

September 05, 2024

National Stock Exchange of India Limited
Exchange Plaza, 5th Floor,
Bandra Kurla Complex,
Mumbai 400051
SYMBOL: SEPC

BSE Limited
14th Floor, PJ Towers,
Dalal Street,
Mumbai 400051
Scrip Code: 532945

Dear Sir/Madam,

Sub: Business Responsibility and Sustainability Report for the financial year 2023-24

Pursuant to the requirements of Regulation 34(2) (f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we hereby enclosed the Business Responsibility and Sustainability Report (BRSR) for the financial year 2023-24 which also forms part of the Annual Report.

We request you to take the same on record.

Thanking you,

Yours faithfully,

For SEPC Limited

T Sriraman

Company Secretary & Compliance Officer

Encl.:a.a.



SEPC Limited
(Formerly Shriram EPC Ltd)
Regd. Office : 'Bascon Futura SV', - 3rd Floor,
10/1, Venkatanarayana Road, T. Nagar, Chennai - 600 017. Phone : +91-44-4900 5555
E-mail : info@sepc.in Website : www.sepc.in
CIN: L74210TN2000PLC045167



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

Business Overview

SEPC Limited (formerly Shriram EPC Ltd) is one of the country's leading service provider of integrated design, engineering, procurement, construction and project management services for water infrastructure, process and metallurgy plants, power plants, and mines and mineral processing. SEPC has a proven track record, having executed some of the most complex and technically challenging projects across the country and overseas. Your Company offers services relating to industrial processes, metallurgy, thermal power plants, biomass power plants, Mines and Mineral processing, water and waste and water management and distribution systems.

The Business Responsibility & Sustainability Report (BRSR) is aligned with the National Voluntary Guidelines (NVGs) on Social, Environmental and Economic Responsibilities of Business, issued by the Ministry of Corporate Affairs (MCA) and is in accordance with clause (f) of sub-regulation (2) of Regulation 34 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended from time to time (Listing Regulations).

Your Company's Business Performance and Impacts are disclosed based on the 9 Principles as mentioned in the NVGs.

Principle 1 Ethics, Transparency & Accountability	Principle 2 Product Life Cycle Sustainability	Principle 3 Employee Well-Being
Principle 4 Stakeholder Engagement	Principle 5 Human Rights	Principle 6 Environment
Principle 7 Policy Advocacy	Principle 8 Inclusive Growth and Equitable Development	Principle 9 Customer Value Creation

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L74210TN2000PLC045167
2	Name of the Listed Entity	SEPC Limited
3	Year of incorporation	12/06/2000
4	Registered office address	No. 10/1 3 rd Floor, BASCON FUTURA SV IT Park Venkatanarayana Road, T. Nagar, Chennai- 600017

5	Corporate address	No. 10/1 3 rd Floor, BASCON FUTURA SV IT Park Venkatanarayana Road, T. Nagar, Chennai- 600017
6	E-mail	tsr@sepc.in/info@sepc.in
7	Telephone	044 4900 5555
8	Website	https://www.sepc.in/
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 Limited
11	Paid-up Capital	₹ 14,09,81,36,330
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	T. Sriraman, Company Secretary Telephone: 044-49005555 Email: tsr@sepc.in
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone Basis
14	Name of the Assurance Provider	NA
15	Type of Assurance obtained	NA

II. Products/services

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

S.No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Construction	Engineering, Procurement and Construction of Water Supply and Distribution, Sewage treatment plants, Power plants, Minerals & Metal process plants etc.	100%

15. 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.	Construction of long distance drinking water pipe lines	42203	92%
2.	Construction of roads	42101	7%
3.	Project Management activities	7110	1%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	-	13	13

IV. Employees

18. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No.(B)	%(B/A)	No.(C)	%(C/A)
EMPLOYEES						
1.	Permanent(D)	229	206	89.96%	23	10.04%
2.	Other than Permanent(E)	17	17	100%	0	0%
3.	Total employees (D+ E)	246	223	91%	23	9%
WORKERS						
4.	Permanent(F)	-	-	-	-	-
5.	Other than Permanent(G)	281	271	96.44%	10	3.56%
6.	Total workers (F+G)	281	271	96.44%	10	3.56%

