manmade incidents, cyber threats, or supply chain interruptions. The plan outlines preventive measures, emergency response protocols, data protection mechanisms, and recovery strategies to safeguard critical operations. Regular reviews, simulations, and awareness sessions are conducted to strengthen preparedness and enhance organizational agility in responding to potential crises.</p>	<p>Negative:</p> <ul style="list-style-type: none"> > Higher procurement costs for certified sustainable raw materials compared to conventional alternatives > Increased administrative and audit expenses to track supplier compliance and maintain certifications <p>Positive:</p> <ul style="list-style-type: none"> > Increased sales and market share by appealing to environmentally conscious consumers and ESG-focused investors > Access to green financing and preferential terms from financial institutions supporting sustainable businesses

26. Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format: (Contd.)

Sl. No	Material issue identified	Indicate whether Risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
7	CSR and Community Development	Opportunity	<ul style="list-style-type: none"> > Enhances brand reputation and strengthens community relationships, building long-term stakeholder trust > Drives positive social impact while aligning with ESG goals, attracting socially conscious customers and investors 	-	<p>Positive:</p> <ul style="list-style-type: none"> > Access to ESG-focused funding and partnerships through demonstrated social responsibility > Long-term cost savings and risk reduction by fostering goodwill and strengthening the Company's social license to operate
8	ESG oversight	Risk & Opportunity	<p>Risk:</p> <ul style="list-style-type: none"> > Weak ESG oversight can lead to regulatory non-compliance, reputational damage, and loss of investor confidence > Inadequate ESG governance may result in missed opportunities for sustainable growth and innovation <p>Opportunity:</p> <ul style="list-style-type: none"> > Strong ESG oversight enhances corporate reputation, stakeholder trust, and access to ESG-linked investments > Drives long-term value creation by integrating sustainability into business strategy and decision-making 	<p>Campus aims to establish and maintain a robust ESG governance framework with active Board-level oversight to drive accountability and long-term value creation. The framework is designed to integrate environmental, social, and governance considerations into core business strategy, risk management, and decision-making processes.</p>	<p>Negative:</p> <ul style="list-style-type: none"> > Initial costs for developing ESG frameworks, reporting mechanisms, and third-party assurance > Potential financial penalties or investor withdrawal if ESG commitments are poorly implemented or reported <p>Positive:</p> <ul style="list-style-type: none"> > Drives long-term profitability by reducing risks and aligning with global sustainability trends > Attracts ESG-focused investors and access to sustainable financing options
9	Regulatory & Legal Compliances	Risk	<ul style="list-style-type: none"> > Non-compliance with applicable laws can lead to fines, penalties, and legal action > Reputational damage and loss of stakeholder trust due to regulatory violations 	<p>Campus remains fully compliant with all applicable laws, regulations, and statutory requirements. No fees, fines, or penalties were levied during the reporting period, reflecting the Company's strong emphasis on ethical practices, regulatory adherence, and sound governance mechanisms. Regular internal reviews and compliance monitoring systems are in place to ensure timely reporting, mitigate risks, and uphold the highest standards of transparency and accountability.</p>	<p>Negative:</p> <ul style="list-style-type: none"> > Non-compliance with applicable laws can lead to fines, penalties, and legal action > Reputational damage and loss of stakeholder trust due to regulatory violations

26. Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format: (Contd.)

Sl. No	Material issue identified	Indicate whether Risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
10	Data Privacy and Cybersecurity	Risk & Opportunity	<p>Risk:</p> <ul style="list-style-type: none"> > Data breaches can lead to financial losses, legal penalties, and reputational damage > Cyberattacks may disrupt operations, impacting sales and customer trust <p>Opportunity:</p> <ul style="list-style-type: none"> > Strengthens customer trust and loyalty by ensuring secure handling of personal data > Enhances brand reputation and competitive advantage through robust cybersecurity practices 	<p>Campus Activewear has implemented a comprehensive Cybersecurity Policy to safeguard its digital infrastructure, information assets, and customer data against potential cyber threats. The policy outlines robust measures to ensure the confidentiality, integrity, and availability of information, in compliance with applicable legal and regulatory requirements.</p>	<p>Negative:</p> <ul style="list-style-type: none"> > High costs of cybersecurity infrastructure, compliance systems, and regular audits > Financial penalties, legal costs, and compensation payouts in case of data breaches <p>Positive:</p> <ul style="list-style-type: none"> > Reduced risk of financial losses from data breaches or cyber incidents > Increased customer trust and retention, driving long-term revenue growth
11	Risk Management	Risk & Opportunity	<p>Risk:</p> <ul style="list-style-type: none"> > Inadequate risk management can lead to operational disruptions, financial losses, and reputational damage > Failure to anticipate or mitigate risks like supply chain disruptions, regulatory changes, or cybersecurity threats <p>Opportunity:</p> <ul style="list-style-type: none"> > Effective risk management strengthens business resilience and safeguards long-term profitability > Builds stakeholder confidence, including investors, partners, and regulators 	<p>The Company has instituted a comprehensive Business Continuity and Disaster Management Plan (BCDMP) to ensure operational resilience in the face of unforeseen disruptions, including natural calamities, manmade incidents, cyber threats, and supply chain interruptions. This framework involves a proactive assessment of potential vulnerabilities and prescribes critical mitigation strategies aimed at minimizing operational impact.</p>	<p>Negative:</p> <ul style="list-style-type: none"> > Ongoing expenses for monitoring, audits, and updating risk mitigation plans > Potential missed opportunities or over-cautious spending if risks are overestimated or poorly prioritized <p>Positive:</p> <ul style="list-style-type: none"> > Reduces potential financial losses by proactively identifying and mitigating risks > Enhances investor confidence, improving access to capital and funding

