

Date: 07th August, 2024

To,

**The Department of Corporate Services,
BSE Limited,
Phiroze Jeejeebhoy Towers,
Dalai Street, Mumbai – 400 001**

Sub: Submission of Business Responsibility and Sustainability Report (BRSR) for the Financial Year 2023-24.

Ref.: Shanti Educational Initiatives Limited — Scrip code: 539921

Dear Sir/Madam

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are submitting herewith the Business Responsibility and Sustainability Report ("BRSR") for the Financial Year (FY) 2023-24.

The BRSR is also uploaded on the website of the Company and the link to view is www.seil.edu.in.

Kindly take the same on record.

Thanking You,

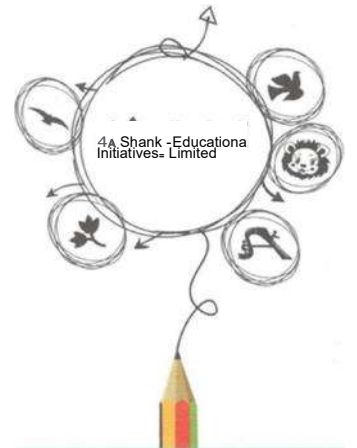
Yours Faithfully,

For Shanti Educational Initiatives Limited

Darshan
Yogendrab
hai Vayeda

Digitally signed by
Darshan
Yogendrabhai
Vayeda
Date: 2024.08.07
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**Darshan Vayeda
Whole-time Director
DIN: 07788073**



Shanti Educational Initiatives Limited: CIN - L80101GJ1988PLC010691

Registered Office: 1909 - 1910, D Block, West Gate, Nr. YMCA Club, S. G. Highway, Ahmedabad-380051, Gujarat

Land Line No.: 079 66177266 | info@sei.edu.in | www.sei.edu.in

SECTION A: GENERAL DISCLOSURES

SECTION A: GENERAL DISCLOSURES			
I.	Details of the listed entity		
1	Corporate Identity Number (CIN) of the Listed Entity	L80101GJ1988PLC010691	
2	Name of the Listed Entity	SHANTI EDUCATIONAL INITIATIVES LIMITED	
3	Date of Incorporation	12-05-1988	
4	Registered office address	1909 - 1910, D Block, West Gate Nr. YMCA Club, S. G. Highway, Ahmedabad, Ahmedabad, Gujarat, India, 380051	
5	Corporate address	Shanti Corporate House, Near Hilarupa Banquet Hall, Bopal-Ambli Road, Ahmedabad, Gujarat, India, 380058	
6	E-mail	info@seil.edu.in	
7	Telephone	07922162006	
8	Website	www.seil.edu.in	
9	Financial year for which reporting is being done	Start date	End date
	Current Financial Year	01-04-2023	31-03-2024
	Previous Financial Year	01-04-2022	31-03-2023
	Prior to Previous Financial year	01-04-2021	31-03-2022
10	Name of the Stock Exchange(s) where shares are listed		
Details of the Stock Exchanges			
Sr. No.	Name of the Stock exchange	Description of other stock exchange	Name of the Country
1	BSE		
11	Paid-up Capital (In Rs)	161000000.00	
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report		
	Name	Pooja H Khakhi	
	Contact	6359306006	
	E mail	cs@seil.edu.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	Whether the company has undertaken reasonable assurance of the BRSR Core?	No	

II. Products/services			
17	Details of business activities (accounting for 90% of the turnover)		
Details of business activities (accounting for 90% of the turnover)			
Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Education services	Education and related services	100.00%
18	Products/Services sold by the entity (accounting for 90% of the entity's Turnover)		
Products/Services sold by the entity (accounting for 90% of the entity's Turnover)			
Sr. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Primary Education	851	82.00%
2	General Secondary Education	8521	18.00%
NIC Code list link:		https://www.ncs.gov.in/Documents/NIC_Sector.pdf	
III. Operations			
19	Number of locations where plants and/or operations/offices of the entity are situated		
Location	Number of plants	Number of offices	Total
National	0	2	2
International	0	0	0
20	Markets served by the entity		
A	Number of locations		
Locations	Number		
National (No. of States)	6		
International (No. of Countries)	0		
B	What is the contribution of exports as a percentage of the total turnover of the entity?	0.00%	
C	A brief on types of customers	SEIL's customers include franchisees and employed professionals. SEIL offers strategic solutions to most of the problems faced in the various life cycle stages of K-12 school. We focus on operations through franchisee for preschools and K-12 schools and our commitment is to reaching out to students and teachers alike, ensuring their needs are met with utmost satisfaction.	

