

ANNEXURE 6 – TO THE DIRECTORS' REPORT

Business Responsibility and Sustainability Report

Section A: General Disclosures

1.1 Details of the listed entity

- 1.1.1 Corporate Identity Number (CIN) of the Listed Entity : L19200MH1977PLC019449
- 1.1.2 Name of the Listed Entity : Metro Brands Limited
- 1.1.3 Year of incorporation : 19-01-1977
- 1.1.4 Registered office address : 401, Zillion, 4th Floor, LBS Marg & CST Road Junction, Kurla (West), Mumbai – 400070
- 1.1.5 Corporate address : 401, Zillion, 4th Floor, LBS Marg & CST Road Junction, Kurla (West), Mumbai – 400070
- 1.1.6 Email address : Investor.relations@metrobrands.com
- 1.1.7 Telephone : +91 22 6656 0444
- 1.1.8 Website : <https://metrobrands.com/>
- 1.1.9 Financial year for which reporting is being done : FY 2024-25
- 1.1.10 Name of the Stock Exchange(s) where shares are listed : BSE Limited and National Stock Exchange of India Limited
- 1.1.11 Paid-up Capital : ₹ 1,36,12,48,230/-
- 1.1.12 Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report
Name: Aziz Fidai Designation: GM - CSR & Sustainability
Telephone number: +91 22 6656 0444
E-mail id: aziz.fidai@metrobrands.com
- 1.1.13 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).
Disclosures in this report are made on a standalone basis.
- 1.1.14 Name of assurance provider : Ainapur & Associates
- 1.1.15 Type of assurance obtained: A third-party reasonable assurance as per the standards developed by the Industry Standards Forum (ISF).

1.2 Products/Services

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

Description of Main Activity	Description of Business Activity	% of Turnover of the entity
Retail sale	Retailer in fashion footwear, bags & accessories	100%

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

Product/Service	NIC Code	% of total Turnover contributed
Fashion Footwear, Bags & Accessories	47713	100%



1.3 Operations

1.3.1 Number of locations where plants and/or operations/offices of the entity are situated

Location	Number of plants	Number of offices	Total
National	NA*	908 Showrooms (205 Cities), 2 Warehouses, 1 Office	911
International	**Nil	Nil	Nil

*The Company operates retail outlets and does not undertake any manufacturing activity.

**The Company does not have any international offices.

1.3.2 Market Served by the entity

1.3.2.1 Number of locations

Locations	Number
National (No. of States & Union Territories)	31
International (No. of Countries)	Nil

1.3.2.2 What is the contribution of exports as a percentage of the total turnover of the entity? :

Nil

1.3.2.3 A brief on types of customers

The Company is a prominent footwear specialty retailer in India, with a strong retail and ecommerce presence across cities & towns in India. The Company addresses the evolving preferences of consumers by offering high-quality and fashionable footwear. With a diverse product portfolio across various price points, MBL effectively serves the economy, mid-range, and premium segments of the market. Its retail outlets provide a comprehensive assortment of footwear for men, women, and children, in addition to bags and accessories, positioning MBL as a destination for family footwear and related products.

The Company offers a comprehensive range of casual and formal footwear, catering to diverse consumer preferences and enhancing customer loyalty. This broad product offering contributes to the expansion of the Company's market presence. The Company engages with its customers through two principal channels:

- Digital platforms – including the Company's own website and leading e-commerce marketplaces.
- Offline retail stores – through direct walk-in customers across its nationwide store network.

1.4 Employees

1.4.1 Details as at the end of Financial Year

1.4.1.1 Employees and workers (including differently abled)

Particulars	Total (A)	Male		Female	
		No. (B)	% (B/A)	No. (C)	% (C/A)
Employees					
Permanent (D)	4,373	3,971	90.80 %	402	9.19 %
Other than Permanent (E)	1,689	1,600	94.73 %	89	5.26 %
Total employees (D + E)	6,062	5,571	91.90 %	491	8.10 %
Workers					
Permanent (F)*	0	0	0	0	0
Other than Permanent (G)	0	0	0	0	0
Total workers (F + G)	0	0	0	0	0

*The Company does not have any workers as defined in the guidance note on BRSR.

1.4.1.2 Differently abled Employees and workers

Particulars	Total (A)	Male		Female	
		No. (B)	% (B/A)	No. (C)	% (C/A)
Differently Abled Employees					
Permanent (D)	4	4	100 %	0	0 %
Other than Permanent (E)	0	0	0 %	0	0 %
Total differently abled employees (D + E)	4	4	100 %	0	0 %
Differently Abled Workers					
Permanent (F)	0	0	0	0	0
Other than Permanent (G)	0	0	0	0	0
Total differently abled workers (F + G)	0	0	0	0	0

1.4.2 Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	11	3	27.27%
Key Management Personnel (KMP)	6*	3	50%

* The Company had 7 KMP at the beginning of FY. However, during FY, one of the KMP ceased to hold such position due to a change in designation, and accordingly is no longer classified as a KMP under the provisions of the Act.

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

	FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	49.91%	69.04%	51.47%	66.24%	88.28%	67.78%	39.24%	63.51%	40.74%
Permanent Workers	0%	0%	0%	0	0	0%	0	0	0%

* FY 2023-24 and FY 2022-23 comparative data have been adjusted to align with improved calculation methodologies for the turnover rate of permanent employees, ensuring consistent year-over-year comparability.

1.5 Holding, Subsidiary and Associate Companies (including joint ventures)

1.5.1 Names of holding/subsidiary/associate companies/joint ventures

Name of the holding/subsidiary/associate companies/joint ventures (A)	Indicate whether holding/subsidiary/associate companies/joint ventures	% 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)
Metmill Footwear Private Limited	Subsidiary	51%	No
Metro Athleisure Limited (Formerly known as Cravatex Brands Limited)	Subsidiary	100%	No
M.V. Shoe Care Private Limited	Joint Venture	49%	No

1.6 CSR Details

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

Yes

1.6.2 Turnover (in ₹) :

2,449.61 Crores

1.6.3 Net worth (in ₹) :

1,679.49 Crores

1.7 Transparency and Disclosures Compliances

1.7.1 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	Yes, https://metrobrands.com/investor-contact/	Nil	Nil		Nil	Nil	
Investors (other than shareholders)	Yes, https://metrobrands.com/investor-contact/	Nil	Nil		Nil	Nil	
Shareholders	Yes, https://metrobrands.com/investor-contact/	15	Nil		27	Nil	
Employees and workers	Yes, Escalation matrix has been duly communicated to all Employees and workers.	1,150	Nil		2,031	Nil	
Customers	Yes, details of Escalation matrix for all customers are mentioned on invoices, shoe boxes and 'Contact Us' page of our website.	28,639	Nil		25,121	Nil	
Value Chain Partners (VCPs)	Yes, Escalation matrix has been duly communicated to all VCPs.	Nil	Nil		Nil	Nil	
Other (CSR)	Yes, beneficiaries may connect with us during projects implemented in their localities.	Nil	Nil		Nil	Nil	

Note: All complaints were resolved during the year.

1.7.2 Overview of the entity's material responsible business conduct issues

Material issue identified	Indicate whether risk or opportunity	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)
Waste Management	Opportunity	Discarded footwear, due to its complex material mix, poses significant recycling challenges and environmental risks. The Company addressed this by diverting 4,364 tons from landfills—achieving 31% recycling and 69% waste-to-energy/co-processing—transforming a waste burden into an opportunity for sustainable impact, in line with CPCB norms.	Not Applicable	Positive Implication
Efficient Resource Use	Opportunity	Efficient resource use lowers operational costs, ensures regulatory compliance, and strengthens market positioning amid growing demand for sustainability. The Company's solar installations at Bhiwandi warehouses generated 136,077.11 kWh in FY 2024-25, reducing reliance on fossil fuels, cutting electricity costs, and shrinking its carbon footprint.	Not Applicable	Positive Implication

Interesting Initiatives

Healing the Planet: Metro Brands' Cradle-to-Grave Approach



The Company is revolutionizing sustainability in the footwear industry through its cradle-to-grave initiative. Addressing the staggering 20 billion pairs of footwear manufactured annually, the Company has implemented an eco-friendly process to manage old, discarded footwear (ODF). Through implementing partners, the Company collects ODF from landfills, waste management agencies, and ragpickers, sorting and recycling materials like plastic and rubber. Worn-out parts are sent to power generating units or cement kilns, replacing coal and reducing greenhouse gas emissions. The Company has made significant progress, processing 5% of ODF in FY 2021-22, increasing to 50% in FY 2023-24. In FY 2024-25, the Company achieved a milestone, processing 4,364 tons (10.10 million pairs) of ODF, slightly exceeding the number of new pairs sold showcasing its commitment to sustainability and reducing environmental impact. This initiative contributes to the United Nations Sustainable Development Goals (UN SDGs), specifically Goal 12 (Responsible Consumption and Production) and Goal 13 (Climate Action). By promoting circular practices and reducing environmental impact, the Company sets a remarkable example for the footwear industry to promoting eco-friendly practices and responsible consumption



