



Registered & Corporate Office
Redington Limited
(Formerly Redington (India) Limited)
Block3, Plathin, Redington Tower, Inner
Ring Road, Saraswathy Nagar West, 4th
Street, Puzhuthivakkam, Chennai -600091
Email: investors@redingtongroup.com
CIN: L52599TN1961PLC028758
www.redingtongroup.com
Ph: 044 4224 3363

July 5, 2024

**The National Stock Exchange of India Limited,
Exchange Plaza,
Bandra-Kurla
Complex,
Bandra (E), Mumbai – 400051**

**BSE Limited
Floor 25, Phiroze Jeejeebhoy
Towers, Dalal Street,
Mumbai — 400 001**

Scrip: 532805

Symbol: REDINGTON

Dear Sir/Madam,

**Sub: Submission of Business Responsibility and Sustainability Report for
Financial Year 2023-24**

Pursuant to Regulation 34(2)(f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are enclosing herewith the Business Responsibility and Sustainability Report for the Financial Year 2023-24, which also forms part of the Annual Report of the Company for the Financial Year 2023-24.

Kindly take the above on record.

For Redington Limited

**K Vijayshyam Acharya
Company Secretary**

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURE

I. Details of the Listed Entity

1	Corporate Identity Number (CIN) of the Listed Entity	L52599TN1961PLC028758
2	Name of the Listed Entity	Redington Limited
3	Year of incorporation	1961
4	Registered Office Address	Block3, Plathin, Redington Tower, Inner Ring Road, Saraswathy Nagar West, 4 th Street, Puzhuthivakkam, Chennai, Chennai, Tamil Nadu, India, 600091
5	Corporate Address	Block3, Plathin, Redington Tower, Inner Ring Road, Saraswathy Nagar West, 4 th Street, Puzhuthivakkam, Chennai, Chennai, Tamil Nadu, India, 600091
6	E-mail	investors@redingtongroup.com
7	Telephone	+91-44-42243111
8	Website	http://www.redingtongroup.com
9	Financial year for which reporting is being done	2023-24
10	Name of the Stock Exchange(s) where shares are listed	1. BSE Limited 2. National Stock Exchange of India
11	Paid-up Capital	₹156.3 Crores
12	Contact Person	
	Name of the Person	Mr. Sriram Ganeshan, Global Chief Commercial Officer
	Telephone	+91-44-42243111
	Email address	esg@redingtongroup.com
13	Reporting Boundary	Consolidated (unless specified otherwise)
14	Name of Assurance provider	Not Applicable
15	Type of Assurance obtained	Not Applicable

II. Product/Services

16	Details of business activities	Sr.	Description of Main Activity	Description of Business Activity	% Turnover of the Entity
		1.	Distribution of technology products	Wholesale distribution of machinery, equipment, and supplies. [Wholesale of computers, computer peripheral equipment, software, electronic and telecommunications equipment and parts]	98%
17	Products/ Services sold by the entity	Sr.	Product/Service	NIC Code	% of Total Turnover contributed
		1.	Whole-sale distribution of Machinery, Equipment and Supplies	465	98%

III. Operations

18	Number of locations where plants and/or operations/offices of the entity are situated:	Location	No of Offices	No. of Warehouses	No of Service Centres
		National	39	149	0
		International	42	32	19

19	Market served by the entity	Locations	Numbers
		a. No. of Locations	National (No. of States) 28 International (No. of Countries) 40
	b. What is the contribution of exports as a percentage of the total turnover of the entity?	Percentage of exports in total turnover is 6% all of which pertain to exports from international group entities.	
	c. A brief on types of customers	The company primarily serves Resellers, Retailers, System Integrators & Independent Service Vendors of technology products and solutions such as Smartphones, Wearables, Desktops, Tablet PCs, Printers, Supplies, Gaming products, Enterprise Infrastructure, Software Data Security & Cloud Solutions through a distribution network of over 50,000+ Channel Partners globally.	

IV. Employees

20. Details as at the end of Financial Year:

Sr.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
a. Employees and workers (including differently abled)						
Employees						
1	Permanent Employees (A)	4960	3831	77%	1129	23%
2	Other than Permanent Employees (B)	2585	2346	90.75%	239	9.25%
3	Total Employees (A+B)	7545	6177	82%	1368	18%
Workers (Rs < 18,000)						
4	Permanent Workers (C)	77	73	95%	4	5%
5	Other than Permanent Workers (D)	3080	2578	84%	502	16%
6	Total Workers (C+D)	3157	2651	84%	506	16%
b. Differently abled employees and workers*						
Employees						
7	Permanent Employees (E)	5	4	80%	1	20%
8	Other than Permanent Employees (F)	0	0	0%	0	0%
9	Total Employees (E+F)	5	4	80%	1	20%
Workers						
10	Permanent Workers (G)	3	3	100%	0	0%
11	Other than Permanent Workers (H)	0	0	0%	0	0%
12	Total Differently abled Workers (G+H)	3	3	100%	0	0%

* Reported to the extent voluntarily disclosed.

21. Participation/Inclusion/Representation of women

Sr.	Category	Total (A)	No. and % of women	
			No. (B)	% (B/A)
1.	Board of Directors	7	2	29%
2.	Key Management Personnel*	5	0	0%

* KMP is defined as per Section 203 of Companies Act, 2013.

Business Responsibility & Sustainability Report

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

Category	FY 2023-2024 (Turnover rate in current FY)			FY 2022-23 (Turnover rate in previous FY)			FY 2021-22 (Turnover rate in the FY prior to previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	21%	23%	21%	18%	31%	21%	19%	23%	20%
Permanent Workers	0%	0%	0%	0%	0%	0%	0%	0%	0%