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes										
1	a	Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b	Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c	Web Link of the Policies, if available	The policies that are mandatorily required to be disclosed have been duly uploaded on the Company's website https://www.campusactivewear.com/ and are accessible under the "Investor Relations > Codes and Policies" section at https://www.campusactivewear.com/investor-relations-corporate#icg							
2		Whether the entity has translated the policy into procedures. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3		Do the enlisted policies extend to your value chain partners? (Yes/No)	The Company has instituted effective corporate governance structures that promote operational efficiency, support sound decision-making, and ensure adherence to established best practices. The Whistle-blower Policy is comprehensive in scope, extending to all individuals associated with the organization including directors, employees, interns, investors, business partners, clients, suppliers, service providers, and vendors thereby fostering a culture of transparency and accountability. Additionally, the Company's Policy on Prevention of Sexual Harassment (PoSH) covers all categories of personnel such as full-time and part-time employees, daily wage earners, agents, contractors, contract workers, trainees, and probationers, reinforcing its commitment to maintaining a safe, inclusive, and respectful workplace for all.							
4		Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<p>Campus Activewear has aligned its product manufacturing with the relevant national standards adopted by the Bureau of Indian Standards (BIS), ensuring quality, safety, and performance. The following BIS standards have been adopted:</p> <ul style="list-style-type: none"> IS 15844: 2023 – Sports Footwear: Part 1 – General Purpose IS 15844: Part 2:2023 – Performance Sports Footwear IS 6721: 2023 – Sandals and Slippers <p>Additionally, the Company has obtained certification for its Quality Management System in alignment with the ISO 9001:2015 standard, issued by American Systems Registrar, LLC, and accredited by the ANSI National Accreditation Board. Furthermore, one plant is licensed under the SA 8000:2014 Social Accountability Standard, accredited by the Directorate of Accreditation for Assessment Services, reflecting our continued commitment to responsible business practices and internationally recognised management systems.</p>							
5		Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p>Environment:</p> <ul style="list-style-type: none"> Gradually reduce GHG emissions by driving operational efficiencies and implementing clean energy initiatives Improve energy efficiency and promote resource conservation by integrating renewable energy solutions across operational sites, wherever feasible Optimize water consumption and adopt comprehensive conservation measures across all operations Establish and maintain an effective waste management framework to minimize the environmental impact of business activities 							

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9	
	<p>Social:</p> <ul style="list-style-type: none"> Promote workplace diversity and inclusion by enhancing the representation of women and persons with disabilities Sustain a zero-fatality record and maintain a low Lost Time Injury Frequency Rate (LTIFR) Achieve 100% employee coverage for training, upskilling programs, and professional development initiatives Drive ESG compliance across key suppliers and value chain partners Advance community development through targeted CSR programs in education, healthcare, and environmental sustainability <p>Governance:</p> <ul style="list-style-type: none"> Uphold the highest standards of transparency, ethics, and accountability in all governance practices Establish and maintain a robust ESG governance framework with active Board-level oversight Ensure data privacy and information security in compliance with national regulations and global cybersecurity standards Strengthen disclosure practices by providing regular ESG reporting aligned with BRSR requirements and other internationally recognized frameworks 									
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	<p>Environment:</p> <ul style="list-style-type: none"> Reduction in energy intensity by 6.7% compared to the previous year Reduction in scope 1 & scope 2 emissions intensity by 6.12% compared to the previous year Reduction in waste intensity by 10.5% compared to previous year Implemented energy efficiency measures and renewable energy projects, including LED retrofitting and solar power installations, to reduce GHG emissions across operations <p>Social:</p> <ul style="list-style-type: none"> Provide a comprehensive suite of employee benefits to promote well-being and engagement through structured internal program Achieve a reduction in employee turnover rate compared to the previous year Strengthen health and safety standards through regular audits, training programs, and awareness initiatives <p>Governance:</p> <ul style="list-style-type: none"> Promotes a culture of integrity by ensuring adherence to ethical business practices and conducting regular training on ethics and compliance Enhanced awareness of the Whistle-blower Policy and Code of Conduct through structured programs covering the majority of employees 								
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)	<p>At Campus Activewear, we believe sustainability is integral to long-term value creation and business resilience. In FY25, we undertook significant ESG initiatives, including improving energy efficiency across our operations, implementing systematic waste segregation, responsibly managing e-waste through authorized vendors, and reinforcing workplace health and safety standards. We also strengthened our governance framework through robust policies such as Whistle-blower Mechanism, Code of Conduct, and supplier compliance protocols.</p> <p>Going forward, we aim to accelerate renewable energy adoption, reduce our overall carbon footprint, and increase the use of sustainable materials in our product portfolio. Additionally, enhancing workforce diversity, expanding ESG compliance across the supply chain, and introducing circular economy practices will remain key focus areas. Through these efforts, we reaffirm our commitment to aligning with global sustainability goals and creating shared value for all stakeholders.</p>								

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9		
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies). The Board of Directors serves as the apex governing body of the Company, holding the ultimate responsibility for the implementation, monitoring, and oversight of Business Responsibility policies										
9	Does the entity have a specified Committee of the Board/Director responsible for decision making on sustainability related issues? (Yes/No). If yes, provide details. No, the Board of Directors serves as the apex governing body of the Company, holding the ultimate responsibility for the implementation, monitoring, and oversight of Business Responsibility policies										
10	Details of Review of NGRBCs by the Company:										
	Subject of Review		Indicate whether review was undertaken by Director/Committee of the Board/Any other Committee						Frequency (Annually/Half yearly/Quarterly/Any other – please specify)		
			P1	P2	P3	P4	P5	P6	P7	P8	P9
	Performance against above policies and follow up action	Board/Committee of the Board/Other Committees									Compliances and performance are reviewed on quarterly/half yearly/annually/any other
	Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Board/Committee of the Board/Other Committees									Compliances and performance are reviewed on quarterly/half yearly/annually/any other
11	Has the entity carried out independent assessment/evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency	P1	P2	P3	P4	P5	P6	P7	P8	P9	
		Yes, an independent assessment and evaluation of the implementation and effectiveness of the Company's policies has been conducted by Care Analytics and Advisory Private Limited.									
12	If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:										
	a.	The entity does not consider the Principles material to its business (Yes/No)									
	b.	The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
	c.	The entity does not have the financial or/human and technical resources available for the task (Yes/No)								Not Applicable	
	d.	It is planned to be done in the next financial year (Yes/No)									
	e.	Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	2	CSR and Business of the Company	100%
Key Managerial Personnel	40	Goal Setting, Customer Centricity, Business Communication, Excel Skills, Change Management, POSH, Customer Centricity, Safety Training, Leadership Connects	100%
Employees Other than BOD and KMPs	40	Goal Setting, Customer Centricity, Business Communication, Excel Skills, Change Management, POSH, Customer Centricity, Safety Training, Leadership Connects	79%
Workers	80	POSH, Fire Safety Training, First Aid training, Kaizen, 5S	82%

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

Monetary

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

Non- Monetary

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

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

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

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

The Company is steadfast in its commitment to uphold the highest standards of integrity, transparency, and ethical conduct across all operations. In line with this, a robust Anti-Bribery and Anti-Corruption (ABAC) Policy has been implemented to ensure full compliance with applicable national and international regulations. The Company adopts a strict zero-tolerance stance against all forms of bribery and corrupt practices.