Section B: Management And Process Disclosures

2.1 Management and Process disclosure questions

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)					Yes				
Has the policy been approved by the Board? (Yes/No)					Yes				
Web Link of the Policies, if available	The policies mandated for disclosure are available on the Company's website at https://metrobrands.com/policies/ . Some internal policies applicable to employees are available on the intranet.								
Whether the entity has translated the policy into procedures. (Yes/No)	Yes								
Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes. The Company places strong emphasis on corporate governance. Its Board of Directors has adopted various policies—such as the Code of Conduct, Whistle Blower Policy, and Ethics Policy—which apply to directors, senior management, employees, business associates, suppliers, agents, distributors, and joint venture partners.								
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.	Our policies align with national laws, business standards, fair trade practices, and good corporate governance principles. The Company's Quality Management System has been certified by Pyramid Certifications LLP under the ISO 9001:2015 standard for supply and service provision. Our next recertification is scheduled for January 4, 2027.								
Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company has identified key Environmental, Social, and Governance (ESG) areas and set internal targets to drive sustainability and ethical practices. Key initiatives include transitioning partially to renewable energy through 110 KW and 130 KW solar projects at two warehouses. We are also mitigating the footwear industry's environmental impact by processing millions of discarded footwear items, repurposing worn-out components as coal substitutes in cement kilns and power generation, and thereby reducing costs and emissions. Furthermore, we are calculating our supply chain carbon footprint to address its adverse impacts.								
Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	In FY 2024-25, the Company achieved notable progress in the following areas: 1. Generated approximately 1.36 lakh KWH of renewable energy through solar projects at warehouses. 2. Recycled and co-processed approximately 4,364 tons of discarded footwear in an eco-friendly manner. 3. Assessed approximately 55.76% of VCPs (by business value) for ESG parameter data collection to monitor and improve Scope 3 emissions and enhance environmental and social conditions in the supply chain.								
Governance, leadership and oversight									
Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements	The Company believes that sustainability and financial performance go hand-in-hand and has integrated ESG considerations into its business decisions and operations. Key initiatives include setting up two solar power plants, recycling e-waste, and eco-friendly processing of discarded footwear. Our CSR projects focus on stakeholder engagement, empowerment, and environmental protection through a participatory and collaborative approach. Additionally, the Legal & Secretarial team oversees governance related aspects, including managerial remuneration, dividend policies, and related party transactions.								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	(a) Name: Mohammed Iqbal Hasanally Dossani (DIN: 08908594) Designation: Whole-Time Director (b) Name: Aziz Fidai Designation: GM - CSR & Sustainability Telephone number: +91 22 6656 0444 E-mail id: aziz.fidai@metrobrands.com								
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. Corporate Social Responsibility & Sustainability Committee https://metrobrands.com/list-of-board-committees								

2.2 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	Relevant policies of the Company are reviewed by the Board and its Committees periodically or on a need basis. The necessary changes to policies and procedures are implemented accordingly.									Annually/as per Statutory Requirement								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Company is in compliance with statutory requirements as applicable.									The Company tracks the compliance requirements of each regulatory authority and proactively ensure all the compliances are met well before due date.								

2.3 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

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
Secretarial Auditor and Internal Auditor assess/evaluate the working of Company Policies as required.									

2.4 If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									Not applicable
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

Section C: Principle Wise Performance Disclosure

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

3.1.1 Essential Indicators

3.1.1.1 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	Percentage of persons in respective category covered by the awareness programmes
Board of Directors	9	Health Safety & Environment (1 Program) Human Rights (4 Programs) Skill Upgradation (4 Programs)	HSE: 100% Human Rights: 100% Skill Upgradation: 75% Board Familiarization program: 100%
Key Managerial Personnel	8	Health Safety & Environment (1 Program) Human Rights (4 Program) Skill Upgradation: (3 Programs)	HSE: 100% Human Rights: 100% Skill Upgradation: 100%
Employees other than BoD and KMPs	27	Health Safety & Environment (1 Program) Human Rights (6 Programs) Skill Upgradation (20 Programs)	HSE: 95% Human Rights: 95% Skill Upgradation: 92%
Workers*	NA	NA	NA

*There are no workers in the Company

3.1.1.2 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 Requirements) Regulations, 2015 and as disclosed on the entity's website)

Monetary				
NGRBC Principle	Name of the regulatory/enforcement agencies judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred (Yes/No)
Penalty/Fine Settlement Compounding Fee	No fines, penalties, awards, compounding fees, or settlements were paid by the Company or its Directors/KMPs with regulators or judicial institutions during FY 2024-25 that exceeded the materiality threshold defined in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015.			
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	No imprisonment/punishment			

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

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

3.1.1.4 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

Yes, the Company requires all personnel to act in accordance with its Ethics Policy and Anti-Corruption Law. It strictly prohibits the payment or acceptance of bribes. Personnel are prohibited from offering, directly or indirectly, any bribe, kickback, or "anything of value" to any government official or commercial entity to gain improper advantage. The Ethics Policy can be accessed at https://metrobrands.com/wp-content/uploads/2023/02/CODE_OF_ETHICS.pdf

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

	FY 2024-25	FY 2023-24
Directors	No disciplinary action was taken against any Directors/KMPs/employees/workers by any law enforcement agency for charges of bribery/corruption.	
KMPs		
Employees		
Workers		

3.1.1.6 Details of complaints with regard to conflict of interest

	FY 2024-25		FY 2023-24	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	No complaints related to conflicts of interest involving Directors or KMPs were received during FY 2024-25	0	No complaints related to conflicts of interest involving Directors or KMPs were received during FY 2023-24.
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0		0	

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

Not Applicable.

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

	FY 2024-25	FY 2023-24
i) Accounts payable x 365 days (in ₹)	₹ 81,304 Crores	₹ 91,707 Crores
ii) Cost of goods/services procured (in ₹)	₹ 1,030.85 Crores	₹ 958.26 Crores
iii) Number of days of accounts payables	79 days	96 Days

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, reasonable assurance has been carried out by Ainapur & Associates on the FY 2024-25 indicators in the table above (BRSR Core).

3.1.1.9 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	Metric	FY 2024-25	FY 2023-24
Concentration of Purchases	a. i) Purchases from trading houses (in ₹)	962.10 Crores	1,031.80 Crores
	ii) Total purchases (in ₹)	962.10 Crores	1,031.80 Crores
	iii) Purchases from trading houses as % of total purchases	100%	100%
	b. Number of trading houses where purchases are made	430	444
	c. i) Purchases from top 10 trading houses (in ₹)	440.41 Crores	495.91 Crores
	ii) Total purchases from trading houses (in ₹)	962.10 Crores	1,031.80 Crores
Concentration of Sales	iii) Purchases from top 10 trading houses as % of total purchases from trading houses	45.77%	48.06%
	a. i) Sales to dealer/distributors	Nil	Nil
	ii) Total Sales (in ₹)	2,449.61 Crores	2,305.00 Crores
	iii) Sales to dealer/distributors as % of total sales	-	-
	b. Number of dealers/distributors to whom sales are made	-	-
	c. i) Sales to top 10 dealers/distributors	-	-
ii) Total Sales to dealer/distributors	-	-	
iii) Sales to top 10 dealers/distributors as % of total sales to dealer/distributors	-	-	

Parameter	Metric	FY 2024-25	FY 2023-24
Share of RPTs in	a. i) Purchases (Purchases with related parties) (in ₹)	28.93 Crores	22.24 Crores
	ii) Total Purchases (in ₹)	962.10 Crores	1,031.80 Crores
	iii) Purchases (Purchases with related parties as % of Total Purchases)	3.01%	2.16%
	b. i) Sales (Sales to related parties)	Nil	Nil
	ii) Total Sales (in ₹)	2,449.61 Crores	2,305.00 Crores
	iii) Sales (Sales to related parties as % of Total Sales)	NA	NA
	c. i) Loans & advances given to related parties	-	8.62 Crores
	ii) Total loans & advances (in ₹)	1.37 Crores	10.22 Crores
	iii) Loans & advances given to related parties as % of Total loans & advances	-	84.33%
	d. i) Investments in related parties (in ₹)	28.32 Crores	28.36 Crores
	ii) Total Investments made (in ₹)	552.18 Crores	764.80 Crores
	iii) Investments in related parties as % of Total Investments made	5.13%	3.71%

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, reasonable assurance has been carried out by Ainapur & Associates on the FY 2024-25 indicators in the table above (BRSR Core).