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

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

Sr.	Name of the holding / subsidiary / associate companies / joint ventures	Indicate whether it is a holding / Subsidiary / Associate / Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	ProConnect Supply Chain Solutions Limited, India	Subsidiary	100	Yes
2	Redserv Global Solutions Limited, India	Subsidiary	100	Yes
3	Redington Distribution Pte Ltd., Singapore	Subsidiary	100	Yes
4	Redington International Mauritius Limited, Mauritius	Subsidiary	100	Yes
5	Redserv Business Solutions Private Limited, India	Subsidiary	100	Yes
6	Redington SL Private Limited, Sri Lanka	Subsidiary	100	Yes
7	Redington Bangladesh Limited, Bangladesh	Subsidiary	99	Yes
8	Redington Gulf FZE (RGF), Dubai, UAE	Subsidiary	100	Yes
9	Redington Turkey Holdings SARL, Grand Duchy of Luxembourg	Subsidiary	100	Yes
10	Arena International FZE, Dubai, UAE	Subsidiary	49.4	Yes
11	Proconnect Supply Chain Logistics LLC (formerly known as Proconnect Supply Chain Logistics FZE , Dubai, UAE)	Subsidiary	100	Yes
12	ProConnect Holding Limited, Dubai, UAE	Subsidiary	100	Yes
13	Arena Bilgisayar Sanayi Ve Ticaret AS, Turkey	Subsidiary	49.4	Yes
14	Redington Kenya Limited, Kenya	Subsidiary	100	Yes
15	Redington Gulf & Co. LLC, Oman	Subsidiary	70	Yes
16	Cadensworth FZE, Dubai, UAE	Subsidiary	100	Yes
17	Redington Egypt Ltd. (Limited Liability Company), Egypt	Subsidiary	100	Yes
18	Redington South Africa (Pty) Ltd., South Africa (formerly known as Ensure IT services (Pty) Ltd.)	Subsidiary	100	Yes
19	Ensure Services Arabia LLC, Kingdom of Saudi Arabia	Subsidiary	100	Yes
20	Redington Middle East LLC, Dubai, UAE	Subsidiary	100	Yes
21	Redington Limited, Ghana	Subsidiary	100	Yes
22	Africa Joint Technical Services, Libya	Subsidiary	65	Yes
23	Redington Uganda Limited, Uganda	Subsidiary	100	Yes
24	Redington Kenya (EPZ) Limited, Kenya	Subsidiary	100	Yes
25	Redington Rwanda Ltd., Rwanda	Subsidiary	100	Yes
26	Cadensworth United Arab Emirates (LLC), Dubai, UAE	Subsidiary	100	Yes
27	Redington Gulf FZE Co., Iraq	Subsidiary	100	Yes
28	Redington Qatar WLL, Qatar	Subsidiary	49	Yes
29	Redington Qatar Distribution WLL, Qatar	Subsidiary	49	Yes
30	Redington Kazakhstan LLP, Kazakhstan	Subsidiary	100	Yes

Sr.	Name of the holding / subsidiary / associate companies / joint ventures	Indicate whether it is a holding / Subsidiary / Associate / Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
31	Redington Tanzania Limited, Tanzania	Subsidiary	100	Yes
32	Redington Morocco Ltd., Morocco	Subsidiary	100	Yes
33	Redington Angola Ltd., Angola	Subsidiary	100	Yes
34	Redington Senegal Limited SARL, Senegal	Subsidiary	100	Yes
35	Redington Saudi Arabia Distribution Company, Saudi Arabia	Subsidiary	100	Yes
36	Redington South Africa Distribution (PTY) Ltd., South Africa (formerly Ensure Technical Services (PTY) Ltd.)	Subsidiary	100	Yes
37	PayNet Odeme Hizmetleri AS, Turkey	Subsidiary	49.4	Yes
38	CDW International Trading FZCO, Dubai, UAE	Subsidiary	100	Yes
39	RNDC Alliance West Africa Limited, Nigeria	Subsidiary	100	Yes
40	Redington Turkey Teknoloji AS, Turkey (formerly known as Linkplus Bilgisayar Sistemleri Sanayi ve Ticaret AS)	Subsidiary	100	Yes
41	ProConnect Saudi LLC, Saudi Arabia	Subsidiary	100	Yes
42	Redington Distribution Company LLC, Egypt	Subsidiary	99	Yes
43	Ensure Middle East Technology Solutions LLC, UAE	Subsidiary	49	Yes
44	Citrus Consulting Services FZ LLC, Dubai, UAE	Subsidiary	100	Yes
45	Arena Mobile İletişim Hizmetleri Ve Tüketici Elektronik Sanayi Ve Ticaret AS, Turkey	Subsidiary	49.4	Yes
46	Online Elektronik Ticaret Hizmetleri AS, Turkey	Subsidiary	49.4	Yes
47	Paynet (Kibris) Odeme Hizmetleri Limited, Cyprus	Subsidiary	49.4	Yes
48	Redington Saudi Trading Company, Saudi Arabia	Subsidiary	100	Yes
49	Ensure Gulf FZE, Dubai, UAE	Subsidiary	100	Yes
50	Ensure Middle East Trading LLC, Dubai, UAE	Subsidiary	49	Yes
51	Ensure Services Bahrain WLL, Kingdom of Bahrain (formerly known as Ensure Servies Bahrain SPC)	Subsidiary	100	Yes
52	Redington Bahrain WLL, Kingdom of Bahrain	Subsidiary	49	Yes
53	Redington Gulf FZE Jordan, Jordan	Subsidiary	49	Yes
54	Arena Connect Teknoloji Sanayi ve Ticaret Anonim Serketi (formerly Brightstar Telekomünikasyon Dağıtım Ltd. Şti.), Turkey	Subsidiary	49.4	Yes
55	Arena Connect İletişim ve Servis Limited Şirketi (formerly MPX İletişim ve Servis Limited Şirketi) (Merged with Arena Connect Teknoloji Sanayi ve Ticaret Anonim Serketi (formerly Brightstar Telekomünikasyon Dağıtım Ltd. Şti.), Turkey	Subsidiary	49.4	Yes
56	Redington Gulf Arabia for Information Technology, Saudi Arabia	Subsidiary	100	Yes
57	Redington Green Energy Limited, Kenya	Subsidiary	100	Yes
58	Redington Kazakhstan Technology, Kazakhstan	Subsidiary	100	Yes
59	Redington (India) Investments Limited, India	Associate	47.62	Yes
60	Currents Technology Retail (India) Limited, India	Subsidiary of Associate	47.62	Yes

VI. CSR Details

24	i. Whether CSR is applicable as per section 135 of Companies Act, 2013:	Yes
	ii. Turnover (in INR Crores)	41,740.56
	iii. Net worth (in INR Crores)	3,624.26

*Number reported pertains to Redington India (FY'24).

Business Responsibility & Sustainability Report

VII. Transparency and Disclosures Compliances

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

Redington Limited's stakeholders include our investors, customers/partners, vendors, employees, governments & community. A group whistleblower policy with a strong non-retaliation clause is available to all our stakeholders. Refer to <https://redingtongroup.com/wp-content/uploads/2023/05/Whistle-Blower-Policy-1.2.pdf> for our group whistleblower policy. For details on Employee grievances refer to Principle 5, Question 6. For consumer grievances, refer to Principle 9, Question 3. For Investor grievances, refer to the Investor Grievances section of our Corporate Governance Report. No complaints from other stakeholders were received/ resolved / are pending resolution during the financial year 2023-24.

