



## MPS Limited

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Tel: +91 120 4599 750 Fax: +91 120 4021 280

Ref: MPSTL/SE/23/2024-25

Date: 17 July 2024

<b>National Stock Exchange of India Limited</b> Exchange Plaza, 5th Floor, Plot no. C/1, G Block, Bandra - Kurla Complex, Bandra (East), Mumbai - 400 051, India Symbol: MPSTLTD ISIN: INE943D01017	<b>BSE Limited</b> Department of Corporate Services Phiroze Jeejeebhoy Towers Dalal Street, Mumbai- 400001, India Scrip Code: 532440 ISIN: INE943D01017
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Dear Sirs,

**Subject: Business Responsibility and Sustainability Reporting ("BRSR")**

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are submitting herewith the Business Responsibility and Sustainability Report ("BRSR"), which also forms part of the Annual Report of the Company for the financial year 2023-24, as submitted today, vide letter no. MPSTL/SE/22/2024-25 dated 17 July 2024.

This is for your kind information and record.

Thanking you,

Yours faithfully  
For MPS Limited

Raman Sapra  
Company Secretary & Compliance Officer

Encl: As Above

[www.mpslimited.com](http://www.mpslimited.com)

Registered Office: RR Towers IV, Super A, 16/17, Thiru-Vi-Ka Industrial Estate, Guindy, Chennai-600032 (INDIA), Tel: +91 44 49162222 Fax: +91 44 49 16 2225 Email: info@mpslimited.com

Corporate Identification Number: L22122TN1970PLC005795



# Business Responsibility & Sustainability Report

## Foreword

MPS Limited is committed to integrating sustainability into business operations, aiming to positively impact the world. Our sustainability philosophy is built on smarter learning for everyone. By creating technology-driven smart learning solutions and by imbibing learning within the organization, we create an impact for all our stakeholders.

Building on our inaugural Business Responsibility and Sustainability Report (BRSR) for FY 2022–2023, we are pleased to present our second report, continuing our commitment to driving positive change and creating long-term value.

Our latest BRSR reflects our ongoing dedication to transparency and reporting, encompassing not only our financial performance but also our environmental, social and governance (ESG) practices. In this report, we detail the key metrics and initiatives that highlight MPS's progress in business resilience and sustainability. We are proud of the strides we have made and remain dedicated to further integrating sustainability into every aspect of our business.

# Business Responsibility and Sustainability Report

## SECTION A: GENERAL DISCLOSURES

I Details of the listed entity		
1	Corporate Identity Number (CIN) of the Listed Entity	L22122TN1970PLC005795
2	Name of the Listed Entity	MPS Limited
3	Year of incorporation	1970
4	Registered office address	RR Towers IV, Super A, 16/17, Thiru Vi Ka Industrial Estate, Guindy, Chennai, Tamil Nadu-600032
5	Corporate office address	A-1, Tower-A, 4 <sup>th</sup> Floor, Windsor IT Park, Sector 125, Noida, Uttar Pradesh-201303
6	E-mail	investors@mpslimited.com
7	Telephone	Tel: (+91-120-4599750)
8	Website	<a href="http://www.mpslimited.com">www.mpslimited.com</a>
9	Financial year for which reporting is being done	01 April 2023 to 31 March 2024
10	Name of the Stock Exchange(s) where shares are listed	1) BSE Limited (BSE) 2) National Stock Exchange of India Limited (NSE)
11	Paid-up Capital (INR in Lacs)	1,710.58
12	Name and contact details (telephone, e-mail address) of the person who may be contacted in case of any queries on the BRSR report	<b>Name:</b> Mr. Raman Sapra <b>Designation:</b> Company Secretary and Compliance Officer <b>Phone:</b> (+91-120-4599750) <b>E-mail:</b> investors@mpslimited.com <b>Add:</b> A-1, Tower-A, 4 <sup>th</sup> Floor, Windsor IT Park, Sector 125, Noida, Uttar Pradesh-201303
13	Reporting boundary: Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)?	The disclosures made in this report are on a standalone basis i.e. MPS Limited ("MPS" or "the Company"). The Business Responsibility and Sustainability Report (BRSR) is in conformance with the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015.
14	Name of assurance provider	Not Applicable
15	Type of assurance obtained	Not Applicable

## II Products/Services

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

S. No.	Main activity	Description	% of Turnover of the entity
1	Content Solutions	Wide range of content solutions, including the creation of the content and its delivery across all media channels, to enhance competitiveness for educational, academic, STM and professional publishers.	67
2	Platform Solutions	A full range of configurable platform solutions throughout the content lifecycle, primarily delivered as SaaS.	33

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Content Solutions	620	67
2	Platform Solutions	631	33

**III Operations****18** No. of locations where plants and/or operations/offices of the entity are situated:

Location	No. of plants	No. of offices	Total
National	NA	5	5
International	NA	2	2

**19** Markets served by the entity:**a** No. of Locations

Location	Number
National (No. of States)	6
International (No. of Countries)	26

**b** What is the contribution of exports as a percentage of the total turnover of the entity? During the FY 2023-24, the contribution of exports is 99.59% of the revenue through our international business.

