

Date: 02.09.2025

Ref no. SLL/SE/82-2025

To, National Stock Exchange of India Limited ("NSE") Listing Department Exchange Plaza, C-1 Block G, Bandra Kurla Complex Bandra [E], Mumbai – 400051	To, BSE Limited ("BSE") Listing Department Corporate Relationship Department Phiroze Jeejeebhoy Towers, Dalal Street, Fort, Mumbai - 400 001
NSE Scrip Symbol: STANLEY	BSE Scrip Code: 544202
ISIN: INE01A001028	ISIN: INE01A001028

Dear Sir/Ma'am,

Subject: Submission of Business Responsibility and Sustainability Report (BRSR) for the Financial Year 2024-25 pursuant to Regulation 34(2)(f) of SEBI (LODR) Regulations, 2015

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed the Business Responsibility and Sustainability Report (BRSR) of the Company for the Financial Year 2024-25, which forms part of the Annual Report of the Company.

The BRSR is also available on the website of the Company at www.stanleylifestyles.com

This is for your information and records.

Thanking You,

For Stanley Lifestyles Limited

Sunil Suresh
Managing Director
DIN: 01421517

Enclosed as above

Stanley Lifestyles Limited

Registered Office: SY No. 16/2 and 16/3 Part, Hosur Road, Veerasandra Village, Attibele Hobli, Anekal Taluk, Bangalore, Karnataka-560100

CIN: L19116KA2007PLC044090 | **Phone:** 080 6895 7200 | **E-mail:** compliance@stanleylifestyles.com | **Website:** www.stanleylifestyles.com

Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity:	L19116KA2007PLC044090
2.	Name of the Listed Entity:	STANLEY LIFESTYLES LIMITED
3.	Year of incorporation:	2007
4.	Registered office address:	SY No.16/2 and 16/3 Part, Hosur Road, Veerasandra village, Attibele Hobli, Anekal Taluk, Bangalore-560100, Karnataka, India
5.	Corporate address:	SY No.16/2 and 16/3 Part, Hosur Road, Veerasandra village, Attibele Hobli, Anekal Taluk, Bangalore-560100, Karnataka, India
6.	E-mail:	compliance@stanleylifestyles.com
7.	Telephone:	080 6895 7200
8.	Website:	www.stanleylifestyles.com
9.	Financial year for which reporting is being done:	2024-25
10.	Name of the Stock Exchange(s) where shares are listed:	National Stock Exchange of India Limited, BSE Limited
11.	Paid-up Capital:	Rs. 11,42,14,316/-
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. Sunil Suresh, 080 6895 7200
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together):	Standalone
14.	Name of Assurance provider	Not Applicable
15.	Type of Assurance obtained	Not Applicable

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
	Furniture, other home furnishing related products and OEM	The Company manufactures, imports and sells furniture, other home furnishing related products and OEM	100%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Furniture, other home furnishing related products and OEM	3100	100%

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	2	1	3
International	0	0	0

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

Locations	Number
National (No. of States)	11
International (No. of Countries)	0

b. What is the contribution of exports as a percentage of the total turnover of the entity? NIL**c. A brief on types of customers**

The customers of the company are like – Corporates, Super High Net Worth Individuals, High Net Worth Individuals.

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)	331	269	81.27	62	18.73
2.	Other than Permanent (E)	846	772	91.25	74	8.75
3.	Total employee (D + E)	1177	1041	88.45	136	11.55
WORKERS						
4.	Permanent (F)	143	127		16	
5.	Other than Permanent (G)	410	354		56	
6.	Total workers (F + G)	553	481		72	

b. Differently abled Employees and workers: NIL

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	-	-	-	-	-
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total differently bled employees (D+E)	-	-	-	-	-
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	-	-	-	-	-
5.	Other than permanent (G)	-	-	-	-	-
6.	Total differently abled workers (F+G)	-	-	-	-	-

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	3	50%
Key Management Personnel	2	0	0%

22. Turnover rate for permanent employees and workers

	FY 2024-25 (Turnover rate in current FY)			FY 2023-24 (Turnover rate in previous FY)			FY 2022-23 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	3.33%	1.59%	3.09%	3.61%	0.00%	3.15%	4.53%	0.58%	4.06%
Permanent Workers	1.54%	0.00%	1.20%	1.25%	0.25%	1.06%	1.62%	1.17%	1.52%

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

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

S. No.	Name of the holding / Subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Stanley Retail Ltd	Subsidiary (WOS)	100%	Yes
2	Stanley OEM Sofas Ltd	Subsidiary (WOS)	100%	Yes
3	Staras Seating Pvt Ltd	Step Down Subsidiary	100%	Yes
4	Sana Lifestyles Ltd	Step Down Subsidiary	100%	Yes
5	Shrasta Decor Pvt Ltd	Step Down Subsidiary	55.95%	Yes
6	Scheek Home Interiors Limited	Step Down Subsidiary	100%	No
7	ABS Seating Private Limited	Subsidiary	67%	Yes

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: **(Yes/No) YES**
- (ii) Turnover (in Rs.) **2,175 millions**
- (iii) Net worth (in Rs.) **4,066 millions**

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2024-25			FY 2023-24		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities		0	0		0	0	-
Investors (other than shareholders)		0	0		0	0	-
Shareholders		61	0	-	0	0	-
Employees and workers		0	0	-	0	0	-
Customers							
Value Chain Partners		0	0	-	0	0	-
Other		0	0	-	0	0	-