26. 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)
Environment: Climate Change	Risk	Climate Change risks manifest as strategic risks, operational risks & transitional risks (compliance) which if not tracked & managed adequately could adversely affect our operations, reputation & profitability	Adopt a long-term net zero strategy focused on: <ul style="list-style-type: none"> Implement energy-efficient technologies and practices, such as LED lighting, efficient HVAC systems, and building automation systems. Explore renewable energy options, such as solar to reduce reliance on fossil fuels to contribute to a clean and sustainable energy system. Incorporate green building practices in operations, such as using sustainable materials and water conservation measures. Transition to cloud-based technologies to reduce energy consumption and carbon emissions associated with data storage and processing. 	Negative
Environment: Waste Management	Opportunity	Increasing regulations & interest on responsible waste management provide an opportunity for us to embrace our unique role in the ecosystem and play an important part in the circular economy enabling: <ul style="list-style-type: none"> Potential increased revenue from additional services Industry leadership in enabling circular economy through advocacy 	<ul style="list-style-type: none"> Adopt a long term Zero Waste to Landfill Strategy for waste generated in-house Collaborate with our stakeholders to understand their most pressing challenges on enabling circular economy & build capabilities to serve their needs 	Positive
Social: Employee Engagement & Retention	Risk	Low employee engagement and high turnover rates can lead to a decline in productivity, decreased employee morale, and increased costs associated with recruitment and training of new employees.	<ul style="list-style-type: none"> Engage in regular dialogues with employees through townhalls, newsletters, mid-year feedback and surveys. Develop individual learning plans to cover 40 hours learning per annum. Encourage employee skill development through employee friendly professional development and benefit policies. Offer competitive compensation and benefits packages to attract and retain top talent. Foster a positive work culture by promoting teamwork, recognizing employee achievements, and providing a healthy work-life balance. Conduct regular employee surveys to assess employee satisfaction and identify areas for improvement. 	Negative

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)
Social: Diversity & Inclusion - Inclusive Growth & Equitable Development	Opportunity	Our goal toward promoting inclusive development and resultant go to market strategies provide us with an opportunity to expand the market & customer base we serve with a potential to improve revenue & growth.	-	Positive
Governance: Cyber Security	Risk	As part of our daily operations, we handle sensitive information such as customer names, addresses, payment information, and delivery schedules. Protecting this data is essential to maintaining customer trust and avoiding legal and financial consequences.	<ul style="list-style-type: none"> Monitor developments and continually evaluate organisational preparedness toward cyber security threats through our risk control & management team. Create awareness and improve preparedness through deployment of tools for simulation, newsletters and training. Update Senior management about progress & updates on a regular basis 	Negative
Governance: Supply Chain Management	Opportunity	Positive	<ul style="list-style-type: none"> Our objective to bridge technology friction and help adoption of technology is dependent on our ability to source products from our vendors and supply through our extensive distribution network. Engaging with Suppliers and Partners on participation in operating sustainable supply chains 	Positive

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

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

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

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

PRINCIPLE 5 Businesses should respect and promote human rights

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

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

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

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

Business Responsibility & Sustainability Report

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and Management Processes										
1	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c. Web Link of the Policies, if available	https://redingtongroup.com/corporate-governance/								
2	Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4	Name of the national and international codes/ certifications/labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.*	(1,2)	(4)	(2,4)	(1,2)	(3)	(4)	(4)	(1,2)	(3,4)
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	Redington Limited ("The Company") has set internal goals & targets on each of the principles with a few listed below In Principle 6, the following commitments have been made by the company (i) Net Zero Commitment: The Company is committed to achieving Net Zero Emissions by 2050 for the group and has also committed to setting Science Based Targets to act as intermediate milestones in this journey (ii) Circular Economy: The Company already has strong foundations in its operations around circular economy through efforts on recycling of E-Waste and is aiming for Zero E-waste to Landfill by 2030 and becoming Single use plastic free across all facilities by 2026.								
6	Performance of the entity against the specific commitments, goals and targets along with reasons in case the same are not met.	Company has initiated actions in respect of targets set. These are reviewed periodically by CSR & ESG committee of the Board and Management.								
Governance, Leadership & Oversight										
7	Statement by director responsible for the BRSR report, highlighting ESG related challenges, targets and achievement: Please refer the message of the Chairman which forms part of this Annual Report.									
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Sriram Ganeshan Designation: Group Chief Commercial Officer Telephone: 044-42243111 Email ID: sriram.ganeshan@redingtongroup.com								
9	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes. The CSR & ESG Committee of the board reviews the Company's performance on Environment Social & and Governance aspects and oversees the implementation of relevant policies and strategies, formulates and recommends the CSR policy to the Board and monitors CSR budget, activities and expenditure.								

* UN Global Compact Act (1), GRI (2), UN Guiding principles on Business and Human Rights (3), Redington Code of Business Conduct & Ethics conforms to NVG (4)

10. Details of Review of NGRBCs by the company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other - please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	As a practice, Business Responsibility policies of the Company are reviewed periodically or on a need basis by the compliance team & amends suggested for review by Senior Leadership Team including Group Chief Executive Officer. During this process, the efficacy of the policies is reviewed and necessary changes to policies and procedures are implemented. Further, Business responsibility policies of the Company fall under the purview of the CSR & ESG Committee of the Board which meets on a bi-annual basis to review progress against milestones set and recommends for adoption any changes / new policies to be introduced.																	
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	We are compliant with governing laws, as applicable to our operations.																	

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9
The Company conducts periodic review of the charters, policies internally by the Senior Management and Board Committees which then drives the policies, projects and performance of aspects of business responsibility and sustainability.									

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)									
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 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)									
Any other reason (please specify)									

All principles are covered by policies.