3.1.2 Leadership Indicators

3.1.2.1 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
1	The Company provides training to its karigar vendors on quality, packaging, and code of conduct as needed. To proactively enable compliance with BIS regulatory requirements across its supply chain, the Company engaged a qualified consultant to guide its vendors and conducted structured training sessions to build awareness and capability on the applicable standards.	80-90%
2	BRSR training sessions have also been provided to vendors to ensure alignment with the organization's sustainability and responsibility goals.	80-90%

3.1.2.2 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, the Company has in place Code of Conduct for its Board members and Senior Management Personnel, aimed at upholding high standards of transparency, integrity and ethical behavior. The Company has also adopted a Policy on Related Party Transactions to identify actual or potential conflict of interest that may arise in the ordinary course of business with related parties. The policy approved by the Board of Directors, is designed to mitigate and prevent such conflicts of interest in a transparent and controlled manner. In addition, the Company maintains the proper Register of Contracts in which Directors are interested in accordance with applicable laws, and all the relevant disclosures and details are duly recorded.

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

3.2.1 Essential Indicators

3.2.1.1 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	-	-	The Company does not have any specific expenditure on research and development in current year and previous year.
Capex	-	-	No investments have been made during current year and previous year.

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

The sustainable sourcing policy was implemented in March 2025. Evaluation of its effectiveness is currently under process.

Currently, 100% of the paper bags procured for the Mochi brand are sustainably sourced.

3.2.1.3 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.

Your Company is committed to making a positive environmental impact. Key sustainability initiatives include:

- Completion of EPR target for FY 2024-25.
- Responsible recycling and disposal of 1.77 Tons of e-waste in accordance with CPCB guidelines.
- Diversion of 4,364 tonnes of used footwear from landfills—31% was recycled and 69% co-processed in waste-to-energy plants, following CPCB norms.

As the Company is not involved in direct manufacturing, it avoids hazardous emissions. However, we remain committed to minimizing our plastic and e-waste footprint through ongoing eco-friendly initiatives.

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

Yes, the Company has received Importer and Brand Owner registration certificate for recycling of plastic materials in Category-2 and the waste collection plan is in line with EPR requisites. The received recycling target from CPCB for FY 2024-25 is 96 Tonnes.

3.2.2 Leadership Indicators

3.2.2.1 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.
			The Company is not into manufacturing. Hence, no LCA was conducted.		

3.2.2.2 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
	The Company is not into manufacturing. Hence, no LCA was conducted.	

3.2.2.3 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	FY 2023-24
The Company is not into manufacturing, hence this point is not applicable.		

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

	FY 2024-25			FY 2023-24		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	0 tons	90 tons	0 tons	0 tons	0 tons	0 tons
E-waste	0 tons	0 tons	1.77 tons	0 tons	0.240 tons	0.070 tons
Hazardous waste	0 tons	0 tons	0 tons	0 tons	0 tons	0 tons
Other waste	0 tons	1335 tons	3029 tons	0 tons	933 tons	1008 tons

3.2.2.5 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
Footwear pairs sold in FY 24-25 (105 Lakh pairs)	105 % (110 Lakh footwear pairs) of old, discarded footwear processed in an eco-friendly manner.

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

3.3.1 Essential Indicators

3.3.1.1 Details of well-being of Employees and workers

3.3.1.1.1 Details of measures for the well-being of employees

Category	Total (A)	% of employees covered by									
		Health Insurance		Accident Insurance		Maternity Benefit		Paternity Benefit		Day Care Facility	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	3,971	448	11.28 %	3,971	100 %	0	0 %	3,971	100 %	0	0 %
Female	402	115	28.6 %	402	100 %	402	100 %	0	0 %	0	0 %
Total	4,373	563	12.87 %	4,373	100 %	402	9.19 %	3,971	90.80%	0	0 %
Other than Permanent Employees											
Male	1,600	958	59.87 %	1,600	100 %	0	0 %	1,600	100 %	0	0 %
Female	89	11	12.35 %	89	100 %	89	100 %	0	0 %	0	0 %
Total	1,689	969	57.37 %	1,689	100 %	89	5.26 %	1,600	94.73 %	0	0 %

3.3.1.1.2 Details of measures for the well-being of workers

Category	Total (A)	% of workers covered by									
		Health Insurance		Accident Insurance		Maternity Benefit		Paternity Benefit		Day Care Facility	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0
Other than Permanent workers											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0

Note: During the year, the calculation methodology and the coverage of the report have been enhanced in line with industry trends. Accordingly, the comparative figures for the previous year (FY 2023-24) have been revised to ensure comparability.

Interesting Initiatives

This is My Company: Celebrating Our People, Our Culture



Belonging isn't just a word here — it's how we work, celebrate, and grow together. For over 75 years, Metro Brands has nurtured a people-first culture that values not just performance, but the people behind it — their stories, spirit, and everyday wins. With our chairman's vision inspiring us to think like owners, we proudly say, "This is my Company!"

This year was packed with feel-good moments. We gathered twice for Iftar parties during Ramzan, launched the appraisal season with fresh goals, and stayed connected through HR Connects and cheerful birthday celebrations. Team lunches and offsite vacations gave us space to unwind, share stories, and build stronger bonds.

A standout moment? The second Golden Foot Awards — where we celebrated stars under 97+ categories across brands and teams. We stretched and reset on World Yoga Day, strategized on World Chess Day, and amped up the fun with indoor sports.

Wellbeing was front and center with wellness camps, skip-level chats, and doctors — both allopathic and homeopathic — just a call away for our employees. We stood united on Independence Day, championed workplace safety, and embraced the festive spirit of Navratri, Diwali, and Christmas. December also saw us honoring our frontline stars on Retail Employees' Day — a tribute to those who keep us moving forward.



This is My Company: Celebrating Our People, Our Culture



This year, we also sharpened our focus on growth from within. Talent Development became a key theme, with structured programs that helped our people build new skills, take on bigger roles, and stay future-ready. We placed 90+ Potential Store Managers into leadership roles; we invested deeply in learning that empowers.

We achieved a milestone in our digital transformation journey, successfully training 96% of corporate, warehouse, and retail store employees in AI awareness and capability-building. This industry-first initiative covered practical AI use cases across functions like data analytics, design, and marketing. The training enabled teams to integrate AI into daily operations, driving efficiency, creativity, and speed. The impact is evident: increased AI tool adoption, innovation, and agility. This investment empowers our people to lead retail's future with data-driven insights.



We also took time to listen — through the Engagement Survey and the "I Am Here For You" mental wellness initiative. And with "Re-live Your Small Joys," we celebrated life's little wins.

Here, we don't just work — we belong.

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

	FY 2024-25	FY 2023-24
Cost incurred on wellbeing measures as a % of total revenue of the Company	0.14%	0.13%

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, reasonable assurance has been carried out by Ainapur & Associates on the FY 2024-25 indicators in the table above (BRSR Core).

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

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

3.3.1.3 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, the Company has provision across all locations.

3.3.1.4 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, we have an Equal Employment Opportunity Policy as per the Rights of Persons with Disabilities Act, 2016. Our Policy is available on our employee HRSS portal.

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

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

3.3.1.6 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	NA
Other than Permanent Workers	NA
Permanent Employees	Zoho App and the Whistle Blower Policy provides a mechanism to ensure adequate safeguards to employees and Directors from any victimization on raising of concerns of any violations of legal or regulatory requirements, misrepresentation of any financial statement and reports. The employees of the Company have the right/option to report their concern/grievance to the Chairperson of the Audit Committee in appropriate or exceptional cases.
Other than Permanent Employees	



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

Category	FY 2024-25			FY 2023-24		
	Total employees/ workers in respective category (A)	No. of employees/ workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/ workers in respective category (C)	No. of employees/ workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees						
Male	3,971	0	0%	3,635	0	0%
Female	402	0	0%	273	0	0%
Total Permanent Workers						
Male	0	0	0%	0	0	0%
Female	0	0	0%	0	0	0%

3.3.1.8 Details of training given to employees and workers

Category	FY 2024-25					FY 2023-24				
	Total (A)	On Health and safety measures		On skill upgradation		Total (D)	On Health and safety measures		On skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	5,571	5,275	95%	5,571	100%	5,335	4,651	87%	4,423	83%
Female	491	453	92%	471	96%	359	350	97%	359*	100%
Total	6,062	5,728	94%	6,042	100%	5,694	5,001	88%	4,782	84%
Workers										
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0

Note: *FY 2023-24 comparative data has been adjusted to align with this year's approach to ensure consistent year-over-year comparability.