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

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

Sl. No	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Energy conservation	Risk & Opportunity	Rising energy costs and climate mandates pose a risk of higher operational costs; however, energy-efficient practices can lower expenses and carbon footprint.	Implement energy-efficient systems, renewable energy adoption, periodic energy audits.	Positive: Cost savings and potential green incentives. Negative: Initial capex investments.
2	Supply Chain Management	Risk & Opportunity	Risks include disruptions and ESG non-compliance. Opportunities arise from building a resilient, ethical supply chain that enhances brand trust.	Vendor ESG audits, supplier diversification, digital supply chain tracking.	Negative: Disruption costs if unaddressed. Positive: Risk reduction and improved stakeholder confidence.
3	Sustainable Products	Opportunity	Increasing consumer and regulatory demand for sustainable offerings opens up new markets and competitive differentiation.	R&D investments in sustainable materials and processes, eco-labelling, product innovation.	Positive: New revenue streams, brand loyalty, competitive edge.
4	Health & Safety	Risk & Opportunity	Poor safety poses legal and moral risks. Strong health & safety culture improves employee retention and productivity.	Safety training, PPE provision, third-party audits, incident reporting systems.	Positive: Reduced accidents, improved morale and productivity. Negative: Legal liabilities if not managed.
5	Empowering Workforce	Opportunity	Empowered employees lead to innovation, higher retention, and better decision-making, creating long-term value.	Leadership programs, upskilling, D&I initiatives, employee engagement frameworks.	Positive: Enhanced innovation, reduced attrition, better employer branding.
6	Regulatory & Legal Compliances	Risk	Risk of non-compliance exposes the Company to legal penalties and financial losses resulting from failure to comply with the industry laws and regulations. Failure to adhere to the laws would directly affect the Company's revenue, valuations and could lead to loss of reputation and business opportunities. Compliance gives assurance and provides a broader insight to the investors.	The company has a code of conduct and an insider trading policy in place. There are internal audit systems devised to ensure compliance with the provisions of all applicable laws were adequate and operating effectively. The Company strives to ensure compliance with the various Corporate Governance Requirements under the Securities and Exchange Board of India.	Non-compliance would lead to loss of reputation and consequently affect the business activities. Companies who are compliant with the regulatory laws have a better ability to manage risks and builds a better sense of fairness and loyalty among employees and other stakeholders.

SECTION B : MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	https://www.stanleylifestyles.com/investors/policies								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The company complies with all the National Guidelines on Responsible Business Conduct principles.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company has set clear ESG commitments tailored to its operations as a furniture manufacturer, focusing on areas such as energy conservation, nature-positive sourcing, workplace safety, inclusion, and sustainable supply chains. Specific goals include reducing energy consumption per unit of production, achieving zero workplace fatalities, improving gender diversity, and reducing freshwater usage through recycling and rainwater harvesting. The Company is also committed to ethical governance, transparency, and ensuring that a majority of its key suppliers comply with ESG standards. Progress against these targets is monitored continuously to ensure accountability and long-term impact.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The Board has entrusted the Management with oversight of ESG target implementation. The Company regularly reviews progress, with positive developments in areas like energy efficiency and responsible sourcing.								
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	As the Director, I am responsible for the Business Responsibility Report, I am pleased to share that our Company continues to integrate ESG principles across our operations. In the past year, we have made strong progress in sustainable sourcing, energy efficiency, and workplace safety. However, challenges such as raw material availability and evolving regulatory requirements remain. We remain committed to our targets—sourcing 100% certified wood, reducing energy use per unit, and building an inclusive, safe workplace—while continuously improving our processes to meet our sustainability goals.								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Sunil Suresh Managing Director DIN: 01421517								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes.								
	The Board had constituted Risk Management Committee and the senior management team are responsible for integration of sustainability into the business operations.								
	Board Composition:								
	Mr. Sunil Suresh, Managing Director, DIN: 01421517								
	Mrs. Shubha Sunil, Whole Time Director, DIN: 01363687								
	Mr. Girish Shrikrishna Nadkarni, Independent Director, DIN: 00040971								
	Mr. Ramanujam Venkat Raghavan, Independent Director, DIN: 06886628								
	Mrs. Anusha Shetty, Independent Director, DIN: 01666992								
	Mrs. Sonakshi Sunil, Non- Executive Director, DIN: 09387990								
	Composition of the Risk Management Committee:								
	Mr. Ramanujam Venkat Raghavan, Chairperson, DIN: 06886628,								
	Mr. Shubha Sunil, Member, DIN: 01363687								
	Mr. Pradeep Kumar Mishra, Member *								
	Mr. J K Sharath, Member **								

Note : * Mr. Pradeep Kumar Mishra dropped from the committee w.e.f. 13th August, 2025.

** Mr. J K Sharath was included in the committee w.e.f. 13th August, 2025.

10. Details of Review of NGRBCs by the Company:

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

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency	P1	P2	P3	P4	P5	P6	P7	P8	P9
	No	No	No	No	No	No	No	No	No
12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated: Since Board reviewed the policies periodically therefore, external agency was not appointed.									
a. The entity does not consider the Principles material to its business (Yes/No)									Replied as above
b. The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									Replied as above
c. The entity does not have the financial or/human and technical resources available for the task (Yes/No)									Replied as above
d. It is planned to be done in the next financial year (Yes/No)									Replied as above
e. Any other reason (please specify)									-

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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



PRINCIPLE 1

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

At **Stanley Lifestyles Limited**, we are committed to conducting our business with integrity, transparency, and accountability. We adhere to all applicable laws and regulations, ensuring that our operations uphold the highest ethical standards.