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SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

ESSENTIAL INDICATORS

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

Segment	Total number of training & awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	4	During the year, the Board of Directors of the Company (including its Committees) has invested time on various updates comprising matters relating to an array of issues pertaining to the business, regulations, economy and environmental, social, governance parameters	100%
Key Management Personnel	5	1. Anti-Bribery & Anti-Corruption (ABAC) 2. Code of Business Conduct & Ethics (COBC) 3. Prevention of Sexual Harassment (POSH) 4. ESG Training (ESG) 5. Cyber Security & Data privacy 6. Whistleblower policy	100%
Employees other than BODs and KMPs	5	1. Anti-Bribery & Anti-Corruption (ABAC) 2. Code of Business Conduct & Ethics (COBC) 3. Prevention of Sexual Harassment (POSH) 4. ESG Training (ESG) 5. Cyber Security & Data privacy 6. Whistleblower policy	100%
Workers	1	1. Health & Safety Training	100%

2. Details of fines / penalties / punishment / award / compounding fees / settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format.

a. Monetary					
Type	NGRBC Principle	Name of the regulatory/enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine					
Settlement			Nil		
Compounding fee					
b. Non-Monetary					
Type	NGRBC Principle	Name of the regulatory/enforcement agencies/ judicial institutions	Brief of the case	Has an appeal been preferred? (Yes/No)	
Imprisonment					
Punishment			Nil		

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

Case Details	Name of the regulatory / enforcement agencies / judicial institutions
	Refer to details in Question 2 above

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 does have the Anti-Bribery and Anti-Corruption (ABAC) policy. The Company has adopted a Whistle-blower Policy and Vigil Mechanism to provide a formal mechanism to the Directors, employees and other external stakeholders to report their concerns about unethical behaviour, actual or suspected fraud or violation of the Company's Code of Conduct. The Policy provides for adequate safeguards against victimisation of employees who avail of the mechanism. No personnel of the Company have been denied access to the Chairperson of the Audit Committee. The Vigil Mechanism includes the Whistle-Blower Policy and the ABAC Policy. The ABAC and Whistleblower policy together with the Code of Business Conduct primarily covers risk assessment, third party due diligence, training & awareness, and audit & reporting. The Gifts & Entertainment section of the ABAC policy further aims to provide guidance to directors, officers and employees or persons who perform services for or on behalf of the Company on what is appropriate and acceptable, and what is not acceptable, for offering, giving and accepting gifts and hospitality.

The Whistleblower Policy and Vigil Mechanism ensures that strict confidentiality is maintained in such cases and no retaliatory steps are taken against the Whistleblower. The Company, as a Policy, condemns any kind of discrimination, harassment, victimisation or any other unfair employment practice being adopted against Whistleblowers. With an aim to create awareness, during the year under review, the Company also undertook a series of communication and training programmes on the values, Code of Business Conduct and other ethical practices of the company for internal stakeholders, vendors and distributors, partners etc. A dedicated Ethics Helpline has been setup which is managed by an independent professional Organisation for confidentially raising any ethical concerns or practices that violate the Code of Conduct. The Ethics Helpline can be contacted to report any suspected or confirmed incident of fraud/misconduct on:

E-mail: compliance@redingtongroup.com; whistleblower@redingtongroup.com

Region specific Ethics Hotline (Available in Whistleblower policy – link provided below)

The Whistleblower Policy as adopted by the Company is available on the Company's website at:

<https://redingtongroup.com/wp-content/uploads/2023/05/Whistle-Blower-Policy-1.2.pdf>

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

Category	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directors		
KMPs	Nil	Nil
Employees		
Workers		

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

Topic	FY 2023-24 (Current Financial Year)		FY 2022-23 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	NA	Nil	NA
Number of complaints received in relation to issues of Conflict of Interest of KMPs				

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

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

Category	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Number of days of accounts payables	51	54

9. Open-ness of business

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

Parameter	Metrics	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
*Concentration of Purchases	a. Purchases from trading houses as % of total purchases	100%	100%
	b. Number of trading houses where purchases are made from	455	324
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	71%	74%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	100%	100%
	b. Number of dealers / distributors to whom sales are made	53520	43953
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	~12%	~15%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0%	0%
	b. Sales (Sales to related parties / Total Sales)	0%	0%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	0%	0%
	d. Investments (Investments in related parties / Total Investments made)	0%	0%

* Pertains to Redington Limited, India

LEADERSHIP INDICATORS

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

Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	Percentage of persons in value chain covered by the awareness programmes
Nil	NA	NA

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, every Director of the Company discloses his/her concern or interest in the Company or companies or bodies corporate or firms or other association of individuals and any change therein, annually or upon any change, which also includes the shareholding. Further, a declaration is also taken annually from the Directors under the Code of Conduct confirming that they will always act in the interest of the Company and ensure that any other business or personal association which they may have, does not involve any conflict of interest with the operations of the Company and their role therein. The Senior Management also affirms annually that they have not entered into any material, financial and commercial transactions, which may have a potential conflict with the interest of the Company at large.

In the Meetings of the Board, the Directors abstain from participating in the items in which they are concerned or interested. For identifying and tracking conflict of interests involving the Directors / KMPs of the Company, the Corporate Secretarial team maintains a database of the Directors and the entities in which they are interested. This list is shared with the Finance department which flags off the parties in their system for monitoring and tracking transaction(s) entered by the Company with such parties. No such transactions were entered into during the year.

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

ESSENTIAL INDICATORS

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

Type	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)	Details of improvement in social and environmental aspects
Research & Development (R&D)	NA	NA	NA
Capital Expenditure (CAPEX)	1.28%	5.71%	Investments toward Energy Efficient Air Conditioning, PHE System implementation, LED fixtures set up etc

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

Yes, Sustainable Sourcing guidelines have been suitably incorporated in policies and procedures for sourcing.

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

~70% trade purchases are made from global OEMs who have a published sustainability policy with commitments aligned to our organisational commitments.

Unit of reporting (i.e by Quantity or by Value - please specify)	Total No. of Inputs sourced (in Crores INR)	No. of Inputs that were sourced sustainably (in Crores INR)	Percentage of inputs that were sourced sustainably
Value	~83000	~55000	~70%

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.

Product	Process to safely reclaim the product
a. Plastics (including packaging)	Process being developed.
b. E-Waste	All e-waste generated in-house is handed over to authorised vendors for safe disposal.
c. Hazardous Waste	Hazardous waste is categorised as per applicable rules & sent for proper disposal at Pollution Control Board's authorised facilities.
d. Other Waste	All battery waste generated in-house is handed over to authorised vendors for safe disposal.

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, we are covered under EPR and hold an EPR Authorisation. Our waste collection plan is in accordance with the EPR plan submitted to the Central Pollution Control Board.

LEADERSHIP INDICATORS

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

No, we are a technology distribution company and do not own any products. Therefore, Life Cycle Assessment (LCA) for products and services does not apply to us

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.

Not Applicable

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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).

Not Applicable, as Redington is a technology distribution company and does not own any products.

