

PDS/SE/2026-27/33

July 7, 2026

Listing Department National Stock Exchange of India Limited Exchange Plaza, C-1 Block G, Bandra Kurla Complex, Bandra (E), Mumbai -400 051 Scrip Symbol: PDSL	Corporate Relationship Department BSE Limited Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai- 400001 Scrip Code: 538730
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Re: ISIN - INE111Q01021

Sub: Business Responsibility and Sustainability Report for the Financial Year 2025-26

Dear Sir/ Madam,

Pursuant to the Regulation 34 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, read with applicable SEBI Circulars, please find enclosed the Business Responsibility and Sustainability Report which forms part of the Company's Annual Report for the Financial Year 2025-26.

We request you to kindly take the above information on record for the purpose of dissemination to the shareholders.

Thanking you,

Yours faithfully,
for **PDS Limited**

Abhishekh Kanoi
Group General Counsel & Company Secretary
ICSI Membership No.: F-9530

Encl.: As Above

PDS Limited

Registered Office Address : PDS Tower, 5th Floor, Plot No. 222, Udyog Vihar Phase -1, Industrial Complex Dundaheera, Gurgaon - 122016, Haryana, India.

Corporate Office Address: Unit No. 1031 & 1032, Solitaire Corporate Park Andheri- Ghatkopar Link Road, Andheri East, Mumbai 400093, Maharashtra, India.

CIN : L18101HR2011PLC147408  www.pdsitd.com  info@pdsitd.com  +91 2241441100

Annexure 7

Business Responsibility and Sustainability Report 2025-26

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

SR. No.	Particulars	Details
1	Corporate Identity Number (CIN) of the Listed Entity	L18101MH2011PLC388088
2	Name of the Listed Entity	PDS Limited ["PDS/The Company"]
3	Year of incorporation	06-04-2011
4	Registered office address	Unit No. 1031 & 1032, Solitaire Corporate Park, Andheri Ghatkopar Link Road, Andheri East, Mumbai- 400093, Maharashtra, India.
5	Corporate address	Unit No. 1031 & 1032, Solitaire Corporate Park, Andheri Ghatkopar Link Road, Andheri East, Mumbai- 400093, Maharashtra, India.
6	E-mail	investors@pdsitd.com
7	Telephone	+91-22-41441100
8	Website	www.pdsitd.com
9	Financial year for which reporting is being done	2025-26
10	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited and BSE Limited
11	Paid-up Capital	₹2,824.38 lakhs as of March 31, 2026
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Abhishekh Kanoi, Group f Legal Head & Company Secretary investors@pdsitd.com +91-22-41441100
13	Reporting boundary	This Report is made on a consolidated basis unless otherwise specified.
14	Name of Assurance provider	Grant Thornton Bharat LLP
15	Type of Assurance obtained	Limited Assurance on BRSR Core KPI's

II. Products / Services

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

SR. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Sourcing	PDS is a global fashion supply chain solutions platform offering solutions such as design led sourcing, sourcing-as-a-service, manufacturing & brand management. PDS operates through a network of entrepreneur led business verticals and manufacturing partners including own manufacturing facilities, across key sourcing markets, delivering agile, scalable and customer-centric solutions.	95%

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

SR. No.	Product / Service	NIC Code	% of total Turnover contributed
1	Wholesale of textiles, fabrics, yarn, household linen, articles of clothing, floor coverings and tapestry, sports clothes	46411	95%

III. Operations

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

Location	Number of Plants	Number of Offices	Total
National	14	14	28
International	3	97	100

PDS is a global B2B fashion infrastructure and supply chain solutions company serving leading brands and retailers across 22+ countries. As of March 31, 2026, the Group owns and operates 4 core manufacturing facilities of which 2 factories are in Bangladesh, 1 factory in Sri Lanka and 1 factory (Knit Gallery India Private Limited in India, acquired during year, (having 14 manufacturing units in Tirupur).

19. Markets served by the entity

a. Number of Locations

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

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

In FY 2025-26, 52% of PDS's Standalone turnover was from exports out of India.

c. A brief on types of customers

PDS serves a diversified global customer base of over 300 brands, retailers including value retailers and e-commerce platforms across fashion, footwear, accessories, home and lifestyle categories. Its customers range from established global retailers and private-label operators to emerging digital-first brands, reflecting the breadth and flexibility of the Company's platform.

The Company's customer footprint spans key markets including the UK, Europe, the Americas, the Middle East and Asia. PDS focuses on building long-term strategic relationships by offering tailored solutions across product development, design, sourcing, manufacturing, compliance, logistics and brand management.

Customer relationships are underpinned by a strong commitment to quality, sustainability, transparency and regulatory compliance. Through its diversified sourcing network, design-led approach and integrated supply chain capabilities, PDS helps customers respond to evolving consumer trends, optimize sourcing strategies and enhance speed-to-market while maintaining responsible business practices.

The Company's diversified customer portfolio, spanning multiple geographies, channels and product categories, helps mitigate concentration risk and supports sustainable growth through changing market cycles.

IV. Employees

20. Details as at the end of Financial Year

a. Employees and Workers (including differently abled)

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1	Permanent (D)	4,235	3,127	74%	1,108	26%
2	Other than Permanent (E)	136	63	46%	73	54%
3	Total Employees (D+E)	4,371	3,190	73%	1,181	27%
WORKERS						
1	Permanent (F)	5,912	1,173	20%	4,739	80%
2	Other than Permanent (G)	0	0	0	0	0%
3	Total Workers (F+G)	5,912	1,173	20%	4,739	80%

b. Differently abled Employees and Workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
DIFFERENTLY ABLED EMPLOYEES						
1	Permanent (D)	5	2	40%	3	60%
2	Other than Permanent (E)	0	0	0%	0	0%
3	Total Differently Abled Employees (D+E)	5	2	40%	3	60%
DIFFERENTLY ABLED WORKERS						
1	Permanent (F)	8	4	50%	4	50%
2	Other than Permanent (G)	0	0	0%	0	0%
3	Total Differently Abled Workers (F+G)	8	4	50%	4	50%

21. Participation / Inclusion / Representation of women

	Total (A)	No. and % of Females	
		No. (B)	% (B/A)
Board of Directors	8	2	25%
Key Management Personnel	3	0	0%

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

	FY 2025-26 (Turnover rate in current FY)			FY 2024-25 (Turnover rate in previous FY)			FY 2023-24 (Turnover rate in the year prior to previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
	Permanent Employees	31%	32%	31%	31%	37%	32%	28%	26%
Permanent Workers	34%	41%	40%	41%	53%	50%	45%	53%	52%

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

S. No.	Name of the holding/subsidiary / associate companies / joint ventures (A)	Indicate whether holding/subsidiary/ associate joint venture	% of shares held by listed entity*	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	360 Notch Limited	Subsidiary	100%	Yes
2	Adaptive Fashion Limited (Erstwhile Unhidden UK Limited)	Subsidiary	80%	No
3	Angelic-Partners Limited	Subsidiary	55%	Yes
4	Apex Black Limited	Subsidiary	65%	Yes
5	Brand Collective Corporation Limited	Subsidiary	70%	Yes
6	Brand Collective Limited	Subsidiary	70%	Yes
7	Casa Collective Limited	Subsidiary	75%	Yes
8	Casa Forma Limited	Subsidiary	100%	Yes
9	Clover Collections FZCO	Subsidiary	75%	Yes
10	Clover Collections Limited	Subsidiary	100%	Yes
11	Collaborative Sourcing Services FZCO	Subsidiary	75%	Yes
12	Collective Near East Sourcing Services FZCO	Subsidiary	100%	No
13	DBS Lifestyle India Private Limited	Subsidiary	51%	Yes
14	DBS Lifestyle Limited (Erstwhile PDS Lifestyle Limited)	Subsidiary	51%	No
15	Design Arc Asia Limited	Subsidiary	93%	Yes
16	Design Arc Brands Limited	Subsidiary	100%	Yes
17	Design Arc Europe Limited	Subsidiary	70%	Yes
18	Design Arc Europe SPA	Subsidiary	70%	No
19	Design Arc FZCO	Subsidiary	100%	Yes
20	Design Arc LLC	Subsidiary	100%	No
21	Design Arc UK Limited	Subsidiary	100%	Yes
22	Design COE Limited (Formerly known as PDS Fashion USA Limited)	Subsidiary	85%	Yes
23	DESIGN COE USA INC	Subsidiary	100%	No
24	Design Hub Sourcing FZCO	Subsidiary	60%	Yes
25	GoodEarth Apparels Limited (Erstwhile Green Smart Shirts Limited)	Subsidiary	93%	Yes
26	GoodEarth Lifestyle Limited (Erstwhile Green Apparel Industries Limited)	Subsidiary	93%	Yes

S. No.	Name of the holding/subsidiary / associate companies / joint ventures (A)	Indicate whether holding/subsidiary/ associate joint venture	% of shares held by listed entity*	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
27	Grupo Sourcing Limited, Hongkong	Subsidiary	51%	Yes
28	GSC Link Limited	Subsidiary	60%	Yes
29	Home Sourcing Solutions Limited	Subsidiary	80%	Yes
30	Infinity Fashion FZCO	Subsidiary	100%	No
31	INFINITY FASHION Tedarik Hizmetleri Anonim Sirketi (Erstwhile George Tedarik Hizmetleri Anonim Sirketi)	Subsidiary	100%	Yes
32	Jcraft Array Limited	Subsidiary	100%	Yes
33	Kindred Brands Limited	Subsidiary	56%	No
34	Kleider Sourcing FZCO	Subsidiary	51%	Yes
35	Kleider Sourcing Hong Kong Limited	Subsidiary	51%	Yes
36	Kleider Sourcing Limited Bangladesh	Subsidiary	51%	Yes
37	Knit Gallery Hong Kong Limited (Erstwhile PDS Incubation Company Limited & PDS Sourcing Hong Kong Limited)	Subsidiary	51%	No
38	Knit Gallery India Private Limited	Subsidiary	51%	No
39	Krayons Sourcing Limited	Subsidiary	75%	Yes
40	LilyandSid Limited	Subsidiary	55%	Yes
41	Lily And Lionel London Limited	Subsidiary	100%	No
42	Moda & Beyond Limited (Erstwhile Moda and Beyond Limited)	Subsidiary	64%	Yes
43	Moda and Beyond FZCO (Erstwhile PDS Design Services FZCO)	Subsidiary	100%	Yes
44	Multinational Textile Group Limited	Subsidiary	100%	Yes
45	New Lobster Limited	Subsidiary	100%	Yes
46	Nestylye Apparel Manufacturing Limited	Subsidiary	93%	No
47	Nestylye Apparel Manufacturing Limited, Mauritius	Subsidiary	93%	No
48	Nor Lanka Manufacturing Colombo Limited	Subsidiary	90.50%	Yes
49	Nor Lanka Manufacturing Limited	Subsidiary	91%	Yes
50	Norlanka Manufacturing India Private Limited (Erstwhile Norlanka Brands Private Limited)	Subsidiary	100%	Yes
51	Norlanka Progress Private Limited	Subsidiary	91%	Yes
52	Northern Apparel Limited (Formerly known as PDS Tailoring Limited)	Subsidiary	70%	No
53	Northern Brands Limited (Erstwhile Subtract Retail Limited)	Subsidiary	70%	No
54	Norwest Industries Limited	Subsidiary	100%	Yes
55	OLE Fashion Limited (Erstwhile PDS Online Enterprise UK Limited)	Subsidiary	100%	Yes
56	Online Enterprise HK Limited (Erstwhile PDS Design Services Limited and PDS Online Enterprise HK Limited)	Subsidiary	100%	No
57	Onme Soho Health And Beauty FZCO	Subsidiary	85%	No
58	Onme Soho Health And Beauty Limited, UK	Subsidiary	100%	No
59	Onme Soho Health and Beauty Limited (Erstwhile PDS Smart Fabric Tech Limited)	Subsidiary	85%	No
60	Origin Global Limited (Erstwhile PDS Far-East Limited)	Subsidiary	80%	Yes
61	Pangram Brands Global Private Limited	Subsidiary	51%	No
62	Pangram Celebrity Brands Private Limited	Subsidiary	53%	No
63	PDS Brands Manufacturing FZCO	Subsidiary	100%	Yes
64	PDS Brands Manufacturing Limited	Subsidiary	100%	Yes
65	PDS Brands Private Limited	Subsidiary	100%	No
66	PDS Central America Limited (Erstwhile PDS Collective Sourcing Limited)	Subsidiary	100%	Yes
67	PDS DSGN FZCO (Erstwhile PDS Lifestyle FZCO)	Subsidiary	100%	No
68	PDS Far East USA, Inc.	Subsidiary	100%	Yes
69	PDS Fashions Bangladesh Limited	Subsidiary	100%	Yes

S. No	Name of the holding/subsidiary / associate companies / joint ventures (A)	Indicate whether holding/subsidiary/ associate joint venture	% of shares held by listed entity*	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
70	PDS Fashions Limited	Subsidiary	100%	Yes
71	PDS Global Procurement Service FZCO	Subsidiary	100%	Yes
72	PDS Global Sourcing Limited	Subsidiary	100%	No
73	PDS Lifestyle Limited UK	Subsidiary	100%	Yes
74	PDS Logistics FZCO	Subsidiary	51%	No
75	PDS Manufacturing Limited	Subsidiary	93%	No
76	PDS MEA Limited	Subsidiary	100%	Yes
77	PDS Multinational FZCO	Subsidiary	100%	Yes
78	PDS North America Limited (Erstwhile PDS Fashions Hong Kong Limited)	Subsidiary	100%	Yes
79	PDS North America LLC	Subsidiary	100%	No
80	Online Enterprise USA Inc (Formerly PDS Online Enterprise USA Inc)	Subsidiary	100%	Yes
81	PDS Radius Brands FZCO	Subsidiary	100%	Yes
82	PDS Sourcing Bangladesh Limited (Erstwhile known as Multinational OSG Services Bangladesh Private Limited)	Subsidiary	100%	Yes
83	PDS Sourcing Limited	Subsidiary	100%	No
84	PDS Trading (Shanghai) Company Limited	Subsidiary	60%	Yes
85	PDS Ventures Limited	Subsidiary	100%	Yes
86	PDS Ventures Limited, Mauritius	Subsidiary	100%	No
87	PG Capital FZE	Subsidiary	100%	No
88	PG Group Limited	Subsidiary	51%	Yes
89	PG Group SPA	Subsidiary	51%	Yes
90	PG Home Group Limited	Subsidiary	46%	Yes
91	PG Home Group SPA	Subsidiary	46%	Yes
92	PG Shanghai Manufacturer Co. Limited	Subsidiary	51%	Yes
93	Poetic Brands Limited	Subsidiary	60%	Yes
94	Poeticgem Europe Limited	Subsidiary	75%	No
95	Poeticgem International FZCO	Subsidiary	75%	No
96	Poeticgem Limited	Subsidiary	100%	Yes
97	Poeticgem International Limited	Subsidiary	100%	Yes
98	Positive Materials Industries LDA (Erstwhile Progressive Crusade Unipessoal LDA)	Subsidiary	60%	Yes
99	Positive Materials Limited	Subsidiary	60%	Yes
100	Progress Apparels (Bangladesh) Limited	Subsidiary	93%	Yes
101	Progress Manufacturing Group Limited	Subsidiary	93%	Yes
102	Recovered Clothing Limited	Subsidiary	60%	Yes
103	Rising Asia Star Hong Kong Company Limited	Subsidiary	100%	Yes
104	Roksanda UK Limited	Subsidiary	80%	Yes
105	Simple Approach (Canada) Limited	Subsidiary	80%	No
106	Simple Approach Bangladesh Private Limited	Subsidiary	80%	Yes
107	Simple Approach Home Limited	Subsidiary	80%	Yes
108	Simple Approach Limited	Subsidiary	80%	Yes
109	Simple Approach Trading FZCO	Subsidiary	75%	No
110	Simple Approach UK Limited	Subsidiary	80%	No
111	SKOPE Apparels FZCO	Subsidiary	75%	Yes
112	Smart Notch (Shanghai) Limited	Subsidiary	100%	Yes
113	SNE MODA TASARIM Sanayi VE Ticaret Anonim Sirketi	Subsidiary	70%	No
114	Sourcing Solutions Europe BVBA	Subsidiary	51%	Yes
115	Sourcing Solutions Limited	Subsidiary	51%	No
116	Spring Design London Limited	Subsidiary	100%	Yes
117	Spring Near East FZCO	Subsidiary	85%	Yes
118	Spring Near East Manufacturing Company Limited	Subsidiary	65%	Yes
119	Stellar Brands Global FZCO (Erstwhile PDS Sourcing FZCO)	Subsidiary	100%	No
120	Styleberry Limited	Subsidiary	100%	Yes