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No.(B)	%(B/A)	No.(C)	%(C/A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent(D)	2	2	100%	0	0%
2.	Other than Permanent(E)	0	0	0%	0	0%
3.	Total differently abled employees (D+ E)	0	0	0%	0	0%
DIFFERENTLY ABLED WORKERS						
4.	Permanent(F)	0	0	0%	0	0%
5.	Other than Permanent(G)	0	0	0%	0	0%
6.	Total differently abled workers (F+G)	0	0	0%	0	0%

19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No.(B)	%(B/A)
Board of Directors	6	1	16.66
Key Management Personnel	3	0	0

Location	Number of plants	Number of offices	Total
International	-	1	1

17. Markets served by the entity:

a. Number of locations

Locations	Number
National(No.ofStates)	13
International(No.ofCountries)	1

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

NIL

c. A brief on types of customers

The Company's business is construction of infrastructure. Some of the major clients include State and Central Government departments, public sector entities, ministries, local municipal bodies.

20. Turnover rate for permanent employees and workers

Particulars	FY 2023-2024 (Turnover rate in current FY)			FY 2022-2023 (Turnover rate in previous FY)			FY 2021-2022 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	17%	2%	19%	19%	2%	21%	34%	13%	32%
Permanent Workers	--	--	--	--	--	--	--	--	--

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

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

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at Column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Shriram EPC FZE, Sharjah	Subsidiary	100.00%	No
2	Shriram EPC Arkan LLC	Step-down Subsidiary	70.00%	No
3	SEPC Arabia Company Limited*	Subsidiary	100%	No
4	Shriram EPC Eurotech Environmental Pvt Ltd - JV	Joint Venture	NA	No
5	SEPC DRS ITPL JV	Joint Venture	NA	No
6	Mokul Shriram EPC JV	Joint Venture	NA	No
7	Larsen & Toubro Limited Shriram EPC JV	Joint Venture	NA	No

* Company registered in Saudi Arabia and awaiting investment by the Company.

VI. CSR Details

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Not applicable
 (ii) Turnover (in ₹) - 606.55 Crores
 (iii) Net worth (in ₹) - 1207.39 Crores

Note: The details from the standalone financial statements are considered for CSR disclosure.

VII. Transparency and Disclosures Compliances

23. 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 Current Financial Year			FY 2022 - 23 Previous Financial Year		
		Number of complaints filed During the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed During the year	Number of complaints pending resolution at close of the year	Remarks
Communities	https://www.sepc.in/pdf/Community-Grievance-Redress.pdf	NIL	NIL	NA	Nil	Nil	NA
Investors (other than shareholders)	NIL	NIL	NIL	NA	Nil	Nil	NA

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 Current Financial Year			FY 2022 - 23 Previous Financial Year		
		Number of complaints filed During the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed During the year	Number of complaints pending resolution at close of the year	Remarks
Shareholders	https://www.sepc.in/investors-contacts.aspx	7	NIL	Governed by Grievance Redressal Mechanism under REG.13 of SEBI (LODR) Regulations, 2015	1	Nil	Resolved 1
Employees and workers	https://www.sepc.in/pdf/Employee-Grievance.pdf	NIL	NIL		Nil	Nil	N. A
Customers	NO	NO	NO		-	-	-
Value Chain Partners*	NO	--	--		-	-	-
Other (please specify)	--	--	--		-	-	-

* The leadership team conducts meetings with the customers and other value chain partners periodically

24. 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)
01	Ambitious targets for water for all in the country	opportunity	The Har ghar Jal initiative announced by GOI , aims to provide every rural house hold with affordable and regular access to safe drinking water thro taps by 2024		Positive
02	Climate change and Environmental and social matters	Opportunity	Stringent regulation on emission norms for the existing /new power plants provides fresh opportunity for bidding fuel gas desulfurization(FGD)projects. The prohibition on open cast mining and approval for underground mining as they have lower environmental food print.		Positive

S. No.	Material issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
03	Cyclical nature of Business	Risk	Any slow down in domestic or global business environment will have impact on business sustainability	Company is present in multiple verticals to deal with any slow down in one sector will offset with the progress with the other	negative