This policy is applicable to all individuals and entities associated with the organization, including employees, consultants, contractors, trainees, interns, casual workers, agency staff, agents, and third-party associates. To support adherence and provide guidance, a designated Compliance Officer is available to address queries and concerns related to anti-bribery and anti-corruption matters.

The policy is available on the Company's intranet.

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

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

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

	FY 2024-25 (Current Financial Year)		FY 2023-24 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	NA	0	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	NA	0	NA

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

Not Applicable

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Number of days of accounts payable	103	116

9. Open-ness of business

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

Parameter	Metrics	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	10.36%	7.41%
	b. Number of trading houses where purchases are made from	10	8
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	10.36%	7.41%
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	63.21 %	64.11 %
	b. Number of dealers/distributors to whom sales are made	579	545
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	14.6%	16.3%
Shares of RPTs in	a. Purchases (Purchases with related parties/total purchases)	Nil	Nil
	b. Sales (Sales to related parties/total sales)	Nil	Nil
	c. Loans & advances (Loans & advances given to related parties/total loans and advances)	4%	16%
	d. Investments (Investments in related parties/total investments made)	Nil	Nil

Leadership Indicators

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

Total number of awareness programmes held	Topics/principles covered under the training	% age of value chain partners covered (by value of business done with such partners) under the awareness programmes
3	To minimize environmental impacts, the organization is focusing on adopting renewable energy solutions by installing solar rooftops and incorporating energy-efficient features such as transparent windows. Additionally, efforts are being made to improve product quality and reduce rejections, which in turn helps to minimize material waste and promote sustainable manufacturing practices.	100%

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

The Company has adopted a comprehensive "Code of Conduct for Directors and Senior Management" in accordance with the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015. This Code outlines the framework for disclosure and management of conflicts of interest and mandates strict adherence by all Board Members and Senior Management from the time of their appointment and throughout their tenure. As part of this governance mechanism, Directors and Key Managerial Personnel (KMPs) are required to abstain from entering into any material, financial, or commercial transactions where personal interests could potentially conflict with the interests of the Company. Additionally, Directors refrain from participating in deliberations or decision-making on agenda items where they are interested parties. In instances where a conflict of interest does arise, the concerned individuals are required to disclose the relevant facts in writing—Directors to the Board, and Senior Management Personnel to their reporting authorities—along with contextual details, to enable appropriate review and guidance.

<https://www.campusactivewear.com/sites/default/files/2022-06/Code%20of%20Conduct%20for%20Directors%20and%20Senior%20Management.pdf>

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

Essential Indicators

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

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R & D	16.4%	17.6%*	The reported amount signifies investment in R&D activities, including the creation of sample moulds, development of innovative products, and implementation of quality enhancement programs, aimed at driving long-term efficiency and competitiveness
Capex			

*Last year's figures have been updated

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

Yes, the Company is committed to embedding sustainability into its day-to-day operations, including the responsible sourcing of raw materials. Currently, the Company sources its raw materials domestically and is actively exploring additional measures to further enhance its environmental initiatives and reduce its ecological footprint.

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

Nil

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)	The Company is authorized as an Importer under the Plastic Waste Management Rules, 2016, and ensures that all plastic waste is handed over exclusively to certified recycling facilities. In accordance with PCB regulations, the Company has established a comprehensive waste disposal strategy.
(b)	E-waste	Electronic waste is managed in line with the Environment Protection Act as well as other applicable regulations such as the E-waste Management Rules and Battery Waste Management Rules. All waste is sent to recyclers who are officially authorized by the government.
(c)	Hazardous waste	Hazardous waste from all manufacturing units is handled in accordance with the Consent to Operate (CTO) issued by the State Pollution Control Board (SPCB). Disposal is carried out through recyclers who are duly registered as recyclers under norms of Pollution Control Board.
(d)	Other waste	-

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

Yes, the Company maintains Extended Producer Responsibility (EPR). It is registered with the Central Pollution Control Board (CPCB) and has implemented a thorough waste collection strategy in accordance with CPCB guidelines. This approach ensures the Company's waste management processes meet environmental standards and demonstrate its dedication to sustainability.

Leadership Indicators

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

NIC Code	Name of Product/Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective/Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
Nil					

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

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

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2024-25 Current Financial Year	FY 2023-2024 Previous Financial Year
Process Scrap Material*	0.54%	0.51%

*Recycled

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

	FY 2024-25 Current Financial Year			FY 2023-2024 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Nil	Nil	18920.00 kg	Nil	Nil	21,744.61 Kg
E-waste	Nil	Nil	120 kg	Nil	Nil	805.15 Kg
Hazardous waste	Nil	Nil	87222 kg	Nil	Nil	2,790.15 Litres of Oil Waste and 6,599 Numbers of empty Chemical Drums
Other waste	Nil	Nil	26,06,235.2 kg	Nil	Nil	3,776,512.23 Kg

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
	Nil

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	921	921	100%	0	0	NA	NA	921	100%	-	-
Female	59	59	100%	0	0	59	100%	NA	NA	-	-
Total	980	980	100%	0	0	59	100%	921	100%	-	-
Other than Permanent employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

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

Category	% of workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	0	0	0	0	0	0	0	0	0	-	-
Female	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0
Other than Permanent workers											
Male	5427	5427	100%	5427	100%	NA	NA	0	0	-	-
Female	1344	1344	100%	1344	100%	17	100%	0	0	17	100%
Total	6771	6771	100%	6771	100%	17	100%	0	0	17	100%

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Cost incurred on well-being measures as a % of total revenue of the Company	0.3%	*0.3%

*Last year figure has been updated



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

Benefits	FY 2024-25			FY 2023-24		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	6%	100%	Y	9%	100%	Y
Others	-	-	-	-	-	-

3. Accessibility of workplaces

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

The Company remains steadfast in its commitment to fostering an inclusive and accessible workplace. The Company's employment policies actively support the recruitment and integration of persons with disabilities. To ensure a safe, respectful, and enabling environment, the Company's premises are equipped with accessibility features such as elevators, staff assistance, and other necessary infrastructural support, thereby promoting diversity and equal opportunity across the organization.

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

Yes, the Company has adopted an Equal Opportunity Policy, which is accessible to all employees via the Company's intranet. We are committed to cultivating an inclusive, respectful, and equitable work environment that upholds the dignity of every individual. The Company strictly prohibits any form of discrimination on the basis of race, caste, religion, colour, ancestry, marital status, gender, sexual orientation, age, nationality, ethnic origin, disability, or any other category protected under applicable law, thereby reinforcing our commitment to fairness, diversity, and equal treatment in the workplace.