S. No	Name of the holding/subsidiary / associate companies / joint ventures (A)	Indicate whether holding/subsidiary/ associate joint venture	% of shares held by listed entity*	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
121	Sunny Up Limited	Subsidiary	60%	Yes
122	Sunny Up US Limited	Subsidiary	60%	No
123	Suri Overseas Private Limited	Subsidiary	51%	Yes
124	Techno (Shanghai) Trading Company Limited	Subsidiary	55%	Yes
125	Techno Design GmbH	Subsidiary	55%	Yes
126	Techno Design HK Limited	Subsidiary	55%	Yes
127	Techno Design USA LLC	Subsidiary	55%	Yes
128	Techno Sourcing BD Limited	Subsidiary	49%	Yes
129	Techno Sourcing Dis Ticaret Anonim Sirketi	Subsidiary	55%	Yes
130	Technocian Fashions Private Limited	Subsidiary	55%	Yes
131	The Brand Group Limited	Subsidiary	80%	Yes
132	The Source Fashions Platform FZCO	Subsidiary	70%	No
133	Triton Fashion FZCO	Subsidiary	60%	No
134	Twins Asia FZCO	Subsidiary	100%	Yes
135	Twins Asia Limited	Subsidiary	100%	Yes
136	Upcycle Labs Limited	Subsidiary	61%	Yes
137	Vivere London Limited	Subsidiary	61%	Yes
138	Wonderwall (F.E) Limited	Subsidiary	60%	Yes
139	Wonderwall (F.E) Limited, Hongkong	Subsidiary	60%	Yes
140	Zamira Fashion Limited	Subsidiary	67%	Yes
141	Zamira Fashion Limited Zhongshan	Subsidiary	67%	Yes
142	PDS Asia Star Corporation Limited	Subsidiary	60%	Yes
143	Digital Internet Technologies Limited	Joint Venture	50%	No
144	Yellow Octopus	Joint Venture	50%	Yes
145	Yellow Octopus Circular Solutions Limited (formerly Yellow Octopus-UK Limited and Yellow Octopus Fashion Limited)	Joint Venture	50%	Yes
146	Yellow Octopus Ventures FZCO	Joint Venture	50%	No
147	GWD Enterprises Limited	Associates	25%	No
148	Loop Digital Wardrobe Limited	Associates	34%	No
149	Nobleswear (Private) Limited	Associates	26%	No
150	Refaunt Pte Limited	Associates	26%	No

Note: Rounded off to nearest decimal

VI. CSR Details**24. CSR Details**

(i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes, CSR provisions under Section 135 of the Companies Act, 2013 are applicable to the Company. During the year, the Company contributed approximately ₹35.19 lakhs to Soham for Kids Education Society, a trust registered under the Societies Registration Act, 1860 and headquartered in Hyderabad.
(ii) Turnover (in ₹)	25,740.74 lakhs
(iii) Net worth (in ₹)	69,869.37 lakhs

In addition, the trust extends its impact to families by offering vocational training programs for parents, such as sewing and English language skills, thereby enabling them to pursue sustainable livelihood opportunities.

The trust follows a comprehensive approach to child welfare by providing essential services such as healthcare, balanced nutrition—including two nutritious meals a day—and access to quality education. Its educational initiatives emphasize holistic development, supporting children through various extracurricular activities including sports, music, and the arts.

Note: CSR under Section 135 of the Companies Act, 2013 is applicable to the standalone Indian entity, turnover and networth mentioned above is of the PDS Limited standalone.

VII. Transparency & Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	0	0	NA	0	0	NA
Investors (other than shareholders)	Yes	0	0		0	0	
Shareholders	Yes	0	0		0	0	
Employees and workers	Yes	32	0		29	0	
Customers	Yes	0	0		4	0	
Value Chain Partners	Yes	1	0		0	0	
Other (please specify)	Yes	6	0		3	0	

PDS has a robust Vigil Mechanism and Grievance Redressal framework that enables all stakeholders to report concerns confidentially and without fear of retaliation through the independent NAVEX global hotline platform, where reports are received directly by the Vigilance Officer and investigated through a structured, impartial process involving the Reviewing Authority and, when required, the Audit Committee. The Company also maintains complaint registers across factory locations for issues raised by factory associates, which are addressed by the Factory Compliance Manager and Head of Compliance. Additionally, employees, vendors, contractors, and other stakeholders are encouraged to report any misconduct to their reporting managers or HR heads, and whistleblowers with concerns regarding Protected Disclosures may reach out directly to the Vigilance Officer, ensuring transparency, confidentiality, and ethical governance throughout the process.

Reporting Mechanisms-

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

Email whistleblower@pdsitd.com; auditcommittee@pdsitd.com

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

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

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

S. No.	Material Issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Human Rights	Opportunity/Risk	Respecting and promoting human rights is fundamental to PDS's commitment to responsible business practices and sustainable value creation. Strong human rights policies, procedures and governance frameworks help strengthen stakeholder trust, enhance brand reputation, support employee well-being and foster an inclusive workplace culture. They also reinforce customer confidence and align with evolving regulatory and stakeholder expectations across global markets. Conversely, inadequate management of human rights risks could expose the Company to legal and regulatory challenges, reputational damage, operational disruptions and potential loss of stakeholder confidence. Effective human rights due diligence therefore represents both a risk mitigation measure and an opportunity to strengthen long-term business resilience and competitiveness.	1) PDS is committed to respecting and protecting human rights across its operations and value chain. The Company has established a comprehensive human rights framework comprising policies, governance mechanisms, due diligence processes and grievance channels designed to identify, prevent and address potential human rights risks. 2) The Company maintains a zero-tolerance approach to forced labour, bonded labour, child labour, slavery and human trafficking. These principles are embedded within its Human Rights Policy, Employee Code of Conduct, Supplier Code of Conduct, POSH Policy and other people-related policies that govern employee and supplier conduct. 3) Human rights risks are monitored through ongoing compliance assessments, supplier evaluations, factory audits and stakeholder engagement processes. Oversight is provided by the Group ESG and Compliance function, which works closely with business teams and sourcing partners to ensure adherence to applicable standards and responsible business practices. 4) PDS regularly conducts awareness, training and capacity-building programmes for employees and suppliers to strengthen understanding of human rights expectations, ethical conduct and accountability across the value chain. 5) The Company's approach is further supported by its commitment to internationally recognised standards, including the United Nations Global Compact (UNGC), under which PDS reports its progress annually through the Communication on Progress (CoP).	Positive

S. No. Identified	Material Issue	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2	Green House Gases (GHG) Emissions	Risk	Greenhouse gas emissions pose significant environmental and health hazards. As responsible global business, PDS recognizes the importance of managing its carbon footprint and supporting the transition to a lower-carbon economy. Any harm to the environment and biodiversity could result in reputational damage, financial penalties, increased costs, missed business prospects, and negative media coverage. Managing these risks is crucial for PDS to protect its standing and financial well-being.	The Company recognises the environmental impact of its operations and the significant footprint of the fashion supply chain—from sourcing and manufacturing to logistics and is committed to reducing its carbon footprint through a structured, data-driven approach aligned with the Science-Based Targets initiative (SBTI) and the Paris Agreement. ESG principles are embedded across operations, with 'Reduce Emissions' as a key pillar driving decarbonisation across the value chain. The Company tracks Scope 1, 2 and 3 emissions across major sites & offices using the 2024 baseline established for its greenhouse gas inventory and validated by SBTi which has strengthened emissions data tracking systems to enhance transparency and enable more informed, targeted actions. Also, it enhances transparency through CDP disclosures covering governance, risks, and mitigation actions. Key initiatives include transitioning to cleaner energy by adopting renewable energy (solar installations), improving process efficiencies, and collaborating with responsible suppliers through supply chain interventions such as Hi66 FEM adoption and responsible energy practices, alongside carbon sequestration through mangrove restoration. The Company is also strengthening emissions traceability through digital tools like Digital Product Passports to enable product-level footprint analysis and targeted reductions. Additionally, logistics emissions are being addressed through carbon offsetting. For further details, refer PDS Annual Report FY25-26 page no. 162.	Negative
3	Energy Management	Risk	Energy management holds utmost importance for PDS, given its heavy dependence on a reliable energy supply. With finite natural resources, transitioning from non-renewable to renewable energy sources is imperative, not only for environmental sustainability but also for cost-effectiveness	1) Use of fabric waste incineration boiler in Progress Apparels (Bangladesh) Limited to generate energy from its own fabric waste. 2) On-site renewable energy generation at Good Earth Apparels and Nor Lanka Manufacturing Colombo Limited, which meets a substantial portion of the facility's electricity demand and supports decentralized clean energy adoption. 3) Progress Apparels joined the Clean by Design (CbD) programme led by the Apparel Impact Institute in Bangladesh, which helps manufacturers find practical, cost-effective ways to improve operational efficiency and lower their environmental footprint majorly energy and water footprint. 4) Sustainable Sourcing has incorporated energy-efficient technologies-such as low water liquor ratios and high-efficiency dryers to minimize the energy and environment footprint. All three manufacturing units have received recognition and the LEED Gold Certification for their exceptional energy leadership and environmentally conscious design.	Positive

S. No. Identified	Material Issue	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	Water Management	Risk and Opportunity	Recognizing the global risks of rising water demand and limited supply, PDS prioritizes water management. The Company acknowledges water as a significant risk due to its crucial role in operations and community welfare. Climate change exacerbates the challenge, with extreme weather events like droughts posing threats to water availability. In tandem, sustainable water management practices also provide increased opportunities for such companies given the commitments of prospective customers towards conscious sourcing.	The Company is implementing targeted measures to monitor, regulate and optimise water use across manufacturing operations, aligned with its commitment to reduce water consumption by 30% by 2030. These efforts are supported by technology upgrades, process improvements and real-time monitoring. Key initiatives include the installation of STPs for wastewater reuse; use of efficient washing systems, installation of rainwater harvesting system etc. In addition, employee training programmes promote water conservation, and Progress Apparels (Bangladesh) Limited participation in All's Clean by Design programme has identified further water efficiency improvements, including wastewater reuse, pending validation through a follow-up audit. The detailed disclosures are expected to be included in the Group Sustainability Report 2026 under Environment section.	Positive
5	Community Relations	Opportunity	Interacting with the community provides valuable insights into their needs while fostering trust and support. Cultivating positive relations with the community can attract local talent, customers, and investors, thereby unlocking new market prospects	1) Through its CSR initiative 'Soham for Kids,' PDS supports underprivileged children and their families by enabling access to holistic education and livelihood opportunities, fostering inclusive learning and long-term community upliftment. 2) 'Soham for All' in Bangladesh, supported by PDS subsidiary Design Arc, delivers academic and vocational training to children of factory workers and local women, driving generational progress through education and skill development. 3) PDS also provides targeted support during natural disasters, economic challenges and other crises, contributing to community resilience and social protection.	Positive
6	Occupational Health & Safety	Risk	Ensuring a safe and healthy workplace for everyone is vital for boosting productivity and nurturing organizational development. Additionally with manufacturing facilities spread across different locations, the labor-intensive nature of operations poses health risks for the workforce, stemming from factors like machinery breakdowns and human error.	1) Medical and accident insurance is provided to all workers. 2) On-site clinics and medical bays are available at factories to ensure prompt medical care. 3) First aid kits and fire safety systems are installed across facilities, supported by regular drills and safety awareness programs. 4) A formal Occupational Health & Safety (OHS) Policy governs practices, with compliance monitored across value chain partners. 5) The Company partners only with facilities that demonstrate verifiable adherence to health and safety standards. 6) Through Global Compliance Development visits, PDS assesses and collaborates with partners to continuously strengthen health and safety performance.	Positive

S. No.	Material Issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
7	Product Quality, Safety and Sustainability	Risk and Opportunity	In today's context, the significance of product quality, safety, and sustainability cannot be overstated. Consumers are increasingly discerning, seeking products that not only meet their needs but also align with their values. High-quality products that are safe to use instill trust and confidence in the brand. Furthermore, in the face of growing environmental concerns, sustainability has become a non-negotiable criterion for many consumers. By prioritizing these, companies not only meet current market demands but also future proof their operations, establishing themselves as responsible and reliable industry leaders.	<ol style="list-style-type: none"> All products are developed in line with customer specifications and undergo rigorous in-house quality testing to ensure compliance with durability, safety, and performance standards. The Company integrates sustainability across design, sourcing, and manufacturing, including the adoption of sustainable fabrics, eco-efficient processes, and responsible material management. Supplier compliance audits are conducted regularly to ensure alignment with ethical sourcing standards, including fair wages, safe working conditions, and prohibition of child labor. The Company is transitioning to 100% responsibly sourced MMCF by 2027, partnering with Canopy "Green Shirt" suppliers to promote forest conservation and eliminate sourcing from unverified sources. 	Negative
8	Supply Chain Management	Risk and Opportunity	It has become a business imperative for companies to partner with suppliers who prioritize operational efficiencies, resource management, pollution reduction, and ethical business conduct. Moreover, consumers are also increasingly demanding products that ethically and sustainably sourced and produced. Environmentally conscious materials, traceability and ethical value chain provide a competitive edge to the Company offerings which include sourcing as a service.	<ol style="list-style-type: none"> The Company has established a Sustainable Supply Chain Policy and enforces a robust Supplier Code of Conduct aligned with international human rights and labour standards. Regular supplier audits are conducted to ensure compliance with key requirements, including the prohibition of forced and child labour, fair wages, safe working conditions, and environmental responsibility. PDS has partnered with Oritain to strengthen fibre-level traceability by verifying the origin of raw materials and preventing substitution risks across its sourcing network. To enhance transparency, PDS Ventures has invested in Fabacus to enable Digital Product Passports that capture key product data—such as material origin, emissions, and packaging—supporting traceability and regulatory readiness. 	Negative