SECTIONB: MANAGEMENT AND PROCESS DISCLOSURES

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

	Disclosure Questions	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)	Y	N	Y	Y	Y	Y*	Y	Y	Y*
	b. Has the policy been approved by the Board? (Yes/No)	YES								
	c. Web Link of the Policies, if available	https://www.sepc.in/Companies-Act-and-SEBI-Compliances.aspx								
2	Whether the entity has translated the policy into procedures. (Yes / No)	Y	NA	Y	Y	Y	Y	Y	Y	N
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	NA	Y	N	Y	Y	Y	Y	Y
4	Name of the national and international codes/ certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest, Alliance, Trustea) standards (e.g. SA8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle	Yes. Third party audit agencies including, TUV-Nord, conduct audits in various businesses on different standards such as ISO 14001:2018, ISO 45001:2018. During the audit process, they check policy elements, procedures, action plans, review process, etc.								
5	Specific commitments, goals and targets Set by the entity with defined timelines, if any.	NA								
6	Performance of the entity against the specific commitments, goals and targets along with reasons in case the same are not met.	NA								
Governance, leadership and oversight										
7	Statement by director responsible for the business responsibility report, highlighting ESG Related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	SEPC Limited gives importance to Environment protection, Sustainability and Governance. Imbibing ESG principles in our core business of providing end-to-end solutions to engineering challenges, offering multi-disciplinary design, engineering, procurement, construction and project management services, while striving to deliver reliable and quality services to our clients. The Company employs contract workers and focuses on providing equal opportunity, ensuring diversity and inclusion, workplace safety and well being for all employees and workers. The Company has fair and transparent governance and disclosure practices, through the Code of Conduct, Whistle-blower Policy and other detailed procedures to ensure compliance and uphold its principles.								
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	The CEO and MD and the board are the highest authority responsible for the implementation and oversight of the business responsibility policy								

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9									
Policy and management processes																			
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.	The CEO and MD and the board are the highest authority responsible for sustainability related issues .																	
10 Details of Review of NGRBCs bythe Company:																			
Subject for Review		Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/Half yearly/ Quarterly/ Anyother– please specify)								
		P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P
		1	2	3	4	5	6	7	8	9	1	2	3	4	5	6	7	8	9
Performance against above policies and follow up action		Y	NA	Y	Y	Y	Y	-	Y	Y	A	A	A	A	A	A	-	A	A
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances		Y	NA	Y	Y	Y	Y	-	Y	Y	A	A	A	A	A	A	-	A	A
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.	The implementation of the Company's Code of Conduct and other policies are reviewed through internal audit/control function. The Quality, Safety & Health and Environmental policies are subject to internal reviews for continuous assessment by the Quality Control Department. Most of the policies adopted by the Company for ensuring the orderly and efficient conduct of business including adherence to Company's policies have been evaluated periodically by an independent external agency as a part of internal financial control requirement.																	
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 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)		-	-	-	-	-	-	-	-	-									
The Company through the industry associations endeavor to promote growth, technological progress and sustainable business principles. Therefore, company has not evolved a separate public policy.																			

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	6	Operation and performance Future outlook and strategy Internal financial control Regulatory updates (LODR)	100%
Key Managerial Personnel	3	Critical issues in GST litigation ESG reporting-investor Approach and expectations Structured digital database Regularity updates Updates on pit regularisation	100%
Employees other than BoDs and KMPs	40	Basic excel training Fire Mock drill HR Analytics Fire protection- N2 gas injection on SERGI system Safety Awareness POSH- Awareness Programme Planning for a Net Zero City Regulatory Changes and Challenges and Liability of Company Secretary & Directors	96%
Workers	NA	NA	NA

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

Monetary

	NGRBC principle	Name of regulatory/ enforcement agencies/ judicial institutions	Amount (INR)	Brief of case	Has an appeal been preferred (Yes/No)
Penalty/Fine	NIL	NIL	NIL	NIL	NIL
Settlement	NIL	NIL	NIL	NIL	NIL
Compounding fee	NIL	NIL	NIL	NIL	NIL

Non - Monetary

	NGRBC principle	Name of regulatory/ enforcement agencies/ judicial institutions	Amount (INR)	Brief of case	Has an appeal been preferred (Yes/No)
Imprisonment	NIL	NIL	NIL	NIL	NIL
Punishment	NIL	NIL	NIL	NIL	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	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. <https://www.sepc.in/pdf/Business-Conduct.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: **Nil**
6. Details of complaints with regard to conflict of interest:

	FY 2023- 2024 (Current Financial Year)		FY 2022 - 2023 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Nil	Nil	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Nil	Nil	Nil

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. - NIL
8. Number of Days of Accounts Payable ((Accounts payable * 365)/ (Cost of Goods/services procured) in the following format