Our **Code of Conduct**, applicable to our Directors and Senior Management Personnel, serves as a guiding framework for ethical decision-making. Additionally, our Business Responsibility and Sustainability Policy provides clear principles to identify and address ethical concerns, establishes mechanisms to report unethical behaviour, and fosters a culture of trust and accountability.

We actively promote ethical business conduct across our operations and value chains by conducting **regular training programs** for our employees and value chain partners. These initiatives reinforce our commitment to integrity, ensuring that ethical considerations remain central to our corporate culture and decision-making processes.

Essential Indicators

Segment	Total Number of Training and Awareness programs held	Topics / Principles covered under the trainings and its impact	%age of Persons in respective category covered by the awareness program
Board of Directors	2	1) Corporate Governance 2) Companies Act & SEBI Listing Requirements 3) Environmental & Safety matters	100%
KMP	2	1) Corporate Governance 2) Companies Act & SEBI Listing Requirements 3) Environmental & Safety matters	100%
Employees other than Board and KMP	4	1) Fire Drill Safety measures and product training 2) Health and Wellness Webinars 3) Consumer Engagement and Value Training 4) Ethical policies training	100%
Workers	4	1) Fire Drill Safety measures and product Training 2) First Aid Training to the Employees	100%

1. 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):

As disclosed in the Financial Statements/Auditors' Report

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

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

2. 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

3. 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.

At Stanley Lifestyles Limited, we uphold the highest standards of integrity and ethical business practices. To reinforce this commitment, we have adopted a comprehensive Anti-Bribery and Anti-Corruption Policy that applies to all employees, directors, associates, and third parties acting on behalf of the company.

The policy is designed to prevent and prohibit bribery, corruption, and related unethical practices across all levels of the organization. Employees are strictly prohibited from offering, promising, or providing anything of value to government officials, individuals, or entities to unduly influence their actions or secure business advantages. Similarly, accepting gifts, favours, or entertainment that may compromise business judgment is strictly prohibited.

All stakeholders share the responsibility of ensuring compliance with this policy. Violations may lead to severe consequences, including civil or criminal liability, fines, and legal prosecution. To facilitate transparency, the company provides a designated reporting channel for individuals to report any suspected violations without fear of retaliation.

The policy is periodically reviewed and updated to align with evolving legal and regulatory requirements. The web link to the Anti-Bribery and Anti-Corruption Policy is provided below:

https://www.stanleylifestyles.com/storage/Investor/August2024/Kq2nt-Policy_Whistle%20Blower.pdf

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

	FY 2024-25 (Current Financial year)	FY 2023-24 (Previous Financial year)
Directors		
KMPs		
Employees		NIL
Workers		

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

	Current Financial year FY 2024-25		Previous Financial year FY 2023-24	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors				
Number of complaints received in relation to issues of Conflict of Interest of the KMPs			NIL	

6. 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.

NIL

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

	FY 2024-25	FY 2023-24
Number of days of accounts payable	45.38	71.79

8. Open-ness of business

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

Parameter	Metrics	FY 2024-25	FY 2023-24
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	NA	NA
	b. Number of trading houses where purchases are made from	NA	NA
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	NA	NA
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	NA	NA
	b. Number of dealers / distributors to whom sales are made	NA	NA
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	NA	NA
Share of RPTs	a. Purchases (Purchases with related parties / Total Purchases)	4.80%	3.37%
	b. Sales (Sales to related parties / Total Sales)	72.20%	74.40%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	-	100%
	d. Investments (Investments in related parties / Total Investments made)	100%	100%

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 Persons in respective category covered by the awareness programme
		Nil. Not Conducted awareness programme for value chain partners

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.

Yes, Stanley Lifestyles Limited has established processes to identify, manage, and mitigate conflicts of interest involving members of the Board. Each Director is required to disclose their interests in the Company, other businesses, corporate bodies, firms, or associations of individuals, including any changes in such interests or shareholding, on an annual basis or as and when changes occur.

Additionally, Directors must sign an annual declaration under the Code of Conduct, affirming their commitment to act in the best interests of the Company. They are also required to ensure that their personal or professional engagements do not result in conflicts with the Company’s business operations or their respective responsibilities.

Moreover, Senior Management members provide an annual certification confirming that they have not engaged in any significant financial or business transactions that could potentially create a conflict of interest. These mechanisms reinforce the Company’s commitment to transparency, accountability, and ethical governance.



PRINCIPLE 2

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

At Stanley Lifestyles Limited, we have seamlessly integrated safety and sustainability principles into our operations and products across their entire lifecycle. This approach spans from the procurement of raw materials and product design to manufacturing and final delivery to our customers.

We are committed to ensuring the safe and efficient use of resources throughout the product lifecycle, including optimizing resource utilization and recycling wherever feasible. Our emphasis on Research & Development (R&D) enables us to continually enhance our processes, ensuring the production of resource-efficient and environmentally sustainable products.