S. No.	Material Issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
9	Circular Economy	Opportunity	The concept of a circular economy revolves around extending the lifespan of products through reuse and recycling. This practice is crucial for companies as it not only reduces waste but also aids in balancing industry demand and supply, particularly in the face of resource constraints. Increasingly, customers are demanding products that embed circularity and regenerative economy considerations from design to disposal.	<p>Circularity is embedded as a core ESG pillar, focusing on resource efficiency, material innovation, and end-of-life solutions across the fashion value chain.</p> <ol style="list-style-type: none"> Good Earth Apparels contributes to the circular economy through an innovative process that transforms cutting waste into fiber, which is then spun into yarn and woven into new fabrics—creating sustainable products while reducing industry waste. A fabric incineration boiler at Progress Apparels (Bangladesh) Limited generates process energy from production waste, contributing to resource efficiency and waste minimisation. Krayons supports circularity by integrating recycled ocean plastics into its fabric blends using Repreve polyester, giving post-consumer waste a second life while reducing reliance on virgin materials. Narlanika collaborates with Neptune Recyclers to track and trace post-industrial fabric waste through a certified system, ensuring it is responsibly recycled and reintegrated into the production cycle. Use of 3D weaving and digital product development to minimize sampling waste, overproduction and unsold inventory. The Company promotes circularity across the fashion value chain by investing in early-stage startups focused on waste-to-value innovation, regenerative materials, and second-life solutions through its venture arm, PDS Ventures which supports material innovation start-ups such as Upcycle Labs, Bloom Labs, ReFaunt, Tiro (Bio-based elastic fibres for circular apparel systems) Style Theory Evnu* (textile-to-textile recycling), Natural Fiber Welding's MIRUM* (plastic-free leather alternative) and Resortecs, which transform unsorted textile waste into durable products, bioplastics, regenerative fibres, and recycling-ready garments—advancing scalable solutions for a circular fashion economy. 	Positive

SECTION B: MANAGEMENT & PROCESS DISCLOSURES

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

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

S. No.	Material Issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
10	Industry Collaborations	Opportunity	Collaborating with peers in the industry not only keeps us abreast of current trends but also serves as a benchmark for performance relative to others in the same sector	<ol style="list-style-type: none"> The Company is a signatory to the United Nations Global Compact (UNGC) Through its association with the Cascale (formerly known as Sustainable Apparel Coalition), the Company collaborates with a diverse range of industry stakeholders across the apparel value chain. It also leverages the Higg Index tools under worldly platform to collaborate on standardized sustainability measurement. The Company remained an active member of the American Apparel & Footwear Association (AAFA) during the year. PDS hosted its first Global Supplier Meet, uniting 100+ suppliers to strengthen collaboration and align on quality, sustainability, and ethical sourcing, reinforcing their commitment to building a resilient, future-ready supply chain. PDS also participated as the fashion sponsor for Bharat Tex, a global textile mega event organized by a consortium of 11 Textile Export Promotion Councils and supported by the Ministry of Textiles. 	Positive
11	Business Ethics and Integrity and Code of Conduct	Risk and Opportunity	Business ethics and governance are critical for PDS, underpinning reputation and relationships. Upholding high standards fosters trust, transparency, and compliance, mitigating risks and driving sustainable growth. It demonstrates commitment to responsible business conduct, essential for long-term success and competitiveness.	PDS upholds high standards of ethical conduct and governance through a global Code of Conduct that reinforces principles of trust, integrity, and non-discrimination across all operations. A confidential Ethics Hotline, overseen by the Vigilance Officer/Ombudsman, enables stakeholders to report concerns related to misconduct or violations. In parallel, the Supplier Code of Conduct ensures ethical behavior, legal compliance, and respect for human rights across all value chain partnerships.	Positive
12	Labor Relations and Collective Bargaining	Risk	Cultivating transparent relationships with industrial and collective bargaining is essential for smooth business operations. It ensures adherence to human rights, promotes a high-performance culture, and fosters a positive work environment.	PDS Human Rights Policy prohibits child labor, forced labor, discrimination, and harassment in the workplace. PDS respects the right of employees and workers to form associations or employee groups and to bargain collectively, in accordance with applicable local laws and practices, ensuring freedom of representation and protection of labor rights across its operations.	Negative

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy & Management Processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
1. b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
1. c. Web Link of the Policies, if available	https://pdsitd.com/investors/corporate-governance/governance_type=policies								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes / No)	Yes, the below-mentioned policies extend to PDS's value chain partners. 1) Supplier Code of Conduct 2) Sustainable Supply Chain and Responsible Sourcing Policy								
4. Name of the national and international codes/certifications/labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.									
P1 1. Wrap Certification – Gold certificate of compliance 2. ISO 9001: 2015 3. GSCS International - Global Organic Textile Standard									
P2 1. GRS Certification (Global Recycled Standard (GRS) Textile) 2. RCS Certification (Recycled Claim Standard)									
P3 1. ACCORD/RSC on Fire Building Safety 2. BSCI certification									
P4 NA									
P5 NA									
P6 1. Higg Index --Environmental Module/ FSLM 2. GSCS International - Global Recycled Standard 3. LEED -Gold 4. Global Organic Textile Standard 5. SMETA Audit Verified 6. BCI Certification 7. OCS Certification- 8. HIGG FEM Certification 9. GOTS Certification 10. ISO 14064 Certification 11. LEED V4 Certification- Gold Certificate 12. Oekotex STEP									
P7 NA									
P8 1. SEDEX Certification									
P9 1. Oekotex 100									

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9																				
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company has established specific goals and objectives for both its sourcing and manufacturing operations, focusing on four key principles: Decreasing emissions, Preserving Water & the Environment, Embracing Circular Practices, and Supporting Communities. The Company has outlined a strategic plan with measurable targets spanning from 2024 to 2030, with the ultimate aim of achieving a Net Zero status by 2050.																												
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	<p>Targets:</p> <table border="1"> <thead> <tr> <th>Target</th> <th>Status</th> </tr> </thead> <tbody> <tr> <td>By 2023: Commit to SBTi</td> <td>Achieved</td> </tr> <tr> <td>By 2024: <ul style="list-style-type: none"> Clearly define and publish Scope 3 emissions. Engage in UNGC related activities </td> <td>The Company has started reporting its Scope 3 emissions covering 10 out of the 15 categories in alignment with the GHG Protocol in their Group Sustainability Report. In FY 2024-25, PDS submitted its annual Communication on Progress (CoP) to the United Nations Global Compact (UNGC), reaffirming its alignment with the Ten Principles in the areas of human rights, labor, environment, and anti-corruption. The CoP outlines how PDS is integrating these principles into decision-making and discloses progress made toward the broader UN Sustainable Development Goals (SDGs)</td> </tr> <tr> <td>By 2025: SBTi approved emission reduction targets on Scope 1, 2 & 3</td> <td>Achieved</td> </tr> <tr> <td>By 2026: Provide free primary and secondary education to 1000 children from vulnerable communities.</td> <td>In Process</td> </tr> <tr> <td>By 2027: Responsibly source all Man Made Cellulosic Fibers (MMCF)</td> <td>PDS has started setting targets to increase Man Made Cellulosic Fibers (MMCF) at business vertical level including verticals like Poetigem, CSS, Good Earth Apparels, Group Sourcing, Krayons, Norlanka, PDS Far East, PDS Fashions USA Ltd., Simple Approach, Sourcing Solutions, Spring Near East, Zamira, Progress Apparels and Design Arc.</td> </tr> <tr> <td>By 2030: Achieve a 30% reduction in water consumption.</td> <td>In process</td> </tr> <tr> <td>By 2030: Reduce absolute scope 1 and 2 GHG emissions by 42.0% and scope 3 GHG emissions by 25.0% from a FY 2024 base year.</td> <td>In Process</td> </tr> <tr> <td>By 2050: Net Zero across the value chain</td> <td>To achieve these targets, the Company will focus on improving energy efficiency across operations, increasing the adoption of renewable energy, reducing reliance on fossil fuels in manufacturing processes, and promoting the use of lower-impact and sustainable materials.</td> </tr> <tr> <td>By 2050: To reduce absolute scope 1, 2 and 3 GHG emissions by 90.0% by FY2050 from FY 2024 base year.</td> <td>In process</td> </tr> </tbody> </table> <p>The Company has committed to achieve net-zero greenhouse gas emissions across the value chain by FY2050. The Company will also engage suppliers to measure and reduce their emissions, while strengthening data management, monitoring, and annual reporting to track progress and ensure alignment with its science-based climate commitments.</p>									Target	Status	By 2023: Commit to SBTi	Achieved	By 2024: <ul style="list-style-type: none"> Clearly define and publish Scope 3 emissions. Engage in UNGC related activities 	The Company has started reporting its Scope 3 emissions covering 10 out of the 15 categories in alignment with the GHG Protocol in their Group Sustainability Report. In FY 2024-25, PDS submitted its annual Communication on Progress (CoP) to the United Nations Global Compact (UNGC), reaffirming its alignment with the Ten Principles in the areas of human rights, labor, environment, and anti-corruption. The CoP outlines how PDS is integrating these principles into decision-making and discloses progress made toward the broader UN Sustainable Development Goals (SDGs)	By 2025: SBTi approved emission reduction targets on Scope 1, 2 & 3	Achieved	By 2026: Provide free primary and secondary education to 1000 children from vulnerable communities.	In Process	By 2027: Responsibly source all Man Made Cellulosic Fibers (MMCF)	PDS has started setting targets to increase Man Made Cellulosic Fibers (MMCF) at business vertical level including verticals like Poetigem, CSS, Good Earth Apparels, Group Sourcing, Krayons, Norlanka, PDS Far East, PDS Fashions USA Ltd., Simple Approach, Sourcing Solutions, Spring Near East, Zamira, Progress Apparels and Design Arc.	By 2030: Achieve a 30% reduction in water consumption.	In process	By 2030: Reduce absolute scope 1 and 2 GHG emissions by 42.0% and scope 3 GHG emissions by 25.0% from a FY 2024 base year.	In Process	By 2050: Net Zero across the value chain	To achieve these targets, the Company will focus on improving energy efficiency across operations, increasing the adoption of renewable energy, reducing reliance on fossil fuels in manufacturing processes, and promoting the use of lower-impact and sustainable materials.	By 2050: To reduce absolute scope 1, 2 and 3 GHG emissions by 90.0% by FY2050 from FY 2024 base year.	In process
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Governance, Leadership and Oversight

<p>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>	<p>PDS is unwavering in its commitment to weave Environmental, Social and Governance (ESG) values into every part of the business. Our sustainability roadmap rests on four pillars—Reduce Emissions, Respect Water, Think Circular, and Build Community—which guide all decisions and track our progress.</p> <p>During FY 2025-26 we hit a key milestone as our FY 2050 net-zero goal earned Science-Based Targets initiative (SBTi) approval, confirming alignment with the latest climate science. We are embedding sustainability initiatives across all our operations.</p> <p>Clean energy solutions now power a larger share of our operations: solar installations in Sri Lanka and Bangladesh, together with onsite generation at Good Earth and Norlanka, meet a substantial portion of our electricity demand, while the fabricwaste boiler at Progress Apparels converts production scraps into thermal energy, further curbing emissions. Renewable energy produced at our own manufacturing units, Good Earth Apparels and Norlanka plants ~1.7 million kWh, avoiding 926.63 tCO₂e.</p> <p>Water stewardship was expanded across Good Earth, Progress, Zamira, Norlanka and CCP Malwana via rainwater harvesting, advanced wastewater treatment and water-efficient machinery, all supported by employee training programmes aimed at reducing consumption and waste. Norlanka, in partnership with the University of Kelaniya, undertakes mangroves seedling restoration, bolstering ecosystem resilience.</p> <p>Waste management priorities—fabric optimisation, traceable recycling and energy recovery—were realised through a waste-to-energy boiler at Progress Apparels and a recycling partnership at Norlanka. Chemical handling follows a ZDHC aligned policy with rigorous safety testing and digital inventory tracking.</p> <p>Supplier transparency was deepened as multiple partners upgraded emissions reporting under Higg FEM 4.0 we reinforced this progress with ESG scorecards, onboarding protocols and clear policy explainers, enabling more reliable Scope3 emissions data throughout the chain.</p> <p>Innovation remains a cornerstone of our sustainability journey. Through PDS Ventures, we have committed USD 50 million to transformative fashiontech and circularity startups, expanding our portfolio to more than 60 companies. Recent additions include Colorifix (lowimpact dyeing), Smartex (Aldriven defect detection), Evrnu (regenerative fibres), Material (safer polyurethane alternatives), Tira (recyclable stretch garments), Manny AI (realtime planning) and Moonsift (AI-enabled product discovery). Partnerships with Oritain and Fabaacus have enabled largescale traceability, exemplified by a Digital Product Passport pilot with Tesco. The successful Everloop capsule collection cocreated with six material innovators—demonstrated the power of collaborative sustainable design.</p> <p>On the social front, our flagship education programme with the SQHAM Foundation extended academic and vocational training to children and families in underserved communities across India and Bangladesh. Complementary initiatives included Poeticgem's lifesaving infant wear, women's upskilling through fabric waste reuse at Spring Near East, and the Apon Fair Shop at Good Earth, which supplies discounted essentials and hygiene products for women employees.</p> <p>As regulatory expectations evolve, we deepened engagement with the UN Global Compact, the International Labour Organization and leading financial institutions, embedding ESG metrics into sustainability linked financing and enhancing capacitybuilding for our social-compliance and sourcing teams.</p> <p>Looking ahead, PDS will continue to lead with purpose, forge partnerships for progress and deliver transparent, measurable impact across our entire value chain. Our fourpillar framework translates longterm ambition into consistent action, advancing resource efficiency, circularity and community wellbeing for the generations to come.</p>
<p>8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies)</p>	<p>The Executive Vice Chairman, Mr. Pallak Seth is the highest authority responsible for the implementation and oversight of the Business Responsibility policies.</p>
<p>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</p>	<p>Yes, the Company has constituted the 'PDS Sustainability Board' to oversee ESG-related decisions. Its members include the Executive Vice Chairman (of the PDS Board of directors) and other senior key managerial personnel.</p>