**c** A brief on types of customers We offer services including content development and production, editorial services, project management, creative services, digital conversion, technical services, licensing, hosting and annual maintenance charges (AMC). These services are provided to research and educational institutes for research content and educational purposes.

**IV Employees****20** Details as at the end of the financial year:**a** Employees and workers (including differently abled):

Particulars	Total (A)	Male		Female	
		No. (B)	% (B/A)	No. (C)	% (C/A)
<b>Employees</b>					
Permanent (A)	2,406	1,609	67	797	33
Other than Permanent (B)	35	15	43	20	57
Total Employees (A + B)	2,441	1,624	67	817	33

Note: The entire workforce is categorized as "Employees," with no individuals classified as "Workers." Therefore, the information required for the "Workers" category in all sections is not applicable.

**b** Differently abled Employees and workers:

MPS Limited has no differently abled employees and workers.

**21 Participation/Inclusion/Representation of women:**

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

\*During the year Mr. Suhas Khullar was appointed as an Independent Non-Executive Director of the Company with effect from 01 January 2024 and Dr. Piyush Kumar Rastogi retired as an Independent Non-Executive Director of the Company, effective from 28 January 2024.

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

Category	FY (2023-24) (Turnover rate in current FY)			FY (2022-23) (Turnover rate in previous FY)			FY (2021-22) (Turnover rate in year prior to previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	17	20	18	31	31	31	19	8	27

**V Holding, subsidiary and associate companies (including joint ventures)****23 Names of holding/subsidiary/associate companies/joint ventures:**

S. No.	Name of the holding/subsidiary/associate companies/joint ventures (A)	Indicate whether holding/subsidiary/associate/joint venture	% of Shares held by listed entity	Does the entity listed in Column A participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	ADI BPO Services Limited	Holding Company	68.34	No
2	MPS North America, LLC	Subsidiary Company	100.00	No
3	MPS Interactive Systems Limited	Subsidiary Company	100.00	No
4	MPS Europa AG	Subsidiary Company	100.00	No
5	Topsim GmbH	Subsidiary Company	100.00	No

**VI CSR Details**

<b>24 a</b>	Whether CSR is applicable as per Section 135 of the Companies Act, 2013: (Yes/No)	Yes
<b>b</b>	Turnover (INR in Lacs)	32,756.74
<b>c</b>	Net Worth (INR in Lacs)	37,108.08

## VII Transparency and discloses compliances

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

Stakeholder group from whom complaint is received	Grievance redressal mechanism in place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY 2023-24			FY 2022-23		
		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, <a href="https://www.mpslimited.com/corporate-governance/">https://www.mpslimited.com/corporate-governance/</a>	0	0	-	0	0	-
Investors (other than shareholders)	Yes, concerns and suggestions received through the mail are addressed.	0	0	-	0	0	-
Shareholders	Yes, as per SEBI regulations.	0	0	-	1	0	Complaint received from the shareholder for non-receipt of Annual report, which was resolved
Employees & Workers	Yes, concerns and suggestions received through various formal and informal modes are addressed.	0	0	-	0	0	-
Customers	Yes, concerns and suggestions received on social media, consumer email id and Escalation mechanisms are defined in individual client contracts and addressed as per MPS Policy.	0	0	-	0	0	-
Value Chain Partners	Yes, concerns and suggestions received through the mail are addressed.	0	0	-	0	0	-

Note: MPS has established a structured grievance redressal mechanism. We also have a strong Vigil Mechanism/Whistle Blower Policy for reporting complaints. The Whistle Blower Policy is available on the Company's website and can be accessed at <https://www.mpslimited.com/Policies/Whistle-Blower.pdf>. Further, we have the committees in place, where based on the severity of the issues, specific actions are taken to address the concern on a timely basis.