Additionally, we maintain a rigorous supplier assessment process as part of our vendor registration to promote and ensure sustainable sourcing practices. These initiatives reflect our commitment to responsible business conduct, prioritizing both environmental and customer safety.

Essential Indicators

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

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

The company’s research and development efforts enhance operational efficiency and promote sustainable practices. We have implemented energy-efficient systems within our facilities and adopted effective water management. We are assessing the environmental and social impacts of our technological advancements and innovations. The CAPEX cost is towards environmental safety. 8.5% of total capex is spent for environmental/safety

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

The Company consistently invests in expanding and upgrading its supply chain network to achieve sustainable business growth. Our supplier selection process prioritizes Labour Standards, Health & Safety, Environmental Assessments, and Business Ethics. By integrating these comprehensive criteria, we aim to establish a robust and sustainable supply chain. We implemented our Vendor Code of Conduct, which provides a framework for ethical and responsible business practices among our value chain partners. Our strategy also includes initiatives to enhance operational efficiency, optimize sourcing locations, make informed fabric selections, streamline our supplier network, ensure social compliance, and leverage technology to oversee production and quality milestones
 - b. If yes, what percentage of inputs were sourced sustainably?

The Company consistently invests in expanding and upgrading its supply chain network to achieve sustainable business growth. Our supplier selection process prioritizes Labour Standards, Health & Safety, Environmental Assessments, and Business Ethics. By integrating these comprehensive criteria, we aim to establish a robust and sustainable supply chain. We implemented our Vendor Code of Conduct, which provides a framework for ethical and responsible business practices among our value chain partners. Our strategy also includes initiatives to enhance operational efficiency, optimize sourcing locations, make informed fabric selections, streamline our supplier network, ensure social compliance, and leverage technology to oversee production and quality milestones

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.

a. Plastics (including packaging)	Not Applicable
b. E-waste	Disposed of through authorized e-waste recyclers in line with environmental regulations.
c. Hazardous waste and other waste	Segregated and handed over to authorized recyclers for safe disposal, preventing environmental harm.
d. Other waste	-

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

Yes. To address environmental concerns and promote responsible waste management, the Company is registered on the EPR portal of Central Pollution Control Board (CPCB).

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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No such assessments have been conducted in the Financial Year 2024-25.

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
	NA	

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year

All waste is collected and sold to authorized recyclers for proper disposal or recycling and is disposed off through authorized e-waste recyclers in line with environmental regulations.

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

	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	-	-	Paint container- 0.740 MT	-	-	2.610 MT
E-waste	-	-	-	-	-	-
Hazardous waste	-	-	-	-	-	Used oil- 260 Ltrs
Other waste	-	-	Wood- 356.32 MT Foam – 13.24 MT Leather- 38.43 MT Carton waste- 40.36 MT	-	-	Wood- 339.43 MT Foam – 17.62 MT Leather- 34.21 MT Carton waste- 41.70 MT

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
	NA



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:

We prioritize the well-being, professional growth, and safety of our employees. We ensure a safe, inclusive, and growth-oriented workplace through regular training, career development, and compliance with health and safety standards.

We strictly prohibit child labour, forced labour, and discrimination, aligning our policies with ethical employment practices. Our commitment extends to our value chain partners, ensuring they uphold responsible and ethical labour standards.

By fostering a fair, supportive, and empowering work environment, we aim to build a harmonious and socially responsible workplace for all.

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	108	108	100 %	108	100 %	0	0	108	100%	108	100%
Female	16	16	100 %	16	100 %	16	100 %	0	0	16	100%
Total	124	124	100%	124	100%	16	100%				
Other than Permanent employees											
Male	0	0	100%		100%	NA	NA	0	100%	0	100%
Female	0	0	100%		100%	0	100%	NA	NA	0	
Total											

* Measures for the well-being of Other than Permanent employees are taken care by the Contractors and ensured by the Principal Employer

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent workers											
Male	73	73	100%	73	100%	0	0	73.	100%	73	100%
Female	5	5	100%	5	100%	5	100%	0	0	5	100%
Total	78	78	100%	78	100%	5		73	100%	78	100%
Other than Permanent workers											
Male	80	80	100%	80	100%	0	0	80	100%	80	100%
Female	0	0	0	0	0	0	0	0	0%	-	-
Total	80	80	100%	80	100%	0	0	80	100%		

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

Benefits	FY 2024-25 Current Financial Year			FY 2023-24 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 employee	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	97.35% 147/151 2 apprentice and 2 directors As on 31st March 2025	100% 143 total workers	Y	149/151 98.68% 2 directors	100% 163 workers	Y
Gratuity	19.21% 29/151	62.25% 89/143	Y	16.56% 25/151	49.08% 80/163	Y
ESI	2.61% 4/151	40.56% 58/143	Y	5.30% 8/151	57.06% 93/163	Y
Others – please specify	NA	NA	NA	NA	NA	NA

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

Yes, most of the Company's permanent office buildings and manufacturing locations are accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016.

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

Yes, Equal Opportunity Policy for Persons with Disabilities (PwD) is adopted by the Company. The policy aims to provide fair and impartial opportunities for persons with disabilities in the recruitment process and create a barrier-free working environment. It seeks to protect and safeguard the rights and interests of persons with disabilities, eliminate unlawful discrimination, and promote inclusion and respect.