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

Product	FY 2023-24			FY 2022-23		
	Reused	Recycled	Safely Disposed	Reused	Recycled	Safely Disposed
a. Plastics (including packaging)	0	6.172*	0	0	3.426	4.083
b. E-Waste	1.077	0	8.823	0.055	0	9.357
c. Hazardous Waste	0	0	0	0	0	0
d. Other Waste	0	0	0	0	0	0

*100% Plastic Waste generated recycled

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

Not Applicable

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

ESSENTIAL INDICATORS

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

Category	Total (A)	% of employees covered by									
		Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Employees											
Male	3831	3724	97%	3524	92%	0	0%	2979	78%	2014	53%
Female	1129	1126	100%	935	83%	1079	96%	0	0%	396	35%
Total	4960	4850	98%	4459	90%	1079	22%	2979	60%	2410	49%
Other than Permanent Employees											
Male	2346	267	11%	2346	100%	0	0%	170	7%	82	3%
Female	239	57	24%	239	100%	34	14%	0	0%	10	4%
Total	2585	324	13%	2585	100%	34	1%	170	7%	92	4%

Details of measures for the well-being of workers:

Category	Total (A)	% of employees covered by									
		Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Workers											
Male	73	0	0%	0	0%	0	0%	0	0%	0	0%
Female	4	0	0%	0	0%	0	0%	0	0%	0	0%
Total	77	0	0%	0	0%	0	0%	0	0%	0	0%
Other than Permanent Workers											
Male	2578	7	0%	7	0%	0	0%	7	0%	7	0%
Female	502	0	0%	0	0%	0	0%	0	0%	0	0%
Total	3080	7	0%	7	0%	0	0%	7	0%	7	0%

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

Category	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Cost incurred on well-being measures as a % of total revenue of the company	0.03%	0.02%

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

Sr.	Benefits	FY 2023-24 (Current FY)			FY 2022-23 (Previous FY)		
		No. of employees covered as a % of total employees	No. of workers covered as a % of total worker	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 worker	Deducted and deposited with the authority (Y/N/N.A.)
1	PF	100%	100%	Y	100%	100%	Y
2	Gratuity	100%	100%	Y	100%	100%	Y
3	ESI	100%	100%	Y	100%	100%	Y

Note: PF, Gratuity & ESI are applicable to our India Operations. 100 % of eligible workers as per applicable regulations are covered

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

The Company has conducted a detailed survey/study of requirements for accessibility for differently-abled people as part of our effort to develop a global design playbook for all our offices. Necessary guidelines & measures have been prescribed as part of our Global Workspace design playbook which is being implemented at all greenfield offices and other locations.

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.

Equal opportunity is covered as part of our Code of Business Conduct & Ethics.

<https://redingtongroup.com/wp-content/uploads/2024/05/Code-of-Business-Ethics-Redington-Group-v1.2.pdf>

The Company provides equal opportunities to all its employees and to all eligible applicants for employment in the Company. It does not unfairly discriminate on any ground including race, caste, religion, colour, ancestry, marital status, gender, sexual orientation, age, nationality, ethnic origin, disability or any other category protected by applicable law.

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	69%	95%	NA	NA
Total	73%	96%	NA	NA

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.

Category	Yes/No If yes, details of the mechanism in brief
Permanent Workers	
Other than Permanent Workers	
Permanent Employees	Yes
Other than Permanent Employees	

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The redressal mechanism is as follows:

Receipt of any concern through e-mail, letter, web helpline, hotline, etc. is registered and reviewed by the Compliance committee. For complaints which are within the purview of Redington's code and merit further investigation, an investigator either - internal or external is assigned. The investigator conducts investigation by gathering the data, validating, analysing and gives his observations and recommendations. The investigation report is further reviewed by the Compliance Committee and the recommendations are acted upon. The documentation of the action taken is filed for records. These are reviewed by the Audit Committee and the Board.

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

The Company recognizes the right to freedom of association and encourages associates to connect and discuss ideas and raise issues through readily available internal tools and platforms. Such internal tools and platforms are available for all employees to share their opinion, views, and ideas across all managerial levels and across the organisation. Presently, the Company does not have any employee association.

8. Details of training given to employees and workers:

Category	FY 2023-24 (Current FY)				FY 2022-23 (Previous FY)					
	Total (A)	On Health and safety measures		On Skill upgradation		Total (A)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (B)	% (B/A)	No. (C)	% (C/A)
Employees										
Male	3,831	1,386	36%	3,751	98%	3,630	184	5%	3630	100%
Female	1,129	500	44%	1,116	99%	1,021	101	10%	1021	100%
Total	4,960	1,886	38%	4,867	98%	4,651	285	6%	4651	100%
Workers										
Male	73	73	100%	73	100%	1,117	211	19%	1117	100%
Female	4	4	100%	4	100%	239	192	80%	239	100%
Total	77	77	100%	77	100%	1,356	403	30%	1356	100%

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

Category	FY 2023-24 (Current FY)			FY 2022-23 (Previous FY)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who had a career review (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who had a career review (D)	% (D/C)
Employees						
Male	3831	3831	100%	3630	3630	100%
Female	1129	1129	100%	1021	1021	100%
Others	-	-	-	-	-	-
Total	4960	4960	100%	4651	4651	100%
Workers						
Male	73	73	100%	1117	1117	100%
Female	4	4	100%	239	239	100%
Others	-	-	-	-	-	-
Total	77	77	100%	1356	1356	100%

10. Health and safety management system:

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/No)	Yes.
What is the coverage of such system?	The Safety & Health Management system covers activities across all offices, Warehouses & service centres and supply chain partners. The Safety Management system covers all employees, contractors, visitors and relevant stakeholders.
b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	Identification of work related hazards are performed on routine and non-routine basis as part of our Hazard Identification & Risk Assessment("HIRA") Manual in accordance with provisions as per our Group Health & Safety Manual. Identification process involves 1. Identification of workplaces, activities, or person related jobs where HIRA is required 2. Identification of steps involved & hazards associated with each step of an identified job 3. Evaluation & grading of risk without preventive measures
c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/No)	Workers are encouraged to report all incidences in the Incident reporting system basis which incidents are recorded, detailed investigations conducted and conclusions on process improvements made.
d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)	Yes, all employees are covered under Group Employee health insurance scheme / ESI scheme.

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

Safety Incident/Number	Category	FY 2023-24 (Current FY)	FY 2022-2023 (Previous FY)
Lost Time Injury Frequency Rate (LTIFR) (per one Million-person hours worked)	Employees	0	Nil
	Workers	0	
Total recordable work-related injuries	Employees	0	
	Workers	0	
No. of fatalities	Employees	0	
	Workers	1	
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	
	Workers	0	

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

At Redington, we endeavour to provide a conducive working environment. Strong control measures have been put in place to ensure employee health and safety. Emergency Contact Team is in place which is accessible in case of any emergency. Apart from that, the following facilities are also available:

- i) CCTV surveillance in key areas
- ii) Security at office premises
- iii) Fire extinguishers
- iv) Access to sanitisation facilities
- v) Safety mock drill on a periodic basis

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

Topic	FY 2023-24 (Current FY)			FY 2022-2023 (Previous FY)		
	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	-	-	-	5	1	Closed subsequently
Health & Safety	-	-	-	-	-	-

14. Assessments for the year:

No assessments were conducted during the year

Topic	Percentage of plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	0%
Working Conditions	0%

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.