IV.	Employees												
21	Details as at the end of Financial Year												
A.	Employees and workers (including differently abled)												
Sr. No.	Particulars	Total (A)	Male		Female		Other						
			No. (B)	% (B / A)	No. (C)	% (C / A)	No. (H)	% (H / A)					
EMPLOYEES													
1	Permanent (D)	82	41	50.00%	41	50.00%	0	0.00%					
2	Other than permanent (E)	6	3	50.00%	3	50.00%	0	0.00%					
3	Total employees(D + E)	88	44	50.00%	44	50.00%	0	0.00%					
WORKERS													
4	Permanent (F)	0	0	0.00%	0	0.00%	0	0.00%					
5	Other than permanent (G)	0	0	0.00%	0	0.00%	0	0.00%					
6	Total workers (F + G)	0	0	0.00%	0	0.00%	0	0.00%					
B.	Differently abled Employees and workers:												
Sr. No.	Particulars	Total (A)	Male		Female		Other						
			No. (B)	% (B / A)	No. (C)	% (C / A)	No. (H)	% (H / A)					
DIFFERENTLY ABLED EMPLOYEES													
1	Permanent (D)	0	0	0.00%	0	0.00%	0	0.00%					
2	Other than Permanent (E)	0	0	0.00%	0	0.00%	0	0.00%					
3	Total differently abled employees (D + E)	0	0	0.00%	0	0.00%	0	0.00%					
DIFFERENTLY ABLED WORKERS													
4	Permanent (F)	0	0	0.00%	0	0.00%	0	0.00%					
5	Other than Permanent (G)	0	0	0.00%	0	0.00%	0	0.00%					
6	Total differently abled workers (F + G)	0	0	0.00%	0	0.00%	0	0.00%					
22	Participation/Inclusion/Representation of women												
		Total (A)	No. and percentage of Females										
			No. (B)	% (B / A)									
	Board of Directors	6	2	33.33%									
	Key Management Personnel	3	0	0.00%									
23	Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)												
		Turnover rate in current FY (2023-24)				Turnover rate in previous FY (2022-23)				Turnover rate in the year prior to the previous FY (2021-22)			
		Male	Female	Other	Total	Male	Female	Other	Total	Male	Female	Other	Total
	Permanent Employees	7.00%	7.00%	0.00%	14.00%	4.00%	2.00%	0.00%	6.00%	8.00%	7.00%	0.00%	15.00%
	Permanent Workers	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
V.	Holding, Subsidiary and Associate Companies (including joint ventures)												
24	(a) Names of holding / subsidiary / associate companies / joint ventures												
Holding, Subsidiary and Associate Companies (including joint ventures)													
Sr. 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	Little Marvels Private Limited	Subsidiary			100.00%	No							
2	Uniformverse Private Limited	Associate			50.00%	No							
VI.	CSR Details												
25	(i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)					No							
	(ii) Turnover (in Rs.)					142956637.00							
	(iii) Net worth (in Rs.)					632512635.00							

VII. Transparency and Disclosures Compliances										
26. 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/NA)	(If Yes, then provide web-link for grievance redress policy)	FY (2023-24)			PY (2022-23)			(If NA, then provide the reason)	
			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	http://www.seil.edu.in/downloads/whistle_blower_policy.pdf	0	0	0	0	0	0		
Investors (other than shareholders)	Yes	http://www.seil.edu.in/downloads/whistle_blower_policy.pdf	0	0	0	0	0	0		
Shareholders	Yes	http://www.seil.edu.in/downloads/whistle_blower_policy.pdf	0	0	0	0	0	0		
Employees and workers	Yes	http://www.seil.edu.in/downloads/whistle_blower_policy.pdf	0	0	0	0	0	0		
Customers	Yes	http://www.seil.edu.in/downloads/whistle_blower_policy.pdf	0	0	0	0	0	0		
Value Chain Partners	Yes	http://www.seil.edu.in/downloads/whistle_blower_policy.pdf	0	0	0	0	0	0		