10. Details of Review of NGRBCs by the Company

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other - please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Performance against the above-mentioned policies and follow-up action is reviewed by the Board of Directors, Audit Committee, Stakeholder's Relationship Committee, Nomination and Remuneration Committee, Risk Management Committee and Corporate Social Responsibility Committee, as applicable.									Reviews are conducted once every three years or whenever an update is required due to change in applicable laws.								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	No non-compliances were observed during the reporting period.																	
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes / No).	P1	P2	P3	P4	P5	P6	P7	P8	P9									
If yes, provide name of the agency.	Internal auditors periodically review the Company's policies, assessing their effectiveness and adequacy based on best practices observed in reputable organizations. The Audit Committee oversees adherence to these policies within the Company. PDS had engaged one of the Big 4 consulting firms to conduct assessments and reviews of PDS's policies for compliance with the applicable laws.																	
12. If answer to question (1.) above is "No" i.e., not all Principles are covered by a policy, reasons to be stated:																		
Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9									
The entity does not consider the principles material to its business (Yes/No)										Not Applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)										Not Applicable								
The entity does not have the financial or/human and technical resources available for the task (Yes/No)										Not Applicable								
It is planned to be done in the next financial year (Yes/No)										Not Applicable								
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	5	Board of Directors Training covers business performance, strategy, key risks, audit plans, financials, compliance and regulatory updates. They also include insights on internal controls, company policies, investor relations, HR developments, and technology initiatives.	100%
Key Managerial Personnel	3	Workplace Behaviour Training.	100%
Employees other than BOD and KMPs	6863	The training programs include key areas such as Code of Conduct & POSH Awareness, Employee Wellbeing, Performance Management, Occupational Health & Safety, Fire Safety, Textile Recycling, ISO 14001 & Environmental Management, Sustainability & ESG, Health & Safety Workshops, and Leadership & Personal Development, all focused on ensuring compliance, safety, skill development, and promoting sustainable business practices.	58%
Workers	6837	The training covers Occupational Health & Safety, including PPE, grievance procedures, zero-tolerance policies, first aid, fire safety, machine safety, chemical handling, and waste handling. It also focuses on legal rights, non-discrimination, anti-harassment, and workers' rights & responsibilities, ensuring a safe and respectful work environment.	100%

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

NGRBC Principle	Monetary			Brief of Case	Has an appeal been preferred? (Yes/No)
	Name of regulatory/ enforcement agencies/judicial institutions	Amount (in INR)			
Penalty / Fine	NA	NA	0	NA	NA
Settlement	NA	NA	0	NA	NA
Compounding Fee	1	Reserve Bank of India	5.24 lakhs	Compounding Order passed under Section 15(1) of the Foreign Exchange Management Act, 1999 ("FEMA") and the regulations / rules / notifications / orders made thereunder.	No

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

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

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

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

PDS has Anti-Bribery and Anti-Corruption policies that apply to all personnel, including directors, employees (permanent, fixed-term, or temporary), consultants, contractors, sponsors, vendors, and others associated with the company and its subsidiaries. These policies clearly define individual responsibilities, identify potential risk scenarios, designate accountable parties, and establish reporting channels for any instances of bribery or corruption. <https://pdsitd.com/wp-content/uploads/2025/10/15-Anti-Bribery-and-Anti-Corruption-Policy.pdf>

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

	FY 2025-26 (Current Financial Year)		FY 2024-25 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	-	0	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	-	0	-

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

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

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Number of days of accounts payables	52	50

*Note –

1) The above Indicator includes the data pertaining to Knit Gallery Limited

2) For the above calculation, "cost of goods and services procured" comprises purchases of raw materials, stock-in-trade, and other expense excluding items such as loss on PPE, provision for doubtful debts, CSR expenditure & foreign exchange fluctuations

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	FY2025-26	FY2024-25
		(Current Financial Year)	(Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	0	0
	b. Number of trading houses where purchases are made from	0	0
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	0	0
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	0	0
	b. Number of dealers / distributors to whom sales are made	0	0
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	0	0
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0.22%	0.63%
	b. Sales (Sales to related parties / Total Sales)	0.00%	0.01%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	5.74%	11.78%
	d. Investments (Investments in related parties / Total Investments made)	23.15%	22.34%

Note:

- All procurement is directly from manufacturers and there are no intermediaries involved.
- There are no dealers and distributors as all the sales are being done directly to the customers and retailers.
- The above Indicator includes the data pertaining to Knit Gallery India Private Limited

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
During the last financial year, we have conducted 37 training sessions covering 15 key topics, comprising 29 in-person sessions and 8 virtual sessions	Climate Action & PDS Expectations from Suppliers, Capacity Development Program on Worldly HIGG FEM, Gender Equality & Respect Program, Root Cause Analysis, Corrective Action Plan & Validation, Grievance Mechanism, PDS Ethical Audit Benchmarking Course, Code of Conduct & Standard Operating Procedures, Customer COC & PDS Expectations, Conquer – Robust Data Management, RSC Escalation, etc.	44%

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

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

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

Essential Indicators

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

	FY 2025-26	FY 2024-25	Details of improvements in environmental and social impacts
	Current Financial Year	Previous Financial Year	
R&D	0%	0%	NA
CAPEX	0%	0%	NA

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

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

Yes.

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

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

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

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

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

PDS operates as a global B2B supply chain solutions partner and therefore does not reclaim endproducts sold under customer brands. Nevertheless, the Company undertakes targeted initiatives to reduce waste and enable circularity within its operations and value chain.

PDS has eliminated singleuse polythene bags at Sourcing Solutions, reducing plastic waste at source. Subsidiaries such as Krayons integrate Repreve® recycled polyester, made from ocean-bound plastic bottles, into fabric blends. Through PDS Ventures, the Company supports innovations such as Bloom Labs, which converts fibrous protein waste into bioplastics.

The Company also promotes circularity in production. At Good Earth Apparels, cutting waste is recycled into fibre and woven into new fabrics. Norlanka's Centralised Cutting Plant, in partnership with Neptune Recyclers, enhances material efficiency and ensures traceable recycling.

To extend product life, PDS Ventures invests in circular platforms including:

- **Upcycle Labs** (repurposing unsold inventory),
- **ReFlaunt** (enabled brands to embed resale and recycling into their digital platforms)
- **Tira Fibres** (Bio-based elastic fibres for circular apparel systems)
- **Evrnu®** (textile-to-textile recycling through regenerated fibres), and
- **Loop and Style Theory** (resale, rental, swap, and donation models).

These initiatives collectively contribute to reduced waste generation, improved resource efficiency, and greater circularity across the PDS value chain.

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

No. PDS does not use plastic packaging for any of its products manufactured in India.

Leadership Indicators

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

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No). If yes, provide the web-link.
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Currently, PDS does not undertake full, end-to-end Product Life Cycle Assessments across its entire product portfolio.

PDS is strengthening its readiness to scale life cycle-based assessments across a broader product range. Over 600 supply chain partners are Higg Index members on the Worldly platform, enabling consistent collection of facility-level data on energy use, water consumption, waste generation and chemical management. As Cascade members, these partners are required to submit verified environmental data, which enhances transparency, improves supply-chain impact visibility, and supports the progressive expansion on product assessments.

Together, these initiatives form a foundational step toward more comprehensive product-level impact measurement, supporting PDS's broader goals on emissions reduction, resource efficiency and circular economy integration.

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
	In the apparel and textile industry, greenhouse gas (GHG) emissions occur across multiple stages of the value chain, with significant impacts arising from raw material production, fabric processing, manufacturing operations and logistics. At PDS, early-stage product impact assessments includes the use of digital tools such as the Higg Index, lifecycle assessments and product traceability systems, and supports the Company's science-based decarbonisation roadmap. The initiative contributes to PDS's long-term ambition of achieving Net Zero emissions by 2050, aligned with a 1.5°C pathway and validated by SBTi.	

In parallel, textile waste generated during cutting, manufacturing and post-consumer disposal has been identified as a material environmental risk due to its contribution to landfill, resource loss and pollution. PDS is addressing this risk through circular economy interventions embedded under its "Think Circular" pillar, including fibre-to-fabric recycling initiatives at Good Earth Apparels Limited, upcycling of unsold and surplus inventory through Upcycle Labs, and support for second-life and recommerce platforms through strategic investments such as Yellow Octopus and Loop. These initiatives are aimed at reducing end-of-life environmental impact, minimising waste to landfill and extending product lifecycles.

To reinforce responsible value-chain practices, PDS continues to strengthen governance mechanisms covering ethical sourcing, environmental compliance and social responsibility. These are underpinned by the Supplier Code of Conduct, ESG-linked supplier engagement and capacity-building programs, including collaboration with the International Labour Organization (ILO). Together, these efforts support alignment of supply-chain partners with evolving regulatory, labour and environmental expectations, while enhancing overall value-chain resilience.

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 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Fabric	22%	33%
Poly Bags	20%	50%
Hangers	7%	31%

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

Particulars	FY2025-26 (Current Financial Year)			FY 2024 -25 (Previous Financial Year)		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Nil	Nil	Nil	Nil	Nil	Nil
E-waste	Nil	Nil	Nil	Nil	Nil	Nil
Hazardous waste	Nil	Nil	Nil	Nil	Nil	Nil
Other waste	Nil	Nil	Nil	Nil	Nil	Nil

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

As a B2B sourcing and supply chain solutions provider, PDS sells products to brands and retailers, and therefore does not have direct control over end consumers or post-consumer product returns. Consequently, reclaiming end products and their packaging materials is not feasible, as the products are marketed and sold under the respective brand or retailer names. However, the Company actively promotes circular economy principles within its operations and value chain by encouraging sustainable sourcing, recycling initiatives, and responsible material management practices with its suppliers and partners.

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 Number (B)	% (B/A)	Accident Insurance Number (C)	% (C/A)	Maternity Benefits Number (D)	% (D/A)	Paternity Benefits Number (E)	% (E/A)	Day Care Facilities Number (F)	% (F/A)
PERMANENT EMPLOYEES											
Male	3,127	2,983	95%	2,809	90%	NA	NA	798	26%	913	29%
Female	1,108	787	71%	764	69%	1,103	100%	NA	NA	82	7%
Total	4,235	3,770	89%	3,573	84%	1,103	26%	798	19%	995	23%
OTHER THAN PERMANENT EMPLOYEES											
Male	63	21	33%	24	38%	NA	NA	29	46%	0	0%
Female	73	29	40%	48	66%	56	77%	NA	NA	0	0%
Total	136	50	37%	72	53%	56	41%	29	21%	0	0%

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

Category	% of Workers Covered by										
	Total (A)	Health Insurance Number (B)	% (B/A)	Accident Insurance Number (C)	% (C/A)	Maternity Benefits Number (D)	% (D/A)	Paternity Benefits Number (E)	% (E/A)	Day Care Facilities Number (F)	% (F/A)
PERMANENT WORKERS											
Male	1,173	1,173	100%	1,156	99%	NA	NA	17	1%	1,156	99%
Female	4,739	4,739	100%	4,726	99.7%	4,739	100%	NA	NA	4,726	99.7%
Total	5,912	5,912	100%	5,882	99%	4,739	80%	17	0%	5,882	99%
OTHER THAN PERMANENT WORKERS											
Male	0	0	0%	0	0%	NA	NA	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	NA	NA	0	0%
Total	0	0	0%	0	0%	0	0%	0	0%	0	0%

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Cost incurred on wellbeing measures as a % of total revenue of the company	0.19%	0.19%

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

Benefits	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	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	8%	0%	Yes	9%	0%	Yes
Gratuity	9%	0%	Yes	10%	0%	Yes
ESI	0%	0%	Yes	1%	0%	Yes
Others – Please Specify	87%	100%	Yes	84%	100%	Yes

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

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

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

PDS is committed to fostering an inclusive and equitable workplace by progressively enhancing the accessibility of its offices and manufacturing facilities for differentlyabled individuals. The Company continues to strengthen its presence across geographies with a focus on ensuring fair access to infrastructure, opportunities, and workplace participation for all employees. These efforts align with PDS's broader social responsibility commitments outlined in its sustainability disclosures, including its focus on diversity, equal opportunity, and employee wellbeing.

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

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

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

Gender	Permanent Employees		Permanent Workers	
	Return to Work Rate	Retention Rate	Return to Work Rate	Retention Rate
Male	100%	93%	-	-
Female	98%	64%	97%	26%
Total	98%	73%	97%	26%

Note: No male permanent worker availed paternity leave in the current as well as previous reporting period, hence the return to work and retention rates are zero.

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes, PDS has implemented a Grievance Redressal Policy to ensure fair, timely, and confidential resolution of concerns raised by employees, workers, and other stakeholders. Grievances can be submitted through the multilingual Ethics Hotline or via email, with the option to report anonymously. All grievances are routed directly to the Disciplinary Committee appointed by the Board, which initiates review within one week.
Other than Permanent Workers	Valid complaints are investigated, documented, and resolved within 60 days, with written communication of outcomes provided to the complainant. If unresolved, grievances may be escalated to the relevant department head. The Company also provides mandatory training to employees and ensures the policy is accessible across internal and public platforms. Confidentiality and protection from retaliation are ensured throughout the process.
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees						
Male	While PDS does not have any formally recognized employee associations or unions at the Group level, the Company does not place any restrictions on freedom of association, as stated in its Code of Conduct. In alignment with international human rights principles, all employees are free to voluntarily join trade unions, associations, or representative bodies of their choice, without fear of retaliation or discrimination.					
Female						
Total Permanent Workers						
Male	PDS does not have any recognized associations or Unions. PDS does not impose any restrictions, and workers are free to join any associations or unions of their choice.					
Female						

8. Details of training given to employees and workers:

Category	FY 2025-26 (Current Financial Year)					FY 2024-25 (Previous Financial Year)				
	Total (A)	On Health & Safety Measures		On Skill Upgradation		Total (D)	On Health & Safety Measures		On Skill Upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
EMPLOYEES										
Male	3,190	392	12%	1,253	39%	3,259	399	12%	1,848	57%
Female	1,181	171	14%	526	45%	1,166	84*	7%	815	70%
Total	4,371	563	13%	1,779	41%	4,425	483	11%	2,663	60%
WORKERS										
Male	1,173	588	50%	42	4%	1,214	500	41%	0	0%
Female	4,739	2,781	59%	165	3%	5,010	2,449	49%	0	0%
Total	5,912	3,369	57%	207	4%	6,224	2,949	47%	0	0%

*Note - FY 2024-25 data has been restated to reflect the count of unique female employees trained on health and safety to align with the current year's methodology

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

Category	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Total (A)	No. (B)	% (B/A)	Total (A)	No. (B)	% (B/A)
EMPLOYEES						
Male	3,190	2,224	70%	3,259	2,177	67%
Female	1,181	760	64%	1,166	705	60%
Total	4,371	2,984	68%	4,425	2,882	65%
WORKERS						
Male	1,173	900	77%	1,214	863	69%
Female	4,739	3,749	79%	5,010	3,010	60%
Total	5,912	4,649	79%	6,224	3,846	62%

10. Health and safety management system:

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

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

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

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

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

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

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

Additionally, PDS has established multiple communication channels to enable employees and workers to report work-related hazards. These include direct reporting to designated safety officers, supervisors, or line managers at manufacturing sites. Workers may also escalate concerns to the human resources or production teams. Furthermore, the Company provides access to a confidential Ethics Hotline, ensuring that all stakeholders can report potential hazards or unsafe conditions without fear of retaliation.