Interesting Initiatives

Training for Tomorrow: Metro Brands' CSR Initiative in Skill Development



Your Company has successfully implemented the National Apprenticeship Promotion Scheme (NAPS), addressed industry skill gaps and provided on-the-job training for unemployed young people. Through this CSR initiative, 408 youths were trained in FY 2024-25 at retail showrooms, enhancing their skills and employability. This win-win project benefits all stakeholders: society gains employable talent, the government meets skilling and job creation responsibilities, and the Company secures a pipeline of trained personnel for its store expansion plans while reducing HR costs. On-the-job training increases industry readiness, reduces attrition, and fosters loyalty among apprentices and corporates. By partnering in NAPS, the Company's proactive approach is demonstrated by bridging skill gaps, promoting employability, and contributing to the nation's development, aligning with UN SDG Goal 4 (Quality Education) and Goal 8 (Decent Work and Economic Growth)



3.3.1.9 Details of performance and career development reviews of employees and worker

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B/A)	Total (A)	No. (B)	% (B/A)
Employees						
Male	5,571	5,571	100%	5,335	5,335	100%
Female	491	491	100%	359	359	100%
Workers						
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA

3.3.1.10 Health and safety management system

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

No. While a formal OHS Management System is not implemented, the Company undertakes regular safety audits and provides health and safety training at its premises.

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

Internal and external safety audits are conducted regularly and any identified deviations are promptly addressed in accordance with regulatory and Company requirements.

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

This is not applicable as the Company does not have workers according to BRSR guidelines.

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

Yes. "Doctor On Call" services, periodic health check-up camps, and health insurance coverage are provided to employees for non-occupational healthcare needs.

3.3.1.11 Details of safety related incidents, in the following format

Safety Incident/Number	Category	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
	Workers	NA	NA
Total recordable work-related injuries	Employees	Nil	Nil
	Workers	NA	NA
No. of fatalities	Employees	Nil	Nil
	Workers	NA	NA
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	NA	NA

Note: Reasonable assurance has been carried out by Ainapur & Associates on the FY 2024-25 indicators in the table above (BRSR Core).

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

The Company prioritizes employee health through the "Doctor on Call" program, where a medical practitioner visits a registered office and warehouse to address employee health concerns. Additionally, workplace safety is a top priority. Reporting Managers and Showroom Managers are authorized to take necessary actions to ensure a safe work environment. Employees at the Head Office and Warehouse receive regular training on basic and advanced fire safety, including periodic evacuation drills.

3.3.1.13 Number of Complaints on the following made by employees and workers

	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	Nil	No Complaints	Nil	Nil	No complaints
Health & Safety	Nil	Nil	No Complaints	Nil	Nil	No complaints

3.3.1.14 Assessments for the year

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	The Company Warehouses & Head office are assessed by Company's Internal Team.
Working Conditions	The Company Warehouses & Head office are assessed by Company's Internal Team.

3.3.1.15 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

No actions required, as no significant risks/concerns arose from assessment of health & safety practices and working conditions.

3.3.2 Leadership Indicators

3.3.2.1 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, the Company has a Group Term Life Insurance Policy for eligible employees and Group Personal Accident Policy across Organisation.

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

The payment to vendor partners is released based on the statutory dues payment returns provided as supporting documents, ensuring that our vendor partners adhere to statutory dues.

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

	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
Employees	0	0	0	0
Workers	NA	NA	NA	NA

3.3.2.4 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, the entity provides transition assistance programs to facilitate continued employability and the management of career transitions arising from retirement or separation.

In the case of retirement the extension of employment has been considered on a case by case basis.

3.3.2.5 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	55.76%
Working Conditions	

The Company has implemented a multi-faceted approach to assess and ensure the compliance and performance of Value Chain Partners (VCPs). This strategy includes mandatory requirements for new vendor onboarding, ensuring that VCPs maintain standardized working conditions and adhere to robust health and safety practices.

A collaboration was initiated with Newtral, an AI-enabled sustainability platform, to manage, track, and report ESG data from approximately 55.76% of the VCPs by business value. This partnership supports our annual ESG assessment, which evaluates environmental, social, and ethical standards. To enhance continuous improvement, we will analyze collected ESG data to identify trends, provide insights and recommendations, develop collaborative improvement plans for underperforming areas, and conduct regular follow-ups to monitor progress.

3.3.2.6 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.

The Company is committed to ensuring the health, safety, and proper working conditions throughout our value chain. The Company implemented a sustainability platform to manage, track, and report ESG data from Company VCPs. Approximately 55.76% of Company VCPs (based on business value) have submitted annual assessments covering environmental, social, and ethical standards. The Company systematically reviews the collected data to identify significant risks or concerns related to health, safety, and working conditions.

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

3.4.1 Essential Indicators

3.4.1.1 Describe the processes for identifying key stakeholder groups of the entity

The Company defines internal and external stakeholders as: Internal stakeholders are people whose interest in the Company comes through a direct relationship. External stakeholders are those who do not directly work with the Company but are affected somehow by the actions and outcomes of the business either positively or negatively.



Healing Hands: Metro Brands' Commitment to Cobbler Well-being



Cobblers are vital partners for Metro Brands, bringing craftsmanship and attention to detail to our footwear retailing business. However, their strenuous work environment, unhealthy habits, and long time away from families pose significant health risks. Recognizing these challenges, we launched a healthcare project to support their well-being. In FY 2024-25, we reached 1,313 new cobblers through 23 health camps, identifying health issues such as obesity, hypertension, and diabetes. We also detected 823 tobacco consumers and facilitated positive outcomes, including 214 quitting tobacco and improved control in 39 high BP and 51 diabetes cases among existing beneficiaries. Additionally, we generated and distributed 992 ABHA cards, enhancing healthcare access. From the 1,401 beneficiaries, we supported and tracked in FY 2023-24: 214 tobacco users quit, 116 reduced consumption, and improved control in 39 high BP and 51 diabetes cases. This initiative contributes to UN SDG Goal 3 (Good Health and Well-being), demonstrating our commitment to the health and welfare of our cobbler partners



3.4.1.2 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
Customers	No	Inbound Call, Email, Social Media	Ongoing	Customers Queries & Complaints help the Company analyze areas of improvement: Product Quality, Delivery, Returns and Refunds
Employees	No	Corporate Communication emailer & EmPort HRMS portal	Monthly, quarterly, and annual	Birthday Celebrations, Wellness Camps, Productivity, Sports, Town Halls etc.
Business Partners/ Associates	No	Business Partners/Associates meet through virtual modes such as e-mail, telephone and Video Conference	Monthly	The key areas of interest for the Business partners/Associates are: Timely payments and collaboration Product Development and range presentations Sourcing and timely deliveries Innovations in the market
Vendors	No	Vendors meet Monthly through virtual modes such as e-mail, telephone and Video Conference	Monthly	The key areas of interest for the Vendors are: Timely payments and collaboration Product Development and range presentations Sourcing and timely deliveries Innovations in the market
Shareholders	No	As needed: Email, Newspaper Advertisement, Meetings, Intimation to the Stock Exchanges, Press releases and press conferences, investor conferences and presentation, Company Website	Quarterly and Half Yearly: Financial statements, earnings call, Stock Exchange intimations and filings; Annual: Annual General Meeting and Annual Report Continuous: Investors page on the Company's website	Understanding shareholder expectations and to update them of developments in the Company

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
Regulatory Authorities/ Local Bodies: W&M Section, Government of India, Ministry of Consumer Affairs, Food and Public Distribution, Department of Consumer Affairs, Weight & Measure Unit Central Pollution Control Board, Ministry of Environment, Forest and Climate Change, Government of India GST	No	Im.doca.gov.in cpcb.gov.in GST portal	Whenever required Yearly, Monthly	For Importer, Manufacturer/Packer Registration/Renewal For EPR Registration of Plastic waste & Renewal GST Returns

The Company has mapped both internal and external stakeholders as below and is committed towards understanding & addressing their concerns strategically.

3.4.2 Leadership Indicators

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

The Company reports annually on the progress of ESG targets to update all stakeholders on ongoing initiatives. The comprehensive reporting approach demonstrates an unwavering dedication to provide stakeholders a transparent and holistic view of the Company's performance and progress toward achieving ESG commitments.

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

The Company operates in the footwear and accessories retail sector, with minimal direct environmental and social impact. We maintain regular communication with vendors and retail agents, while actively engaging with community stakeholders through CSR initiatives to understand their needs. Based on identified community needs, we design and implement CSR projects.

Since FY 2023-2024, we have partnered with Newtral Technologies to enhance ESG disclosures. We are collecting supply chain data to determine Scope 3 emissions and exploring afforestation and water conservation projects to mitigate these emissions and strive for water positivity.