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

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

Sr. 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	Innovation and Quality	O	Customer preferences and needs are constantly evolving, and a Company that fails to keep up with these changes may find itself losing customers. In a highly competitive market, a company that does not innovate risks losing its competitive edge to its rivals. By introducing new and improved products/services, a company can stay ahead of its competitors and capture a larger share of the market. Companies that are known for their innovative products/services are often seen as more dynamic, progressive, and forward-thinking. Increase in demand of quality education and overall increase in income level in India had led to increased numbers of pre-school and K-12 school which in turn has added competition.	NA	Positive Implications
2	Data Privacy and Cyber Security	R	Risks from cyber threats which may arise are malware attack, social engineering attack and software supply chain attacks. There is a high risk of theft of sensitive customer data, which is not only a data privacy risk but also reputational risk to the organization.	Company has multiple controls in place for example disk encryption and disablement of USB to ensure protection from IT risks and data privacy. We have a stringent cyber security and data privacy policy to ensure timely evasion of threats and management of data, to deter any risks that emerge from data privacy and cyber security.	Negative Implications
3	Business Ethics and Corporate Governance	O	Business ethics are cornerstones of ensuring transparent and sustainable corporate governance frameworks. Upholding policies such as code of conduct and good-governance measures to effectively implement stringent actions, among others tantamount to strong business ethics. When such business ethics are not complied with it often leads to significant reputational damage. Company has a Code of Conduct in place to ensure compliance with standards of business practices and legal requirements for all its employees and workers. We also have comprehensive policy and measures to ensure compliance and management of risks. Policies such as whistleblower, related party transactions, etc. are also existent and material to business.	NA	Positive Implications
4	Human Capital Management	R	Low motivated employees pose risks to organisation, leading to decreased productivity, higher absenteeism, increased turnover rates, compromised work quality, and potential negative impacts on overall organisation performance and reputation.	SEIL's focus is on fostering a positive work environment with better infrastructure, clean food facilities, engaging activities and regular appraisals for employees' growth and satisfaction.	Negative Implications
5	Community Development	O	Operating within the education sector, which offers numerous positive externalities, we have a valuable opportunity to engage with the local community, organise events, support educational initiatives, and foster relationships with customers and stakeholders. These efforts can elevate SEIL's brand reputation, attract a wider customer base, and cultivate a loyal and supportive community network.	NA	Positive Implications

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

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	1	Key Developments, Sustainability Initiatives, Regulatory updates, Review of Policy & procedures	100.00%
Key Managerial Personnel	1	Key Developments, Sustainability Initiatives, Regulatory updates, Review of Policy & procedures	100.00%
Employees other than BoD and KMPs	2	Ethics awareness on POSH, Code of Conduct, health and safety, quality system, HR policies and practices, IT Policy Various trainings pertaining to skill upgradation, management, operations, ERP training readiness for accidents and preventive reporting of dangerous occurrences etc.	100.00%
Workers	0	0	0.00%

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity’s website):

Monetary

Penalty/ Fine					
Details of penalty or fine					
Sr. No.	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
1	1 & 4	SEBI/BSE	29500.00	Regulation 43A Non-disclosure of Dividend Distribution Policy in the Annual Report and on the websites of the entity.	No

Non- Monetary

4. Does the entity have anti-corruption or anti-bribery policy?	Yes
If Yes, provide details in brief	Yes, the entity has adopted a Whistle blower policy and Code of Conduct for Directors and Senior Management that covers anti-corruption and anti-bribery measures. The Policies encompasses a commitment to promoting ethical business practices, transparency, and integrity throughout the organisation. The policy can be accessed on http://www.seil.edu.in/downloads/whistle_blower_policy.pdf .
Provide a web-link if the entity has anti-corruption or anti-bribery policy	http://www.seil.edu.in/downloads/whistle_blower_policy.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:

	FY (2023-24)	PY (2022-23)
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

	FY (2023-24)		PY (2022-23)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	0	0	0
Number of complaints received in relation to issues	0	0	0	0

of Conflict of Interest of the KMPs			
7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.			Not Applicable
8. Number of days of accounts payables			
	FY (2023-24)	PY (2022-23)	
i) Accounts payable x 365 days	3958635.00	5157110.00	
ii) Cost of goods/services procured	33315574.00	26037387.00	
iii) Number of days of accounts payables	0	0	
9. Open-ness of business - Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format			
Parameter	Metrics	FY (2023-24)	PY (2022-23)
Concentration of Purchases	a. i) Purchases from trading houses		
	ii) Total purchases		
	iii) Purchases from trading houses as % of total purchases		
	b. Number of trading houses where purchases are made		
	c. i) Purchases from top 10 trading houses		
	ii) Total purchases from trading houses		
	iii) Purchases from top 10 trading houses as % of total purchases from trading houses		
Parameter	Metrics	FY (2023-24)	PY (2022-23)
Concentration of Sales	a. i) Sales to dealer / distributors		
	ii) Total Sales		
	iii) Sales to dealer / distributors as % of total sales		
	b. Number of dealers / distributors to whom sales are made		
	c. i) Sales to top 10 dealers / distributors		
	ii) Total Sales to dealer / distributors		
	iii) Sales to top 10 dealers / distributors as % of total sales to dealer / distributors		
Parameter	Metrics	FY (2023-24)	PY (2022-23)
Share of RPTs in	a. i) Purchases (Purchases with related parties)	0.00	0.00
	ii) Total Purchases	33315574.00	26037388.00
	iii) Purchases (Purchases with related parties as % of Total Purchases)	0.00%	0.00%
	b. i) . Sales (Sales to related parties)	37905200.00	11114000.00
	ii) Total Sales	142956637.00	109862068.00
	iii) Sales (Sales to related parties as % of Total Sales)	26.52%	10.12%
	c. i) Loans & advances given to related parties	179837531.00	101945735.00
	ii) Total loans & advances	179837531.00	101945735.12
	iii) Loans & advances given to related parties as % of Total loans & advances	100.00%	100.00%
	d. i) Investments in related parties	87637709.50	88315810.80
	ii) Total Investments made	87637709.50	88315810.80
	iii) Investments in related parties as % of Total Investments made	100.00%	100.00%
Leadership Indicators			
2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board?		Yes	
If Yes, provide details of the same.		Firstly, SEIL takes annual affirmation from the Board of Directors with reference to Conflict of Interest. Secondly, SEIL's Related Party Policy defines the process and procedures for identifying and managing conflicts of interests involving members of the Board. The policy elaborates on the guidance and mechanism in place for board members to address potential conflict of interests that may arise in certain business transactions. Before entering any transaction with a	