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

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

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

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

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

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

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

Yes, PDS's manufacturing locations are equipped with onsite medical officers and medical centres, enabling employees and workers to access nonoccupational medical and healthcare services conveniently. These facilities support routine health checkups, preventive care, and treatment for general illnesses or injuries not related to work. In addition, the majority of employees across the PDS Group are covered under group medical insurance plans managed by the respective entities, ensuring broader access to healthcare beyond the workplace.

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

Safety Incident / Injury	Category*	FY 2025-26 (Current Financial Year)		FY 2024-25 (Previous Financial Year)	
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	1.15		
	Workers	1.86	1.51		
Total recordable work-related injuries	Employees	0	3		
	Workers	38	36		
No. of fatalities	Employees	0	0		
	Workers	0	0		
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0		
	Workers	0	0		

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

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

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

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

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

	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working Conditions	26	0	NA	28	0	NA
Health & Safety	0	0		36	0	

14. Assessments for the year:

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

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

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

Leadership Indicators

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

Yes.

Yes, life insurance is provided to the majority of employees

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

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

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

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

	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 25-26 (Current Financial Year)	FY 24-25 (Previous Financial Year)	FY 25-26 (Current Financial Year)	FY 24-25 (Previous Financial Year)
	Employees	0	0	0
Workers	0	0	0	0

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)
At present, PDS does not offer any transitional assistance programs.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health & Safety Practices	95%
Working Conditions	95%

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

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

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

Essential Indicators

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

PDS recognises stakeholders as individuals, groups, or organisations that may impact—or be impacted by—the Company’s operations, products, services, or performance. This understanding is reinforced in the Company’s Stakeholder Engagement Policy, which outlines the significance of identifying and engaging stakeholders across all regions where PDS operates.

To ensure a structured and consistent approach, PDS follows a systematic process for identifying key stakeholder groups. This process aligns with the Company’s broader sustainability and valuecreation philosophy, as reflected in its Sustainability Report 2025, which highlights the importance of collaboration and engagement across diverse stakeholder communities.

This process includes:

1. Defining the Scope of Engagement

PDS begins by outlining the areas of its business operations, value chain, and sustainability priorities where stakeholder interactions are most relevant. This establishes the context for determining who may influence, or be influenced by, the Company’s activities.

2. Identifying Stakeholder Groups

Using the definitions from its Stakeholder Engagement Policy, PDS identifies key stakeholder categories, including employees, customers, suppliers, investors, regulators, NGOs, communities, and business partners. These groups are recognised as having varying levels of influence, interest, and dependency on the Company’s operations.

3. Analysing Needs and Expectations

Stakeholder needs, expectations, and concerns are evaluated based on formal and informal interactions, feedback channels, regulatory requirements, ESG considerations, and market dynamics. This assessment informs how stakeholders impact PDS’s strategic priorities.

4. Prioritising Stakeholder Groups

Stakeholders are prioritised based on the degree of their influence on decision-making, materiality to the business, relevance to sustainability outcomes, and the impact of PDS’s operations on them. This helps in identifying stakeholders critical to longterm business resilience and ESG performance.

5. Developing Engagement Strategies

Tailored engagement mechanisms—such as surveys, customer/ supplier meetings, investor interactions, employee town halls, and regulatory consultations—are crafted to suit each stakeholder group, as outlined in the Stakeholder Engagement Policy.

6. Monitoring and Updating Engagement Approaches

Insights and feedback gathered through ongoing engagements are periodically reviewed to refine stakeholder mapping, engagement frequency, and communication approaches. This ensures alignment with evolving stakeholder expectations and business needs.



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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Government and Regulatory Authorities	No	<ul style="list-style-type: none"> Industry Associations/ Forums Corporate Presentations/ Reports Written/Email Communication Briefings and Direct Meetings 	Continuous	Purpose and scope of engagement 1. Ensure ongoing compliance with applicable laws and regulatory requirements 2. Support and advocate policies that advance sustainability and responsible business practices 3. Strengthen alignment with evolving regulatory frameworks and industry standards 4. Facilitate transparent and proactive engagement with regulatory authorities Key topics raised during the engagement <ul style="list-style-type: none"> Compliance monitoring and reporting Policies Regulations related to Product Safety and Quality Labour-related Regulations Environmental, Social, and Governance (ESG) issues related to the apparel industry
Employees and Workers	No	<ul style="list-style-type: none"> Team Meetings Email Communication Employee Survey Trainings Orientation/ Induction Programme Town Halls Learning Initiatives Annual Performance Reviews Rewards and Recognition Exit Interviews 	Continuous	Purpose and scope of engagement 1. Foster collaboration and a positive work culture 2. Enhance employee wellbeing and engagement 3. Drive productivity and operational efficiency 4. Support continuous learning and capability development.

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
				Key topics raised during the engagement <ul style="list-style-type: none"> Organisational Strategy, Vision, Policies, and Procedures Compensation and Benefits Work-life balance Career development opportunities Training programs Employee engagement Initiatives Diversity, Equality, and Inclusion initiatives Workplace health, safety, and overall work environment.
Customers	No	<ul style="list-style-type: none"> Customer Meets Personal/Telephonic Interactions Media Campaigns and Advertising Knowledge Seminars and Events Digital Platforms Social Media Feedback Surveys Email Communication 	Continuous	Purpose and scope of engagement <ol style="list-style-type: none"> Understand customer needs, preferences, and evolving expectations Capture feedback to enhance products and service delivery Assess the impact and value of products and services Build long-term, customer-centric relationships. Key topics raised during the engagement <ul style="list-style-type: none"> Product pricing and value proposition Innovation in products and solutions Delivery timelines and fulfillment capabilities. Sustainability practices and responsible sourcing initiatives
Suppliers	No	<ul style="list-style-type: none"> Visits and Personal/ Telephonic Interactions Supplier Onboarding Sessions Trainings Email Communication 	Continuous	Purpose and scope of engagement <ol style="list-style-type: none"> Ensure consistent quality of goods and services from suppliers Evaluate pricing structures and cost competitiveness Assess supplier capacity, reliability, and delivery capabilities Strengthen supply chain resilience, including contingency planning for disruptions Conduct ongoing supplier evaluations and performance assessments. Key topics raised during the engagement <ul style="list-style-type: none"> Supplier's quality control systems and processes Delivery timelines and fulfillment performance Compliance with applicable laws and regulatory requirements Environmental and ethical standards across the supply chain Continuous improvement and capability enhancement initiatives

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investors and Shareholders	No	<ul style="list-style-type: none"> Annual Report and Sustainability Report Annual General Meeting Conferences, Seminars Investor Meets Investor Presentations Website Email Communication Media Releases 	Quarterly/As and when requested	Purpose and scope of engagement <ol style="list-style-type: none"> Address investor concerns and queries in a timely and transparent manner Communicate the Company's financial performance and outlook Provide insights into corporate strategy, governance, and risk management Share progress on sustainability initiatives and ESG commitments Key topics raised during the engagement <ul style="list-style-type: none"> Financial results and year-on-year performance trends Corporate strategy, growth plans, and business outlook Innovation, capital allocation, and key investments Governance practices, including board composition and oversight Sustainability performance, ESG priorities, and human rights approach

Leadership Indicators

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

PDS engages with its stakeholders on economic, environmental, and social matters through a structured consultation framework, guided by its Stakeholder Engagement Policy. These engagements are facilitated by department heads and business vertical leaders, ensuring that stakeholder perspectives are systematically captured across the organisation.

The Company has constituted a Stakeholders' Relationship Committee to oversee stakeholder communications and ensure that concerns and feedback are effectively addressed. In addition, Board-level committees and management regularly engage with industry experts and internal functional teams on key compliance, environmental, and social matters.

Insights and feedback gathered through these consultations are reviewed by relevant management teams and committees and are subsequently consolidated and presented to the Board. This enables informed decision-making and ensures that stakeholder considerations are integrated into the Company's strategic and governance processes.

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

Yes, stakeholder consultation forms a key part of PDS Limited's process for identifying and managing environmental and social topics. The Company engages with key stakeholders such as employees, suppliers, customers, investors, regulators, and communities through meetings, surveys, investor interactions, and sustainability disclosures. Insights gathered from these engagements are used in the Company's materiality assessment to identify key ESG priorities such as human rights, responsible supply chain management, climate action, and occupational health and safety. The outcomes of these consultations are reviewed by senior management and the Board and are incorporated into the Company's ESG strategy, policies, and sustainability initiatives.

Further details are available on the Company's sustainability webpage. Link- <https://pdsitd.com/esg/>

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

PDS Limited actively engages with vulnerable and marginalised stakeholder groups across its value chain and implements targeted initiatives to address their concerns and improve their socio-economic well-being. The Company focuses on underserved children, low-income families, women, and factory workers in developing regions through programmes that support education, livelihood generation, and community welfare.

In India, the Company supports the **Soham for Kids Education Society** in Hyderabad, which provides free primary education, nutritious meals, healthcare support, and learning resources to children from economically weaker families. The programme also offers vocational training such as tailoring and IT skills to parents, helping improve household income and long-term social mobility.

In Bangladesh, the **Soham for All** initiative, supported by industry partners, provides Bengali-medium education, English literacy, and digital learning opportunities to children of garment factory workers in the Savar region of Dhaka. The programme also includes vocational training in industrial sewing for youth and women to enhance employability and financial independence.

Also, PDS's subsidiary Poetic gem which extends support to the Abinta Kabir Foundation School, located in Bhadam, Ashulla. The school provides free primary education to underprivileged children in the local community, along with essential support such as daily meals, uniforms, school supplies and transportation.

In Sri Lanka, PDS's subsidiary Norlanka contributes to educational inclusion through the SIP Arunella scholarship programme and provides school supplies and other essential support to students from underserved communities. The organisation has also supported local communities by providing essential items such as school stationery and winter clothing for infants.

Additionally, PDS entities have undertaken initiatives focused on women's empowerment and worker welfare. For instance, Spring Near East in Turkey partnered with the Women's Solidarity Foundation (KADAV) to upcycle surplus factory fabric into tote bags, creating livelihood opportunities for women artisans. In Bangladesh, Good Earth Apparels operates the Apon Fair Shop within factory premises, offering essential goods and hygiene products at subsidised rates for workers, particularly benefiting women employees.

Through these initiatives, PDS demonstrates its commitment to inclusive development by addressing the specific needs of vulnerable stakeholder groups through education, skill development, community support, and improved workplace welfare.

PRINCIPLE 5 Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
EMPLOYEES						
Permanent	4,235	1,361	32%	4,332	1,074*	25%
Other than Permanent	136	12	9%	93	3	3%
Total Employees	4,371	1,373	31%	4,425	1,077	24%
WORKERS						
Permanent	5,912	5,912	100%	6,222	6,222	100%
Other than Permanent	0	0	0%	2	0	0%
Total Workers	5,912	5,912	100%	6,224	6,222	100%

*Note - FY 2024-25 data has been restated to reflect the count of unique Permanent employees trained on Human Rights to align with the current year's methodology

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

Category	FY 2025-26 (Current Financial Year)				FY 2024-25 (Previous Financial Year) *					
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
EMPLOYEES										
Permanent										
Male	3,127	2	0.06%	3,110	99.93%	3,217	1	0.03%	3,206	99.96%
Female	1,108	1	0%	1,100	99%	1,114	0	0%	1,106	99%
Other than Permanent										
Male	63	0	0%	57	90%	42	0	0%	40	95%
Female	73	0	0%	50	68%	52	0	0%	42	81%
WORKERS										
Permanent										
Male	1,173	8	1%	1,165	99%	1,212	28	2%	1,184	98%
Female	4,739	110	2%	4,629	98%	5,010	55	1%	4,955	99%
Other than Permanent										
Male	0	0	0%	0	0%	2	0	0%	2	100%
Female	0	0	0%	0	0%	0	0	0%	0	0%

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

3. Details of remuneration/salary/wages

a. Median remuneration / wages:

	Male		Female	
	Number	Median Remuneration / Salary / Wages of respective category	Number	Median Remuneration / Salary / Wages of respective category
Board of Directors (BoD)	6	4,416,000	2	6,734,400
Key Managerial Personnel	3	1,87,92,000	-	-
Employees other than BoD and KMP	4212	521,746	1588	2,367,529
Workers	1581	136,506	6764	130,837

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Gross wages paid to females as % of total wages	48%	48%

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

Yes, PDS has designated mechanisms and responsible authorities to address human rights impacts or issues arising from its operations. As outlined in its Human Rights Policy, the Company has established a structured grievance redressal mechanism through which employees and workers can report concerns. Grievances can be raised through the Ethics Global Hotline Platform, an independent reporting tool provided by the Company. All complaints received through this platform are reviewed by the Vigilance Officer/Ombudsman and, where required, escalated to the appropriate disciplinary authorities and the Board for further review and necessary action.

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

PDS has established a formal Grievance Redressal Mechanism to address concerns related to human rights across its operations and value chain. The Company's Grievance Redressal Policy applies to all stakeholders, including employees, workers, and supply chain partners. Grievances can be reported through multiple channels, including the Ethics Hotline available on the company website, the NAVEX Global reporting platform, or via email, with the option to report anonymously.

All complaints are reviewed by the Vigilance Officer/Ombudsman and escalated to the Disciplinary Committee appointed by the Board, which initiates a preliminary review within one week. Valid complaints are investigated, documented, and resolved within 60 days, while ensuring confidentiality, protection against retaliation, and a fair investigation process.

The policy and reporting channels are publicly accessible, and periodic training is conducted to strengthen awareness of grievance procedures and human rights commitments.