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	1	100%	Nil	Nil
Female	0	0	0	0
Total	01	100%	0	0

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	
Other than Permanent Workers	Yes. Staff welfare committee, sexual harassment committee, complaint box, whistle blower policy and mechanisms present
Permanent Employees	
Other than Permanent Employees	

7. Membership of employees and worker in association(s) or Unions recognised by the listed entity: Not Applicable

Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (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						
Female						
Total Permanent Workers						
Male						
Female						

NIL

8. Details of training given to employees and workers:

Category	FY 2024-25 (Current Financial Year)					FY 2023-24 (Previous Financial Year)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	128	112	87	0	0	130	120	92	0	0
Female	22	20	90	0	0	20	18	90	0	0
Total	150	132	88	0	0	150	136	91	0	0
Workers										
Male	107	98	91	0	0	124	112	90	0	0
Female	37	32	86	0	0	37	30	81	0	0
Total	144	130	90	0	0	161	142	88	0	0

Note :

The company is in process of improving the coverage and frequency of the trainings. However, these critical aspects are addressed during the employee onboarding process and are incorporated into the Company's HR policy. The company remains dedicated to promoting the continuous development of its employees' skills.

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

Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	42	25	59	58	39	67
Female	5	5	100	5	5	100
Total	47	30	63	63	44	69
Workers						
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA

10. Health and safety management system:

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

YES

Given the nature of the furniture manufacturing and retail business, the Company recognizes the potential occupational health and safety risks associated with both manufacturing operations and logistics activities. Accordingly, the Company has implemented an occupational health and safety management system that aims to comply with all applicable health and safety regulations and industry standards.

The Company has adopted a comprehensive Environment, Energy, Occupational Health and Safety Policy that focuses on legislative compliance, license and certification requirements, and proactive safety measures for all employees. This system covers our manufacturing facilities, warehouses, and retail stores.

Key initiatives include safety training programs, accident and incident reporting procedures, periodic safety audits, proper use of personal protective equipment (PPE), and housekeeping protocols to maintain safe and hazard-free workspaces. Fire safety measures, including extinguishers and emergency exits, are in place across offices, retail stores, manufacturing units, and warehouses. Regular drills and equipment maintenance are carried out to ensure readiness and employee awareness.

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

The Company identifies and assesses work-related hazards through regular internal audits, periodic external safety audits, inspections, and employee feedback across its manufacturing units, warehouses, and stores. For non-routine activities such as equipment maintenance or new installations, pre-task risk assessments are conducted. An incident and near-miss reporting mechanism is in place, followed by root cause analysis to implement corrective actions. Risk assessments are also integrated into change management processes to ensure proactive identification and mitigation of hazards.

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

Yes. The Company has established formal channels for workers to report work-related hazards, including direct reporting to supervisors, designated safety officers, and internal grievance mechanisms. Employees are encouraged to immediately report unsafe conditions or practices without fear of retaliation. Workers also have the right to stop or refuse work if they believe it poses an imminent risk to their health or safety, and such concerns are promptly investigated and addressed by the safety team.

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

Yes

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

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

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

The Company provides a systematic way to ensure a safe and healthy workplace for all employees. It promotes continuous identification and monitoring of hazards and controlling risks whilst making sure that the risk controls in place are effective. The Health & Safety Policy is applicable across all locations, serves as a comprehensive statement addressing essential work-related issues. The Health & Safety Manual provides a robust framework for creating a safe and healthy workplace. Safety Induction & Trainings: The Company provides a Health & Safety induction to all new employees which is incorporated in their general induction training. Mock Drills: Mock Drills are conducted at specified intervals in the Company. These drills involve all employees, security team and visitors/customers who are within the premise.

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

Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	NIL	NIL	NIL	NIL	NIL	NIL
Health & Safety	NIL	NIL	NIL	NIL	NIL	NIL

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100%
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

NA

Leadership Indicators**1. Does the entity extend any life insurance or any compensatory package in the event of death of**

(A) Employees (Y): Group Medical Insurance and ESI

(B) Workers (Y): Group Medical Insurance and ESI

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

We are periodically reconciling with vendor accounts and related statutory returns filed details with confirmation.

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 rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Employees	NIL	NIL	NIL	NIL
Workers	NIL	NIL	NIL	NIL

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

No

5. Details on assessment of value chain partners:

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

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



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.

Stakeholders encompass individuals, groups, and organizations that play a vital role in the achievement of our business objectives. Our key stakeholders include employees, shareholders, investors, distributors, customers, channel partners, vendors, suppliers, regulators, and government agencies.

The identification of these crucial stakeholder groups is done using a qualitative approach, which involves consultations and feedback from different departments, as well as input from senior management and the board.

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
Investors/ Shareholders	No	General meetings, Notices, E-mails, Website, Communication to Stock Exchanges, Annual report and Investor meet	As per statutory requirement	The main objective is to collect feedback from stakeholders about the company's products and services. We value the support of our stakeholders and recognize their expectations and concerns. Our goal is to recognize, prioritize, and resolve the concerns and problems of our stakeholders in a consistent, organized, and open manner through effective conversations and communication.
Employees	No	Direct communication, Intranet portal, meetings and trainings	As and when required	
Value chain partners/ Vendors	No	Direct communication, events, E-mails	As and when required	
Government and Regulatory Authorities	No	Direct communication, E-mails, Website	As and when required	
NGOs/CSR Organisations	Partially yes	Direct communication, E-mails, Website, Newspapers	As and when required	
Media	No	Press releases, Media events and announcements	As and when required	
Customers	No	Direct communication, events, E-mails	As and when required	

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.