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	0%	0%
Female	100%	100%	0%	0%
Total	100%	100%	0%	0%

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief.

Yes/No (If Yes, then give details of the mechanism in brief)	
Permanent Workers	Workers are provided with direct access to the Plant HR team for addressing grievances or concerns. In cases where issues remain unresolved, an established escalation mechanism allows for further redressal through the Central Industrial Relations (IR) team and the Head of HR. To proactively manage workforce queries and concerns, the Company conducts regular helpdesk and counselling sessions across all plant locations. These engagements are managed with the utmost confidentiality to protect individual privacy.
Other than Permanent Workers	Key contact details of the Plant HR and Central IR teams are prominently displayed across plant premises to ensure visibility and accessibility. Additionally, suggestion and complaint boxes are strategically placed to enable workers to submit feedback or raise concerns discreetly and anonymously.

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief. (Contd.)

Yes/No (If Yes, then give details of the mechanism in brief)	
	To further reinforce our ethical governance framework, the Company has instituted a robust Whistle-blower Mechanism. This provides employees and workers with a secure and confidential channel to report any instances of unethical conduct. Concerns may be raised directly with the Ethics Committee or via email at myvoice@campusshoes.com . All reports are thoroughly investigated and addressed in a timely manner, in alignment with our core values of transparency, accountability, and a respectful workplace culture.
Permanent Employees	<p>Employees are empowered to escalate grievances directly to their designated HR Business Partner (HRBP), with the option to further escalate matters to the Head of HR, thereby ensuring that concerns are addressed beyond immediate reporting lines. Complementing this process, the Company has instituted a robust Whistle-blower Mechanism, offering a secure and confidential platform for reporting any unethical behavior or practices.</p> <p>All concerns raised through this channel are reviewed promptly and managed with the highest degree of integrity and confidentiality. Employees may submit their reports via email to myvoice@campusshoes.com. This mechanism underscores the Company's unwavering commitment to maintaining a transparent, ethical, and respectful workplace culture.</p>
Other than Permanent Employees	NA

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

Category	FY 2024-25			FY 2023-24		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/workers in respective category (C)	No. of employees/workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees						
Male						
Female						
Total Permanent Workers		Nil			Nil	
Male						
Female						

8. Details of training given to employees and workers:

Category	FY 2024-25					FY 2023-24				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. F	% (F/D)
Employees										
Male	921	921	100%	643	70%	891	891	100%	891	100%
Female	59	59	100%	40	68%	60	60	100%	60	100%
Total	980	980	100%	683	70%	951	951	100%	951	100%
Workers										
Male	5427	5427	100%	4067	75%	5608	5608	100%	5608	100%
Female	1344	1344	100%	1120	83%	965	965	100%	965	100%
Total	6771	6771	100%	5187	77%	6573	6573	100%	6573	100%

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No.(B)	% (B/A)	Total (C)	No.(D)	% (D/C)
Employees						
Male	921	921	100%	891	891	100%
Female	59	59	100%	60	60	100%
Total	980	980	100%	951	951	100%
Workers						
Male	5427	5427	89%	407	362	88.94%
Female	1344	1344	82%	22	18	81.82%
Total	6771	6771	89%	429	380	88.58%

Note: Only permanent workers undergo performance and career development reviews at Campus Activewear.

10. Health and safety management system:

a.	Whether an occupational health and safety management system has been implemented by the entity? (Yes/No). If yes, the coverage such system?	Yes, a Health and Safety Committee has been established across all units to oversee the implementation of the Company's Health and Safety Policy. Regular quarterly awareness sessions and training programs are conducted, which include enhanced mock fire drills, safety committee meetings, and hands-on training in the use of various fire extinguishers. Measures such as clearly marked assembly points and prominently displayed fire exit plans on each manufacturing floor have also been implemented. To further strengthen the safety framework, the Company conducts annual independent third-party safety and risk audits. In addition, work-related safety kits are provided to all workers, reinforcing a proactive safety culture throughout the organization.
b.	What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	Internal safety audits are routinely conducted by the Internal Audit team. The workforce actively participates in regular training and awareness sessions designed to help them identify and report work-related hazards to the Safety Committee. In addition, the Company undertakes annual independent third-party audits covering key areas such as Occupational Health & Safety, Fire Safety, 5S implementation, Quality Management, and Workers' Rights and Responsibilities. Regular workplace inspections are also carried out across all manufacturing units to proactively identify and mitigate potential hazards.
c.	Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)	Safety Committees have been constituted, and regular meetings are held to proactively identify and mitigate workplace hazards. Employees and workers undergo continuous training and awareness programs, equipping them to recognize and report potential occupational risks effectively. In accordance with the Company's Health and Safety Policy, all personnel are encouraged to promptly report any observed hazards to their immediate supervisor, manager, or a member of the Health and Safety Committee. This collaborative and transparent approach ensures that safety concerns are addressed in a timely manner, fostering a secure and healthy working environment for all.
d.	Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/No)	All employees and workers are covered under health and accident insurance. The Company routinely organizes medical camps, facilitating easy access to healthcare professionals for thorough health check-ups and consultations. Furthermore, employees, workers, and their eligible dependents are comprehensively covered under the Employees' State Insurance (ESI) scheme, where applicable, or through medical insurance—ensuring complete healthcare support.

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

Safety Incident/Number	Category	FY 2024-25		FY 2023-24	
		Filed during the year	Pending resolution at the end of the year	Filed during the year	Pending resolution at the end of the year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0		0	
	Workers	0.06		0	
Total recordable work-related injuries	Employees	0		0	
	Workers	0		0	
No. of fatalities	Employees	0		0	
	Workers	0		0	
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0		0	
	Workers	1		0	

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

The Organisation is firmly committed to ensuring a safe and healthy working environment for all employees, workers, vendors, and visitors. In line with this commitment, a series of structured and proactive safety initiatives have been implemented to foster a culture of safety and compliance. Key measures include:

- **Quarterly Mock Drills:** Conducted to enhance preparedness and ensure an effective response to emergency situations.
- **Periodic Safety Training:** Regular sessions for employees to reinforce safe work practices and promote a safety-first mindset.
- **Safety Induction for New Joiners:** Comprehensive onboarding to acquaint new employees with safety protocols and workplace guidelines from the outset.
- **Internal Safety Audits and Checks:** Periodic inspections to identify potential hazards and ensure alignment with safety standards.
- **Specialized Training for Safety Officers:** Continuous skill enhancement to keep safety personnel abreast of evolving regulations and best practices.
- **Fire Safety Infrastructure:** Installation and routine maintenance of fire detection and firefighting systems to ensure operational readiness.
- **Daily Safety Walks:** Conducted by the Safety Officer to proactively detect unsafe conditions and implement corrective measures.
- **Safety Awareness Campaigns:** Active observance of initiatives such as National Safety Week and Fire Safety Day to strengthen safety consciousness among the workforce.