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

	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	1	0	NA	0	0	NA
Discrimination at workplace	5	0		0	0	
Child Labour	0	0		0	0	
Forced Labour/Involuntary Labour	0	0		0	0	
Wages	0	0		1	0	
Other human rights related issues	0	0		0	0	

Note: The above incident was reported in one of the PDS subsidiary companies located out of India

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

Particulars	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0	0
Complaints on POSH upheld	0	0

Note: Applicability and data pertains to the Indian list standalone entity, PDS Limited

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

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

- Equal opportunity and non-discrimination
- Healthy and safe working environment
- Harassment-free workplace
- Freedom of association
- Inclusive workplace
- Prohibition of child labor and forced labor
- Human rights assessments

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

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

Yes. Human-rights requirements form an integral part of PDS's business agreements and contractual obligations with all vendors. As part of its onboarding and continuous engagement process, every vendor must comply with the PDS Supplier Code of Conduct, which is grounded in international humanrights standards, including the UN Declaration of Human Rights and key ILO conventions.

The Company maintains a strict Zero Tolerance Policy for humanrights violations. These requirements—including ethical, labour, and safety expectations are explicitly embedded into contractual agreements. Zero-tolerance violations include, but are not limited to:

- Child labour
- Forced or bonded labour / modernday slavery
- Discrimination of any kind
- Workplace harassment, abuse, or nondisciplinary practices
- Unauthorised subcontracting
- Denial of access to auditors for facility tours, worker interviews, or document review

- Use of unsafe, unapproved, or mixed-use buildings, including factories shared with shops/markets or buildings not approved for industrial operations
- Unethical or illegal practices, including bribery, falsification of documents, or fraud

These humanrights commitments are binding obligations for all partners. Any breach triggers corrective action, and repeated or serious violations may result in **immediate termination** of the business relationship.

Through this framework, PDS ensures that human-rights protection is embedded throughout its global supply chain.

10. Assessments for the year:

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

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

PDS follows a strict Zero Tolerance Violation policy and conducts thorough assessments during the onboarding of every vendor facility. In addition, periodic compliance evaluations—conducted at least twice a year—help identify potential risks. Wherever violations are detected, a Corrective Action Plan (CAP) is implemented, and progress is closely monitored. In cases of repeated or serious non-compliance, PDS initiates escalation measures, which may include suspension or termination of the vendor relationship.

Leadership Indicators

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

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

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

PDS conducts humanrights due diligence through its structured vendor onboarding and monitoring framework. All vendors are assessed against PDS's Zero Tolerance Policy and Supplier Code of Conduct, which is aligned with the UN Declaration of Human Rights and ILO conventions. Assessments cover bonded/forced labour, child labour, fair wages, non-discrimination, harassment-free workplaces, safe and clean working conditions, working hours, and freedom of association.

Regular development visits are performed by PDS compliance teams across PDS and valuechain facilities, complemented by periodic **third-party social audits**.

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

PDS has a limited number of differently abled employees, and since all its India offices operate from rented premises, making structural accessibility modifications poses challenges. However, in line with its **Equal Opportunity Policy**, which complies with the Rights of Persons with Disabilities Act, 2016, the Company is committed to providing a nondiscriminatory workplace and ensuring reasonable support and assistance to differently abled employees and visitors as needed.

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	
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	95%
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.

No significant risks were identified that required major corrective actions. PDS conducts regular planned and unannounced social compliance audits across its supply chain to ensure adherence to legal, customer, and internal standards. Non-compliances result in a Corrective Action Plan with defined timelines. As per PDS's Social Compliance Framework and Supplier Code of Conduct, repeated serious violations lead to escalation—beginning with a warning letter and followed by suspension or termination of the facility if corrective actions are not implemented.

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

Essential Indicators

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

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
From renewable sources (GJ)		
Total electricity consumption (A)	5,335.52	3,064.62
Total fuel consumption (B)	0	0
Energy consumption through other sources I	0	0
Total energy consumption from renewable sources (A+B+C)	5,335.52	3,064.62
From non-renewable sources (GJ)		
Total electricity consumption (D)	34,839.21	37,293.55
Total fuel consumption(E)	20,183.42	14,732.26
Energy consumption through other sources (F)	24,354.68	33,774.46
Total energy consumption from non-renewable sources(D+E+F) (GJ)	79,377.31	85,800.27
Total energy consumption (A+B+C+D+E+F) (GJ)	84,712.83	88,864.89
Turnover (₹ in Lakhs)	13,11,008.17	12,57,798.85
Energy intensity per rupee of turnover (Total energy consumption/ revenue from operations) (GJ/ ₹)	0.00000065	0.00000071
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP) (GJ/ ₹ adjusted for PPP)(ii)	0.00001314	0.00001455
Energy intensity in terms of physical Output(iii)	8.24	8.34

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

Yes, Grant Thornton Bharat LLP has carried out an independent assurance of the selected non-financial disclosures presented in the Business Responsibility and Sustainability Report (BRSR) for FY 2025-26.

Note:

FY 2025-26

- The disclosure covers three manufacturing facilities (2 in Bangladesh and 1 in Sri Lanka) along with the central cutting plant and PDS offices globally (more than 85% of headcounts in offices are covered in disclosure).
- The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published by the IMF - for India. For the years ended March 31, 2026 and March 31, 2025, it is 20.34 and 22.66, respectively.
- For the output-based intensity, the Full Time Equivalent (FTE) is considered (employees & workers).

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

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

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	36,596.00	42,165.00
(iii) Third party water	1,85,882.83	1,55,733.04
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)(ii & iii)	2,22,478.83	1,97,898.04
Total volume of water consumption (in kilolitres)(iv&v)	1,82,509.12	1,58,378.75
Turnover (₹ in Lakhs)	13,11,008.17	12,57,798.85
Water intensity per rupee of turnover (Total water consumption/ revenue from operations) (KL/ ₹)	0.00000139	0.00000126
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/ Revenue from operations adjusted for PPP) (KL/ ₹ adjusted to PPP)(vi)	0.00002876	0.00002601
Water intensity in terms of physical Output(vii)	17.75	14.87

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

Yes, Grant Thornton Bharat LLP has carried out an independent assurance of the selected non-financial disclosures presented in the BRSR for FY 2025-26.

Note:

FY 2025-26

- The disclosure covers three manufacturing facilities (2 in Bangladesh and 1 in Sri Lanka) along with the central cutting plant and PDS offices globally.
- Water usage at office locations was for domestic purposes only.
- Water withdrawal for office locations has been computed based on estimates derived from the location-wise head count and calculated on a per capita basis under third party water.
- The domestic water consumption has been assumed to equal water withdrawn for domestic purposes across office locations (overseas), central cutting plant and Progress Apparels (Bangladesh) Ltd (PABL).
- Other than that, water consumption has been calculated as the difference between total water withdrawal and total water discharge, due to available water discharge-related data at Nar Lanka Manufacturing Colombo Limit, GoodEarth Apparels Limited and Progress Apparels (Bangladesh) Ltd. (industrial water).
- The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published by the IMF - for India. For the years ended March 31, 2026 and March 31, 2025, it is 20.34 and 22.66, respectively.
- For the output-based intensity, the Full Time Equivalent (FTE) is considered (employees & workers).

4. Provide the following details related to water discharged:

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	0	0
- With treatment (Secondary Treatment)	8,172.00	7,931.69
- With treatment (Tertiary Treatment)	21,727.00	19,431.00
(ii) To Groundwater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) To Seawater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties		
- No treatment	3,558.71	4,098.60
- With treatment (Secondary treatment)	6,512.00	8,058.00
(v) Others		
- No treatment	0	0
- With treatment – through soak pit	0	0
Total water discharged (in kilolitres)	39,969.71	39,519.29

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

Yes, Grant Thornton Bharat LLP has carried out an independent assurance of the selected non-financial disclosures presented in the BRSR for FY 2025-26.

Note:

FY 2025-26

- The disclosure covers three manufacturing facilities (2 in Bangladesh and 1 in Sri Lanka) along with the central cutting plant and PDS offices globally.
- The domestic water consumption has been assumed to equal water withdrawn for domestic purposes across office locations (overseas), central cutting plant and Progress Apparels (Bangladesh) Ltd. and therefore domestic water discharge for these facilities is zero.

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

PDS has established effluent treatment facilities at all its manufacturing sites to comply with government-specified effluent quality standards. At key manufacturing locations, the company also focuses on maximising the recycling of treated effluent, thereby reducing freshwater withdrawal and helping move toward internal reuse of wastewater.

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

Parameter	Please Specify Unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Nox	Ton	5.78	9.31
SOx	Ton	0.44	0.65
Particulate matter (PM)	Ton	0.51	0.67
Persistent organic pollutants (POP)	Ton	0	0
Volatile organic compounds (VOC)	Ton	0	0
Hazardous air pollutants (HAP)	Ton	0	0
Others – please specify (CO)	Ton	3.20	3.46

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

No

Note:

FY 2025-26

- The disclosure covers three manufacturing facilities (2 in Bangladesh and 1 in Sri Lanka) along with the central cutting plant and PDS offices globally.
- Air Emissions are assessed using the EPA methodology across all manufacturing entities and office locations, except for the PABL unit where actual emission data from a third party were utilized.

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

Parameter	Unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric Tonnes of CO ₂ equivalent	6,401.09	8,735.14
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric Tonnes of CO ₂ equivalent	5,228.90	5,640.97
Turnover (₹ in Lakhs)		13,11,008.17	12,57,798.85
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric Tonnes of CO ₂ equivalent / ₹ Revenue from operations (₹)	0.000000089	0.000000114
Total Scope 1 and Scope 2 emissions per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)(ii)	Metric Tonnes of CO ₂ equivalent / ₹ Revenue from operations adjusted for PPP	0.000001804	0.000002354
Total Scope 1 and Scope 2 emission intensity in terms of physical output(iii)		1.13	1.35

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

Yes, Grant Thornton Bharat LLP has carried out an independent assurance of the selected non-financial disclosures presented in the BRSR for FY 2025-26.

Note:

FY 2025-26

- The disclosure covers three manufacturing facilities (2 in Bangladesh and 1 in Sri Lanka) along with the central cutting plant and PDS offices globally.
- The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published by the IMF - for India. For the years ended March 31, 2026 and March 31, 2025, it is 20.34 and 22.66, respectively.
- For the output-based intensity, the Full Time Equivalent (FTE) is considered (employees & workers).
- The emissions factor for stationary and fugitive emission is sourced from the IPCC Reports and for mobile emission it is sourced from DEFRA. The emission factor for Scope 2 emission is sourced from Central Electricity Authority for India and country-specific emission factors for other countries. GWP is sourced from IPCC Sixth Assessment Report.

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

Yes. PDS has advanced its decarbonisation agenda through a blend of on-ground initiatives and innovation-led interventions. Guided by its sustainability pillar "Reduce Emissions," the Company monitors Scope 1 and 2 emissions from owned factories and offices. In FY 2025-26, solar PV systems at Good Earth Apparels and Norlanka Manufacturing generated over 1.7 million kWh and avoiding 926.63 tCO₂e. In parallel, PDS restored 700+ mangrove plants in Sri Lanka, sequestering over 215,600 kg CO₂e to date as part of its nature-based mitigation strategy.

At Progress Apparels (Bangladesh) Limited, the installation of an in-house wash plant has significantly reduced emissions associated with external transport. Additionally, PDS promotes the adoption of Higg Facility Environmental Module (Higg FEM) among its manufacturing partners, facilitating structured assessments of environmental impacts including emissions enhancing transparency and accountability within the supply chain.

The company has developed a comprehensive GHG inventory covering Scope 1, Scope 2, and relevant Scope 3 emissions in accordance with the GHG Protocol. Based on the 2024 baseline, science-aligned emission reduction targets were set and validated by the Science Based Targets initiative (SBTi). Climate targets are integrated into the company's sustainability strategy, operational planning, and supplier engagement programs. To address emissions from logistics and business travel, Poetigem has partnered with Coco Travel and DHL for VCS-certified carbon offsetting. Emissions data is SGS-verified, with training integrated for relevant teams.

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

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	25.97	36.47
E-waste (B)	0.46	0.26
Bio-medical waste (C)	0.07	0.03
Construction and demolition waste (D)	0	0
Battery waste (E)	0.02	1.70
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	0.98	1.74
- Machine Oil	0.09	0.60
- Chemical Drums	0.24	0.36
- ETP Sludge	0.56	0.64
- Ink cartridge	0.09	0.14
Other Non-hazardous waste generated (H)	1,082.76	1,142.48
Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)		
- Food Waste	45.71	48.80
- Jute/Fabric	757.50	813.88
- Cardboard/Paper/Carton	183.86	231.23
- Mixed waste including empty thread cones, ion & Tin and broken needle	95.69	48.57
Total (A + B + C + D + E + F + G + H)	1,110.26	1,182.68
Turnover (₹ in Lakhs)	13,11,008.17	12,57,798.85
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) (MT/₹)	0.000000008	0.000000009
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP) (MT/₹ adjusted to PPP)(ii)	0.000000172	0.000000194
Waste intensity in terms of physical output(iv)	0.11	0.11

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
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	179.29	247.00
(ii) Re-used	30.77	34.61
(iii) Other recovery operations	0	0
Total	210.06	281.61
Recycled, re-used, recovered waste intensity (Waste recycled, re-used, recovered / Total waste generated)	0.19	0.24
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of Waste		
(i) Incineration	228.62	231.13
(ii) Landfilling	135.99	33.48
(iii) Other disposal operations	535.59	636.46
Total	900.20	901.07
Incinerated, landfill, disposed waste intensity (Waste incinerated, landfill, disposed / Total waste generated)	0.81	0.76

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

Yes, Grant Thornton Bharat LLP has carried out an independent assurance of the selected non-financial disclosures presented in the BRSR for FY 2025-26.

Note:

FY 2025-26

- The disclosure covers three manufacturing facilities (2 in Bangladesh and 1 in Sri Lanka) along with the central cutting plant and Norlanka Head Office.
- For current disclosures, it is assumed that total waste generated is equal to total waste disposed.
- The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published by the IMF - for India. For the years ended March 31, 2026 and March 31, 2025, it is 20.34 and 20.66, respectively.
- For the output-based intensity, the Full Time Equivalent (FTE) is considered (employees & workers).

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

PDS Limited manages waste at its manufacturing facilities through structured procedures that ensure compliance with environmental regulations and industry best practices. Waste streams are segregated at source, handled as per documented Standard Operating Procedures (SOPs), and disposed of or recycled through authorized channels, minimizing environmental impact. For example, textile and jute waste at the Bangladesh unit is processed in a Waste-to-Energy boiler, converting waste into thermal energy and reducing reliance on conventional fuels.

To reduce the use of hazardous and toxic chemicals, PDS has implemented a Chemical Policy aligned with the Zero Discharge of Hazardous Chemicals (ZDHC) Manufacturing Restricted Substances List (MRSL) and the ZDHC Roadmap to Zero programme. Wet processing units participate in the ZDHC Supplier to Zero programme and conduct wastewater testing per MRSL standards. Digital chemical inventory platforms ensure transparency of chemical use. Additionally, PDS prioritizes safer and certified materials (e.g., Oeko-Tex® certified) and invests in sustainable dyeing and finishing technologies that lower hazardous chemical usage in processes.