	FY 2023-24	FY 2022-23
Number of days of Accounts Payables	172	280

9. Openness of Business:

Provide the 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	FY 2022-23
Concentration of purchases	a. Purchases from trading houses as a percentage of total purchases	NII	NII
	b. Number of trading houses from where purchases were made	NII	NII
	c. Purchases from Top 10 Trading houses as a percentage of total purchases from trading houses	NII	NII
Concentration of Sales	a. Sales to dealers/ distributors as a percentage of total sales	NII	NII
	b. Number of dealers/ distributors to whom sales were made	NII	NII
	c. Sales to Top 10 dealers/ as a percentage	NII	NII

Leadership Indicators

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

Total number of awareness programmes held	Topics / principles covered under the training	% age of value chain partners covered (by value of business done with such partners) under the awareness programmes
NIL	NIL	NIL

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

Company has approved code of conduct for all the Board of Directors and the Senior Management available on the website. <https://www.sepc.in/Companies-Act-and-SEBI-Compliances.aspx>

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.

	Current Financial Year – 2023-2024	Previous Financial Year – 2022 -2023	Details of improvements in environmental and social impacts
R&D	Nil	Nil	NA
Capex	Nil	Nil	NA

2. a) Does the entity have procedures in place for sustainable sourcing? YES
 b) If yes, what percentage of inputs were sourced sustainably? 100%

The Company has adopted various methodologies for sustainable sourcing. Some of the mechanisms are as follow: •

The Company gives priority to social, ethical, and environmental performance of suppliers, while sourcing materials and availing services

The Company is in the business of EPC which does not involve any manufacturing, hence there is no reclaimable waste generation

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 - NA
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.

In India, EPR is applicable for plastic waste and electronics waste and recently it is mandated for import of items with plastic packaging. The Company has businesses in EPC projects and Hi-Tech Manufacturing and does not manufacture any plastic products

Leadership Indicators

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

NIC Code	Name of Product /Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link
Not Applicable					

2. If there are any significant social or environmental concerns and/ or risks arising from production or disposal of your products/ services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Name of Product/Service	Description of the risk/concern	Action taken
Not Applicable		

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

Indicate Input Material	Recycled or reused input material to total material	
	FY 2023- 2024 (Current Financial Year)	FY 2022 - 2023 (Previous Financial Year)
Not Applicable		

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

	FY 2023- 2024 (Current Financial Year)			FY 2022 - 2023 (Previous Financial Year)		
	Re-used	Recycled	Safely disposed	Re-used	Recycled	Safely disposed
Plastics (Including packaging)	Not Applicable					
E waste						
Hazardous waste						
Other waste						

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
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)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% B/A	Number ('C)	% C/A	Number ('D)	% D/A	Number ('E)	% E/A	Number(F)	% F/A
Permanent Employees											
Male	206	206	100%	206	100%	NIL	0%	206	100%	NIL	0%
Female	23	23	100%	23	100%	23	100%	NIL	0%	NIL	0%
Other than permanent Employees											
Category	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
Male		NA									
Female		NA									

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

Category	TOTAL (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% B/A	Number ('C)	% C/A	Number ('D)	% D/A	Number ('E)	% E/A	Number(F)	% F/A
Permanent Workers											
Male		NA									
Female		NA									
Other than permanent Workers											
Category	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
Male	271	271	100%	271	100%	NA	NA	271	100%	NA	NA
Female	10	10	100%	10	100%	10	100%	NA	NA	NA	NA

- c. 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 the well-being measures of employees as a % of total revenue of the company	0.09%	0.12%

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

BENEFITS	FY 2023-2024 Current Financial Year			FY 2022-2023 Previous Financial Year		
	No of Employees covered as a % of total employees	No of workers covered as a % of total workers	Deducted and deposited with the authority Y/N, NA	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, NA
PF	100%	100%	YES	88%	100%	Yes
Gratuity	100%	100%	YES	100%	100%	Yes
ESI	100%	100%	YES	100%	94%	Yes
Others -						
i) EDLI Policy	100%	100%	YES	88%	0	NA
ii) GPA Policy	100%	100%	YES	100%	0	NA
iii) WC policy	100%	100%	YES	0	100%	NA

3. Accessibility of workplaces

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

Most of the companies permanent office buildings are accessible to differently abled employees and workers.