Not applicable

LEADERSHIP INDICATORS

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

(A) Employees (Y/N) – Yes

It (B) Workers (Y/N) – No

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

Our value chain partners are covered by our Code of Business Conduct. Provisions relating to compliance with statutory requirements are included as part of our terms of trade with them.

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

Nil

Category	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2023-24 (Current FY)	FY 2022-2023 (Previous FY)	FY 2023-24 (Current FY)	FY 2022-2023 (Previous FY)
Employees	Nil	Nil	Nil	Nil
Workers	Nil	Nil	Nil	Nil

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

Not applicable

5. Details on assessment of value chain partners:

Topic	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	Not Applicable
Working Conditions	

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

Not applicable

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

ESSENTIAL INDICATORS

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

The Company has identified its internal and external group of stakeholders and below listed stakeholder groups have an immediate impact on the operations and working of the Company. This includes Employees, Shareholders, Customers, Communities, Suppliers, Partners and Vendors.

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
Employees	N	Email, notice board, website, survey	Continuous	Employee engagement, wellbeing, training, DEI awareness, PMS, ESG materiality assessment
Shareholders/ Investors	N	email and website, meetings, survey	Quarterly - meeting Continuous - email and website Survey - Annual	Earning call - transcript, if they have any specific question, it will be answered
Lenders	N	email and website, meetings, survey	Quarterly - meeting Continuous - email and website Survey - Annual	Business related discussions and ESG materiality assessment and engagement
Suppliers	N	email and website, meetings, survey	Quarterly - meeting Continuous - email and website Survey - Annual	Business related discussions and ESG materiality assessment and engagement
Customers	N	email and website, meetings, survey	Quarterly - meeting Continuous - email and website Survey - Annual	Employee engagement, well-being, training, DEI awareness, PMS, ESG materiality assessment
Contractors	N	Email	Quarterly - meeting Continuous - email and website Survey - Annual	
Community	N	email and website, survey (through NGO's)	Email & Website - Continuous Survey - Annual	Specific to our CSR projects, ESG materiality assessment, grievances (pertaining to this year is Nil)
Government	N	Email	Website - Continuous	<ul style="list-style-type: none"> Compliance with regulations for smooth functioning of business operations Licensing and permissions Progressive policy development

Business Responsibility & Sustainability Report

LEADERSHIP INDICATORS

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

Redington believes that ongoing, proactive involvement with its stakeholders helps to better align expectations and increase stakeholder trust and confidence, both of which contribute to preserving and enhancing the value created along the chain. Depending on the type of the identified material issue, the Board is informed of various developments via periodic reports and information directly from senior management members who have the functional responsibility for certain ESG concerns.

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.

One of the most important factors in choosing our material topics is the input from stakeholder engagements. Our policies and practises take into account the feedback we get from stakeholders through ongoing engagement. To choose the material topics, the risk and responsibility matrix is used to prioritise the issues.

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

Not applicable

PRINCIPLE 5: Businesses should respect and promote human rights

ESSENTIAL INDICATORS

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

Category	FY 2023-24 Current FY			FY 2022-23 Previous FY		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	4960	4960	100%	4651	4651	100%
Other than permanent	2585	2585	100%	5018	5018	100%
Total Employees	7545	7545	100%	9669	9669	100%
Workers						
Permanent	77	77	100%	0	0	NA
Other than Permanent	3080	3080	100%	1356	1356	100%
Total Workers	3157	3157	100%	1356	1356	100%

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

Redington operates in over 40 countries and we are compliant with Minimum wage regulations in every country we operate.

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

- a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration (Amount in INR)	Number	Median remuneration (Amount in INR)
Board of Directors (BoD) ^{1*}	6	41,87,500	2	21,82,500
Key Managerial Personnel ¹	5	1,69,16,500	-	-
Employees other than BoD and KMP ¹	1,417	9,14,282	396	6,52,291
Workers	73	1,30,464	4	1,33,356

¹ Pertains only to Redington Limited, India.

* Mr. V.S. Hariharan resigned as an Independent Director on September 1, 2023 and Mr. Sudip Nandy was appointed as an Independent Director w.e.f February 6, 2024.

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

Category	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Gross wages paid to females as % of total wages ¹	16%	14%

¹ Pertains only to Redington Limited, India.

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

Yes.

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

Employees and Directors can make Protected Disclosure to Ombudsperson appointed by the Company. The company has process in place to redress grievances received by officials other than ombudsman. We have also implemented a software tool called Amber, for employees in India to give feedback and raise their concerns. All such feedbacks are taken upon and acted by HR & respective CEO's office.

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

	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	1	1		0	0	
Discrimination at Workplace	1	1		0	0	
Child Labour	0	0		0	0	
Forced Labour/Involuntary Labour	0	0		0	0	
Wages	0	0		0	0	
Other human rights related issues	0	0		0	0	

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

Category	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	1	0
Complaints on POSH as a % of female employees / workers	0	0
Complaints on POSH upheld*	0	0

*Filing will be done in Jan 2025 in accordance with statutory regulations

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

Our Whistleblower policy has a separate section on Protection against retaliation to prevent adverse consequences to the complainant including

- Keeping the identity of the complainant confidential to the extent permissible under applicable laws
- Complete protection to complainant against any unfair practice like retaliation, threat or intimidation of termination/ suspension of service, disciplinary action, transfer, demotion, refusal of promotion, discrimination, any type of harassment, biased behaviour or the like including any direct or indirect use of authority to obstruct the complainants's right to continue to perform his duties/functions including making further Protected Disclosure

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

Yes, we require our partners to respect and adhere by the human rights requirements as covered in Redington's Code of Business Conduct.

10. Assessments for the year:

No Assessments were conducted during the year.

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	0%
Forced/Involuntary Labour	0%
Sexual Harassment	0%
Discrimination at workplace	0%
Wages	0%
Others – please specify	0%

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

Nil

LEADERSHIP INDICATORS

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

Not applicable

2. Details of the scope and coverage of any Human Rights Due Diligence conducted.

Not applicable

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

4. Details on assessment of value chain partners:

No such assessments were carried out during the year.