Hazardous chemical waste and other chemical residues are stored, handled, and disposed of through certified third-party vendors in accordance with applicable local and international regulations, ensuring that such wastes are managed safely and responsibly.

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

S. No.	Location of operations	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
	PDS does not have any operations/offices in/around ecologically sensitive areas.		

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
There are no projects undertaken by PDS in FY 2025-26 that attract Environmental Impact Assessments.					

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

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

Leadership Indicators

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

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

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

Nil

Note: The Company has initiated reporting its Scope 3 emissions, covering 10 out of the 15 categories outlined in the GHG Protocol. These disclosures are expected to be included in the Group Sustainability Report 2026.

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

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

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

Sr. No.	Initiative Undertaken	Details of the initiative (Web-link, if any, may be provided along with summary)	Outcome of the initiative
1.	Progress Apparels (Bangladesh) Limited- Boiler Burner Tuning	Optimizing the combustion process for safe and efficient operation, ensuring the correct balance of fuel and air for optimal heat/steam production	Improved energy efficiency; reduced greenhouse gas emissions.
2.	Progress Apparels (Bangladesh) Limited- Reducing Environmental Footprint with Clean by Design (CbD)	Progress Apparels (Bangladesh) Limited joined the clean by Design (CbD) programme led by the Apparel Impact Institute in Bangladesh, which helps manufacturers find practical, cost-effective ways to improve operational efficiency and lower their environmental footprint	Participation reinforced resource-efficiency knowledge, provided technical guidance, and demonstrated Progress Apparels (Bangladesh) Limited commitment to reducing energy risk and adopting more sustainable manufacturing practices
3.	In-House Wash Plant at Progress Apparels (Bangladesh) Limited	Progress Apparels (Bangladesh) Limited set up an in-house wash plant to reduce emissions from off-site fabric washing and associated transport.	Reduced logistics-related emissions and improved operational efficiency.
4.	GoodEarth Apparels Ltd - Cutting Waste Circularity Initiative	Repurposed cutting waste into fiber, spun into yarn and woven into fabric, creating new sustainable textiles within the factory itself.	Reduced waste sent to landfill; advanced circular production model.
5.	Upcycling Fabric Waste at Spring Near East	Transformed 300 kg of fabric waste into 1,000 tote bags in collaboration with local women artisans in Turkey	Reduced landfill waste, empowered women, and promoted circular economy practices
6.	Water-Efficient Processes at Zamira	Implemented fabric selection to reduce chemical use and water discharge at Zamira Denim Innovation	Advanced water conservation and elimination of sodium hypochlorite; reduced chemical discharge

Sr. No.	Initiative Undertaken	Details of the initiative (Web-link, if any, may be provided along with summary)	Outcome of the initiative
7	Use of Repreve Recycled Polyester at Krayons	Integrated Repreve polyester made from recycled ocean plastic bottles into fabric blends, promoting waste diversion and ocean conservation.	Contributed to plastic waste reduction and sustainable material innovation
8	Launch of solar power plant at GoodEarth Apparels Ltd., Bangladesh	Installation of solar plant with capacity of One megawatt (MWh) of renewable green energy generation	Generated over 1 million kWh reducing 623.50 tCO ₂ e GHG emission.
9	Mangrove Restoration project at Sri Lanka	A mangrove Restoration was initiated with the University of Kelaniya.	The main objective of the program was supporting the community and biodiversity.

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

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

The Risk Management Policy encompasses a broader spectrum of risks, including financial, operational, sectoral, sustainability, information, and cyber security risks. PDS employs methodologies, processes, and systems to effectively identify, monitor, evaluate, and mitigate these risks. Furthermore, PDS has implemented a dedicated disaster recovery plan tailored specifically for its SAP Production infrastructure, ensuring resilience in critical business operations. The IT Policy Link can be found here: <https://pdsitd.com/wp-content/uploads/2025/10/20-Information-Security-IT-policy.pdf>

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

PDS Limited recognizes that significant environmental impacts may arise across its value chain, particularly from manufacturing operations within the supply chain. To monitor and mitigate such impacts, the Company has adopted the Higg Facility Environmental Module (Higg FEM), a globally recognized assessment framework developed by Cascale. Through this structured tool, we assess and manage eight key environmental impact areas across our manufacturing units and supply chain partners.

We actively track suppliers' Higg FEM self-assessments and third-party verifications to identify environmental risks and performance gaps. Based on the assessment outcomes, we support corrective action plans, capacity-building initiatives, and continuous improvement measures. This standardized approach enables bench-marking of environmental performance, strengthens risk management, and supports alignment with global sustainability goals.

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

95% of value chain partner were assessed for environmental impacts.

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

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

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

Essential Indicators

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

PDS is affiliated to 3 industry chambers/associations.

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

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

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

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

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

Leadership Indicators

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

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

PDS is actively engaged in leading global sustainability and industry platforms that advance responsible business practices across the fashion and textile value chain.

The Company is a member of **Cascale (formerly the Sustainable Apparel Coalition)**, a global multi-stakeholder alliance focused on reducing the environmental and social impacts of apparel, footwear, and textile products worldwide. This membership enables PDS to participate in collaborative industry initiatives and apply globally recognised sustainability tools such as the Higg Index.

PDS is also a participant in the **United Nations Global Compact**, the world's largest voluntary corporate sustainability initiative, which supports businesses in aligning strategies and operations with principles on human rights, labour, environment, and anticorruption. Participation reinforces PDS's commitment to integrating universal sustainability principles and contributing to the UN Sustainable Development Goals.

Further, PDS played a significant industry role as the **Fashion Partner for Bharat Tex 2025**, a global textile mega-event organised by 11 Export Promotion Councils and supported by the Ministry of Textiles. The event, inaugurated by the Hon'ble Prime Minister of India, highlighted India's leadership in innovation, sustainability, and global competitiveness in textiles. PDS contributed through expert panels, industry dialogues, and presentations that showcased sustainable practices, innovation-led sourcing, and collaborative industry solutions

These engagements underscore PDS's commitment to strengthening sustainability, promoting ethical value chains, and contributing to global industry transformation through collaborative platforms.

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development.

Essential Indicators

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

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

During the year, PDS did not undertake any projects in India that necessitated Social Impact Assessments.

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

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

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

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

PDS has a comprehensive Grievance Redressal Policy that provides a structured mechanism for addressing concerns raised by any stakeholder, including employees, suppliers, customers, investors, and other external partners. The Policy is publicly accessible on the Company's website and outlines clear procedures to ensure transparency, fairness, and timely resolution of grievances.

Stakeholders can lodge grievances through the independent Ethics Global Hotline Platform, which enables confidential and secure reporting. All complaints received through this platform are automatically routed to a designated Reviewing Authority appointed by the PDS Board. The Reviewing Authority follows a defined investigation and resolution process, ensuring objectivity, due diligence, and adherence to Company protocols. The Policy also includes strong safeguards that prohibit any form of retaliation, victimization, or adverse action against the complainant.

To facilitate easy access, stakeholders may submit concerns through the following channels:

- **Ethics Hotline:** <https://pdsitd.com/ethics-hotline/>
- **Email:** whistleblower@pdsitd.com

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	3.10%	1.84%
Directly from within India	8.41%	6.35%

*Note - The FY 2024-25 percentage for procurement directly from within India has been restated to exclude Right-of-Use (ROU) assets from the calculation of capital expenditure within total procurement, aligning with the current year's methodology.

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 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Rural	0	0
Semi-Urban	0	0
Urban	58%	58%
Metropolitan	40%	42%

Note -

- 1) Based on the SEBI Circular dated December 20, 2024, for the current financial year 2025-26, PDS has considered wages paid to employees/workers located within India as the denominator for this KPI. The above calculation excludes Fixed term remote employees
- 2) For FY 2025-26, the balance 2% of total wage cost pertains to remotely working employees who are not assigned to a specific work location for reporting purposes.

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
NA	-

During the FY 2025-26, there were no projects undertaken by PDS in India that required Social Impact Assessments.

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

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

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

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

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

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

NA

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

NA

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

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

PDS has not owned or acquired any intellectual property based on traditional knowledge during the current financial year. Accordingly, there were no benefits generated or shared in relation to such intellectual property.

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

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

6. Details of beneficiaries of CSR Projects:

S. CSR Project No.	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1. Promotion of education for underprivileged and orphaned children, and vocational training to their parents. Soham For Kids Education Society, Mallapur, Hyderabad, India	211	100%

Soham for Kids, Mallapur, Hyderabad is a part of PDS Ltd.'s CSR initiative under section 135 of the Companies Act, 2013. The Company has in addition to this contributed to other CSR initiatives through its subsidiaries, referring to the community section in the Annual Report, page no.40.

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

Essential Indicators

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

As a global business-to-business organization, PDS has established robust processes and grievance-redressal mechanisms across all its business verticals. Each business unit operates a country-specific escalation framework to ensure prompt and effective handling of concerns. Customers may directly engage with business heads or designated points of contact for resolution of any grievances. In addition to these operational channels, PDS provides an independent and confidential reporting avenue through the Ethics Global Hotline platform, enabling stakeholders—including consumers, suppliers, and employees—to raise concerns securely and transparently.

The Company also maintains a comprehensive Grievance Redressal Policy covering all stakeholder groups, which is publicly accessible on its website. This structured approach underscores PDS's commitment to transparency, accountability, and continuous improvement in stakeholder engagement.

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

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

All products manufactured by the Company include the necessary information related to their safe and responsible usage. Additionally, PDS provides sourcing solutions to global brands and retailers, who prescribe specific requirements for product labeling and packaging. These specifications vary from customer to customer; however, the Company ensures that all statutory requirements—particularly those relating to product safety—are fully met and clearly disclosed.

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

	FY 2025-26 (Current Financial Year)			Remarks	FY 2024-25 (Previous Financial Year)			Remarks
	Received	Pending resolution			Received	Pending resolution		
	during the year	at end of year			during the year	at end of year		
Data privacy	0	0		NA	0	0		NA
Advertising	0	0			0	0		
Cyber-security	0	0			0	0		
Delivery of essential services	0	0			0	0		
Restrictive Trade Practices	0	0			0	0		
Unfair Trade Practices	0	0			4	0		
Other	0	0			0	0		

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

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

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

Yes, PDS has a comprehensive framework that covers Information Security and Cyber Security. The policy is designed to safeguard sensitive information, ensure regulatory compliance, and protect customer data. It also aims to mitigate risks associated with cyberattacks and is supported by a Business Continuity and Disaster Recovery Policy.

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

PDS is not engaged in the provision of essential services. Further, there have been no instances of product recalls, nor have any regulatory authorities-imposed penalties or taken action in relation to the safety of PDS's products or services.

7. Provide the following information relating to data breaches:

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

Note: As disclosed under Regulation 27(2)(ba) of the SEBI (LODR) Regulations, 2015, one ransomware incident was recorded on the test server during the reporting period. The incident was contained, with no impact on live production systems, financial records, or transactional data, and did not meet the threshold for reporting to CERT-In. Accordingly, no data breach incidents were reported during the period.

Leadership Indicators

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

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

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

All products are sourced or manufactured in accordance with the specifications provided by the respective brands/retailers and adhere to all applicable statutory standards. As a result, the responsibility for consumer education on safe and responsible usage is embedded within the product guidelines and labeling mandated by these standards.

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

PDS is not engaged in the provision or delivery of essential services, and therefore no specific mechanisms are required to inform consumers about potential risks of disruption or discontinuation.

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

All products are either sourced or manufactured in line with brand/retailer specifications and fully comply with all applicable statutory product information requirements. Therefore, no additional disclosures beyond those mandated by local laws are provided.



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Independent practitioner's limited assurance report on Identified Sustainability Information included in PDS Limited, its associates and joint venture's Business Responsibility and Sustainability Report

To the Board of Directors of PDS Limited

1. We have been engaged to perform a limited assurance engagement for PDS Limited (the Holding Company) and its subsidiaries (the Holding Company and its subsidiaries together referred to as the Group), its associates and joint ventures, as listed in Annexure 1, vide our engagement letter dated 12 June 2026 in respect of non-financial information pertaining to core attributes of Business Responsibility and Sustainability Report (BRSR) listed in paragraph 2 below (the "Identified Sustainability Information") prepared by the Holding Company's management in accordance with the Criteria stated in paragraph 5 below. This Identified Sustainability Information is included in the BRSR section in the Annual Report of the Group, its associates and joint ventures for the financial year ended 31 March 2026. This engagement was conducted by a multidisciplinary team including assurance practitioners and engineers.

Identified Sustainability Information

2. The Identified Sustainability Information for the financial year ended 31 March 2026 is summarised below:

Attribute	Principle	Key Performance Indicator
Energy footprint	Principle 6 – 1	<ul style="list-style-type: none"> Total energy consumption (in Joules or multiples) and energy intensity % of energy consumed from renewable sources Energy intensity
Water footprint	Principle 6 – 2	<ul style="list-style-type: none"> Total water consumption Water consumption intensity Water Discharge by destination and levels of Treatment
Greenhouse (GHG) footprint	Principle 6 – 7	<ul style="list-style-type: none"> Greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity

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 New Delhi, Noida and Pune



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

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 New Delhi, Noida and Pune



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

- Boundary of the report covers the Group entities as on 31 March 2026, covering its 142 subsidiaries, 4 joint ventures and 4 associates located in India and overseas.
- Our limited assurance engagement is with respect to the Identified Sustainability Information for the reporting boundary as mentioned above for financial year ended 31 March 2026 only unless otherwise stated and we have not performed any procedures with respect to earlier periods or any other elements included in the BRSR and, therefore, do not express any conclusion thereon.

Criteria

- The criteria used by the Holding Company to prepare the Identified Sustainability Information is summarised below (hereinafter referred to as 'Criteria'):
Regulation 34(2)(f) of the Securities and Exchange Board of India (the "SEBI") (Listing Obligations and Disclosure Requirements), Regulations, 2015 ('LODR Regulations') as amended, read with SEBI Master circular HO/49/14/14(7)2025-CFD-POD2/1/3762/2026 dated 30 January 2026 and BRSR Core Reporting Standard formulated by Industry Standards Forum.