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	<b>Governance:</b> Data privacy and security	Risk	This is a material risk as Customer data is the most significant input that needs to be protected, given our role as a content and platform solutions provider.	The Company prioritizes robust data privacy and security measures and regularly reports on progress to demonstrate its commitment to protecting customer data.	Negative: This can lead to financial risks for the Company, as breaches of data privacy and security can result in substantial legal and financial penalties, as well as damage to the Company's reputation.
2	<b>Governance:</b> Business ethics and anti-corruption	Risk/ Opportunity	ESG-related business ethics, encompassing corporate governance, employee conduct, and customer relationships, though posing various legal, reputational, financial, and market risks provide avenues for growth in these facets. Embracing robust business ethics can enhance legal compliance, strengthen reputational integrity, drive financial performance, and create competitive market advantages.  As ESG gains importance, governance issues are being scrutinized by potential investors and large customers, emphasizing the need for robust systems and processes to manage business ethics effectively.	To mitigate business ethics risks, we have implemented several measures, including a Code of Conduct for the Board of Directors, Senior Management and Employees. Additionally, our Code of Conduct establishes principles to eliminate bribery, corruption and fraud.	Negative/Positive: Financial implications could include loss of customers or market share and financial losses due to legal exposure, resulting from adverse business ethics-related issues. Conversely, strong business ethics can enhance financial performance by attracting and retaining customers, expanding market share, and minimizing legal liabilities.
3	<b>Governance:</b> Legal and statutory compliance	Risk	MPS serves diverse customers across multiple countries, each with specific legal and statutory compliance requirements that must be strictly followed.	Regulatory compliances and filings are managed through internal systems, risk registers and process controls. The organization is also preparing to enhance ESG disclosures to ensure transparency for all stakeholders.	Negative: Failure to resolve legal and regulatory matters could result in potential fines and penalties as prescribed by statutory authorities.
4	<b>Social:</b> Diversity and inclusion	Opportunity	Promoting diversity and inclusion can attract and retain top talent, enhance the Company's reputation and foster improved decision-making and innovation.	-	Positive: We believe that fostering an inclusive and diverse work culture can enhance the Company's performance by leveraging a range of knowledge and inputs from diverse perspectives. This can lead to improved innovation and a sustained team culture.



S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5	<b>Social:</b> Human rights	Risk/ Opportunity	As digital platforms become increasingly essential for information and communication, it is crucial for companies to ensure that their operations and services uphold human rights, including freedom of expression, privacy and non-discrimination.	The company is undertaking several measures to mitigate risks and promote opportunities associated with human rights such as conducting a human rights impact assessment, establishing policies and procedures, performing due diligence on suppliers and partners, setting up grievance mechanisms, and providing training and awareness-raising initiatives.	Negative/Positive: From a risk perspective, failure to respect human rights can lead to legal and reputational risks, as well as potential loss of customer trust and loyalty. On the other hand, from an opportunity perspective, respecting human rights can help build a positive reputation and attract socially conscious customers and investors.

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

The National Voluntary Guidelines on Social, Environmental and Economic Responsibilities of Business (NVGs) released by the Ministry of Corporate Affairs has adopted nine areas of Business Responsibility. These briefly are as follows:

P1 Businesses should conduct and govern themselves with ethics, transparency and accountability.

P2 Businesses should provide goods and services that are safe and contribute to sustainability throughout their life cycle.

P3 Businesses should promote the well-being of all employees.

P4 Businesses should respect the interests of, and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalized.

P5 Businesses should respect and promote human rights.

P6 Businesses should respect, protect and make efforts to restore the environment.

P7 Businesses, when engaged in influencing public and regulatory policy, should do so in a responsible manner.

P8 Businesses should support inclusive growth and equitable development.

P9 Businesses should engage with and provide value to their customers and consumers in a responsible manner.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</b>									
<b>1a</b> 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>1b</b> Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
<b>1c</b> Web-link of the policies, if available.	Policies, which are internal to the Company, are available on the intranet portal of the Company. Other policies are available on the website of the Company and can be accessed at <a href="https://www.mpslimited.com/corporate-governance/">https://www.mpslimited.com/corporate-governance/</a> .								
<b>2</b> Whether the entity has translated the policy into procedures. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
<b>3</b> Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
<b>4</b> Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee, SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	-	ISO 9001:2015	ISO 9001:2015	-	-	-	-	-	ISO/IEC 27001:2013, PCI Data Security Standard Version 1.2, COUNTER5 compliance
<b>5</b> Specific commitments, goals and targets set by the entity with defined timelines, if any.	MPS is in the process of identifying key ESG focus areas to set internal targets and corresponding initiatives. An ESG governance mechanism is also planned to monitor the progress of ESG targets.								
<b>6</b> Performance of the entity against the specific commitments, goals and targets along with reasons in case the same are not met.	The Company is committed to decarbonization in its operations. The Company's long-term goal is to be Net Zero on greenhouse gas emissions. A comprehensive road map to reach this goal is being planned and will be finalized by FY 2025.								

## Governance, leadership and oversight

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
7 Statement by director responsible for the business responsibility report, highlighting ESG-related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure).	As a content and platform solutions provider in India, we recognize the growing importance of ESG in our industry and the impact they have on our business and stakeholders. We are committed to addressing the ESG challenges that our Company faces and to continuously improve our ESG performance. We believe that our commitment to ESG not only benefits our stakeholders but also strengthens our business and helps us to achieve our long-term goals.								
8 Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	The Board of Directors approves the Company's policies and delegates the responsibility for their implementation to the appropriate teams.								
9 Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability-related issues? (Yes/No). If yes, provide details.	No, the Board of Directors of the Company is responsible for the decision-making on sustainability and ESG-related issues.								

### 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	The Board of Directors review the performance of the systems and processes in place of NGRBC-related principles internally.									Quarterly								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Company complies with all the applicable statutory requirements of relevance to the principles, and rectifies non-compliance, if any. This is reviewed by the Board of Directors of the Company.									Quarterly, as and when required as per statutory requirement.								