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 – <https://www.sepc.in/pdf/Equal-Opportunity-to-Persons-with-Disabilities.pdf>
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

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

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent employees	Yes
Other than permanent employees	Yes
Permanent workers	Yes
Other than permanent workers	Yes

Employee Grievance Management Policy is made available on the website of SEPC, at following link: <https://www.sepc.in/pdf/Employee-Grievance.pdf>

Yes. Any employee of the company can raise grievance as outlined in the Employees Grievance Redressal Policy for redressal. All employees have been familiarized on the policies and how to escalate the grievance. The grievance can be raised in person or through email with the designated Authority.

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

Category	FY 2023- 2024 (Current Financial Year)			FY 2022-2023 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees/ workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / Workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees						
- Male	Not Applicable					
- Female	Not Applicable					
Total Permanent Workers						
- Male	Not Applicable					
- Female	Not Applicable					

Note : There are no associations or Unions

8. Details of training given to employees and workers:

Category	FY 2023-24					FY 2022-23				
	Total (A)	On Health & safety Measures		On Skill Upgradation		Total (A)	On Health & safety Measures		On Skill Upgradation	
		No. (B)	%(B/A)	No. (C)	%(C/A)		No. (E)	%(E/D)	No. (F)	%(F/D)
Employees										
- Male	206	190	92.23%	15	7.28%	228	171	75%	9	4%
- Female	23	23	100%	23	100%	23	18	78%	12	52%
Workers										
- Male	Not Applicable									
- Female	Not Applicable									

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

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Total (A)	No. B	%B/A	Total (A)	No. D	%D/C
Employees						
- Male	206	183	88.83%	228	205	90%
- Female	23	19	82.61%	23	17	75%
Workers						
- Male	Not applicable					
- Female	Not applicable					

Note: Performance and career development review was carried out for 100% of eligible employees (except new joinees).

10. Health and safety management system:

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

Yes. The company has adopted and implemented the Environment, Health, Safety and Social management systems (EHSS). The EHSS policy covers health and safety and the company is committed to provide safe and healthy working environment for the prevention of work related injuries and ill health. This is implemented at all sites and offices

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

The company has assessed and identified risks relating to all activities through HIRA and have evolved processes to carry out different activities in a safe manner. In order to periodically monitor and review, the company has formed safety committee at all sites and members are encouraged to offer suggestions for improvements. The minutes of the safety committee meetings are reviewed at the corporate level and suggestions for improving the process are evaluated for implementation.

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

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

Yes, all the employees have access to non-occupational medical and healthcare services through tie ups with medical entities in close proximity.

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	0	0
	Workers	0	0
Total recordable work-related Injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

- ✓ Hazards relating to each activity at site have been identified and safe working method to undertake each activity has been developed and implemented at all sites.
- ✓ Personal protective equipments have been provided to all personnel at work site.
- ✓ All maintenance works are carried out with Work permit only. Before taking up the job while issuing work permit a safety talk is given to all the personnel concerned on the possible hazards and steps for safe working are explained.
- ✓ A safety tip is circulated daily which is discussed in detail in the daily tool box talk.
- ✓ There is a system to capture all incidents. Corrective actions are taken to avoid future incidents/ accidents.
- ✓ Internal safety audits are conducted periodically
- ✓ Preventive Maintenance schedule is adhered to strictly.

13. 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
Working Conditions	0	0	0	0	0	-
Health & Safety	0	0	0	0	0	-

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	70% by internal team, 30% by third parties
Working Conditions	70% by internal team, 30% by third parties

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks/ concerns arising from assessments of health & safety practices and working conditions. - No Significant risks identified

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of
 (A) Employees - Yes
 (B) Workers - Yes
2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.
 Statutory dues are remitted from our end no value chain partners are engaged.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Employees	NIL	NIL	NIL	NIL
Workers	NIL	NIL	NIL	NIL

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No) - YES
5. Details on assessment of value chainpartners:

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

6. Provide details of any corrective actions taken or underway to address significant risks/ concerns arising from assessments of health and safety practices and working conditions of value chain partners. – 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.
 SEPC values and recognizes the role and the contribution made by any individual, group or institution that constitute its value chain as a stakeholder. Contribution made by each of one of them is assessed to identify the key stakeholders. This includes employees, community, investors, suppliers, customers etc.,

