



Date: August 21, 2024

Manager Listing Department/ Department of Corporate Relations BSE Limited Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai- 400001 Scrip Code : 533344	General Manager National Stock Exchange of India Limited Exchange Plaza, C-1, Block G, Bandra- Kurla Complex, Bandra (East), Mumbai- 400051 Scrip Symbol: PFS
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Sub: Intimation for Submission of Annual Report of PTC India Financial Services Ltd. (the Company) and Business Responsibility and Sustainability Report for Financial Year 2023-24

Dear Sir(s),

This is with reference to captioned subject and pursuant to Regulation 34 and 53 of Securities and Exchange Board of India (Listing Obligations and Disclosures Requirements) Regulations, 2015, we hereby enclosed herewith Annual Report including Business Responsibility and Sustainability Report for the Financial Year 2023-24.

The same is available at Company's website at www.ptcfinancial.com.

Brief details of AGM are as under:

Date & Time	September 12, 2024, 11:00 A.M. IST
Mode	Video Conferencing/ Other Audio Visual Means
Cut-off date	September 05, 2024
e-voting start date and time	Monday, 9th September, 2024 at 9.00 a.m.
e-voting end date and time	Wednesday, 11th September, 2024 at 5.00 p.m.
Website for e-voting	https://evoting.kfintech.com
Website for attending AGM	https://emeetings.kfintech.com

This is for your information and records.

Yours faithfully,

For PTC India Financial Services Limited

Shweta Agrawal
Company Secretary and Compliance Officer

Encl: A/a

PTC India Financial Services Ltd. (CIN: L65999DL2006PLC153373)

(A subsidiary of PTC India Limited)

Registered Office: 7th Floor, Telephone Exchange Building, 8 Bhikaji Cama Place, New Delhi - 110 066, India
Board: +91 11 26737300 Fax: +91 11 26737373, Website: www.ptcfinancial.com, E-mail: info@ptcfinancial.com

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L65999DL2006PLC153373
2.	Name of the Listed Entity	PTC India Financial Services Limited
3.	Year of incorporation	2006
4.	Registered office Address	7 th Floor, Telephone Exchange Building 8 Bhikaji Cama Place, South West Delhi, New Delhi, Delhi, India, 110066
5.	Corporate address	7 th Floor, Telephone Exchange Building 8 Bhikaji Cama Place, South West Delhi, New Delhi, Delhi, India, 110066
6.	E-mail	info@ptcfinancial.com
7.	Telephone	011-26737300
8.	Website	https://www.ptcfinancial.com/
9.	Financial year for which reporting is being done	2023-24
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited and National Stock Exchange of India Limited
11.	Paid-up Capital	INR 6,42,28,33,350/-
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: Mrs. Shweta Agrawal Designation: Company Secretary E-mail id: shweta.agrawal@ptcfinancial.com Phone No.: 011-26737300
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 (For the entity itself as PFS does not have any subsidiary)

II. Products/services

14. 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
	NBFC	Infrastructure financing	92.12%

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	Term Loan & Corporate Loan	65923	100%
2	Letter of Comfort for Letter of Credit		0%

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	-	1	1
International	-	-	-

PFS is into infrastructure financing and does not undertake any manufacturing activity.

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	PAN India
International (No. of Countries)	NIL

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

The Company is not involved in export of any product or services; hence it is not applicable.

c. A brief on types of customers

The Company mainly serves the Corporates (Private and State) which are into development, operation and maintenances of Infrastructure projects.

IV. Employees

18. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

EMPLOYEES						
S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
1.	Permanent (D)	45	38	84	7	16
2.	Other than Permanent (E) 5	5	3	60	2	40
3.	Total employees (D + E)	50	41	82	9	18
The Company does not have any worker.						

b. Differently abled Employees and workers:

DIFFERENTLY ABLED EMPLOYEES						
S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
1.	Permanent (D)	1	1	100	0	N.A.
2.	Other than Permanent (E)	1	0	N.A.	1	100
3.	Total differently abled employees (D + E)	2	1	50	1	50
The Company does not have any worker.						

19. 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	2	1	50

The above information pertains as on 31st March, 2024.

20. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2023-24 (Turnover rate in current FY)			FY2022-23 (Turnover rate in previous FY)			FY2021-22 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	11.11%	4.45%	15.56%	16%	9%	24%	13%	4%	17%
Permanent Workers	N.A.								

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.	PTC India Limited	Holding	64.99%	No
2.	R.S. India Wind Energy Private Limited	Associate	37%	No
3.	Varam Bio Energy Private Limited	Associate	26%	No

VI. CSR Details

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes

(ii) Turnover (in ₹) : 77,628 Lakhs

(iii) Net worth (in ₹) : 253874.08 Lakhs

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			FY 2022-23		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	No	-	-	-	-	-	-
Investors (other than shareholders)	Yes, Name of the Policy: Investor Grievance Redressal Policy	208	0	-	481	0	NA
Shareholders	Web link https://www.ptcfinancial.com/cms/showpage/page/codespolicies	89	2	-	22	0	NA
Employees and workers	Yes, Name of the policy: Code of Conduct for Employees Web link https://www.ptcfinancial.com/cms/showpage/page/codespolicies	-	-	-	-	-	NA
Customers	Yes, Name of the policy: Grievance redressal mechanism https://www.ptcfinancial.com/cms/showpage/page/grievances-redressal-mechanism	-	-	NA	-	-	NA
Value Chain Partners	-	-	-	NA	-	-	NA
Other (please specify)	-	-	-	NA	-	-	NA