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

As part of the community initiatives, your Company has identified vulnerable communities, including cobblers, shoe-shiners, and unemployed youth, who face various challenges. The Company is working to empower these marginalized groups through dedicated support in income generation, skill development, education, medical assistance, etc as under:

National Apprenticeship Promotion Scheme – Our project aims to enhance employability of unemployed youth through on-the-job training at retail showrooms. This CSR initiative has yielded a win-win outcome for all stakeholders: society benefits from 408 youths gaining practical skills and becoming employable, the government meets its skilling and job creation responsibilities, and the Company gains a ready pipeline of trained talent to support its store expansion plans while reducing HR costs.

Fidai Girls Education Institute - This project empowered 67 girls through education support, paving the way for a brighter future. Notably, 29 girls (43%) showed improvement in exam scores, all 10 students who appeared for SSC exams passed, with the top scorer achieving 85.20%. Additionally, some girls have excelled in extracurricular activities, emerging as award-winning athletes and Math Olympiad champions.

Sabrahad Education Society - Our project aimed to alleviate overcrowding and improve learning conditions by constructing an additional classroom. With the new addition, the school now has 22 classrooms, providing a more comfortable environment for students. The impact is evident: 93.6% of students (1634 out of 1745) showed improvement in exam scores, and 301 out of 319 students passed the SSC exams, with the top scorer achieving 89%. Beyond academics, students excel in various areas, including social service, science, technology, and sports like handball and football.

Prince Aly Khan Hospital - Our project aims to enroll 1,200 new cobblers in the healthcare initiative and provide follow-up services to 1,401 existing beneficiaries. In FY 2024-25, we reached 1,313 new cobblers through 23 health camps, identifying health issues such as obesity (89), overweight (386), underweight (163), high BP (303), and high blood sugar (96), with 823 tobacco consumers detected. Among existing beneficiaries, we observed positive outcomes, including 214 tobacco users quitting and 116 reducing consumption, alongside improved control in 39 high BP and 51 diabetes cases. Additionally, 992 ABHA cards were generated and distributed, enhancing healthcare access for beneficiaries.

Studeasy Bharat Foundation - Our project aimed to enhance education quality in 8 rural Maharashtra schools (2836 students) through smart classrooms and infrastructure development. Key outcomes include smart classrooms boosting student engagement and lesson planning, a 20% average increase in student performance (ranging from 2% to 34% improvement), and rapid progress in previously low-performing schools. Infrastructure upgrades included repairs, painting, and essential utilities. The project fostered community ownership, with teachers and villagers contributing funds and forming alumni groups. This initiative not only improved education but also strengthened your Company's bonds with staff and villages, enhancing productivity and Company growth.

Focus Humanitarian Assistance India - The project aims to improve basic English language skills for 470 underprivileged students (grades 1-8) across 13 hostels, focusing on reading, writing, and communication. Customized LMS workbooks have been provided, and 354 students (92%) scored 75% or above, while 28 (8%) missed due to health-related absences. The project will be expanded to the remaining 4 hostels in Academic Year 25-26, with plans to launch reading programs across all hostels in the upcoming year.

Reimagining Higher Education Foundation (Plaksha University) - Our project supports meritorious students from underserved communities, with a focus on one deserving recipient. Our scholar, Khant Mota, has excelled at Plaksha University, achieving notable milestones, including the Arena FIDE Master title, a perfect score in Physics, and two gold medals in inter-university chess tournaments. Additionally, he's co-authoring a research paper on Bicolor Arrangements and played a key role in organizing the university's techno-cultural fest, showcasing his academic and extracurricular prowess.

Additionally, the Company collaborates and supports the MSME vendors to foster their growth and development, further contributing to the socio-economic upliftment of our community.



Interesting Initiatives

Giving Back to Society: Metro Brands Limited's Volunteering Initiatives



We conducted various volunteering activities in FY 2024-25, showcasing our culture of giving back. Our staff, led by MD Ms. Farah Malik Bhanji and CEO Mr. Nissan Joseph, participated enthusiastically. Initiatives included a clothes collection drive, empowering women-led Self-Help Groups through purchases of handmade products, and a successful Blood Donation Drive with over 20% staff participation. These efforts contributed to UN SDGs: Goal 3 (Good Health), Goal 5 (Gender Equality), and Goal 12 (Responsible Consumption). By promoting economic empowerment, sustainable practices, and community support, we made a tangible difference in people's lives and fostered a sense of social responsibility within our organization. We are proud of our team's dedication to giving back and look forward to continuing our social impact efforts, driven by our commitment to creating positive change.



3.5 PRINCIPLE 5 Businesses should respect and promote human rights

3.5.1 Essential Indicators

3.5.1.1 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			FY 2023-24		
	Total (A)	No. of employees/workers covered (B)	% (B/A)	Total (C)	No. of employees/workers covered (D)	% (D/C)
Employees						
Permanent	4,373	4,163	95%	3,908	3,576	92%
Other than Permanent	1,689	1,621	96%	1,786	1,727	97%
Total Employees	6,062	5,784	95%	5,694	5,303	93%
Workers						
Permanent	0	0	0	0	0	0
Other than Permanent	0	0	0	0	0	0
Total Workers	0	0	0	0	0	0

3.5.1.2 Details of minimum wages paid to employees and workers, in the following format

Category	FY 2024-25					FY 2023-24				
	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	4,373	71	2%	4,302	98%	3,908	171	4%	3,737	96%
Male	3,971	58	1%	3,913	99%	3,635	144	4%	3,491	96%
Female	402	13	3%	389	97%	273	27	10%	246	90%
Other than Permanent	1,689	2	0%	1,689	100%	1,786	151	8%	1,635	92%
Male	1,600	0	0%	1,600	100%	1,700	136	8%	1,564	92%
Female	89	2	2%	87	98%	86	15	17%	71	83%
Workers										
Permanent	0	0	0	0	0	0	0	0	0	0
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
Other than Permanent	0	0	0	0	0	0	0	0	0	0
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0

3.5.1.3 Details of remuneration/salary/wages

3.5.1.3.1 Median remuneration/wages

	Male		Female	
	Number	Median remuneration/salary/wages of respective category (Amt in ₹)	Number	Median remuneration/salary/wages of respective category (Amt in ₹)
Board of Directors (BoD)	8	14,77,965	3*	69,24,092
Key Managerial Personnel	3	1,93,71,738	3	1,48,69,873
Employees other than BoD and KMP	5,568	2,44,159	488	1,91,577
Workers	0	0	0	0

* One of the directors was appointed effective September 1, 2024. Accordingly, the remuneration disclosed in this table reflects her tenure for only half of the financial year.

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

	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages	11.08%	14%

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, reasonable assurance has been carried out by Ainapur & Associates on the FY 2024-25 indicators in the table above (BRSR Core).

3.5.1.4 Do you have a focal point (Individual/Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business?

Yes. Human Resource Business Partners oversees the issues, and the HR Head of Operations evaluates the same.

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

The Company has Zoho Ticket System, monitored by Human Resource Business Partners, and reviewed by the Head HR.

3.5.1.6 Number of Complaints on the following made by employees and workers

	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	2	Nil	Nil	1	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

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

	FY 2024-25	FY 2023-24
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	2	1
Complaints on POSH as a % of female employees/workers	0.4%	0.3%
Complaints on POSH upheld	2	1

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, reasonable assurance has been carried out by Ainapur & Associates on the FY 2024-25 indicators in the table above (BRSR Core).

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

The Company has in place a Prevention of Sexual Harassment Policy in line with the requirements of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The objective of this Policy is to lay clear guidelines and provide right direction in case of any reported incidence of sexual harassment across the Company's offices and take appropriate decision in resolving such issues. An Internal Complaints Committee has been set up to redress the complaints received regarding sexual harassment.

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

Yes, the Company's Ethics Policy covers aspects of human rights and is applicable to employees, directors, business associates, suppliers and third parties. In addition, compliance with Labour Laws, as applicable, is made part of the legal agreements and contracts.

Weblink: https://metrobrands.com/wp-content/uploads/2023/02/CODE_OF_ETHICS.pdf

3.5.1.10 Assessments for the year

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

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

No risk arose during evaluation.

3.5.2 Leadership Indicators

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

NA

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

An Employee Satisfaction Survey was conducted during the year as part of human rights due diligence. No significant grievances or violations were identified through this process.

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

Yes, the Company has provision across all the locations.