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

Stakeholders group	Whether identified as Vulnerable and marginalized group (Yes/No)	Channel of communication	Frequency of Engagement (Annually/Half-Yearly/Quarterly/ others – please specify)	Purpose and scope of Engagement including key topics and concerns raised during such engagement
Shareholders	No	AGM, Annual reports, periodical dissemination of information through stock exchanges, addressing queries raised, Grievance redressal etc	Annual, Need basis	Keep the shareholders informed and improve governance practices.
Employees	No	Employee interaction, Performance appraisal, E mail communication, promotion incentives etc	Regular	Helps build good team, upgrade skills and knowledge and align employees towards organizational goals. Career advancement opportunities and adhere to ethical practices.
Community	No	NA		Local development and contribute to better livelihoods
Customers	No	Regular interaction, email communication, meetings held at various levels	Regular, Need basis	Understand their need and strive towards satisfying their needs. Obtain feedback to improve the process. Help customers meet their sustainability goals.
Suppliers	No	Periodical interaction, meetings, email communication	Regular	Improve efficiency through timely supply of quality goods

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.

Consultation with our stakeholders is an ongoing process. We engage with our employees, suppliers and customers regularly during the course of our business. The shareholders have the opportunity to interact with the board members during Annual General Meeting. The Management team reviews the feedback periodically

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. No

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

Consultation with our stakeholders is an ongoing process. We engage with our employees, suppliers and customers regularly during the course of our business. The shareholders have the opportunity to interact with the board members during Annual General Meeting. The Management team reviews the feedback periodically

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 2023-2024			FY 2022-23		
	Total (A)	No. of employees / workers covered(B)	%(B/ A)	Total(C)	No. of employees / workers covered(D)	%(D/ C)
Employees						
Permanent	229	90	39.30%	251	62	25%

Category	FY 2023-2024			FY 2022-23		
	Total (A)	No. of employees / workers covered(B)	%(B/ A)	Total(C)	No. of employees / workers covered(D)	%(D/ C)
Other than permanent	17	10	58.82%	9	2	22%
Total Employees	246	100	40%	260	64	25%
Workers						
Permanent	Not Applicable					
Other than permanent	Not Applicable					
Total Workers	Not Applicable					

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

Category	FY 2023-24 Current Financial Year					FY 2022-2023 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent										
Male	206	0	0	206	100%	228	0	0	228	100%
Female	23	0	0	23	100%	23	0	0	23	100%
Other than Permanent										
Male	17	17	0	17	100%	9	0	0	9	100%
Female	-	-	-	-	-	-	-	-	-	-
Workers										
Permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Other than Permanent										
Male	271	271	100%	0	0	245	245	100%	0	0
Female	10	10	100%	0	0	7	7	100%	0	0

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

Median remuneration/wages

	Male		Female	
	Number	Median remuneration/ salary/ Wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	1	80,00,000	0	NIL
Key Managerial Personnel	2	40,61,547	0	NIL
Employees other than BoD and KMP	203	5,86,500	23	5,82,000
Workers	271	170496	10	1,16,832

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

	FY 2023-24	FY 2022-23
Gross Wages paid to females as a % of total wages	6.37%	5.67%

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
5. Describe the internal mechanisms in place to redress grievances related to human rights issues.- YES, we have exclusive committees constituted to redress grievances to human right issues.
6. Number of Complaints on the following made by employees and workers:

	FY 2023-2024 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		NIL			Nil	
Discrimination at Workplace		NIL			Nil	
Child Labour		NIL			Nil	
Forced Labour/Involuntary Labour		NIL			Nil	
Wages		NIL			Nil	
Other human rights related issues		NIL			Nil	

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

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

8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.-
The complaints of discrimination and harassment are addressed in a fair manner. The identity of the complainant is not disclosed unless required. Post the resolution, protection is given to the complainant to avoid any vindictive consequences
9. Do human rights requirements form part of your business agreements and contracts?
Clauses related to various aspects of human rights are part of the contracts with suppliers, partners, etc
10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%. Self-assessment was conducted in all offices to identify any human rights risks across the businesses through the Admin/Project/HR.
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 significant risk/concern raised.