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

Category	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working Conditions	0	0	NA	0	0	NA
Health & Safety	0	0	NA	0	0	NA



14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	66%
Working Conditions	16%

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

The Organisation is firmly committed to ensuring a safe and healthy working environment for all employees, workers, vendors, and visitors. In line with this commitment, a series of structured and proactive safety initiatives have been implemented to foster a culture of safety and compliance. Key measures include:

- Quarterly Mock Drills – Conducted to enhance preparedness and ensure an effective response to emergency situations
- Periodic Safety Training – Regular sessions for employees to reinforce safe work practices and promote a safety-first mindset
- Safety Induction for New Joiners – Comprehensive onboarding to acquaint new employees with safety protocols and workplace guidelines from the outset
- Internal Safety Audits and Checks – Periodic inspections to identify potential hazards and ensure alignment with safety standards
- Specialized Training for Safety Officers – Continuous skill enhancement to keep safety personnel abreast of evolving regulations and best practices
- Fire Safety Infrastructure – Installation and routine maintenance of fire detection and firefighting systems to ensure operational readiness
- Daily Safety Walks – Conducted by the Safety Officer to proactively detect unsafe conditions and implement corrective measures
- Safety Awareness Campaigns – Active observance of initiatives such as National Safety Week and Fire Safety Day to strengthen safety consciousness among the workforce

Leadership Indicators

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

- (A) **Employees:** All employees are covered under a life insurance scheme, ensuring financial security for their dependents in the event of an unforeseen incident.
- (B) **Workers:** Workers engaged through contractors are provided with appropriate coverage or compensatory benefits as per contractual terms.

In the event of death, both employees and workers are duly compensated in accordance with the provisions of the Employees' Compensation Act, 1923.

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

The Plant HR and Corporate HR teams are responsible for ensuring the timely payment of all statutory dues.

3. Provide the number of employees/workers having suffered high consequence work related injury/ill-health/fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
Employees	Nil	Nil	Nil	Nil
Workers	Nil	Nil	Nil	Nil

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

No

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	Nil
Working Conditions	Nil

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

NA

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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:

Campus recognizes both internal and external stakeholder groups that have a direct bearing on its operations and long-term sustainability goals. Stakeholders are identified through comprehensive mapping exercises that assess their level of influence and impact on the Company's activities.

The key stakeholder groups identified include:

1. Employees
2. Customers
3. Shareholders/Investors
4. Value chain partners
5. Regulators/Govt. Ministries
6. Communities

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/Half yearly/Quarterly/others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
1 Employees	No	1. Corporate Communication 2. Structured and focussed training programmes 3. Efficient grievance redressal mechanism 4. Emails/Meetings	Ongoing/ Frequent	Employee well-being, Grievance handling, career development, event intimation
2 Customers	No	1. Company Website 2. One-to-One interactions at Retail Stores 3. Communication through Social Media 4. Emails/Meetings/Website publication	Ongoing/Need based	Complaints handling and new product development communication and feedback
3 Shareholders/ Investors	No	1. E-mail, through post/ courier or newspaper as and when required through stock exchanges communication and website publication 2. Annual General Meeting 3. Press Releases 4. Newspaper Publication 5. Quarterly Earnings Call	Quarterly/ Annually/Event based	Disseminating and sharing of financial and non-financial performance update with the shareholders with a view to update and also to seek their approval, as required
4 Value chain partners	No	Emails/Meetings	Ongoing	Vendor relationship, product knowledge sharing
5 Regulators/Govt. Ministries	No	Advocacy meetings with local/ state/national regulators/ government ministries and seminars, media releases, conferences, membership in industry bodies	Ongoing	Compliance, Industry concerns
6 Communities	Yes	Meetings, emails, letters etc.	Ongoing	Addressing community grievances and engaging in community upliftment activities

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.

Campus Activewear is committed to creating value for all stakeholders, including employees, customers, partners, vendors, government bodies, and the wider community. The Company actively engages with these groups to understand their perspectives and effectively respond to their needs.

The stakeholder engagement mechanism serves as a critical driver in strengthening and expanding stakeholder relationships. It also plays a vital role in identifying key material issues that influence the Company's long-term growth. These ongoing interactions enable the Company to track and integrate emerging economic, environmental, and social trends into its broader business strategy.

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

The Company values stakeholder inclusiveness, and any feedback received is duly evaluated and integrated into relevant initiatives and action plans.

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

Corporate Social Responsibility (CSR) at the Company goes beyond mere compliance—it serves as a meaningful way to support underprivileged and marginalized communities. The Company has undertaken various initiatives in the areas of education, nutrition, and sports to uplift and empower vulnerable groups.

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 5: Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	980	980	100%	951	951	100%
Other than permanent	0	0	0%	0	0	0%
Total Employees	980	980	100%	951	951	100%
Workers						
Permanent	0	0	0	429	429	100%
Other than permanent	6771	3766	56%	6144	2981	49%
Total Workers	6771	3766	56%	6573	3410	52%

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

Category	FY 2024-25 Current Financial Year					FY 2023-24 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	980	0	0%	980	100%	951	0	0%	951	100%
Male	921	0	0%	921	100%	891	0	0%	891	100%
Female	59	0	0%	59	100%	60	0	0%	60	100%
Other than permanent	0	0	0%	0	0%	0	0	0%	0	0%
Male	0	0	0%	0	0%	0	0	0%	0	0%
Female	0	0	0%	0	0%	0	0	0%	0	0%

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

Category	FY 2024-25 Current Financial Year					FY 2023-24 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. F	% (F/D)
Workers										
Permanent	0	0	0%	0	0%	429	51	12%	378	88%
Male	0	0	0%	0	0%	407	44	11%	363	89%
Female	0	0	0%	0	0%	22	7	32%	15	68%
Other than permanent	6771	4592	68%	2179	32%	6144	4107	67%	2037	33%
Male	5427	3300	61%	2127	39%	5201	3319	64%	1882	36%
Female	1344	1292	96%	52	4%	943	788	84%	155	16%