	Related Party of a Board member, SEIL ensures that the Audit Committee approval is taken. Where any director is interested in any contract or arrangement with a Related Party, the director shall not participate during discussions on the subject matter of the resolution relating to such contract or arrangement.	
Notes	Currently, we do not have well-defined principle-wise training programmes for our value chain partners	

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.

	FY (2023-24)	PY (2022-23)	Details of improvements in environmental and social impacts
R&D	0.00%	0.00%	None
Capex	0.00%	0.00%	None

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

b. 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

(a) Plastics (including packaging)	Not Applicable. We don't manufacture any products. We are an education support services Company.
(b) E-waste	Not Applicable. We don't manufacture any products. We are an education support services Company.
(c) Hazardous waste	Not Applicable. We don't manufacture any products. We are an education support services Company.
(d) other waste	Not Applicable. We don't manufacture any products. We are an education support services Company.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). 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.

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)?

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 (2023-24)			PY (2022-23)		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)						
E waste						
Hazardous waste						

Notes

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	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	41	45	109.76%	0	0.00%			0	0.00%	0	0.00%
Female	41	33	80.49%	0	0.00%	0	0.00%			0	0.00%
Other	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	82	78	95.12%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Other than permanent employees											
Male	3	0	0.00%	0	0.00%			0	0.00%	0	0.00%
Female	3	0	0.00%	0	0.00%	0	0.00%			0	0.00%
Other	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	6	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent workers											
Male	0	0	0.00%	0	0.00%			0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0.00%			0	0.00%
Other	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Other than permanent workers											
Male	0	0	0.00%	0	0.00%			0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0.00%			0	0.00%
Other	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%

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

	FY (2023-24)	PY (2022-23)
i) Cost incurred on wellbeing measures (well-being measures means well-being of employees and workers (including male, female, permanent and other than permanent employees and workers))	40564822.00	31223944.00
ii) Total revenue of the company	180713380.00	158150655.00
iii) Cost incurred on wellbeing measures as a % of total revenue of the company	22.45%	19.74%

2. Details of retirement benefits

Benefits	FY (2023-24)			PY (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	41.46%	0.00%	Yes	35.71%	0.00%	Yes
Gratuity	100.00%	0.00%	Yes	100.00%	0.00%	Yes
ESI	0.00%	0.00%	NA	0.00%	0.00%	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?	No	
If not, whether any steps are being taken by the entity in this regard.	While there are currently no disabled employees on the payroll, The Company is committed towards adhering to the regulatory requirements of the Disabilities Act, 2016 when the need arises. The company recognizes the importance of equal opportunities and inclusivity, and will actively support and accommodate individuals with disabilities in accordance with the law.	
4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016?	No	

If so, provide a web-link to the policy.

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	0.00	0.00	0.00	0.00
Female	0.00	0.00	0.00	0.00
Other	0.00	0.00	0.00	0.00
Total	0.00	0.00	0.00	0.00

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? Yes

If yes, give details of the mechanism in brief.	Yes/No	(If Yes, then give details of the mechanism in brief)
Permanent Workers	No	
Other than Permanent Workers	No	
Permanent Employees	Yes	The company has adopted Whistle-blower, POSH- (Prevention of Sexual Harassment Act) and Code of Conduct for all categories of permanent employees. Employees may register their concerns through the dedicated e-mail address available. The Company encourages its employees to register their concerns/grievances through the Ombudsman process and ensures that there is no discrimination, retaliation or harassment of any kind against any employee who reports under the vigil mechanism or participates in the investigation.
Other than Permanent Employees	Yes	The company has adopted Whistle-blower, POSH- (Prevention of Sexual Harassment Act) and Code of Conduct for all categories of permanent employees. Employees may register their concerns through the dedicated e-mail address available. The Company encourages its employees to register their concerns/grievances through the Ombudsman process and ensures that there is no discrimination, retaliation or harassment of any kind against any employee who reports under the vigil mechanism or participates in the investigation.