We actively involve stakeholders in our discussions on environmental, social, and governance (ESG) matters across our different departments, promoting continuous collaboration. We consistently gather feedback and integrate it into our strategic framework to guarantee that our actions are in line with our mission and vision. Key issues are thoroughly evaluated, prioritized, and communicated with relevant stakeholders for discussion, taking into account their potential impact on our operations and the interests of those involved.

During the quarterly meetings, our top-level executives and board members discuss stakeholder feedback and potential initiatives, ensuring they are taken into account when making strategic decisions.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No)

If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

We proactively interact with both internal and external stakeholders to gain a comprehensive understanding of their requirements and obstacles across all business areas associated with environmental, social, and governance (ESG). The feedback we receive is thoroughly analysed and incorporated into our decision-making process. As an example, we engage in open dialogues with stakeholders to pinpoint material topics that have a substantial influence on our operations. These significant issues influence our focus areas when creating environmental, social, and governance policies, formulating strategic plans, and developing actionable strategies for consideration.

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

We are dedicated to enhancing the well-being of disadvantaged communities residing near our production sites. As part of our corporate social responsibility (CSRs) efforts, we concentrate on community development projects in various sectors, including health, education, job skills, sanitation, and livelihood opportunities. For example, our primary school building that is currently under construction in a rural area of Karnataka. Furthermore, we actively promote sustainable livelihoods and capacity building by directly collaborating with small and marginal suppliers, placing a significant emphasis on sourcing from local micro, small, and medium-sized enterprises (MSMEs).

 **PRINCIPLE 5**
Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (C/D)
Employees						
Permanent	150	130	86	150	138	92
Other than permanent	0	0	0	0	0	0
Total employee	150	130	86	150	138	92
Workers						
Permanent	144	122	84	162	145	89
Other than permanent	427	412	96	456	432	94
Total workers	571	534	93	618	577	93

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

Category	FY 2024-25 Current Financial Year				FY 2023-24 Previous Financial Year					
	Total (A)	Equal to Minimum Wage		More than Minimum wage		Total (D)	Equal to Minimum Wage		More than Minimum wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent										
Male	140	0		140	139	0			139	
Female	11	0		11	12	0			12	
Other than permanent										
Male	0	0		0	0	0			0	
Female	0	0		0	0	0			0	
Workers										
Permanent										
Male	128	0		128	148	0			148	
Female	16	0		16	16	0			16	
Other than permanent										
Male	354	46		308	383	0			383	
Female	56	7		49	55	0			55	

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

a. Median remuneration/wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	1	1,23,07,323	1	1,31,69,827
Key Managerial Personnel	2	1,57,52,905	0	0
Employees other than BoD and KMP		21,01,02,120		2,84,88,312
Workers				

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

	Financial Year 2024-25 (Current Financial Year)	Financial Year 2023-24 (Previous Financial Year)
Gross wages paid to females as % of total wages	19.61%	16.86%
	3672517/18720117	3033777/17987728

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

Our human resources (HR) department is accountable for handling any human rights issues or concerns that may arise from our business activities. Employees are entitled to raise concerns about human rights violations, and the hr team diligently examines these reports. In-depth investigations are carried out to guarantee a just resolution, and cases that demand additional action are escalated to the highest management for immediate attention.

Furthermore, we have set up an internal committee (IC) to handle complaints of sexual harassment in a confidential manner. We are dedicated to promoting and protecting human rights, creating an inclusive, respectful, and secure workplace environment for all our employees.

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

Our organization's human rights policy, which is a part of our broader business responsibility policy, provides a framework for guiding our actions and establishing ethical standards. When a human rights complaint is brought forward, a systematic resolution process is implemented. The human resources (HR) team at the specific facility conducts a comprehensive investigation to guarantee a successful resolution. When the situation demands additional intervention, the matter is escalated to senior management for immediate action and resolution.

Furthermore, we have a specific policy in place that addresses the prevention of sexual harassment (posh). In order to maintain a secure and respectful workplace, we have set up an internal complaints committee (IC) to address sexual harassment cases, ensuring confidentiality and impartiality in the process. The ICC functions with efficiency, guaranteeing that investigations are finished within a seven-day timeframe. Both sides are provided with an equal chance to present their arguments, and all pertinent evidence is thoroughly examined. After carefully evaluating the complaint, the IC determines its validity. If a complaint is determined to be false, the appropriate action is taken against the complainant. In the event that sexual harassment is proven, we promptly and firmly address the issue, implementing disciplinary measures against the offender to safeguard the complainant's welfare.

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

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

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

We have set up an internal committee (IC) in compliance with the posh act, offering employees a safe and confidential avenue to voice their concerns. The committee guarantees the confidentiality of the complainant throughout the investigation process until a final decision is made. Moreover, the ICC regularly organizes training sessions and awareness programs, such as induction workshops, to educate employees about workplace safety and the prevention of harassment. Whistleblower complaints are kept confidential and are submitted to the audit committee of the board for evaluation during quarterly assessments.

9. Do human rights requirements form part of your business agreements and contracts?

(Yes/No)

Yes, human rights requirements are a part of the general terms and conditions in all business contracts and agreements.