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

a. Median remuneration/wages:

	Male		Female	
	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category
Board of Directors (BoD)	2	9,13,37,027	0	0
Key Managerial Personnel	1	1,78,86,950	1	60,16,173
Employees other than BoD and KMP	918	4,46,453.5	58	7,49,630
Workers	5028	1,44,108	1327	1,43,736

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Gross wages paid to females as % of total wages	8%	10%

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, the Company places strong emphasis on upholding human rights and addressing related concerns. Human rights provisions are embedded within the Employee Policy Handbook and the Code of Conduct. An Internal Complaints Committee (ICC) has been constituted in accordance with statutory requirements to address complaints of sexual harassment. The ICC comprises a Presiding Officer, two employee representatives, and an external member from an NGO, with at least 50% representation by women to ensure sensitivity and impartiality in handling such matters. In addition, the Human Resources Department is entrusted with monitoring and resolving any human rights-related issues, thereby fostering a safe, inclusive, and respectful work environment.

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

The Company is committed to upholding human rights principles across its operations and value chain. It fosters an inclusive work culture and ensures a workplace free from any form of discrimination. All employees and workers are treated equitably, irrespective of race, caste, religion, colour, ancestry, marital status, gender, sexual orientation, age, nationality, ethnic origin, disability, or any other characteristic protected under applicable laws. To reinforce this commitment, the Company has implemented a comprehensive Code of Conduct and a Whistle-blower Mechanism that allows employees and workers to confidentially report any grievances or concerns. Documented policies and procedures are in place to address and resolve human rights violations effectively. Furthermore, the Company has instituted strong measures and internal mechanisms to prevent sexual harassment and ensure the prompt and fair handling of such matters, in compliance with the applicable legal framework.

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

Category	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	NA	1	0	Withdrawn
Discrimination at workplace	0	0	NA	0	0	NA
Child Labour	0	0	NA	0	0	NA
Forced Labour/ Involuntary Labour	0	0	NA	0	0	NA
Wages	0	0	NA	0	0	NA
Other Human rights related issues	0	0	NA	0	0	NA

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	1
Complaints on POSH as a % of female employees/workers	0	0.1%
Complaints on POSH upheld	0	Withdrawn

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

The Company has instituted a comprehensive and structured Whistle-blower Mechanism designed to safeguard individuals against any form of retaliation or unfair treatment. Proactive measures are embedded within the system to pre-emptively address potential challenges whistle-blowers may face. In accordance with the policy, when a whistle-blower is required to provide testimony in any criminal or disciplinary proceedings, their identity is maintained in strict confidence to uphold their safety, dignity, and privacy.

Furthermore, the Company has cultivated a secure and empathetic work environment that upholds zero tolerance towards sexual harassment. Guided by our internal policy, complaints are addressed with utmost confidentiality, sensitivity, and impartiality. The grievance redressal process ensures the complete anonymity of complainants and guarantees their protection throughout the investigation. In addition, the Company provides access to necessary support resources and implements strong safeguards against retaliation.

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

Yes, our contractual frameworks and business agreements are explicitly embedded with human rights provisions, reflecting our steadfast commitment to ethical business conduct and responsible value chain practices. We uphold comprehensive policies that categorically prohibit the use of forced or child labour, any form of sexual harassment, and discrimination of any kind. These policies also reinforce the entitlement to fair wages, social security, and just, humane working conditions.

These human rights safeguards are uniformly integrated across all contractual arrangements—including those with employees, suppliers, service providers, and other third-party stakeholders—to ensure alignment with internationally recognized human rights standards.

10. Assessments for the year:

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

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

NA

Leadership Indicators

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

During the reporting period, the Company did not receive any significant grievances or concerns pertaining to human rights violations. In the event that such matters arise, the Company has established formal redressal mechanisms, including dedicated Internal Committees, to undertake prompt, impartial, and thorough investigations.

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

The Company undertakes periodic internal audits to monitor and ensure adherence to all applicable human rights laws and internal policies.

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

Yes, the Company's premises and offices are designed to be accessible to persons with disabilities, including visitors. Accessibility is facilitated through the provision of elevators, trained staff assistance, and other necessary support measures to ensure ease of movement and dignified access across all relevant locations.

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	No assessment was conducted during the financial year
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	
Others – please specify	

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

NA

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

Essential Indicators

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

Parameter	FY 2024-25	FY 2023-24
From renewable sources		
Total electricity consumption (A)	4424.39	4433.35
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	4424.39	4433.35
From Non-renewable sources		
Total electricity consumption (D)	69878.15	68409.82
Total fuel consumption (E)	8415.56	7530.40*
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	78293.71	75940.22
Total energy consumed (A+B+C+D+E+F)	82718.1	80373.57
Energy intensity per rupee of turnover (Total energy consumed/ Revenue from operations) (Turnover in millions)	5.19	5.55
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/Revenue from operations adjusted for PPP) (Turnover in millions)	1.25	1.34
Energy intensity in terms of physical output (Total energy consumed/No. of units)	0.0037	0.0038
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

*LPG is used for operating hot and cold moulding machines

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.

NA

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

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	105225.78 [#]	96234.78*
(iii) Third party water	-	-



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

Parameter	FY 2024-25	FY 2023-24
(iv) Seawater/desalinated water	-	-
(v) Water from municipal corporation	469	363.60
(vi) Water Bottles/Aquaguard (Ltr X number of bottle) (KL)	0.14	0.59**
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v + vi)	105694.92	96598.97
Total volume of water consumption (in kilolitres)	106822.32	96601.37
Water intensity per rupee of turnover (Total water consumption/ Revenue from operations) (Turnover in millions)	6.71	6.67
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/Revenue from operations adjusted for PPP) (Turnover in millions)	1.62	1.62
Water intensity in terms of physical output (Total water consumption/No. of units)	0.0048	0.0045
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

The rise in water withdrawal is due to the newly operational C09 block which includes 8 functional washrooms (4 each for male and female). Additionally, new air washers were installed and existing ones repaired to improve shopfloor cooling efficiency

* Groundwater withdrawal data of FY 24 is sourced from water monitoring meters

** Consumption through water bottles is available for the Dehradun plant

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

4. Provide the following details related to water discharged:

Parameter	FY 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	12340	14062
No treatment	-	-
With treatment – please specify level of treatment	-	-
(ii) To Groundwater	-	-
No treatment	-	-
With treatment – please specify level of treatment	-	-
(iii) To Seawater	-	-
No treatment	-	-
With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties	-	-
No treatment	-	-
With treatment – please specify level of treatment	-	-
(v) Others (Municipal Sewers)	-	-
No treatment	-	-
With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	12340	14062

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.