Question	P1	P2	P3	P4	P5	P6	P7	P8	P9
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.	Yes, M/s. PricewaterhouseCoopers Services LLP (PWC) conducted an internal audit on a quarterly basis and M/s R. Sridharan and Associates, Company Secretaries, conducted the secretarial audit on an annual basis for external evaluations of all compliances including but not limited to the policies.								
12 If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated, as below:									

Question	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the principles material to its business (Yes/No)	Not Applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									

Question	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not have the financial or human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

Not Applicable

## SECTION C: PRINCIPLE-WISE PERFORMANCE DISCLOSURE

### P1 Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent and accountable

#### ESSENTIAL INDICATORS

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

Segment	Total number of training and awareness programmes held	Topics/Principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Board of Directors	3	Familiarization programs* are carried out by way of exhaustive presentations and various topics/areas are covered.	100
Key Managerial Personnel	3	Familiarization programs* are carried out by way of exhaustive presentations and various topics/areas are covered.	100
Employees other than BoD and KMPs	11	All employees undergo training regularly on skill upgradation, process orientation, soft skill development and safety. These are conducted online as well as on the job.	100

\* Familiarization Programme for Independent Directors:

<https://www.mpslimited.com/Policies/Familiarization-Programme.pdf>

- 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 based on materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):
- |     |
|-----|
| Nil |
|-----|
- 3 Of the instances disclosed in Question 2 above, details of the Appeal/Revision preferred in cases where monetary or non-monetary action has been appealed:
- | Case details    | Name of the regulatory/enforcement agencies/judicial institutions |
|-----------------|---|
| Not Applicable. |   |
- 4 Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.
- |  |
|--|
| Yes, the Code of Conduct, applies to all employees, encourages ethical business conduct and prohibits seeking uncompetitive favours. It promotes transparency by prohibiting unlawful acts, such as bribery and corruption, and emphasizes the elimination of fraud. |
|--|

- 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	FY 2022-23	Amount (in INR)	Brief of the case	Has an appeal been preferred? (Yes/No)
Directors					
KMPs			Nil		
Employees					

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

Category	FY 2023-24		FY 2022-23	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	No complaints received	Nil	No complaints received
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	No complaints received	Nil	No complaints received

- 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.
- There were no cases of corruption or conflict of interest which required action by regulators/law enforcement agencies/judicial institutions.

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

	FY 2023-24	FY 2022-23
Number of days of accounts payables	19.45	40.07

- 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 and investments, with related parties, in the following format:

Parameter	Metrics	FY 2023-24	FY 2022-23
Concentration of Purchases	a. Purchases from trading houses as % of total purchases		
	b. Number of trading houses where purchases are made from	NA	NA
	c. Purchases from top 10 trading houses as % of total purchases from trading houses		
Concentration of Sales	a. Sales to dealers/distributors as % of total sales		
	b. Number of dealers/distributors to whom sales are made	NA	NA
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors		
Share of RPTs in	a. Purchases (Purchases with related parties/Total Purchases)	5	4
	b. Sales (Sales to related parties/Total sales)	2	8
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)	100	100
	d. Investments (Investments in related parties/Total Investments made)	100	100

## P2 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:

Category	FY 2023-24	FY 2022-23	Details of improvements in environmental and social impacts
R&D			
Capex		Nil	NA

- 2 Does the entity have procedures in place for sustainable sourcing? (Yes/No)
- Currently, the company doesn't have a process for sustainable sourcing. We are in the process of designing our Net Zero roadmap which will cover certain environmental strategies with the inclusion of suppliers and value chain partners.
- If yes, what percentage of inputs were sourced sustainably?
- 

- 3 Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for:

Plastics (including packaging)	As an IT/ITeS company, MPS follows the Fixed Assets Disposal policy. MPS IT team evaluates the life of an IT hardware asset based on its usability and age. IT assets past their use date and beyond repair qualify for scrapping. IT team selects an e-waste-certified vendor who collects such scrap assets from MPS and disposes of them safely as per the government or environmental norms. A material disposal certificate is issued to the company based on this e-disposal.
E-waste	
Hazardous waste	
Other waste	

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

## P3 Businesses should respect and promote the well-being of all employees, including those in their value chains

### ESSENTIAL INDICATORS

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care Facilities	
	Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)	
<b>Permanent Employees</b>											
Male	1,609	1,153	72	1,609	100	-	-	1,609	100	-	-
Female	797	506	63	797	100	797	100	-	-	-	-
<b>Total</b>	<b>2,406</b>	<b>1,659</b>	<b>69</b>	<b>2,406</b>	<b>100</b>	<b>797</b>	<b>33</b>	<b>1,609</b>	<b>66.87</b>	<b>-</b>	<b>-</b>
<b>Other than Permanent Employees</b>											
Male	15	-	-	-	-	-	-	-	-	-	-
Female	20	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>35</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

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

The entire workforce is categorized as “Employees,” with no individuals classified as “Workers.” Therefore, the information required for the “Workers” category in all sections is not applicable.