3.5.2.4 Details on assessment of value chain partners

	% of value chain partners (by value of business done with such partners) that were assessed
Child labour	
Forced/involuntary labour	
Sexual harassment	55.76
Discrimination at workplace	
Wages	
Others – please specify	

As part of the vendor agreement, the Company has ensured that the VCPs comply with laws related to child labor, forced or involuntary labor, sexual harassment, workplace discrimination, and fair wages. To reinforce commitment to this transparently, the Company implemented a sustainability platform. This platform facilitates the management, tracking, and reporting of Environmental, Social, and Governance data from our VCPs. In the FY 2024-25, 55.76% of our VCPs by business value, have completed an annual assessment on the platform. This assessment evaluates their adherence to Environmental, Social, and Ethical standards. The collected data will enable the Company to review and improve conditions across our value chain, driving continuous enhancement of our ESG practices.

3.5.2.5 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 or concerns were identified during the assessment. Hence, no specific corrective actions were required.

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

3.6.1 Essential Indicators

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

Parameter	FY 2024-25	FY 2023-24
From renewable sources		
Total electricity consumption (A) GJ	489.87	916.08
Total fuel consumption (B) GJ	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C) GJ	489.87	916.08
From non-renewable sources		
Total electricity consumption (D) GJ	99,313.12	98,156.054
Total fuel consumption (E) GJ	4,865.47	6,453.35
Energy consumption through other sources (F) GJ	0	0
Total energy consumed from non-renewable sources (D+E+F) GJ	1,04,178.6	1,04,609.4
Total energy consumed (A+B+C+D+E+F) GJ	1,04,668.48	1,05,525.48
Energy intensity per rupee of turnover (Total energy consumed/Revenue from operations) GJ/₹	0.0000042	0.0000045
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/Revenue from operations adjusted for PPP) GJ/Mn USD	88.27	94.57
Energy intensity in terms of physical output	-	-
Energy intensity (optional) – In terms of Employee: GJ/Total number of permanent Employee	23.92	27

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, reasonable assurance has been carried out by Ainapur & Associates on the FY 2024-25 indicators in the table above (BRSR Core).

Energy intensity per rupee of turnover, adjusted for Purchasing Power Parity (PPP), is calculated using India's 2025 PPP conversion factor of 20.66, as per IMF data. Electricity consumption data for stores has been captured primarily using activity-based methodology, whereas last year it was largely based on spend data.

Renewable energy accounted for 0.47% of our total energy consumption.

3.6.1.2 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.

None of the MBL facilities has been identified as designated consumers under the PAT scheme.

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

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Ground water	0	0
(iii) Third Party Water	1,02,768.029	90,972.45
(iv) Seawater/desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	1,02,768.029	90,972.45
Total volume of water consumption (in kilolitres)*	20,553.61	18,194.49

Parameter	FY 2024-25	FY 2023-24
Water intensity per rupee of turnover (Total water consumption/Revenue from operations) kL/₹	0.00000084	0.00000078
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/Revenue from operations adjusted for PPP) kL/Mn USD	17.32	16.3
Water intensity in terms of physical output	-	-
Water intensity (optional) – In terms of Employee: KL/Total number of permanent Employee	4.7	4.65

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, reasonable assurance has been carried out by Ainapur & Associates on the FY 2024-25 indicators in the table above (BRSR Core).

In the current reporting year, water withdrawal has been calculated using a facility-level bifurcation approach. To ensure consistency and comparability, figures for Financial Year 2023-24 have been restated in line with the revised methodology.

* Water consumption and discharge quantities have been estimated based on the assumption that 80% of the water withdrawn is discharged and 20% is consumed, in line with the CPCB database report dated December 24, 2009.

3.6.1.4 Provide the following details related to water discharged:

Parameter	FY 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
(ii) To Ground water		
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
(iii) To Sea water		
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
(iv) Sent to third-parties		
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
(v) Others		
- o treatment	82,214.42	72,777.96
- With treatment - please specify level of treatment	0	0
Total water discharged (in kilolitres)	82,214.42	72,777.96

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. Yes, reasonable assurance has been carried out by Ainapur & Associates on the FY 2024-25 indicators in the table above (BRSR Core).

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

Not applicable as the Company is a footwear retail company, and as such, there is no discharge of industrial wastewater into the environment from our direct business operations.

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

Parameter	Please specify unit	FY 2024-25	FY 2023-24
NOx	mg/Nm3	NA	NA
SOx	mg/Nm3	NA	NA
Particulate matter (PM)	mg/Nm3	NA	NA
Persistent organic pollutants (POP)	mg/Nm3	NA	NA
Volatile organic compounds (VOC)	mg/Nm3	NA	NA
Hazardous air pollutants (HAP)	mg/Nm3	NA	NA
Others – please specify	mg/Nm3	NA	NA

Since the Company is not in the manufacturing business and does not have any plants or manufacturing units, air emissions are not applicable.

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

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	345.54	448.45
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	19,752.29	19,522.16
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations)	tCO2e/₹	0.00000082	0.00000086
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations adjusted for PPP)	tCO2e/Mn USD	16.95	17.89
Total Scope 1 and Scope 2 emission intensity in terms of physical output	-	-	-
Total Scope 1 and Scope 2 emission intensity (optional) – In terms of Employee: tCO2e/Total number of permanent Employee	tCO2e/Total number of permanent Employee	4.59	5.11

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, Reasonable assurance has been carried out by Ainapur & Associates on the FY 2024-25 indicators in the above BRSR Core table, and the emission calculations have been performed by Newtral Technology.

The Company calculated Scope 1 and Scope 2 emissions for one office in Mumbai, two warehouses in Bhiwandi, and 908 showrooms across India. Emissions from purchased electricity and fuel consumption were considered for Scope 1 and Scope 2 calculations. The latest emission factor from the Central Electricity Authority of India (CEA) was used for purchased electricity. Scope 1 and Scope 2 intensity per rupee of turnover, adjusted for Purchasing Power Parity (PPP), was calculated using India's 2025 PPP factor of 20.66, sourced from the International Monetary Fund (IMF).

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

Yes. The Company has undertaken multiple initiatives aimed at reducing greenhouse gas (GHG) emissions as below:

Renewable Energy Installation: Solar power systems of 110 KW and 130 KW have been installed at two warehouses in Bhiwandi, generating 136,077.11 KWH of renewable energy during FY 2024-25, thereby avoiding 97.43 tCO₂ emissions and reducing dependence on fossil fuels.

Waste Diversion through ODF Project: Through a CSR-funded Old Discarded Footwear (ODF) initiative, the Company has diverted 4,364 tonnes of footwear waste from landfills. This effort contributed to an estimated GHG mitigation of approximately 1,838.70 tCO₂ during the reporting period by reducing emissions from landfill decomposition and avoiding production-related emissions from virgin materials.

These actions align with the Company's broader environmental and sustainability commitments.

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

Parameter	FY 2024-25	FY 2023-24
Total Waste generated (in metric tonnes)		
Plastic waste (A)	90.198	95.137
E-waste (B)	1.77	0.31
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	0	0
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	0	0
Total waste generated (A+B+C+D+E+F+G+H)	91.968	95.447
Waste intensity per rupee of turnover (Total waste generated/Revenue from operations) MT/₹	0.00000000368	0.00000000412
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/Revenue from operations adjusted for PPP) MT/Mn USD	0.0760	0.0856
Waste intensity in terms of physical output In terms of Employee: MT/Total number of permanent Employee	0.0210	0.0244
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	1,427.16	933.24
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	1,427.16	933.24
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0	0.07
(ii) Landfilling	0	0
(iii) Other disposal operations	3,029	1,008
Total	3,029	1,008.07

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, reasonable assurance has been carried out by Ainapur & Associates on the FY 2024-25 indicators in the table above (BRSR Core).

The Total Waste Generated intensity per rupee of turnover, adjusted for PPP, has been calculated using India's 2025 PPP factor of 20.66, as published by the IMF. Plastic waste from the previous year was recycled during the current year and is included in this year's recycled waste total. Through a CSR-funded Old Discarded Footwear (ODF) initiative, the Company has diverted 4,364 tonnes of footwear waste from landfills. Of this, 1,335 tonnes were recycled, and 3,029 tonnes were co-processed.

3.6.1.10 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.

Not applicable as the Company is a footwear retail Company and does not use any hazardous and toxic chemicals directly in our day-to-day operations.

3.6.1.11 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
Your Company does not have operations/offices in/around ecologically sensitive areas.			

3.6.1.12 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
Not applicable as the Company is a footwear retail company and does not use any hazardous and toxic chemicals directly in our day to day operations.					

3.6.1.13 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
The Company is a footwear retail company and complies with all applicable laws/regulations/guidelines in India. Non-compliance if any – Nil.				

3.6.2 Leadership Indicators

3.6.2.1 Water withdrawal, consumption and discharge in areas of water stress (in kilolitres)

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

Name of the area	Nature of operations
None of our store, warehouses and Head Office are located in areas of water stress.	