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

Category	FY (2023-24)			PY (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)
Total Permanent Employees	82	0	0.00%	0	0	0.00%
Male	41	0	0.00%	0	0	0.00%
Female	41	0	0.00%	0	0	0.00%
Other	0	0	0.00%	0	0	0.00%
Total Permanent Workers	0	0	0.00%	0	0	0.00%
Male	0	0	0.00%	0	0	0.00%
Female	0	0	0.00%	0	0	0.00%
Other	0	0	0.00%	0	0	0.00%

8. Details of training given to employees and workers:

Category	FY (2023-24)					PY (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)
Employees										
Male	41	41	100.00%	15	36.59%	40	40	100.00%	15	37.50%
Female	41	41	100.00%	10	24.39%	30	30	100.00%	20	66.67%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%

Total	82	82	100.00%	25	30.49%	70	70	100.00%	35	50.00%
Workers										
Male	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Total	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
9. Details of performance and career development reviews of employees and worker:										
Category	FY (2023-24)			PY (2022-23)						
	Total (A)	No. (B)	% (B / A)	Total (D)	No. (E)	% (E / D)				
Employees										
Male	41	41	100.00%	40	40	100.00%				
Female	41	41	100.00%	30	30	100.00%				
Other	0	0	0.00%	0	0	0.00%				
Total	82	82	100.00%	70	70	100.00%				
Workers										
Male	0	0	0.00%	0	0	0.00%				
Female	0	0	0.00%	0	0	0.00%				
Other	0	0	0.00%	0	0	0.00%				
Total	0	0	0.00%	0	0	0.00%				
10. Health and safety management system:										
a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No/ NA).				Yes						
If yes, the coverage such system?				The Company places a significant emphasis on safety management and prioritizes the well-being of its employees through a variety of measures. These include conducting regular fire drill trainings to equip employees with the essential skills and readiness for fire emergencies. Ongoing safety training programs encompass a broad spectrum of topics, cultivating a general sense of safety awareness among employees. To foster active employee participation, the Company encourages safety meetings, while also conducting regular safety audits and inspections to ensure adherence to safety standards and regulations.						
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 recognizes the importance of establishing processes to identify work-related hazards and assess risks in the future. It is committed to implementing effective measures such as regular inspections, audits, risk assessments, and incident reporting to ensure a safe work environment.						
c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks?				Yes						
d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services?				Yes						
11. Details of safety related incidents, in the following format:										
Safety Incident/Number	Category*	FY (2023-24)		PY (2022-23)						
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.00		0.00						
	Workers	0.00		0.00						
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.				Given the nature of business the same is not applicable.						
13. Number of Complaints on the following made by employees and workers:										
	FY (2023-24)			PY (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	0	0		0	0					
Health & Safety	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				0.00%						
Working Conditions				0.00%						

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.	While we haven't conducted any formal assessments yet, we are actively working to develop a robust framework.			
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).				
2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.				
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 employment or whose family members have been placed in suitable employment:				
	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY (2023-24)	PY (2022-23)	FY (2023-24)	PY (2022-23)
Employees	0	0	0	0
Workers	0	0	0	0
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/ NA)				
5. Details on assessment of value chain partners:				
	% of value chain partners (by value of business done with such partners) that were assessed			
Health and safety practices				
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.			While we haven't conducted any formal assessments yet, we are actively working to develop a robust framework.	
Notes				

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.	As a responsible Company, focused on driving growth through the strong foundation of stakeholder relationships, Company believes in listening, connecting, and partnering with its key set of stakeholders to understand their concerns, working with them to minimise risks, improving credibility, and gaining their trust. We consider our key stakeholders to be those who can create considerable business and social impact and are significantly impacted by our business. We identify our stakeholders based on inclusivity and make active efforts to engage with them to understand their key priorities and concerns. We carefully analyse the information received in the form of suggestions, comments, grievances, feedback, and recommendations from these engagements and utilize them to align our strategies with stakeholder's expectations. Successful execution of these strategies paves the way for the creation of sustainable value across stakeholder groups.
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2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.							
Sr. No.	Stakeholder Group	Whether identified as Vulnerable & Marginalized Group	Channels of communication	Details of Other Channels of communication	Frequency of engagement	Details of Other Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
1	Investor	No	Website		Quarterly		Financial performance and business updates
2	Customers	No	Advertisement		Others – please specify	Need Based	To acquire new customers and service the existing ones with quality and timeliness of delivery. Understand customer needs, grievances and cater to their business goals.
3	Employees	No	E-mail		Others – please specify	Regular	Proposing measures to increase employee competency at work as well as promote work-life balance. Continuous learning, Health & Safety, Diversity and Other Benefits
4	Suppliers and Partners	No	E-mail		Others – please specify	Need Based	Clear communication of expectations and obligations between parties. Ensuring that vendors and suppliers comply with requisite clauses of the agreement / contract, SOPs and guidelines issued from time to time.
5	Regulatory/ Government	No	E-mail		Others – please specify	As per the regulatory requirements	Report and compliances on Legal and Regulatory Requirements.