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

	FY 2023-24	FY 2022-23
Cost incurred on well-being measures as a % of total revenue of the Company	0.27	0.26

**2 Details of retirement benefits, for Current and Previous FY:**

Benefits	FY 2023-24			FY 2022-23		
	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	-	Y	100	-	Y
Gratuity*	100	-	Y	100	-	Y
ESI	32	-	Y	37	-	Y
Others - please specify	-	-	-	-	-	-

\*Note: All regular employees who completed 4.7 (Four Years and 240 days) years of continuous tenure of their service are eligible for Gratuity.

**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, our premises and offices are accessible to differently abled employees. Facilities such as wheelchairs are also available on demand.
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4 Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.	Yes, the company has a Diversity, Equity and Inclusion Policy which gives equal opportunities to persons with disabilities in terms of recruitment, compensation, benefits, professional development, trainings and promotions. The policy is available for all the employees on the intranet.
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**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

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, then give details of the mechanism in brief)
Permanent workers	The grievance procedure given by the Company applies to all employees of the Company. It promotes open conversation and solving concerns quickly and fairly. The grievance can be solved through informal or formal procedures depending on the seriousness of the issue.
Other than permanent workers	
Permanent employees	The Company also has a “Whistle Blower Policy” in place which provides a platform for employees to raise concerns for actions that: <ul style="list-style-type: none"> <li>• May lead to incorrect financial reporting</li> <li>• Are not in line with the Code of Conduct</li> <li>• Are unlawful</li> <li>• Otherwise amount to serious improper conduct</li> </ul> The complaints can be submitted via email & in-person meetings with Ombudsperson*. <p>* <a href="https://www.mpslimited.com/Policies/Whistle-Blower.pdf">https://www.mpslimited.com/Policies/Whistle-Blower.pdf</a>.</p>
Other than Permanent Employees	

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

Category	FY 2023-24			FY 2022-23		
	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)
<b>Total permanent employees</b>						
Male	1,609	19	1	1,499	25	2
Female	797	21	3	711	19	3
<b>Total permanent workers</b>						
Male	NA			NA		
Female	NA			NA		

8 Details of training given to employees and workers:

Category	FY 2023-24					FY 2022-23				
	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)
<b>Employees</b>										
Male	1,609	415	26	143	9	1,499	467	31	0	0
Female	797	146	18	61	8	711	231	33	0	0
<b>Total</b>	<b>2,406</b>	<b>561</b>	<b>23</b>	<b>204</b>	<b>8</b>	<b>2,210</b>	<b>698</b>	<b>32</b>	<b>0</b>	<b>0</b>



## 9 Details of performance and career development reviews of employees and workers:

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Total Permanent Employees</b>						
Male	1,609	1,609	100	1,499	1,499	100
Female	797	797	100	711	711	100
<b>Total</b>	<b>2,406</b>	<b>2,406</b>	<b>100</b>	<b>2,210</b>	<b>2,210</b>	<b>100</b>

## 10 Health and safety management system:

<b>a</b>	Whether an occupational health and safety management system has been implemented by the entity? (Yes/No). If yes, the coverage of such a system?	Yes, the Company has a health and safety policy and procedures in place to ensure the safety and well-being of its employees. The policy provides adequate control on the safety, health and welfare of people engaged in work or employment.
<b>b</b>	What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	Our company operates primarily in an office environment where traditional occupational health and safety risks are minimal. While we do not have a formalized health and safety management system or comprehensive risk management protocols, we prioritize basic safety measures. We have visibly marked emergency exits and conducted regular mock fire drills to ensure employee preparedness in case of emergencies. Additionally, we maintain a clean and ergonomically friendly workspace to support the well-being of our staff.
<b>c</b>	Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)	Yes, the company maintains an open-door policy where employees can freely communicate any safety concerns to management. We are committed to ensuring a safe work environment and addressing any issues promptly.  The Health and Safety policy states that the staff is to report any current or potential situation at work which is a threat to personal safety. All incidents or situations are to be reported to the management.
<b>d</b>	Do the employees/worker of the entity have access to non-occupational medical and healthcare services? (Yes/No)	Yes, we regularly conduct health check-ups for our employees.