The Company is deeply committed to water stewardship and has undertaken concerted efforts to minimize freshwater consumption through the adoption of water-efficient practices. A key focus area is the recycling and reuse of treated wastewater within operational premises, with the strategic objective of achieving Zero Liquid Discharge (ZLD).

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

Parameter	Please specify unit	FY 2024-25	FY 2023-24
Nox	Tonnes	0.83	0.40
Sox	Tonnes	0.03	BDL*
Particulate matter (PM)	Tonnes	0.10	0.28
Persistent organic pollutants (POP)	Tonnes	NA	NA
Volatile organic compounds (VOC)	Tonnes	NA	NA
Hazardous air pollutants (HAP)	Tonnes	NA	NA
Others – Carbon Monoxide	Tonnes	0.32	0.31

*BDL - Below Detectable Limit

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

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

Parameter	Unit	FY 2024-25	FY 2023-24
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)	tCO ₂ e	591.6	523.95
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)	tCO ₂ e	14111.51	13605.96
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations) (Turnover in millions)	tCO ₂ e/ ₹ in Millions	0.92	0.98
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations adjusted for PPP) (Turnover in millions)	tCO ₂ e/ ₹ in Millions	0.22	0.24
Total Scope 1 and Scope 2 emission intensity in terms of physical output (Total Scope 1 and Scope 2 GHG emissions/No. of units)	tCO ₂ e/ No. of units	0.0007	0.0007
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

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

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

The Company has undertaken targeted initiatives aimed at reducing its greenhouse gas (GHG) emissions and enhancing energy efficiency across its operations. Key measures implemented include:

- Integration of guest houses and emergency lighting systems with centralized uninterrupted power supply (UPS) systems to ensure continued operation during holidays and State Electricity Board (SEB) shutdowns

- Systematic replacement of conventional fluorescent lighting with energy-efficient LED fixtures during routine maintenance and equipment failures.
- Commissioning of a 1 MW rooftop solar power plant at the Ganaur facility, which has been operational since January 2022.

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

Parameter	FY 2024-25	FY 2023-24
Total Waste generated (in metric tonnes)		
Plastic waste (A)	44.20	21.74
E-waste (B)	0.23	0.80
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste (Oil-soaked cotton waste, DG filters, paint cans, chemical cans, paint residue, oil sludge, DG chimney soot, coolant oil and used oil). Please specify, if any. (G)	76.53	132.35
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	2618.88	2556.38
Total (A+B + C + D + E + F + G + H)	2739.85	2711.27
Waste intensity per rupee of turnover (Total waste generated/ Revenue from operations) (Turnover in millions)	0.17	0.19
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/Revenue from operations adjusted for PPP) (Turnover in millions)	0.04	0.04
Waste intensity in terms of physical output (Total waste generated/No. of units)	0.0001	0.0001
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	2739.85	2645.31
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	2739.85	2645.31
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations (through recyclers)	-	-
Total	-	-

Note: The Company is in the process of monitoring waste generation and further having a robust disposal mechanism to minimise waste sent to landfill.

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

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

Campus Activewear Limited is registered with the Central Pollution Control Board (CPCB) and has established a detailed waste disposal plan that aligns with CPCB regulations. The Company practices waste segregation at the source to ensure efficient management. Hazardous waste is transferred to authorized vendors in full compliance with the Hazardous & Other Wastes (Management and Transboundary Movement) Rules, 2016. Furthermore, both hazardous and electronic waste disposal is conducted according to the Environment Protection Act and other applicable legislation. By strictly following these regulatory requirements, Campus Activewear Limited promotes responsible waste management, reduces environmental impact, and upholds sustainability. The Company's dedication to correct waste disposal demonstrates its commitment to environmental protection and adherence to all relevant laws and standards.

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

Sl. No	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any
None of the operations are under ecologically sensitive areas			

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web link
No environmental impact assessments have been undertaken					

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

Sl. No	Specify the law/regulation/guidelines which was not complied with	Provide details of the non-compliance	Any fines/penalties/action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Yes, the Company is complied with all the necessary laws				

Leadership Indicators

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

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

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

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

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water		
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater/desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres)		NA
Total volume of water consumption (in kilolitres)		
Water intensity per rupee of turnover (Total water consumption/ Revenue from operations) (Turnover in millions)		
Water intensity (optional) – the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
No treatment		
With treatment – please specify level of treatment		
(ii) Into Groundwater		
No treatment		
With treatment – please specify level of treatment		
(iii) Into Seawater		
No treatment		NA
With treatment – please specify level of treatment		
(iv) Sent to third-parties		
No treatment		
With treatment – please specify level of treatment		
(v) Others		
No treatment		
With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		

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

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

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)			
Total Scope 3 emissions per rupee of turnover		The Company is currently not tracking Scope 3 emissions	
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity			

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

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

Nil

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

Sl. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Installation of ETP (Effluent treatment plant) at Gannaur Factory	The water used for washing and in the sole colouring process undergoes treatment through an Effluent Treatment Plant (ETP). After filtration, the treated water is discharged into the drainage system.	<ol style="list-style-type: none"> 1. Removal of hazardous chemicals from wastewater is carried out effectively 2. Treated water is reused for washing external areas
2	Installation of Wet scrubber unit in Ganaur	The air containing silicon particles is drawn through ducts and passed through a water curtain, which removes harmful chemicals. The treated air is then released into the atmosphere.	<ol style="list-style-type: none"> 1. Reduction of volatile organic compounds (VOCs) in the surrounding air 2. Decrease in operator fatigue due to the supply of fresh air around the machines

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

The Company has instituted a comprehensive Business Continuity and Disaster Management Plan (BCDMP) to ensure operational resilience in the face of unforeseen disruptions, including natural calamities, manmade incidents, cyber threats, and supply chain interruptions. This framework involves a proactive assessment of potential vulnerabilities and prescribes critical mitigation strategies aimed at minimizing operational impact.

In the event of a disruption, the Company's response protocol emphasizes immediate risk containment, safe evacuation procedures, and structured incident management. The recovery phase is underpinned by a prioritized approach encompassing damage assessment, continuity of core business functions, IT infrastructure restoration, and stabilization of supply chain operations.