Leadership Indicators

1. Details of a business process being modified/introduced as a result of addressing human rights grievances/ complaints. - No complaint received in FY2023-24 for human rights violation
2. Details of the scope and coverage of any Human rights due-diligence conducted.
The scope and coverage of human rights due diligence extends to the Company's offices including contractual workers. This assessment covers aspects such as child labour, forced/involuntary labour, wages, sexual harassment, discrimination at workplace, health and safety, working conditions and grievance mechanism.
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?
Most of the permanent facilities and office buildings are accessible to differently abled visitors.
4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done With such partners) that were assessed.
SexualHarassment	NIL
Discriminationatworkplace	NIL
ChildLabour	NIL
ForcedLabour/InvoluntaryLabour	NIL
Wages	NIL
Others–pleasespecify	NIL

Note: Most of our value chain partners are reputed corporate companies who have their own policies and mechanism to monitor for compliance of all matters relating to human rights and ethical practices.

5. Provide details of any corrective actions taken or under way 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 2023-2024	FY 2022-2023
From renewable sources	-	-
Total electricity consumption (A)(MJ)	-	-
Total fuel consumption(B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	-	-
From non-renewable sources	-	-
Total electricity consumption (D)(MJ)	40,11,308	1,39,00,933
Total fuel consumption(E)	-	-
Energy consumption through other sources (F)	-	-

Parameter	FY 2023-2024	FY 2022-2023
Total energy consumed from non-renewable sources (D+E+F)	40,11,308	1,39,00,993
Total energy consumption (A+B+C+D+E+F)	40,11,308	1,39,00,993
Energy intensity per rupee of Turnover (Total energy consumption/ Revenue from operations in rupees)	0.0007	0.0037
Energy intensity per rupee of Turnover adjusted for Purchasing Power Parity (PPP) (Total Energy Consumed/ Revenue from operations adjusted for PPP)	-	-
Energy Intensity in terms of physical output	-	-
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. -

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water		
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater/ desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres) (i+ii+iii+iv+v)		
Total volume of water consumption (in kilolitres)		
Water intensity per rupee of Turnover (Water consumed/Revenue from operations)		Not Applicable
Water intensity per rupee of Turnover adjusted for Purchasing Power Parity (PPP) (Total water Consumed/ Revenue from operations adjusted for PPP)		
Energy Intensity in terms of physical output		
Water intensity (optional) – the Relevant metric may be selected by the entity		

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

4. Provide the following details with respect to water discharged

Parameter	FY 2023-2024	FY 2022-2023
Water Discharge by destination and level of treatment (In Kiloliters)		
(i) Surface water	Not Applicable	
- No Treatment		
- With treatment- please specify the level of treatment		
(ii) To Ground water		
- No Treatment		
- With treatment- please specify the level of treatment		
(iii) To Sea water		
- No Treatment		
- With treatment- please specify the level of treatment		
(iv) Sent to third parties		
- No Treatment		
- With treatment- please specify the level of treatment		
(iv) Others		
- No Treatment		
- With treatment- please specify the level of treatment		
Total Water discharged in Kilo Liters		

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

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

Parameter	Please specify Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
NOx	-	Not applicable as there are no emissions from the process	
Sox	-		
Particulate matter (PM)	-		
Persistent organic pollutants (POP)	-		
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.

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

Parameter	Unit	FY 2023-2024 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	-	-
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	-	-
Total Scope 1 and Scope 2 Emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG Emissions/Revenue from operations)	-	-	-

Parameter	Unit	FY 2023-2024 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Scope 1 and Scope 2 Emissions per rupee of Turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG Emissions/Revenue from operations adjusted for PPP)	-	-	-
Total Scope 1 and Scope 2 Emissions in terms of physical output	-	-	-
Total Scope 1 and Scope 2 Emission intensity (optional)- the relevant metric may be selected by the entity	-	-	-

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

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

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	-	-
E-waste (B)	-	-
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	-	-
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	-	-
Total (A+B + C + D + E + F + G + H)	-	-
Waste Intensity per rupee of turnover (Total Waste Generated /Revenue from operations)	-	-
Waste Intensity per rupee of Turnover adjusted for Purchasing Power Parity (PPP) (Total Waste Generated /Revenue from operations adjusted for PPP)	-	-
Waste intensity in terms of physical output	-	-
Waste intensity (optional)- the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	-	-

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
Total	-	-

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.

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

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

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

The Company does not conduct Environmental Impact Assessment (EIA) since it falls under the purview of its clients.