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

Safety incident/number	Category	FY 2023-24	FY 2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
	Workers		
Total recordable work-related injuries	Employees		
	Workers		
No. of fatalities	Employees		
	Workers		
High consequence work-related injury or ill-health (excluding fatalities)	Employees		
	Workers		

<b>12</b>	Describe the measures taken by the entity to ensure a safe and healthy workplace.	<p>A health and safety policy is in place to address the health, safety and welfare needs of employees, consultants, contractors, vendors and visitors of the company. It includes various procedures to ensure health and safety in the workplace. A few examples are as follows:</p> <ul style="list-style-type: none"> <li>• Department heads and the Administration Department are responsible for the correct execution of the given procedures.</li> <li>• Good housekeeping is followed to keep the aisles and gangways obstruction-free in case of any emergency.</li> <li>• Ventilation, temperature, lighting and noise are kept in check. Smoking is prohibited.</li> <li>• For fire safety, awareness regarding fire hazards and fire drills are conducted.</li> <li>• First Aid provision is available at all times.</li> </ul>
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**13 Number of complaints on the following made by employees and workers:**

Category	FY 2023-24			FY 2022-23		
	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	NA	Nil	Nil	NA
Health & safety	Nil	Nil	NA	Nil	Nil	NA

**14 Assessments for the year:**

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

<b>15</b>	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.	<p>The company has not witnessed any safety-related incidents in the office premises. The initiatives taken by the Company are as follows:</p> <ol style="list-style-type: none"> <li>1) Safety at the workplace is one of the highest priorities of the Company. We have always focused on building a culture of safety, emphasizing individual responsibility.</li> <li>2) To raise safety awareness and reinforce that safety is everyone’s responsibility, we put placards, posters and signboards at strategic places.</li> <li>3) We regularly conduct mock drills related to fire and safety, to ensure employee preparedness in case of emergencies.</li> </ol>
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## LEADERSHIP INDICATORS

1	Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).	Yes, the Company has a Group Personal Accident (GPA) policy in place that provides benefits to the nominee in the event of an employee's death.
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2	Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.	The Company does not maintain the respective deposits pertaining to statutory dues of their value chain partners.
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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:

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	FY 2022-23	FY 2023-24	FY 2022-23
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? <b>(Yes/No)</b>	No
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## 5 Details on assessment of value chain partners:

Category	% of value chain partners (by value of business done with such partners) that were assessed
Health & safety practices	No assessment of value chain partners was conducted.
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
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## P4 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.	Our stakeholder identification process is grounded in inclusivity, materiality and responsiveness. We consider stakeholder groups directly or indirectly impacted by our operations, as well as those to whom we have a legal, financial or moral responsibility. Additionally, we evaluate stakeholders who influence or impact our strategy and decision-making. This approach reflects our commitment to building trust-based relationships with stakeholders and understanding their priorities to create shared value for all.
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- 2 List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group:

S. No.	Stakeholder group	Whether identified as vulnerable & marginalized group (Yes/No)	Channels of communication (email, SMS, newspaper, pamphlets, advertisement, community meetings, notice board, website, other)	Frequency of engagement (annually/half yearly/quarterly/others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
1	Employee	No	Meetings	Quarterly	Scope of engagements including performance and career reviews, training programs and learning opportunities
2	Supplier	No	Meetings	As and when required	MPS collaborates with suppliers and service providers, ensuring adherence to the Code of Conduct
3	Customer/Client	No	Emails as required and through the website	As and when required	Customer feedback and testimonials to enhance the quality of services and build strong relationships
4	Investors (other than shareholders)	No	Online meetings	As and when required	Meetings are conducted to discuss business strategies, performance and CSR initiatives, understand expectations and help them raise any concerns.
5	NGOs; government; regulatory bodies (SEBI, stock exchanges, etc.)	No	Meetings, emails, seminars, press releases	As and when required (at least annually)	Ensure full compliance with all applicable laws.

## P5 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			FY 2022-23		
	Total (A)	No. of employees/workers covered (B)	% (B/A)	Total (C)	No. of employees/workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	2,406	2,023	84	2,210	2,210	100
Other than permanent	35	-	-	26	26	100
<b>Total</b>	<b>2,441</b>	<b>2,023</b>	<b>83</b>	<b>2,236</b>	<b>2,236</b>	<b>100</b>

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

Category	FY 2023-24					FY 2022-23				
	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)
<b>Employees</b>										
<b>Permanent</b>										
Male	1,609	4	0.24	1,605	100	1,499	40	3	1,459	97
Female	797	2	0.24	795	100	711	6	1	705	99
<b>Other than permanent</b>										
Male	15	-	-	15	100	15	-	-	15	100
Female	20	-	-	20	100	11	-	-	11	100

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

Category	Male		Female	
	Number	Median remuneration/salary/wages of respective category (INR)	Number	Median remuneration/salary/wages of respective category (INR)
Board of Directors (BoD)	Refer to Annexure B of the Director's report			
Key Managerial Personnel (KMP)				
Employees other than BoD and KMP	1,606	3.40	797	3.28

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

	FY 2023-24	FY 2022-23
Gross wages paid to females as % of total wages	29	NA

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
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5	Describe the internal mechanisms in place to redress grievances related to human rights issues.	A grievance mechanism procedure has been established to address any concerns and applies to all Company employees. It promotes open communication and aims to resolve issues fairly and promptly. This mechanism includes two types of procedures: informal and formal. In the informal procedure, employees discuss work-related grievances with their manager, who works towards resolving the issue. The formal procedure involves formally notifying the grievance in writing, followed by a meeting and an appeal stage.
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**6 Number of complaints on the following made by employees and workers:**

Category	FY 2023-24			FY 2022-23		
	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	NIL			NIL		
Discrimination at workplace						
Child labour						
Forced labour/Involuntary labour						
Wages						
Other human rights related issues						

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

	FY 2023-24	FY 2022-23
Total complaints reported under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	NIL	NIL
Complaints on POSH as a % of female employees/workers		
Complaints on POSH upheld		

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

The Company has implemented a policy aimed at preventing sexual harassment in the workplace. This policy applies to all employees and includes a grievance redressal process overseen by an Internal Complaints Committee.