3.6.2.1.2 Water withdrawal, consumption and discharge in the following format:

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

Parameter	FY 2024-25	FY 2023-24
(ii) To Ground water		
- No treatment	NA	NA
- With treatment - please specify level of treatment	NA	NA
(iii) To Sea water		
- No treatment	NA	NA
- With treatment - please specify level of treatment	NA	NA
(iv) Sent to third-parties		
- No treatment	NA	NA
- With treatment - please specify level of treatment	NA	NA
(v) Others		
- No treatment	NA	NA
- With treatment - please specify level of treatment	NA	NA
Total water discharged (in kilolitres)	NA	NA

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

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	31,653.52*	7,908.67
Total Scope 3 emissions per rupee of turnover	tCO ₂ e/₹	0.0000012	0.00000034
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

Scope 3 Emissions: This year marks Metro Brands' transition to a comprehensive Scope 3 emissions assessment methodology, expanding coverage to include approximately 55.76% of the VCPs by business value. The enhanced data collection framework will continue to mature, with annual improvements in accuracy and scope planned for future reporting cycles.

* Scope 3 GHG emissions have been calculated for the following categories: Purchased Goods & Services, Fuel- & Energy-Related Activities, Upstream Transport & Distribution, Waste Generated in Operations, Business Travel, and Employee Commuting.

Prior Year Adjustments: FY 2023-24 comparative data has been adjusted to align with improved calculation methodologies for water consumption and business travel, ensuring consistent year-over-year comparability.

3.6.2.3 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. MBL has no operations/offices in/around ecologically sensitive areas.

3.6.2.4 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	Eco-friendly processing initiative for old, discarded footwear	CSR project - https://metrobrands.com/csr-2024-2025-project/	As part of its CSR activities, the Company partnered with implementing agencies to eco-friendly process 4,364 tons (110 lakh pairs) of old footwear in FY 2024-25, with a processing-to-sales ratio of 105%.
2	Installation of Solar Power Systems	The Company installed solar power systems with capacities of 110 kW and 130 kW at its two warehouses in Bhiwandi	During the FY 2024-25, these systems generated 136,077.11 KWH renewable energy, avoiding 97.43 tonne CO ₂ e of the Company's carbon footprint for Scope 2.

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

Yes, the Company has Business Continuity and Disaster Management Policies. The purpose of the business continuity plan is to prepare the Company in the event of disaster caused by factors beyond our control (e.g., natural disasters, manmade events, cyber-attacks, etc.), and to restore operations to the widest extent possible in a minimum time frame. All the employees are expected to implement preventive measures whenever possible to minimize network failure and to recover as rapidly as possible when a failure occurs. This plan identifies vulnerabilities and recommends necessary measures to prevent and/or minimize impact on operations. It is a plan that encompasses all system sites and operations facilities in the Company.

3.6.2.6 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.

To enhance commitment to sustainability and transparency, the Company has implemented a sustainability platform. This collaboration enables the Company to effectively manage, track, and report Scope 3 emissions from its VCPs. For the FY 2024-25, the Company has calculated total Scope 3 emissions and is progressing towards setting specific goals and commitments to mitigate any significant impacts arising from the value chain activities.

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

In FY 2024-25, the Company made significant progress in evaluating the environmental impacts of its Value Chain Partners (VCPs). Data was collected from 55.76% of VCPs by business value, focusing on key ESG parameters—particularly environmental standards. The assessment covered energy consumption and efficiency, waste management, water usage and conservation, and carbon emissions. These insights enable your Company to monitor environmental performance across the value chain and identify opportunities for improvement. The Company remains committed to increasing coverage and deepening the scope of environmental assessments in the coming years.

3.6.2.8 How many Green Credits have been generated or procured:

3.6.2.8.1 By the listed entity :

Nil green credits generated or procured.

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

None of our top ten (in terms of value of purchases) value chain partners have generated or procured Green Credits.

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

3.7.1 Essential Indicators

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/associations (State/National)
1	Retailers Association of India (RAI)	National
2	The Council for Leather Exports (CLE)	National
3	Confederation of Indian Industry (CII)	National

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

Name of authority	Brief of the case	Corrective action taken
		No such incidents occurred.

3.7.2 Leadership Indicators

3.7.2.1 Details of public policy positions advocated by the entity:

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/Half yearly/ Quarterly/Others – please specify)	Web Link, if available
	The Company, through its representatives, actively participates in the forums on issues and policy matters that impact the interest of the Footwear Industry and Retail Sector. The Company prefers to be part of the improvement and advancement of these sectors which helps to boost the growth of the industry.				

3.8 PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

3.8.1 Essential Indicators

3.8.1.1 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
Not Applicable					

3.8.1.2 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)
The Company has not undertaken any Rehabilitation and Resettlement (R&R) as none of its activities have a direct/indirect impact that required R&R.						

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

The Company has its Ethics Policy and Whistle Blower/Vigil Mechanism Policy in place. Since the Company's operations do not directly create any grave negative impact on the environment or society (unlike heavy industries) there are less operation related grievances. However, the Company regularly engages with community stakeholders through its CSR projects to understand their needs and aspirations.

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

	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/small producers	43%	42%
Directly from within India	95%	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, reasonable assurance has been carried out by Ainapur & Associates on the FY 2024-25 indicators in the table above (BRSR Core).

3.8.1.5 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
Rural	0.46%	0.6%
Semi-urban	1.03%	1.3%
Urban	13.55%	16.6%
Metropolitan	84.96%	81.5%

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, reasonable assurance has been carried out by Ainapur & Associates on the FY 2024-25 indicators in the table above (BRSR Core).

Prior year adjustment: FY 2023–24 comparative data has been revised to reflect improved job creation city bifurcation, ensuring consistent year-over-year comparability.

3.8.2 Leadership Indicators

3.8.2.1 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
	Not applicable

3.8.2.2 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)
No CSR projects were undertaken in designated aspirational districts as identified by government bodies			

3.8.2.3 Procurement Policy

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

Yes.

The Company actively collaborates with Micro, Small, and Medium Enterprises (MSMEs), with 43% of its overall business sourced from them. Within its private label footwear and accessories segment, where products are directly manufactured through vendor partnerships, approximately 68% of such vendors qualify as MSMEs.

The Company works with a network of 292 small-scale and unorganised vendors. These include local artisans and social enterprises such as Greensole, Colorkicks, and Thaely. While these engagements are not formally categorized under sourcing from marginalized communities, they reflect the Company's commitment to sustainability, craftsmanship, and inclusive growth by engaging grassroots-level suppliers and socially driven organizations.

3.8.2.3.2 From which marginalized/vulnerable groups do you procure?

For the private label footwear and accessories business that the Company directly manufactures through its vendor network, 68% of such vendors are MSMEs.

The Company works with 292 small-scale and unorganised vendors, including local artisans and social enterprises such as Greensole, Colorkicks, and Thaely.

Although not formally categorized under sourcing from marginalized communities, these partnerships actively promote sustainability, craftsmanship, and inclusive growth by engaging grassroots-level suppliers and socially driven organizations.

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

43% of our total procurement it constitutes.

3.8.2.4 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
		Not Applicable		

3.8.2.5 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
	Not Applicable	

3.8.2.6 Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Fidai Girls Education Institute	67	100%
2	Focus Humanitarian Assistance India	470	100%
3	Prince AlyKhan Hospital	2,714	100%
4	Plaksha University	1	100%
5	Sabrahad Education Society	1,745	100%
6	Studeasy Bharat Foundation	2,836	100%
7	National Apprenticeship Promotion Scheme	408	100%
	Total	8,241	100%



Homecoming Heroes - Transforming Rural Education



Many of us cherish nostalgic memories of our village school days, but learning our alma mater needs urgent attention can be painful. We've transformed this pain into purpose through Homecoming Heroes, a volunteering-cum-CSR project. We've improved quality of education in 8 rural schools (2,836 students) across Maharashtra by introducing digitized smart class programs and infrastructure development. Smart classrooms have enhanced lesson planning and student engagement, resulting in a 20% average increase in student performance. Infrastructure upgrades - school repairs, painting, refurbishing toilets, providing drinking water facilities, constructing compound walls etc - have fostered community ownership, with teachers and villagers also contributing additional funds and forming alumni groups. This initiative has not only boosted student outcomes but also built strong bonds with staff and villages, driving productivity and Company growth. By contributing to UN SDG Goal 4 (Quality Education), we are creating a positive impact that extends beyond education, reflecting our commitment to community development and social responsibility



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

3.9.1 Essential Indicators

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

The Company has a dedicated Customer Care number and email ID wherein the Company receives consumer complaints and customer care responds to these complaints after internal verification with the relevant stakeholders. Customers are provided multiple options to connect with the brand through email, telephone, website, social media, feedback forms (SMS sent post-transaction), etc. We also respond to reviews on Google.