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.	
2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics.	
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.	
3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.	
Notes	

PRINCIPLE 5 Businesses should respect and promote human rights

Essential Indicators

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

Category	FY (2023-24)			PY (2022-23)		
	Total (A)	No. of employees/workers covered (B)	% (B / A)	Total (C)	No. of employees/workers covered (D)	% (D / C)
Employees						
Permanent	82	82	100.00%	64	64	100.00%
Other than permanent	6	6	100.00%	7	7	100.00%
Total Employees	88	88	100.00%	71	71	100.00%
Workers						
Permanent	0	0	0.00%	0	0	0.00%
Other than permanent	0	0	0.00%	0	0	0.00%
Total Workers	0	0	0.00%	0	0	0.00%

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

Category	FY (2023-24)					PY (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)
Employees										
Permanent	82	0	0.00%	82	100.00%	64	0	0.00%	64	100.00%
Male	41	0	0.00%	41	100.00%	40	0	0.00%	40	100.00%
Female	41	0	0.00%	41	100.00%	24	0	0.00%	24	100.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other than Permanent	6	6	100.00%	0	0.00%	7	7	100.00%	0	0.00%
Male	3	3	100.00%	0	0.00%	1	1	100.00%	0	0.00%
Female	3	3	100.00%	0	0.00%	6	6	100.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Workers										
Permanent	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Male	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other than Permanent	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Male	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%

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

a. Median remuneration / wages:

	Male		Female		Other	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	4	1498800	2	0	0	0
Key Managerial Personnel	3	1498800	0	0	0	0
Employees other than BoD and KMP	39	457800	41	384396	0	0
Workers	0	0	0	0	0	0

b. Gross wages paid to females:

	FY (2023-24)	PY (2022-23)				
Gross wages paid to females	18236100.00	8159256.00				
Total wages	40564822.00	31223944.00				
Gross wages paid to females (Gross wages paid to females as % of total wages)	44.96%	26.13%				
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.	The Company is committed to providing a safe and positive work environment as enshrined in our Code of Conduct. Employees and staff have access to a well-established robust grievance resolution mechanism where they can highlight matters or concerns faced at the workplace including those pertaining to human rights. The Whistle-blower Policy and other reporting mechanisms have been implemented to empower our employees to voice their concerns and report any instances of malpractice, impropriety, abuse, deviant behaviour, or other such events. We recognize the importance of creating a safe and transparent work environment where every individual feels heard and protected. Our commitment to this policy ensures that employees can come forward without fear of retaliation, victimization, or any form of discrimination.					
6. Number of Complaints on the following made by employees and workers:						
	FY (2023-24)			PY (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	1	0		0	0	
Discrimination at workplace	0	0		0	0	
Child Labour	0	0		0	0	
Forced Labour/Involuntary Labour	0	0		0	0	
Wages	0	0		0	0	
Other human rights related issues	0	0		0	0	
7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:						
	FY (2023-24)		PY (2022-23)			
i) Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	1		0			
ii) Female employees / workers	0		0			
iii) Complaints on POSH as a % of female employees / workers						
iv) Complaints on POSH upheld	0		0			