Management's Responsibilities

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

Inherent limitations

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

Practitioner's Independence and Quality Control

- We have complied with the independence and other ethical requirements of the International Code of Ethics for Professional Accountants (including International Independence Standards) ('IESBA Code') issued by the International Ethics Standards Board for Accountants ('IESBA'), which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour and we have and have the required competencies and experience to conduct this assurance engagement.
- Our firm applies International Standard on Quality Management (ISQM) 1, "Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services



Engagements", which requires the firm to design, implement and operate a system of quality management including policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

Practitioner's Responsibility

- Our responsibility is to express a limited assurance in the form of a conclusion on the Identified Sustainability Information based on the procedures we have performed and evidence we have obtained.
- We conducted our limited assurance engagement in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised), "Assurance Engagements other than Audits or Reviews of Historical Financial Information" ("ISAE 3000 (Revised)"), issued by the International Auditing and Assurance Standards Board ("IAASB"). This standard requires that we plan and perform our engagement to obtain limited assurance about whether anything has come to our attention that causes us to believe that the Identified Sustainability Information is not prepared, in all material respects, in accordance with the Criteria or is not free from material misstatement.
- A limited assurance engagement undertaken in accordance with ISAE 3000 (Revised) involves assessing the suitability in the circumstances of the Holding Company's use of the Criteria as the basis for the preparation of the Identified Sustainability Information, identifying areas where material misstatement is likely to arise in the Identified Sustainability Information whether due to fraud or error, designing and performing procedures to address identified risk areas as necessary in the circumstances, and evaluating the overall presentation of the Identified Sustainability Information.
- The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had we performed a reasonable assurance engagement. Accordingly, we do not express a reasonable assurance opinion about whether the Identified Sustainability Information have been prepared, in all material respects, in accordance with the Criteria.
- The procedures we performed were based on our professional judgment and included inquiries, observation of processes performed, inspection of documents, evaluating the appropriateness of quantification methods and reporting policies, analytical procedures and agreeing or reconciling with underlying records.
- Given the circumstances of the engagement, in performing the procedures listed above, we:
 - Carried out discussions at the corporate office and manufacturing facilities for data and document verification;
 - Interviewed senior executives to understand the reporting process, governance, systems and controls in place during the reporting period.
 - Reviewed the records and relevant documentation including information from audited financial statements or statutory reports submitted by the Group, its associates and joint ventures to support relevant performance disclosures within our scope.
 - Evaluated the suitability and application of Criteria and that the Criteria have been applied appropriately to the Identified Sustainability Information.
 - Selected key parameters and representative sampling, based on statistical audit sampling tables and agreeing claims to source information to check accuracy and completeness of claims such as source data, meter data, etc.



- Re-performed calculations to check accuracy of claims,
- Reviewed data from independent sources, wherever available,
- Reviewed data, information about sustainability performance indicators and statements in the report.
- Reviewed and verified information/ data as per the Criteria;
- Reviewed accuracy, transparency and completeness of the information/ data provided;

Exclusions:

16. Our limited assurance engagement scope excludes the following and therefore we do not express conclusion on the same:
- Operations of the Group, its associates and joint ventures other than those mentioned in the paragraph 2 and 3 above on Scope of Assurance
 - Aspects of the BRSR and the data/information (qualitative or quantitative) other than the Identified Sustainability Information.
 - Data and information outside the defined reporting period i.e., 01 April 2025 to 31 March 2026.
 - Data related to Group, its associates and joint ventures' financial performance, strategy and other related linkages expressed in Identified Sustainability Information.
 - The statements that describe expression of opinion, belief, aspiration, expectation, forward looking statements provided by the Group, its associates and joint ventures.
 - Assertions related to Intellectual Property Rights and other competitive issues
 - Mapping of the Identified Sustainability Information with reporting frameworks other than those mentioned in Criteria above.
 - While we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls.
 - The procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within IT systems.

Conclusion

17. Based on the procedures we have performed and the evidences we have obtained and the information and explanations given to us along with the representation provided by the management, nothing has come to our attention that causes us to believe that the Identified Sustainability Information included in the BRSR for the financial year ended 31 March 2026, is not prepared, in all material respects in accordance with the Criteria.

Restriction on use

18. Our limited assurance report has been prepared and addressed to the Board of Directors of the Holding Company at the request of the Holding Company solely, to assist the Group, its associates and joint ventures in reporting on the Group, its associates and joint venture's sustainability performance and activities. Accordingly, this report may not be suitable for any other purpose and should not be used by



any other party other than Board of Directors of the Holding Company. Further, we do not accept or assume any duty of care or liability for any other purpose or to any other party to whom this report is shown or into whose hands it may come without our prior consent in writing.

Grant Thornton Bharat LLP

Abhishek Tripathi
Partner

Place: Noida
Date: 03 July 2026



Annexure 1

Subsidiaries

1. Technocian Fashions Private Limited	36. PDS Ventures Limited, Mauritius
2. Norlanka Manufacturing India Private Limited	37. Poetic Brands Limited
3. Multinational Textile Group Limited	38. Poeticgem Limited
4. Norwest Industries Limited	39. Design Arc UK Limited
5. PDS Sourcing Bangladesh Limited (Erstwhile known as Multinational OSG Services Bangladesh Private Limited)	40. Recovered Clothing Limited
6. Onme Soho Health and Beauty Limited (Erstwhile PDS Smart Fabric Tech Limited)	41. Techno Design USA LLC
7. Techno Design GmbH	42. 360 Notch Limited
8. PDS Fashions Limited	43. Casa Collective Limited
9. Twins Asia FZCO	44. Nor Lanka Manufacturing Limited
10. Design Arc FZCO	45. Krayons Sourcing Limited
11. Kleider Sourcing FZCO	46. Design Arc Europe Limited
12. Spring Near East FZCO	47. Kleider Sourcing Hong Kong Limited
13. Techno Sourcing BD Limited	48. Kleider Sourcing Limited Bangladesh
14. Clover Collections FZCO	49. Origin Global Limited (Erstwhile PDS Far-East Limited)
15. Design COE Limited (Formerly known as PDS Fashion USA Limited, Pro Trusted Med Tech Limited and FX Import Hong Kong Limited)	50. Kindred Brands Limited
16. Techno Design HK Limited	51. Styleberry Limited
17. PG Group Limited	52. PDS Far East USA, Inc.
18. PG Shanghai Manufacturer Co. Limited	53. PDS Ventures Limited (Erstwhile Smart Notch Industrial Limited)
19. PG Home Group Limited	54. Apex Black Limited
20. PG Home Group SPA	55. Jcraft Array Limited
21. Grupo Sourcing Limited, Hongkong	56. Rising Asia Star Hong Kong Company Limited
22. Zamira Fashion Limited	57. Northern Apparel Limited (Formerly known as Nor India Manufacturing Company Limited and PDS Tailoring Limited)
23. PDS Brands Manufacturing Limited	58. Spring Near East Manufacturing Company Limited
24. Zamira Fashion Limited Zhongshan	59. Clover Collections Limited
25. Poeticgem International Limited	60. Twins Asia Limited
26. Simple Approach Limited	61. Design Arc Asia Limited
27. Simple Approach (Canada) Limited	62. Smart Notch (Shanghai) Limited
28. PDS Asia Star Corporation Limited	63. LillyandSid Limited
29. PDS Trading (Shanghai) Company Limited	64. Nor Lanka Manufacturing Colombo Limited
30. Casa Forma Limited	65. Brand Collective Limited
31. PDS Sourcing Limited	66. Poeticgem International FZCO
32. GoodEarth Lifestyle Limited (Erstwhile Green Apparel Industries Limited)	67. PDS Multinational FZCO
33. GoodEarth Apparels Limited (Erstwhile Green Smart Shirts Limited)	68. PDS Manufacturing Private Limited
34. Progress Manufacturing Group Limited	69. Norlanka Progress Private Limited
35. Progress Apparels (Bangladesh) Limited	70. PDS Brands Private Limited
	71. Spring Design London Limited
	72. PG Capital FZE
	73. PDS Brands Manufacturing FZCO
	74. PDS MEA Limited



75. Brand Collective Corporation Limited	110. Design Hub Sourcing FZCO
76. Sourcing Solutions Limited	111. PDS Radius Brands FZCO
77. Simple Approach Bangladesh Private Limited	112. The Source Fashions Platform FZCO
78. Design Arc Europe SPA	113. SNE MODA TASARIM SANAYI VE TICARET ANONIM SIRKETI
79. DBS Lifestyle India Private Limited	114. Positive Materials Industries LDA (Erstwhile Progressive Crusade Unipessoal LDA)
80. Suri Overseas Private Limited	115. Home Sourcing Solutions Limited
81. Sunny Up Limited	116. VIVERE LONDON LIMITED
82. PDS North America Limited (Erstwhile PDS Fashions Hong Kong Limited)	117. Sourcing Solutions Europe BVBA
83. PDS NORTH AMERICA LLC	118. The Brand Group Limited
84. Knit Gallery Hong Kong Limited (Erstwhile PDS Incubation Company Limited & PDS Sourcing Hong Kong Limited)	119. INFINITY FASHION TEDARIK GEORGE TEDARIK HIZMETLERI ANONIM SIRKETI
85. Online Enterprise HK Limited (Erstwhile PDS Design Services Limited and PDS Online Enterprise HK Limited)	120. Infinity Fashion FZCO
86. DBS Lifestyle Limited (Erstwhile PDS Lifestyle Limited)	121. COLLECTIVE NEAR EAST SOURCING SERVICES FZCO
87. SKOPE Apparels FZCO	122. ONME SOHO HEALTH AND BEAUTY FZCO
88. PDS Logistics FZCO	123. ONME SOHO HEALTH AND BEAUTY LIMITED
89. Stellar Brands Global FZCO (Erstwhile PDS Sourcing FZCO)	124. Simple Approach Trading FZCO
90. Collaborative Sourcing Services FZCO	125. Tritron Fashion FZCO
91. LILY AND LIONEL LONDON LIMITED	126. Positive Materials Limited
92. PG Group SPA	127. Roksenda UK Limited
93. PDS Central America Limited (Erstwhile PDS Collective Sourcing Limited)	128. Northern Brands Limited (Erstwhile Subtract Retail Limited)
94. DESIGN ARC BRANDS LIMITED	129. Poeticgem Europe Limited
95. PDS Global Procurement Service FZCO	130. Adaptive Fashion Limited (Erstwhile UNHIDDEN-UK LIMITED)
96. Upcycle Labs Limited	131. OLE Fashion Limited (Erstwhile PDS Online Enterprise UK Limited)
97. Pangram Brands Global Private Limited	132. PDS Online Enterprise USA Inc
98. Pangram Celebrity Brands Private Limited	133. Angelic-Partners Limited
99. Simple Approach Home Limited	134. Sunny Up US Limited
100. Moda & Beyond Limited (Erstwhile Moda and Beyond Limited)	135. Nextstyle Apparel Manufacturing Limited
101. Wonderwall (F.E) Limited, Hongkong	136. PDS Global Sourcing Limited
102. Wonderwall (F.E) Limited	137. GSC Link Limited
103. PDS Fashions Bangladesh Limited	138. Simple Approach UK Limited
104. Techno Sourcing Dis Ticaret Anonim Sirketi	139. Knit Gallery India Private Limited
105. Techno (Shanghai) Trading Company Limited	140. Design Arc LLC
106. New Lobster Limited	141. DESIGN COE USA INC
107. PDS Lifestyle Limited UK	142. Nextstyle Apparel Manufacturing Limited, Mauritius
108. PDS DSGN FZCO (Erstwhile PDS Lifestyle FZCO)	
109. Moda and Beyond FZCO (Erstwhile PDS Design Services FZCO)	



Joint ventures

1. Digital Internet Technologies Limited
2. Yellow Octopus EU Sp. Z.oo
3. YELLOW OCTOPUS CIRCULAR SOLUTIONS LIMITED (formerly Yellow Octopus-UK Limited and Yellow Octopus Fashion Limited)
4. Yellow Octopus Ventures FZCO

Associates

1. GWD Enterprises Limited
2. Loop Digital Wardrobe Limited
3. Nobleswear (Private) Limited
4. Reflaunt Pte Limited

Independent Auditor's Report

To the Members of PDS Limited

Report on the Audit of the Standalone Financial Statements

Opinion

1. We have audited the accompanying standalone financial statements of PDS Limited ('the Company'), which comprise the Standalone Balance Sheet as at 31 March 2026, the Standalone Statement of Profit and Loss (including Other Comprehensive Income), the Standalone Statement of Cash Flow and the Standalone Statement of Changes in Equity for the year then ended, and notes to the standalone financial statements, including material accounting policy information and other explanatory information.
2. In our opinion and to the best of our information and according to the explanations given to us, the aforesaid standalone financial statements give the information required by the Companies Act, 2013 ('the Act') in the manner so required and give a true and fair view in conformity with the Indian Accounting Standards ('Ind AS') specified under Section 133 of the Act read with the Companies (Indian Accounting Standards) Rules, 2015 and other accounting principles generally accepted in India, of the state of affairs of the Company as at 31 March 2026, its profit (including other comprehensive income), its cash flows and the changes in equity for the year ended on that date.

Basis for Opinion

3. We conducted our audit in accordance with the Standards on Auditing specified under Section 143(10) of the Act. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Standalone Financial Statements Section of our report. We are independent of the Company in accordance with the Code of Ethics issued by the Institute of Chartered Accountants of India ('ICAI') together with the ethical requirements that are relevant to our audit of the standalone financial statements under the provisions of the Act and the rules thereunder, and we have fulfilled our other ethical responsibilities in accordance with these requirements and the Code of Ethics. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Key Audit Matters

4. Key Audit Matters are those matters that, in our professional judgment, were of most significance in our audit of the standalone financial statements of the current period. These matters were addressed in

the context of our audit of the standalone financial statements as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters.

5. We have determined that there are no key audit matters to communicate in our report.

Information other than the Standalone Financial Statements and Auditor's Report thereon

6. The Company's Board of Directors are responsible for the other information. The other information comprises the information included in the Annual Report, but does not include the standalone financial statements and our auditor's report thereon. The Annual Report is expected to be made available to us after the date of this Auditor's report.

Our opinion on the standalone financial statements does not cover the other information and we will not express any form of assurance conclusion thereon.

In connection with our audit of the standalone financial statements, our responsibility is to read the other information identified above when it becomes available and, in doing so, consider whether the other information is materially inconsistent with the standalone financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated.

When we read the Annual Report, if we conclude that there is a material misstatement therein, we are required to communicate the matter to those charged with governance.

Responsibilities of Management and Those Charged with Governance for the Standalone Financial Statements

7. The accompanying standalone financial statements have been approved by the Company's Board of Directors. The Company's Board of Directors are responsible for the matters stated in Section 134(5) of the Act with respect to the preparation and presentation of these standalone financial statements that give a true and fair view of the financial position, financial performance including other comprehensive income, changes in equity and cash flows of the Company in accordance with the Ind AS specified under Section 133 of the Act and other accounting principles generally accepted in India. This responsibility also includes maintenance of adequate accounting records in accordance with the provisions of the Act for safeguarding of the assets of the Company and for preventing and detecting frauds and other irregularities; selection and application of