All complaints are appropriately addressed within the specified timeline, and all efforts are taken to resolve the same.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	100%
Safe and responsible usage	All mandatory declarations as required under the Legal Metrology Act and the Rules made thereunder are duly displayed on the Principal Display Panel (PDP) of the products.
Recycling and/or safe disposal	

3.9.1.3 Number of consumer complaints in respect of the following:

	FY 2024-25		Remarks	FY 2023-24		Remarks
	Received during the year	Pending resolution at the end of year		Received during the year	Pending resolution at the end of year	
Data privacy	0	0		0	0	
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		0	0	
Other	28,639	0		25,121	0	

3.9.1.4 Details of instances of product recalls on account of safety issues:

	Number	Reasons for recall
Voluntary recalls	29,632 pairs	Quality Issues
Forced recalls	0	

In FY 2024-25 due to quality issues Company has voluntarily recalled 29,632 pairs.

3.9.1.5 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

The Company has an Information Security Policy in place. The Company is currently updating its Data Privacy Policy in alignment with the Digital Personal Data Protection Act, 2023.

3.9.1.6 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.

MBL has Information Security Policy in place. However, the Company is in the process of updating its data privacy policy as per the DPDPA Act. No further issues reported.

3.9.1.7 Provide the following information relating to data breaches:

3.9.1.7.1 Number of instances of data breaches :

No breaches occurred.

3.9.1.7.2 Percentage of data breaches involving personally identifiable information of customers :

No breaches occurred.

3.9.1.7.3 Impact, if any, of the data breaches :

N/A, because data breaches did not occur.

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, reasonable assurance has been carried out by Ainapur & Associates on the FY 2024-25 indicators in the table above (BRSR Core).

3.9.2 Leadership Indicators

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

The Website Links are as follows:

- www.metroshoes.com
- www.mochishoes.com
- www.walkwayshoes.com
- www.fitflop.in
- www.fila.co.in
- www.neweracap.in

(The "Contact Us" page has details of Customer Care number and email ID along with their respective timings.)

For Crocs & Footlocker, Customer Care details are mentioned on the e-bill shared to customer post purchase via SMS.

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

All our sales staff provide information to customers about safe and responsible usage of products. Also, the Company has mentioned the Care Instructions on the product detail page of our website.

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

If any store is closed for renovation, the Company triggers SMS to customers informing them about the same. The Company provides the address of any other active store nearby (if available).

3.9.2.4 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)

Yes. The Company displays all necessary information required as per legal metrology & BIS.

The Company has enabled Customer Satisfaction surveys to be asked to customer post transactions at our physical store. This is done via SMS.

Feedback Data is monitored via a dashboard.

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Independent Practitioner's Reasonable Assurance Report

Financial Year: April 1, 2024 – March 31, 2025

To,
The Board of Directors,
Metro Brands Limited
401, Zillion, 4TH Floor, LBS Marg
CST Road Junction, Kurla (West), Mumbai 400070

1. Introduction and Scope

We have been engaged by Metro Brands Limited to provide reasonable assurance on the selected disclosures as per the Business Responsibility and Sustainability Report (BRSR) Core framework for the financial year ended March 31, 2025. This engagement aligns with:

Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated 12 July 2023, mandating BRSR Core disclosures; and SEBI Circular No. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177 dated 20 December 2024.

Our reasonable assurance covers the nine ESG attributes and associated Key Performance Indicators (KPIs) as prescribed under Annexure I (BRSR Core – Reasonable Assurance), including applicable sector-specific metrics as outlined by SEBI's Industry Standards.

2. Management's Responsibility

The management of Metro Brands Limited is responsible for the preparation and fair presentation of the BRSR Core KPIs in accordance with the SEBI-prescribed format. This includes establishing appropriate data collection systems, maintaining effective internal controls, and ensuring the accuracy and completeness of the disclosed data.

3. Practitioner's Responsibility

Our responsibility is to express an independent reasonable assurance opinion on whether the selected BRSR Core KPIs are fairly presented, in all material respects, in accordance with the applicable criteria. We conducted our engagement in accordance with:

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- The industry standards for reporting the Business Responsibility and Sustainability Report (BRSR) Core established by the Securities and Exchange Board of India (SEBI) through Circular No. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177, dated December 20, 2024
- Standard on Sustainability Assurance Engagements (SSAE) 3000, 'Assurance Engagements on Sustainability Information' issued by the Sustainability Reporting Standards Board of the Institute of Chartered Accountants of India ('ICAI').

4. Methodology

Our assurance procedures included:

- Review of relevant documentation including policies, processes, and data systems
- Interviews with personnel responsible for BRSR reporting
- Site visits and/or remote verifications for select facilities and operations
- Verification of selected performance data and disclosures through sample-based testing
- Evaluation of the data consolidation process, estimation methods, and assumptions used
- Review of the reporting boundary and alignment with BRSR Core guidelines

5. Limitations and Exclusions

Our assurance scope is restricted to the KPIs covered under the BRSR Core Framework for FY 2024–25. The engagement does not include verification of statements relating to:

- BRSR disclosures beyond Core KPIs
- Review of Legal Compliances
- Forward-looking information or management assertions
- External information referenced in the report

6. Conclusion

Based on the procedures performed and the evidence obtained, in our opinion, the BRSR Core KPIs reported by Metro Brands Limited for the financial year 2024–25 are presented fairly, in all material respects, in accordance with the SEBI BRSR Core Industry Standards Framework and Guidance.

7. Independence and Quality Controls

We confirm that we are independent of Metro Brands Limited in accordance with applicable professional standards and that we have maintained objectivity throughout the engagement.

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8. Restriction on Use of Our Report

This Reasonable Assurance Report has been prepared at the request of Metro Brands Limited and is addressed solely to its Board of Directors, for the purpose of supporting the Company's sustainability reporting. It is intended exclusively for the Company's internal use. We do not accept or assume any responsibility or liability to any party other than Metro Brands Limited. This report or any part of our deliverables should not be used, circulated, or referred to for any other purpose, nor shared with any third party, without our prior written consent. We expressly disclaim any duty of care or liability to any person or entity who may access or rely upon this report without such consent.

For Ainapur & Associates



CA Dr Rashmi Ainapur
Chartered Accountant
M.No.230887
Firm Reg No: 018421S
UDIN: 25230887BMNRNT9661
08/08/2025

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Annexure: BRSR Core KPIs Covered under Reasonable Assurance

S. No.	Principle & Indicator Ref.	Attribute	Parameters (KPIs) Assured
1	Principle 6 – E7	GHG Emissions	- Total Scope 1 emissions (CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ if available) - Total Scope 2 emissions (same gases) - Emission intensity: a) Emissions / Turnover (adjusted for PPP) b) Emissions / Physical Output
2	Principle 6 – E3, E4	Water Footprint	- Total water consumption - Water consumption intensity: a) per turnover (PPP adjusted) b) per unit output - Water discharge by destination and treatment
3	Principle 6 – E1	Energy Footprint	- Total energy consumed - % from renewable sources - Energy intensity: a) per turnover (PPP adjusted) b) per unit output
4	Principle 6 – E9	Circularity – Waste	- Total waste generated (Plastic, E-waste, Bio-medical, C&D, Battery, Radioactive, Hazardous, Non-hazardous) - Waste intensity: a) per turnover (PPP adjusted) b) per unit output - Waste recovered (by type and method) - Waste disposed (by method)
5	Principle 3 – E1(C), E11	Employee Wellbeing & Safety	- Spend on wellbeing (% of revenue) - Safety metrics: a) Number of permanent disabilities b) LTIFR (Lost Time Injury Frequency Rate)
6	Principle 5 – E3(b), E7	Gender Diversity	- Gross wages paid to women (% of total) - POSH complaints:

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			<ul style="list-style-type: none"> a) Number reported b) % of female staff involved c) % upheld
7	Principle 8 – E4, E5	Inclusive Development	<ul style="list-style-type: none"> - Input material sourced: <ul style="list-style-type: none"> a) % from MSMEs b) % sourced locally - Job creation in small towns (% of total wage cost)
8	Principle 9 – E7, Principle 1 – E8	Fairness in Business Conduct	<ul style="list-style-type: none"> - Customer data breaches (% of total) - Number of days accounts payable outstanding
9	Principle 1 – E9	Openness of Business	<ul style="list-style-type: none"> - Concentration of business: <ul style="list-style-type: none"> a) Trading house purchases (% of total) b) No. of trading houses used c) Top 10 trading house share d) Dealer/distributor sales (% of total) e) No. of dealers/distributors f) Top 10 distributor share - Related party transactions (% of purchases, sales, loans, investments)