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	We have not yet conducted third-party assessments, but we consistently perform internal evaluations to guarantee adherence to ethical standards. These evaluations are carried out regularly and as required to track and prevent child labour, forced labour, sexual harassment, discrimination in all our facilities and payment of minimum wages.
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others - please specify	

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

Not Applicable

Leadership Indicators

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

No, human rights related grievances were reported during the period under review.

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

No, we have not conducted any human rights due diligence during the reporting period.

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?

Our commitment is to provide accessibility for all individuals, including employees, workers, and visitors, at every location we operate. In order to reinforce this dedication, we offer a range of accessibility features, such as ramps, elevators, accessible restrooms, designated parking spaces, and wheelchairs. By integrating these amenities, we aim to foster an inclusive and welcoming atmosphere for all individuals.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Child labour	Our vendor assessment process is comprehensive and thorough, taking into account important factors like forced labour, child labour, fair wages, and workplace discrimination when evaluating suppliers. However, we have not yet enlisted the help of external evaluators to assess the value chain partners of our organization.
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

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

Not Applicable



PRINCIPLE 6

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

Essential Indicators

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

Parameter	FY 2024-25	FY 2023-24
	Current Financial year	Previous Financial year
Total electricity consumption (A)	1155852	963748
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	578021	531586
Total energy consumption (A+B+C)	1733873	1495334
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees)	0.00079902 kWh/Rupee	0.00064649 kWh/Rupee
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

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

No, we have not assessed/evaluated through any external agency.

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.

NIL

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

Parameter	FY 2024-25 Current Financial year	FY 2023-24 Previous Financial year
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	13583	15445
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	13583	15445
Total volume of water consumption (in kilolitres)	13583 KLD/Year	15445
Water intensity per rupee of turnover (Water consumed / turnover)	0.0064 LD/rupee (or) 0.0000064 KLD/ rupee	0.000000667 KLD/ rupee
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

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

No, we have not assessed/evaluated through any external agency.

4. Provide the following details related to water discharged:

Parameter	FY 2024-25 Current Financial year	FY 2023-24 Previous Financial year
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
No treatment	-	-
With treatment – please specify level of treatment	-	-
(ii) To Groundwater		
No treatment	-	-
With treatment – please specify level of treatment	12003 KLD	13005 KLD
(iii) To sea water		
No treatment	-	-
With treatment – please specify level of treatment	-	-
(iv) Sent to third parties		
No treatment	-	-
With treatment – please specify level of treatment	-	-
(v) Others		
No treatment	-	-
With treatment – please specify level of treatment	-	-
Total water discharged	12003 KLD	13005 KLD

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, we have not assessed/evaluated through any external agency.

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

Yes, the Company has implemented a Zero Liquid Discharge (ZLD) mechanism across its manufacturing operations. All wastewater generated is fully treated through an in-house treatment system and reused within the facility, ensuring that no liquid waste is discharged into the environment, including rivers, lakes, or sewers. Any residual solids or sludge from the treatment process are safely handled and disposed of in compliance with applicable environmental regulations. This approach supports the Company's commitment to sustainable and responsible water management.

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

Parameter	Please specify Unit	FY 2024-25	FY 2023-24
		Current Financial year	Previous Financial year
Nox	Nm ³	16.1 µg/Nm ³	25.3 µg/Nm ³
Sox	Nm ³	6.3 µg/Nm ³	8.5 µg/Nm ³
Particulate matter (PM)	Nm ³	70.9 µg/Nm ³	85.4 µg/Nm ³
Persistent organic pollutants (POP)			
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)	NA		NA
Others – please specify			

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, we have not assessed/evaluated through any external agency.

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

Parameter	Unit	FY Current	FY Previous
		Financial year	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	-	-
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)		-	-
Total Scope 1 and Scope 2 emissions per rupee of turnover		-	-
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

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

No, we have not assessed/evaluated through any external agency.

8. Does the entity have any project related to reducing Green House Gas emission?

If Yes, then provide details.

NIL

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

Parameter	FY 2024-25	FY 2023-24
	Current Financial year	Previous Financial year
Total Waste generated (in metric tonnes)		
Plastic waste (A)	0.74	2.610
E-waste (B)	-	-
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)*	-	0.23
Other Non-hazardous waste generated (H). **Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	448.35	432.95
Total (A+B + C + D + E + F + G + H)	449.09	435.56

Parameter	FY 2024-25 Current Financial year	FY 2023-24 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	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	-	-
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	449.09	435.56
Total	449.09	435.56

* Other hazardous waste comprises of used oil

** Other non-hazardous waste comprises of Wood, Foam, Leather, Carton Waste

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, we have not assessed/evaluated through any external agency.

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

The Company follows waste segregation and safe storage practices at all locations. Waste is regularly collected and sent to authorized vendors for disposal or recycling. Efforts are made to minimize the use of hazardous and toxic chemicals in products and processes by adopting safer alternatives wherever possible. Any hazardous waste generated is handled as per regulatory norms and disposed of through certified agencies.

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

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
		NIL	

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes/ No)	Relevant Web link
No assessments have been undertaken during last financial year and during the current financial year we are assessing the suitable assessment.					

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 non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
	The Company complies with all the regulatory environmental laws			

Leadership Indicators

1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres): Not Applicable

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

- (i) Name of the area:
- (ii) Nature of operations:
- (iii) Water withdrawal, consumption and discharge in the following format:

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

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

No, we have not assessed/evaluated through any external agency.