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
NIL					

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 there under(Y/N). If not, provide details of all such non-compliances, in the following format: YES

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
NIL				

Leadership Indicators

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

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

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

Parameter	FY 2023-24 (Current Financial Year)	FY2022-23 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
Water withdrawal by source (in kilolitres)		
(i) Surface water		
(ii) Groundwater		
(iii) Third partywater		
(iv) Seawater/ desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres)		
Total volume of water consumption (in kilolitres)		
Water intensity per rupee of Turnover (Water consumed/turnover)		
Water intensity (optional) – the Relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
- No treatment		
- With treatment – please Specify level of treatment		
(ii) Into Groundwater		
- No treatment		
- With treatment – please Specify level of treatment		
(iii) Into Seawater		
- No treatment		
- With treatment – please Specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		

Not Applicable

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. Please provide details of total Scope 3 emissions & its intensity, in the following format: Not Applicable

Parameter	Unit	FY 2023-2024 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric Tonnes of CO ₂ equivalent	-	-

Parameter	Unit	FY 2023-2024 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Scope 3 emissions per rupee of turnover	-	-	-
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

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

3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on bio diversity in such areas along-with prevention and remediation activities.
no
4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions/effluent discharge/waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative.
NA			

We have an Emergency Preparedness plan to deal with contingencies and to protect our personnel and assets to quickly restore operations when a disaster strikes. All our employees are continuously trained by conducting mock drills to handle disasters

5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.
We have an Emergency Preparedness plan to deal with contingencies and to protect our personnel and assets to quickly restore operations when a disaster strikes. All our employees are continuously trained by conducting mock drills to handle disasters. To prevent any loss of data in the event of a disaster, periodical back up is taken. Critical data are stored in the cloud platform which can be retrieved anytime.
6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.
Most of our value chain partners are reputed companies who have adopted sustainable business practices and there is no significant adverse impact to the environment
7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.
NA

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

Essential Indicators

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

S.No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Madras Chamber of Commerce & Industry	Both State and National level

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

Name of Authority	Brief of the case	Corrective action taken
Not Applicable		

Leadership Indicators

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

S.No.	Public policy advocated	Method of reported for such advocacy	Whether information available in public domain (Yes/No)	Frequency of review by Board (Annually/Half Yearly/Quarterly/Others)	Web Link, if available
Not Applicable					

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. NA

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
-	-	-	-	-	-
-	-	-	-	-	-

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format: Not Applicable

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

The Company does not undertake R&R as it falls under the ambit of the clients

3. Describe the mechanisms to receive and redress grievances of the community. – NA
4. Percentage of input material/services (inputs to total inputs by value) sourced from suppliers/service providers:

	FY 2023-2024	FY 2022-23
Directly sourced from MSMEs/small producers	-	-
Directly from within India	100%	100%

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 2023-2024	FY 2022-23
Rural	12.70%	11.75%
Semi Urban	24.11%	22.01%
Urban	27.14%	31.42%
Metropolitan	36.04%	34.82%

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

Details of negative social impact identified	Corrective action taken
-	

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

S.No.	State	Aspirational District	Amount spent (inr)
-			

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized/ vulnerable groups? (Yes/ No) No
 (b) From which marginalized/vulnerable groups do you procure? NA
 (c) What percentage of total procurement (by value) does it constitute? NA
4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

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

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

Name of Authority	Brief of the case	Corrective action plan
-		

6. Details of beneficiaries of CSR Projects:

S.No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
NA			

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

Essential Indicators

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback: NA
 2. Turnover of products and/services as a percentage of turnover from all products/service that carry information about: NA

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

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

	FY 2023-2024 (Current Financial Year)		Remarks	FY 2022-2023 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	-					
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: NA

	Number	Reasons for recall
Voluntary recalls	-	-
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 : <http://www.sepc.in/pdf/Cyber-Security.pdf>
6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cybersecurity and data privacy of customers; re-occurrence of instances of product recalls; penalty/action taken by regulatory authorities on safety of products / services. NIL
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-NA
 - Impact, if any, of the data breaches-NA

Leadership Indicators

- Channels /platforms where information on products and services of the entity can be accessed (provide web link, if available).
NA
- Steps taken to inform and educate consumers about safe and responsible usage of products and/or services. NA
- Mechanisms in place to inform consumers of any risk of disruption/ discontinuation of essential services. NA
- Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/ No/ Not Applicable) If yes, provide details in brief. Did your entity carryout 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) NA