	% of value chain partners (by value of business done with such partners) that were assessed
Child Labour	
Forced/involuntary Labour	
Sexual Harassment	Nil
Discrimination at workplace	
Wages	
Others - please specify	

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

Not applicable

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

ESSENTIAL INDICATORS

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
From renewable sources		
Total Electricity Consumption (A) (GJ)	503	80
Total Fuel Consumption (B) (GJ)	-	-
Energy Consumption through other sources (C) (GJ)	-	-
Total Energy Consumption from renewable sources (A+B+C) (GJ)	503	80
From non-renewable sources		
Total Electricity Consumption (D) (GJ)	37,323	38,916
Total Fuel Consumption (E) (GJ)	24,707	28,244
Energy Consumption through other sources (F) (GJ)	-	-
Total Energy Consumption from non-renewable sources (D+E+F) (GJ)	62,030	67,160
Total Energy Consumption (A+B+C+D+E+F) (GJ)*	62,533	67,240
Energy Intensity per Million INR of turnover (Total energy consumption / Revenue from operations in rupees) (GJ per Million INR)	0.07	0.08
Energy Intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumption / Revenue from operations adjusted for PPP) (GJ per Million INR)	0.07	0.08

*We have expanded the scope of reporting to include all the components of our consolidated group in our reporting boundary to cover 100% of our operations in comparison to FY 2022-23 and accordingly the values for FY 2022-23 have been restated to enable comparability of information with FY 2023-24.

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

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any. - No. The company does not have sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous FY)
Water withdrawal by source (in kilolitres)		
(i) Surface water	57	57
(ii) Groundwater	13,815	9,940
(iii) Third party water	23,727	23,024
(iv) Seawater / desalinated water	-	-
(v) Others (Rainwater storage)	-	-
Total volume of Water Withdrawal (in kilolitres) (I + ii + iii + iv + v)*	37,599	33,022
Total volume of Water Consumption (in kilolitres)*	32,598	30,044
Water Intensity per rupee of turnover (Water consumed / Revenue from operations) (kl per Million INR)	0.04	0.04
Water Intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP) (KL per Million INR)	0.04	0.04

* There is a change in methodology with regard to water withdrawal & discharge in FY 2023-24 and accordingly the values for FY 2022-23 have been restated to enable comparability of information with FY 2023-24.

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

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4. Provide the following details related to water discharged:

Parameter	FY 2023-24	FY 2022-23
Water discharge by destination and level of treatment (in kilolitres)		
i. To Surface water		
- No treatment		
- With treatment - please specify level of treatment		
ii. To Groundwater		
- No treatment		
- With treatment - please specify level of treatment		
iii. To Seawater		
- No treatment		
- With treatment - please specify level of treatment		
iv. Sent to third-parties		
- No treatment (1)	590	1,874
- With treatment - please specify level of treatment	4,410	1,103
v. Others- Please specify: Land		
- No treatment		
- With treatment - please specify level of treatment		
Total water discharged (in kilolitres)	5,000	2,977

(1) Treatment in centralized sewage treatment plants is managed by local authorities

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

No.

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

No.

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

Parameter	Please specify unit	FY 2023-24 (Current FY) (Units in tonnes)	FY 2022-23 (Previous FY) (Units in mg/Nm3)
NOx	mg/m ³	21.48	14.6
Sox	mg/m ³	11.87	9.5
Particulate matter (PM)	mg/m ³	33.19	28.5
Persistent organic pollutants (POP)	NA	NA	NA
Volatile organic compounds (VOC)	NA	NA	NA
Hazardous air pollutants (HAP)	NA	NA	NA
Others - CO	NA	NA	NA

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

No.

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

Parameter	Unit	FY 2023-24 (Current FY)	FY 2022-23 (Previous FY)
Total Scope 1 Emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	tCO2e	1,811	2,079
Total Scope 2 Emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	tCO2e	6,468	6,925
Total Scope 1 and Scope 2 Emissions	tCO2e	8,280	9,004
Total Scope 1 and Scope 2 Emissions Intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG Emissions / Revenue from operations)	tCO2e / Million INR	0.01	0.01
Total Scope 1 and Scope 2 Emissions 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 / Million INR	0.01	0.01

Has an independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. - No.

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

We have identified the following measures to reduce greenhouse gas emissions.

1. Implementing energy-efficient technologies and practices, such as LED lighting, efficient HVAC systems, and building automation systems
2. Exploring renewable energy options, such as solar to reduce reliance on fossil fuels to contribute to a clean and sustainable energy system.
3. Incorporating green building practices in operations, such as using sustainable materials and water conservation measures
4. Transition to cloud-based technologies to reduce energy consumption and carbon emissions associated with data storage and processing

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Waste generated (in tonnes)		
Plastic waste (A)	6.172	7.509
E-waste (B)	9.900	9.412*
Bio-medical waste (C)	-	0.004
Construction and demolition waste (D)	1.300	46.572
Battery waste (E)		
Radioactive waste (F)		
Other Hazardous waste. Please specify, if any. (G)		
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)**	283.834	286.797
Total (A+B + C + D + E + F + G+ H)	301.206	350.295
Waste Intensity per rupee of turnover (Total waste generated / Revenue from operations) (MT per Million INR)	0.0003	0.0004
Waste Intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP) (MT per Million INR)X	0.0003	0.0004

*EPR e-waste disposal excluded

**The scope of waste collected has been increased to include other category of waste applicable

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For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in tonnes)

Category of waste	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
(i) Recycled	239.735	149.096
(ii) Re-used	2.377	0.055
(iii) Other recovery operations (Composting)	0.004	0
Total	242.116	149.151

For each category of waste generated, total waste disposed by nature of disposal method (in tonnes)

Category of waste	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
(i) Incineration		
(ii) Landfilling		
(iii) Other disposal operations*	59.090	201.144
Total		

* Handed over to local garbage collection vendors for safe disposal.

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

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

We have the following procedures in place with respect to E-Waste in India

- As part of our Extended Producer Responsibility (EPR), we have nominated designated collection points in select warehouses to encourage responsible disposal of e-waste.
- E-waste collected from these collection points are accumulated at a centralised collection center and sent for recycling to our authorised PRO cum Recyclers
- Certificates containing details of e-waste recycled and disposed are obtained from authorised PRO cum Recyclers.

E-Waste generated through our operations in Middle East & Africa is recycled through authorised E-recycling vendors registered and being used for our business - Ensure Services.

Our operations in Turkey through our group company Arena is Zero Waste certified. All waste generated through our operations at Arena is recycled and no waste goes to landfill.