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

Yes, as per the request of our customers/vendors. We are progressively looking to encourage our suppliers and vendors to establish sustainable practices.

**10 Assessments for the year:**

Category	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	MPS internally monitors compliance with all relevant laws and policies pertaining to these issues. There have been no observations received during FY2023-24.
Forced/Involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

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

No incidence required any corrective actions during FY2023-24.

## P6 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	FY 2022-23
<b>From renewable sources</b>		
Total electricity consumption (A) (in GJ)	-	-
Total fuel consumption (B) (in GJ)	-	-
Energy consumption through other sources (C)	-	-
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>-</b>	<b>-</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D)	10,177.60	10,589.84
Total fuel consumption (E)	479.44	762.76
Energy consumption through other sources (F)	-	-
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>10,657.04</b>	<b>11,352.60</b>
<b>Total energy consumed (A+B+C+D+E+F)</b>	<b>10,657.04</b>	<b>11,352.60</b>
<b>Energy intensity per rupee of turnover</b> (Total energy consumed/Revenue from operations) (in lacs)	0.32	0.38
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total energy consumed/revenue from operations adjusted for PPP)	0.014	-
<b>Energy intensity in terms of physical output</b>	NA	NA
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-
Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.	No independent assessment/evaluation/assurance has been carried out by an external agency.	

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

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

S. No.	Parameter	FY 2023-24	FY 2022-23
<b>Water withdrawal by source (in kilolitres)</b>			
i	Surface water	-	-
ii	Groundwater	-	-
iii	Third party water	250	78
iv	Seawater / Desalinated water	-	-
v	Other	-	-
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>		250	78
<b>Total volume of water consumption (in kilolitres)</b>		250	78
Water intensity per rupee of turnover (Water consumed/revenue from operations) (kL/₹) (in lacs)		0.076	0.0026
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total water consumption/Revenue from operations adjusted for PPP)		0.0003	-
<b>Water intensity in terms of physical output</b>		NA	NA
Water intensity ( <i>optional</i> ) – the relevant metric may be selected by the entity		-	-
Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.		No independent assessment/evaluation/assurance has been carried out by an external agency.	

## 4 Provide the following details related to water discharged:

S. No.	Parameter	FY 2023-24	FY 2022-23
<b>Water discharge by destination and level of treatment (in kilolitres)</b>			
To surface water	No treatment	-	-
	With treatment – please specify level of treatment	-	-
To groundwater	No treatment	-	-
	With treatment – please specify level of treatment	-	-
To seawater	No treatment	-	-
	With treatment – please specify level of treatment	-	-
Sent to third parties	No treatment	60	42
	With treatment – please specify level of treatment	-	-
Others	No treatment	-	-
	With treatment – please specify level of treatment	-	-
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 independent assessment/evaluation/assurance has been carried out by an external agency.	



5	Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.	A zero liquid discharge mechanism is currently not applicable as the company discharges no or a negligible quantity of water hence no mechanism has been implemented currently.
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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	FY 2022-23
NO <sub>x</sub>	gm/Kg-hr	0.252	0.287
SO <sub>x</sub>	gm/Kg-hr	0.078	0.114
Particulate matter (PM)	gm/Kg-hr	0.091	0.120
Persistent organic pollutants (POP)		Not Applicable	
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others – please specify	-	-	-
Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.		No independent assessment/evaluation/assurance has been carried out by an external agency.	

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

Parameter	Unit	FY 2023-24	FY 2022-23
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	CO <sub>2</sub> in MT	136.65	276.75
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	CO <sub>2</sub> in MT	2,024.21	2,382.68
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b> (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations)	CO <sub>2</sub> in MT/ Lacs of turnover	0.06	0.08
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations adjusted for PPP)	-	0.002	-
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b>	NA	NA	NA
Total Scope 1 and Scope 2 emission intensity ( <i>optional</i> ) – per ton of production	-	NA	NA
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 independent assessment/evaluation/assurance has been carried out by an external agency.	