To maintain a state of constant preparedness, the plan undergoes periodic reviews and is supported by continuous training and simulation exercises for relevant personnel.

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

Nil

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

Nil

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

Nil

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

Essential Indicators

1. a. Number of affiliations with trade and industry chambers/associations - 3

b. List the top 10 trade and industry chambers/associations (determined based on the total members of such body) the entity is a member of/affiliated to.

Sl. No	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/National)
1	Confederation of Indian Footwear Industries (CIFI)	National
2	Confederation of Indian Industries (CII)	National
3	PHD Chamber of Commerce and Industry	National

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

Name of authority	Brief of the case	Corrective action taken
No cases of anti-competitive behaviour are registered against Campus Activewear		

Leadership Indicators

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

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

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

Essential Indicators

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web link
Nil					

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

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

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

At Campus Activewear, we are committed to fostering meaningful and transparent engagement with our communities and stakeholders. We uphold an inclusive approach that emphasizes open dialogue, proactive outreach, and timely responsiveness to concerns raised by external stakeholders.

To facilitate this, the Company has established a dedicated digital platform accessible via our official website, enabling stakeholders to share feedback, lodge grievances, or raise concerns directly: <https://www.campusactivewear.com/contact-us>

An internal governance framework supports this mechanism, ensuring that all submissions are addressed with urgency, sensitivity, and fairness.

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

Parameter	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/small producers	21%	28%
Directly sourced within India	91%	94%

5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent/on contract basis) in the following locations, as % of total wage cost:

Location	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Rural	Nil	Nil
Semi-urban	30.67%	35.28%
Urban	30.72%	26.86%
Metropolitan	38.60%	37.86%

(Place categorized as per RBI Classification System - rural/semi-urban/urban/metropolitan)

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
	Nil

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

Sl. No	State	Aspirational District	Amount spent (In INR)
1	Uttar Pradesh, Delhi/NCR and Sports organised for Olympics/Para Olympics at State or National level, Education for poor and needy	There is no aspirational district as foundation is catering to underprivileged Section across many states and district	2.97 Crores

3.

(a)	Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized/vulnerable groups? (Yes/No)	No
(b)	From which marginalized/vulnerable groups do you procure?	Nil
(c)	What percentage of total procurement (by value) does it constitute?	Nil

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

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

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
	Nil	

6. Details of beneficiaries of CSR Projects:

Sl. No	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Vishwas - The foundation is working for the underprivileged section of the society poor and needy including education to Girls in Computers and free Eye care	Many	100%
2	OGQ- The Foundation is working for promotion of Sports and Games through program named OGQ. It is committed to bridging the gap between the best athletes in India and the best athletes in the world with a mission to support the Indian athletes in winning Olympic and Paralympic Gold medals. Vision of the foundation is to scout for potential medal talent, to help identify areas of support, and to work with all stakeholders to aid deserving talent of the Foundation for 123 athletes and 59 Para athletes in 10 sports viz Shooting, Badminton, Judo, Archery, Boxing, Wrestling, Powerlifting, Weightlifting, Table tennis and Athletics.	Many	Cannot be quantified
3	CSF - It is a Non-profit organisation with the vision of ensuring quality school education for all children in India towards executing the "NIPUN Bharat Mission" in Uttar Pradesh. CSF's vision is to work with the Government of Uttar Pradesh education department to improve the capacity to deliver Foundational Literacy and Numeracy (FLN) outcomes to about 76 Lakh students across 1.1 Lakh primary government schools across all 75 districts in the State	Many	Cannot be quantified
4	Sportz Village - The foundation is imparting sports training to students and providing sportz kits to students for their skill enhancement and preparation of sports at the state and national level. This foundation helps children from public schools (rural & urban) benefit from sports and physical education programs for improved developmental outcomes.	Many	100%

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

Essential Indicators

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

The Company has established multiple convenient channels for consumers to share their concerns or complaints, ensuring prompt and effective resolution. These include a dedicated customer support helpline, a designated support email ID, a grievance link on the official website, and engagement through the brand's social media platforms. Customers can also submit online service requests via our website – <https://www.campusshoes.com/>. For direct assistance, our support number 9667706012 operates seven days a week from 10:00 AM to 7:00 PM. Consumers can reach us anytime via email at customer@campusshoes.com, where an immediate acknowledgment is sent, followed by a personalized response within 48 hours. Additionally, our website provides a detailed Return & Claims Policy, outlining clear procedures for returns, exchanges, and complaint resolution.

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

As a percentage to total turnover	
Environmental and social parameters relevant to the product	100% (All statutory declarations mandated under the Legal Metrology Act and the corresponding Rules are duly and prominently displayed on the Principal Display Panel (PDP) of our products)
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

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

	FY 2024-25			FY 2023-24		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	Nil	Nil	-	Nil	Nil	Nil
Advertising	Nil	Nil	-	Nil	Nil	Nil
Cyber-security	Nil	Nil	-	Nil	Nil	Nil
Delivery of Products	Nil	Nil	-	Nil	Nil	Nil
Quality of Products	5,302	Nil	-	1*	1	Matter under adjudication
Restrictive Trade Practices	Nil	Nil	-	Nil	Nil	Nil
Unfair Trade Practices	Nil	Nil	-	Nil	Nil	Nil
Other	34,695	Nil	-	11,375	Nil	Pertaining to product and services

*Case filed in District consumer forum for quality issue

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

	Number	Reasons for recall
Voluntary recalls	Nil	NA
Forced recalls	Nil	NA

5. Does the entity have a framework/policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.

Yes, Campus Activewear has implemented a comprehensive Cybersecurity Policy to safeguard its digital infrastructure, information assets, and customer data against potential cyber threats. The policy outlines robust measures to ensure the confidentiality, integrity, and availability of information, in compliance with applicable legal and regulatory requirements. The link for the policy is: <https://www.campusactivewear.com/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

NA

7. Provide the following information relating to data breaches:

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



Leadership Indicators

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

Comprehensive information regarding the Company's product offerings is readily accessible on our official website: www.campusshoes.com

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

Care and maintenance instructions are clearly included within the product descriptions available on our official website.

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

NA as the product is not included in the essential service.

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

While a formalized customer satisfaction assessment mechanism is not yet in place, the Company actively gathers consumer feedback through alternative channels. Insights are obtained via Google My Business (GMB) pages associated with our retail outlets, as well as through our e-commerce partners.

Additionally, we have initiated feedback collection related to product delivery experiences on our official online store (www.campusshoes.com) in collaboration with our logistics partner.