8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.	For handling the complaints of discrimination, harassment or any other complaint under the scope of the Whistle Blower and POSH Policies, the identification of the complainant is kept confidential. Further every internal and external stakeholder has set obligations to follow, to prevent the adverse consequences to the complainant by adhering to the following mechanism (for more details refer to the Whistle Blower and POSH policies: a. Ensure that the complainant is not victimised for doing so, and is adequately protected against any such incident. b. Treat victimisation as a serious matter including initiating disciplinary action on such person/(s) that subjects or threatens to subject the other person to any detriment. c. Ensure complete confidentiality by, Maintaining complete confidentiality / secrecy of the matter Not discussing the matter in any informal / social gatherings / meetings Discussing only to the extent or with the persons required for the purpose of completing the process and investigations Not keeping the papers unattended anywhere at any time Keeping the electronic mails / files under password	
9. Do human rights requirements form part of your business agreements and contracts? (Yes/No/NA)	No	
10. Assessments for the year:		
	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)	
Child labour	100.00%	
Forced/involuntary labour	100.00%	
Sexual harassment	100.00%	
Discrimination at workplace	100.00%	
Wages	100.00%	
11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above.	100% of our plant and office is assessed internally for any issues related to the parameters.	
Leadership Indicators		
1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.	Nil, as during the reporting no major concerns were reported.	
2. Details of the scope and coverage of any Human rights due-diligence conducted	The Company embrace a zero-tolerance approach when it comes to issues pertaining to human rights. We are deeply committed to upholding the fundamental rights and dignity of every individual. Our unwavering dedication extends to complying with all government regulations and regulatory policies, as we believe in fostering an environment that promotes responsible and ethical practices.	
3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?	Yes	
4. Details on assessment of value chain partners:		
	% of value chain partners (by value of business done with such partners) that were assessed	
Sexual harassment	0.00%	
Discrimination at workplace	0.00%	
Child Labour	0.00%	
Forced Labour/Involuntary Labour	0.00%	
Wages	0.00%	
5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.		
Notes		

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:

Whether total energy consumption and energy intensity is applicable to the company?	No		
Revenue from operations (in Rs.)	FY (2023-24)	PY (2022-23)	
	142956637.00	109862068.00	
Parameter	Units	FY (2023-24)	PY (2022-23)
From renewable sources			
Total electricity consumption (A)			
Total fuel consumption (B)			
Total energy consumed from renewable sources (A+B+C)			
From non-renewable sources			
Total electricity consumption (D)			
Total fuel consumption (E)			
Total energy consumed from non-renewable sources (D+E+F)			
Total energy consumed (A+B+C+D+E+F)			
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)			
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.			
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?	No		
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.			

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

Parameter	FY (2023-24)	PY (2022-23)
Water withdrawal by source (in kilolitres)		
(i) Surface water	0.00	0.00
(ii) Groundwater	0.00	0.00
(iii) Third party water	0.00	0.00
(iv) Seawater / desalinated water	0.00	0.00
(v) Others	0.00	0.00
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	0.00	0.00
Total volume of water consumption (in kilolitres)	0.00	0.00
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.00	0.00
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.00	0.00
Water intensity in terms of physical output	0.00	0.00
Water intensity (optional) – the relevant metric may be selected by the entity	0.00	0.00
Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency?	No	
If yes, name of the external agency.		

4. Provide the following details related to water discharged:

Parameter	FY (2023-24)	PY (2022-23)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	0.00	0.00
No treatment	0.00	0.00
With treatment – please specify level of treatment	0.00	0.00
(ii) To Groundwater	0.00	0.00

No treatment	0.00	0.00
With treatment – please specify level of treatment	0.00	0.00
(iii) To Seawater	0.00	0.00
No treatment	0.00	0.00
With treatment – please specify level of treatment	0.00	0.00
(iv) Sent to third-parties	0.00	0.00
No treatment	0.00	0.00
With treatment – please specify level of treatment	0.00	0.00
(v) Others	0.00	0.00
No treatment	0.00	0.00
With treatment – please specify level of treatment	0.00	0.00
Total water discharged (in kilolitres)	0.00	0.00
Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Y/ N)	No	
If yes, name of the external agency.		
5. Has the entity implemented a mechanism for Zero Liquid Discharge?	NA	Given the nature of business the same is not applicable.
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:		
Whether air emissions (other than GHG emissions) by the entity is applicable to the company?	No	
Parameter	Please specify unit	FY (2023-24)
NOx		
SOx		
Particulate matter (PM)		
Persistent organic pollutants (POP)		
Volatile organic compounds (VOC)		
Hazardous air pollutants (HAP)		
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 greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:		
Whether greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity is applicable to the company?	No	
Parameter	Unit	FY (2023-24)
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)		
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)		
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)		
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)		
Total Scope 1 and Scope 2 emission intensity 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?	NA	Given the nature of business the same is not applicable.
If Yes, then provide details.		
9. Provide details related to waste management by the entity, in the following format:		
Parameter	FY (2023-24)	PY (2022-23)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	0.00	0.00
E-waste (B)	0.00	0.00
Bio-medical waste (C)	0.00	0.00
Construction and demolition waste (D)	0.00	0.00