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

Parameter	Unit	FY 2024-25 Current Financial year	FY 2023-24 Previous Financial year
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	-	-
Total Scope 3 emissions per rupee of turnover		-	-
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

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

No, we have not assessed/evaluated through any external agency.

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

NA

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
NIL			

5. Does the entity have a business continuity and disaster management plan?

Give details in 100 words/ web link.

Yes, the Company has a comprehensive Business Continuity and Disaster Management Plan to ensure minimal disruption to operations during unforeseen events. The plan covers risk assessment, crisis response procedures, data backup systems, alternate work arrangements, and communication protocols. Key functions such as manufacturing, supply chain, IT, and safety are prioritized with defined recovery strategies. Regular drills and reviews are conducted to test preparedness and update response measures. Emergency response teams are designated at critical sites to coordinate immediate action. The plan aligns with regulatory requirements and supports operational resilience and employee safety during natural or man-made disruptions.

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.

The Company’s value chain in luxury furniture manufacturing involves activities such as material procurement, production, and transportation, which may have environmental impacts including resource consumption, emissions, and waste generation. To address these, the Company has implemented measures such as using certified raw materials, optimizing production processes to reduce waste, installing energy-efficient equipment, and treating and reusing water at manufacturing sites. Packaging and transportation processes are also streamlined to lower fuel usage and emissions. The Company regularly engages with vendors and service providers to ensure adherence to applicable environmental standards and reduce operational impact.

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

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. **NA**
- 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)
NA		

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

Name of the authority	Brief of the case	Corrective action taken
	NA	

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
			NIL		



PRINCIPLE 8

Businesses should promote inclusive growth and equitable development

Essential Indicators

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

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

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

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

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

The mechanisms available to consumers above are also available to the community. The company actively participates in community engagement through its CSR projects

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

Parameter	FY 2024-25	FY 2023-24
	Current Financial year	Previous Financial year
Directly sourced from MSMEs/ small producers	10.63%	2.95%
Directly sources within India	46.50%	46.59%

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

Location	FY 2024-25	FY 2023-24
	Current Financial year	Previous Financial year
Rural	-	-
Semi-Urban	-	-
Urban	-	-
Metropolitan	-	-

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
NA	

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

SI No.	State	Aspirational District	Amount Spent (in INR)
		NA	

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

No

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

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 fiscal), based on traditional knowledge

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

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

Name of authority	Brief of the Case	Corrective action taken
	NA	

6. Details of beneficiaries of CSR projects:

SI No.	CSR project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalised groups
1.	Bagalur Government Primary school	Total students=285 Boys 135 Girls 150 Teachers =12 Bagalur colony Population=2500	100%



PRINCIPLE 9

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

Essential Indicators

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

We place utmost importance on client satisfaction and have established a robust mechanism to address feedback and grievances effectively. Our diverse client base is provided with multiple communication channels to share concerns or suggestions. Each complaint is handled with due seriousness, and our dedicated teams ensure thorough analysis and timely resolution with client involvement at every stage. Transparency is maintained throughout the process, with regular updates and necessary approvals on corrective actions. Beyond complaint resolution, we actively engage with clients to understand their evolving expectations, which informs our strategic decisions and drives continuous service enhancement, reinforcing long-term partnerships.

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	-
Recycling and/or safe disposal	-

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

	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	-	0	0	-
Advertising			-			-
Cyber-security	0	0	-	0	0	-
Delivery of Products	0	0	-	0	0	-
Quality of Products	2549	228	-	1775	0	-
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-
Other	0	0	-	0	0	-

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

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

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

No. However, all the necessary measures to ensure cyber security and data privacy are in place within the Company.

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

Not Applicable

7. Provide the following information relating to data breaches:

- Number of instances of data breaches: **0**
- Percentage of data breaches involving personally identifiable information of customers : **0**
- Impact, if any, of the data breach: **NIL**

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

Information about our products and services is shared through multiple channels to ensure maximum reach and accessibility for our customers. These include our official website, which offers detailed and up-to-date information on all offerings; product catalogues, available in both digital and printed formats; and newspaper advertisements published in leading dailies to highlight key features and promotions. Additionally, we leverage digital advertising through social media platforms such as Facebook, Instagram, LinkedIn, and YouTube to engage with a wider audience and keep them informed about our latest updates and offerings.

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

We undertook specific initiatives to educate consumers on the safe and responsible usage of our products. This included providing a detailed User Manual with each product, outlining safety precautions, operating guidelines, and maintenance instructions. Additionally, a Fit Information Card was included to guide users on proper installation, usage posture, and compatibility, helping ensure optimal performance and user safety. These efforts were aimed at promoting informed usage and reducing the risk of misuse or accidents.

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

We have established clear mechanisms to inform consumers promptly in the event of any risk of disruption or discontinuation of essential services. These include direct communication channels such as email and SMS alerts to affected customers, notifications through our official website, and updates on our social media platforms. In cases requiring broader outreach, public notices or press releases are issued. Additionally, our customer service team is equipped to provide real-time support and clarification to ensure transparency and minimize inconvenience during such events.

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.

Yes.

The entity provides product information beyond what is mandated under local laws. In addition to the required labelling details, the packaging includes PO number, STN number, model name, product range, colour, configuration, seater details, number of packages, and QC and supervisor sign-offs. This ensures better traceability, quality control, and customer transparency.

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)

No