8	Does the entity have any project related to reducing GHG emissions? If yes, then provide details.	The Company is currently in the process of setting GHG emission reduction targets and finalizing its road map for its Net Zero commitment.
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## 9 Provide details related to waste management by the entity, in the following format:

Parameter	FY 2023-24	FY 2022-23
<b>Total waste generated (in metric tonnes)</b>		
Plastic waste (A)	-	-
E-waste (B)	4,170	4,708
Biomedical waste (C)	-	-
Construction and demolition waste (D)	-	-
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.)	-	250
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>4,170</b>	<b>4,958</b>
<b>Waste intensity per rupee of turnover</b> (Total waste generated/Revenue from operations) (in lacs)	0.12	0.17
<b>Waste intensity per rupee of turnover adjusted Purchasing for Power Parity (PPP)</b> (Total Revenue waste from generated/operations adjusted for PPP)	0.005	-
<b>Waste intensity in terms of physical output</b>	-	-
Waste intensity ( <i>optional</i> ) – the relevant metric may be selected by the entity	-	-
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes):</b>		
<b>Category of waste</b>		
i Recycled	-	-
ii Reused	-	-
iii Other recovery operations	-	-
<b>Total</b>	-	-
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes):</b>		
<b>Category of waste</b>		
i. Incineration	-	-
ii. Landfill	-	-
iii. Other disposal methods	-	-
<b>Total</b>	-	-
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 independent assessment/evaluation/assurance has been carried out by an external agency.	

<b>10</b>	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.	As an IT/ITeS company, MPS does not engage in the manufacturing of physical products and consequently does not utilize any hazardous or toxic chemicals in its operations. It is important to highlight that our building management is fully compliant with and certified by authorities for "Door-to-door collection of Municipal Solid Waste," ensuring its scientific handling, storage and transportation to designated waste processing and disposal sites.
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**11 If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wild-life 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.
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No, we don't have any offices in/around ecologically sensitive areas.

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

S. No.	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
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No

**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 the applicable environmental law/regulations/guidelines in India.

S. No.	Specify the law/regulation/guidelines which was not complied with	Provide details of the non-compliance	Any fines/penalties/action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
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Not Applicable

**P7 Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent**

**ESSENTIAL INDICATORS**

<b>1a</b>	Number of affiliations with trade and industry chambers/associations.	1 (One)
<b>1b</b>	List the top 10 trade and industry chambers/associations (determined based on the total members of such body) the entity is a member of/affiliated to, in the following format:	
	<b>Name of the trade and industry chambers/associations</b>	<b>Reach of trade and industry chambers/associations (State/National)</b>
	MPS Limited is a member of "Services Export Promotion Council (SEPC)"	

- 2 Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities.
- There is no action taken or underway against the Company on any issues related to anti-competitive conduct.

S. No.	Name of authority	Brief of the case	Corrective action taken
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No adverse order received in the previous financial year.

## P8 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.

S. No.	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
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Not Applicable

- 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)
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Not Applicable

- 3 Describe the mechanisms to receive and redress grievances of the community.
- MPS has established a feedback portal to receive complaints or critiques from the community. All agreements between MPS and stakeholders include clauses regarding the handling of grievances and disputes. Furthermore, we actively engage with the community by partnering with CSR agencies to make contributions in identified areas, focusing on enhancing education and healthcare facilities.

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

Category	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/small producers	Not Applicable	
Sourced directly from within the district and neighbouring districts		

- 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	FY 2022-23
Rural	-	-
Semi-urban	-	-
Urban	-	-
Metropolitan	100	100

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

## P9 Businesses should engage with and provide value to their consumers in a responsible manner

### ESSENTIAL INDICATORS

1	Describe the mechanisms in place to receive and respond to consumer complaints and feedback.	Yes, a web portal is available where stakeholders can submit their complaints: <a href="https://www.mpslimited.com/contact-us/">https://www.mpslimited.com/contact-us/</a> Each customer concern is addressed with utmost care at all levels. MPS teams acknowledge and analyse the incidents and develop an action plan to resolve it. We engage with the customer and regularly update customers about the progress of action taken. Any feedback from the customer is taken positively and action plans are refined to ensure utmost customer satisfaction.
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- 2 Turnover of products and services as a percentage of turnover from all products/services that carry information about:

	As a percentage to total turnover
Environmental and social parameters relevant to the product	Not Applicable
Safe and responsible usage	
Recycling and/or safe disposal	

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

Category	FY 2023-24			FY 2022-23		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	There were no Data Privacy/Advertising/Cyber-security/Delivery of essential services/Restrictive Trade Practices/Unfair Trade Practices complaints received.					
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive trade practices						
Unfair trade practices						
Other						

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

	Number	Reasons for recall
Voluntary recalls	Not Applicable	
Forced recalls		

- 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, there is a framework for cyber-security and risks related to data privacy and can be accessed at <https://www.mpslimited.com/privacy-notice/>.

- 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.
- There were no consumer complaints reported till date.

**7** Provide the following information relating to data breaches:

<b>a</b>	Number of instances of data breaches	0
<b>b</b>	Percentage of data breaches involving personally identifiable information of customers	0
<b>c</b>	Impact, if any, of the data breaches	There were no data breaches reported till date.

**For and on behalf of the Board of Directors**

**Date: 21 May 2024**  
**Place: Florida, USA**

**Rahul Arora**  
**Chairman and CEO**  
**DIN:05353333**