Battery waste (E)	0.00	0.00
Radioactive waste (F)	0.00	0.00
Other Hazardous waste. Please specify, if any. (G)	0.00	0.00
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	0.00	0.00
Total (A+B + C + D + E + F + G + H)	0.00	0.00
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.00	0.00
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.00	0.00
Waste intensity in terms of physical output	0.00	0.00
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	0.00	0.00
(ii) Re-used	0.00	0.00
(iii) Other recovery operations	0.00	0.00
Total	0.00	0.00
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0.00	0.00
(ii) Landfilling	0.00	0.00
(iii) Other disposal operations	0.00	0.00
Total	0.00	0.00
Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Y/ N)	No	
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.	Not applicable. We recognize the importance of minimizing the usage of hazardous and toxic chemicals in our operations. Our strategy revolves around implementing stringent purchasing policies and collaborating with suppliers who prioritize environmentally-friendly alternatives. We actively seek out technologies and materials that are free from harmful substances, ensuring the safety of our employees, customers, and the environment.	
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/ NA).		
	Yes	
If not, provide details of all such non-compliances, in the following format:		
Leadership Indicators		
1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):		
For each facility / plant located in areas of water stress, provide the following information:		
Details For each facility / plant located in areas of water stress		
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.		
2. Please provide details of total Scope 3 emissions & its intensity, in the following format:		
Whether total Scope 3 emissions & its intensity is applicable to the company?	No	
Parameter	Unit	FY (2023-24)
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)		
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 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.		

5. Does the entity have a business continuity and disaster management plan?		
Details of entity at which business continuity and disaster management plan is placed or weblink.		
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.		
7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.		
Notes		

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.	1	
b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to		
Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National/International)
1	Confederation of Indian Industry	National
2		
3		
4		
5		
6		
7		
8		
9		
10		

Leadership Indicators

Notes	
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PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

Essential Indicators

3. Describe the mechanisms to receive and redress grievances of the community.			We actively engage with the local community through various interactions and activities through Investor Relations Department, and through the institutions promoted and partnered by us. The receiving and redressing of any grievance by the local community is done in accordance with the Whistle Blower Policy. The community can post any grievance through the dedicated helpline numbers and email IDs.		
4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:			FY (2023-24)		PY (2022-23)
Directly sourced from MSMEs/ small producers	1.00%		57.00%		
Sourced directly from within the district and neighbouring districts	99.00%		43.00%		
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:					
			FY (2023-24)		PY (2022-23)
1. Rural					
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)					
ii) Total Wage Cost					
iii) % of Job creation in Rural areas					
2. Semi-urban					
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)					
ii) Total Wage Cost					
iii) % of Job creation in Semi-Urban areas					
3. Urban					
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)					
ii) Total Wage Cost					
iii) % of Job creation in Urban areas					
4. Metropolitan					
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)					
ii) Total Wage Cost					
iii) % of of Job creation in Metropolitan area					
Leadership Indicators					
3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized / vulnerable groups? (Yes/No/NA)					
(b) From which marginalized /vulnerable groups do you procure?					
(c) What percentage of total procurement (by value) does it constitute?					
Notes					

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.		Consumer complaints and feedback can be received through Company's Helpline Portal, or through consumer court. The complaints received through Helpline Portal are responded as per the Whistle Blower Policy whereas for consumer court related complaints, they are handled as per regulatory norms.				
2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about		As a percentage to total turnover				
Environmental and social parameters relevant to the product		0.00%				
Safe and responsible usage		0.00%				
Recycling and/or safe disposal		0.00%				
3. Number of consumer complaints in respect of the following	FY (2023-24)		Remark	PY (2022-23)		Remark
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	0	0	0	0
Advertising	0	0	0	0	0	0
Cyber-security	0	0	0	0	0	0
Delivery of essential services	0	0	0	0	0	0
Restrictive Trade Practices	0	0	0	0	0	0
Unfair Trade Practices	0	0	0	0	0	0
Other	0	0	0	0	0	0
4. Details of instances of product recalls on account of safety issues	Number	Reasons for recall				
Voluntary recalls	0	0				
Forced recalls	0	0				
5. Does the entity have a framework/ policy on cyber security and risks related to data privacy?		Yes				
If available, provide a web-link of the policy		http://www.seil.edu.in/policies.html				
6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.		No such incident related to the mentioned topics has been reported.				
7. Provide the following information relating to data breaches:						
a. Number of instances of data breaches along-with impact		0				
b. Percentage of data breaches involving personally identifiable information of customers		0.00%				
c. Impact, if any, of the data breaches		No such event occurred during the FY.				
Leadership Indicators						
1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).						
2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services						
3. Mechanisms in place to inform consumers of any risk of disruption/ discontinuation of essential services.						
4. Does the entity display product information on the product over and above what is mandated as per local laws?						
If yes, provide details in brief.						
Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole?						
Notes						