Through our 3D printing division, we generate a minimal amount of chemical waste. We dispose of this waste responsibly and in accordance with applicable regulations.

We are in the process of obtaining Plastic & Battery EPR registration in India, which once complete will enable us play a larger role in responsible recycling of Battery Waste & Plastic Waste.

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:

None of our operations/ offices are around ecologically sensitive areas and therefore not applicable.

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

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year¹⁵.

None. Not applicable

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

Yes, we are compliant with applicable laws / regulations/ guidelines. There were no non-compliances during the year.

Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any

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

ESSENTIAL INDICATORS

- Number of affiliations with trade and industry chambers/ associations: 4
 - List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

Sr.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers / associations (State/National)
1	Associated Chamber of Commerce	India
2	Technology Distribution Association of India	India
3	Infotech Software Dealers Association	India
4	Madras Chamber of Commerce and Industry	Tamil Nadu

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

There are no allegations of anti-competitive behaviour by Redington. The Code of conduct of Redington clearly covers expectations from employees and all other stakeholders to ensure that they

- Avoid actions that would be contrary to laws governing competitive practices in the marketplace under the relevant anti-trust laws applicable in the countries where Redington operates.
- Never engage in agreements, understandings, or plans with competitors that limit or restrict competition, including price-fixing and allocation of markets

LEADERSHIP INDICATORS

- 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?	Frequency of review by the board	Web link, if available
1	Advocacy for skill development in the logistics sector through technology (Industry 4.0)	Through partnership & initiatives with Logistics Skill Council - a Sec 8 company set up by Ministry of Skill Development and Entrepreneurship (MSDE) through National Skill Development Corporation of India (NSDC) to provide Logistics sector specific training to unemployed youth	-	-	-
2	Promotion of Circular Economy guidelines	Through Industry bodies	-	As needed	-

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PRINCIPLE 8: Businesses should promote inclusive growth and equitable development.

ESSENTIAL INDICATORS

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

Name and brief details of project	SIA notification no.	Date of notification	Whether conducted by independent external agency (Yes / No)	Resulted communicated in public domain	Relevant Web Link
Not applicable					

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

Sr.	Name of project for which R&R is ongoing	State	District	No of Project Affected Families	% of PAF covered by RAR	Amount Paid to PAFs in the FY (in INR)
Not applicable						

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

We have a separate column in our website where any member from the community can raise their grievances. (Link: <https://redingtongroup.com/contact-us/>).

4. Percentage of input material (inputs to total inputs by value) sourced from local or small-scale suppliers:

The company is engaged in the distribution business, it is not involved in production/manufacturing activities and hence there are no input materials involved.

	FY 2023-24 Current FY	FY 2022-2023 Previous FY
Directly sourced from MSMEs/ Small producers	Not applicable	Not applicable
Directly from within India	Not applicable	Not applicable

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 2023-24 Current FY	FY 2022-2023 Previous FY
Rural	1%	1%
Semi-urban	24%	25%
Urban	75%	74%
Metropolitan	1%	1%

* Pertains only to Redington Limited, India.

LEADERSHIP INDICATORS

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above): Not Applicable

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

Sr.	State	Aspirational District	Amount Spent in INR (lacs)
1	Assam	Barpeta	15
2	Andhra Pradesh	Vizag	21.30

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

No

(b) From which marginalized /vulnerable groups do you procure? -Not applicable

(c) What percentage of total procurement (by value) does it constitute? – Not applicable

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

Our IP vests around our trade name such as Redington, Proconnect etc. The brand identity and market visibility from these are the business benefits from such IP to Redington. We routinely take action to protect our IP, in terms of oppositions to any effort to dilute our IP.

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.

Not applicable

6. Details of beneficiaries of CSR Projects.

Sr.	CSR Project	No. of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalized group
1	Skill Development Programme focused on Logistic Sector (Supply Chain Management)	1,530	100%
2	Skill Development Programme focused on Solar Energy Sector job roles	195	100%
3	AWAKE*	11,091	100%
4	VIZAG**	4,027	100%
5	Village Development Programme-Gummidipoondi	2,691	100%
6	WASH Programme	10,271	100%
7	Ed-Tech Programme	1,669	100%
8	HP-WoW Bus-Computer literacy awareness	1,406	100%
9	Mobile Health Vans	31,601	100%

*AWAKE - Augmenting Water in Kurinji Ecosystem

** VIZAG - Vitalising Communities Zealous Action for generous Ecosystem of urban

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

ESSENTIAL INDICATORS

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

Redington is dedicated to consistently exceeding client expectations and has established strong systems to monitor and address customer complaints and feedback related to our services. We have a designated webpage on our website where our customers can report complaints or offer feedback, which can be found at <https://redingtongroup.com/contact-us/>. Additionally, our business customers can use other channels, such as account managers or regional heads, to file complaints.

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

Redington's associated vendors have implemented policies to disclose all legally mandated information on their product covers/labels. This information can be accessed from their respective websites

Type	As a percentage to total turnover
Environment and Social parameters relevant to product	100%*
Safe and responsible usage	100%*
Recycling and/or safe disposal	100%*

* As required by applicable regulations.

3. Number of consumer complaints*

	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	Received during the year	Pending resolution at the end of year	Remarks	Received during the year	Pending resolution at the end of year	Remarks
Data privacy						
Advertising						
Cyber-security						
Delivery of essential services		Nil			Nil	
Restrictive Trade Practices						
Unfair Trade Practices						
Others						

* Consumer disputes are not considered.

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

Not applicable as the company is only engaged in distribution of products and product recall requests are generally handled by the vendors themselves.

	Number	Reason for recall
Voluntary recalls		
Forced recalls		Nil

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

Link: Privacy Policy – Redington (redingtongroup.com)

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

No such issues occurred. Not applicable.

7. Provide the following information relating to data breaches:

- Number of instances of data breaches- Nil
- Percentage of data breaches involving personally identifiable information of customers – Not applicable
- Impact, if any, of the data breaches – Not applicable

LEADERSHIP INDICATORS

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

All the information relating to the products and services of Redington can be assessed at Solutions – Redington (redingtongroup.com). Services – Redington (redingtongroup.com)

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

All products we distribute have product manuals with information on safe & responsible usage and disposal of products in accordance with applicable regulations.

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

Business continuity planning and disaster recovery planning & testing systems are in place to ensure the proper communication to consumers on disruption of services

4. a) 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.

Not Applicable

b) 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. During the financial year, we conducted a group NPS survey to gauge customer satisfaction across products, channels and entities. The results of the survey were analysed and actions and interventions planned to improve customer satisfaction.