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)
1	Climate Change vulnerability - Carbon Emission/ Product footprint/ Financing environmental impact	Opportunity	The end use of finance extended to the borrowers, especially through increased awareness about climate change has accelerated the adoption of environment friendly products such as renewable power, electric vehicles etc, thereby creating an opportunity to finance and insure such class of assets.	PFS is primarily lending to the sector which promote the sustainability and Green Financing.	Positive: PFS's experience in lending for varied class of assets and depth of its balance sheets could allow it to harness opportunities provided by financing customers who opt to adapt these climate friendly class of assets.
2	Our Customers	Risk	Given that PFS provides financial products and services to large infrastructure Projects and some of them are of National importance, any undesirable customer experience could result in loss of customers or even reputational loss.	PFS appropriately addresses their grievances. Customer experience is enhanced by offering products and services which meet the needs of customers	Loss of reputation can result in loss of customer thereby adversely impacting businesses of PFS
3	Our People	Opportunity	Health and Safety Employee well-being Gender diversity Employee representation Attract talent for benefit of Company	It is an opportunity	Positive implications
4	CSR Management	Opportunity	As a part of nation building, the Company has implemented a CSR project during the current FY-IIT Roorkee for drinking water quality testing instruments.		Positive implications

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

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

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

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

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

P 5 Businesses should respect and promote human rights.

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

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

P 8 Businesses should promote inclusive growth and equitable development.

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	As per the Company's practice, all the policies are approved by the authority concerned depending upon the nature of the policy. The authority concerned could be Board, MD, CEO / Functional Head etc.								
c. Web Link of the Policies, if available	https://www.ptcfinancial.com/cms/showpage/page/codes-policies								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes								

3. Do the enlisted policies extend to your value chain partners? (Yes/No)	NA
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The Company's policies are aligned with IFC performance standards.
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	PFS has an annual Budget and plans approved by the Board which specify commitment towards financing of environment sustainability projects.
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	PFS is committed to finance environmentally sustainable and sunshine projects and accordingly it finances projects for sewage treatment under MMCG, electric vehicles under FAME II scheme and development of various wind and solar power projects.
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) The Company's environmental sustainability goal, in alignment with the Paris Agreement and commitment to Science Based Targets (SBT), is to become a carbon neutral company by 2040. Its Risk Management framework works at various levels across the enterprise, with a defined organisational structure, for managing and reporting risks.	
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Managing Director & CEO
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes, The Company's multi-tiered governance structure spearheaded by Board of Directors (BOD), responsible for overseeing – formulation and implementation of the strategy. Management of daily activity rests with Managing Director, CEO and other senior leaders. Board level committees such as Audit Committee, Corporate Social Responsibility Committee, Risk Management Committee, Stakeholders Relationship Committee etc., formed from amongst the board members helps in formulation, overseeing and implementation of associated policies.

10. Details of Review of NGRBCs by the Company:																			
Subject for Review	Indicate whether review was undertaken by Director/Committee of the Board/ Any other Committee									Frequencyb (Annual/Half Yearly/ Quarterly/ Any other- Please Specify)									
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9	
Performance against above policies and follow up action	All the policies of the Company are approved by the Board and reviewed periodically or on a need basis. During the review, the effectiveness of the policies is evaluated and necessary amendments to policies and procedures are implemented.																		
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company complies with the extant regulations and principles as are applicable and are periodically reviewed by the Board of Directors of the Company, wherever required.																		

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9
	No								

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)	NA								
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)									

SECTION C: PRINCIPLE-WISE PERFORMANCE

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	8	Updates of law, Information & Cyber Security awareness, risk, strategies, Business	100%		
Key Managerial personnel	5	1. Management & Leadership Skills	100%		
Employees other than BOD and KMP's	9	2. Effective Analytical Writing 3. Capacity building program on Solar PV Power Plant & Grid Integration 4. Whistleblower Policy. 5. POSH Policy, 6. Grievance Redressal 7. Policy & Code of Conduct 8. Cyber Security Training Session 9. Solar PV Power Plant & Grid Integration (Design, DPR, Tariff & AI in Solar)	100%		
Workers	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 (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and as disclosed on the entity's website):					
Monetary					
	NGRBC Principle	Name of regulatory/ enforcement agencies/ judicial institutions	Amount (IN INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine	1	Registrar of Companies, NCT of Delhi and Haryana (“ROC”)	6.40 Lakhs	Four show cause notices (SCNs) issued by ROC for non compliance of the provision of Section 149(8), 177(4)(v) & (vii) and 178 of the Companies Act, 2013. ROC issued three adjudication orders dated June 27, 2023 for 3 SCN.	Yes
Settlement	-	-	-	-	-
Compounding fee	-	-	-	-	-
Non-Monetary: NA					
	NGRBC Principle	Name of regulatory/ enforcement agencies/ judicial institutions	Brief of the Case		Has an appeal been preferred? (Yes/No)
Imprisonment					
Punishment					

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
The Company has filed an appeal against 3 adjudication orders and had applied for compounding for the matter under fourth SCN w.r.t. NSL Nagapatnam.	Regional Director, Northern Region

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.

Yes, the Company has adopted the Code of Business Conduct and Ethics, governing conduct of the business of the Company in an ethical manner. It applies to the Directors, Key Managerial Personnel and Senior Management of the Company. The Company obtains an annual confirmation affirming compliance with the Code from the Directors, Key Managerial Personnel and Senior Management every year.

The Company has in place:

- Whistle Blower Policy: It provides an avenue for Directors and employees to inform about any wrongdoing in the Company and reassurance that they will be protected from victimization for whistle blowing.
- Code of Conduct for Prevention of Insider Trading: It prevents insider trading and protect price sensitive information.

Further, PFS does not have any joint venture /suppliers/ contractors etc.

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

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

	FY 2023-24 (Current Financial Year)		FY 2022-23 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of Complaints received in relation to issues of Conflict of Interest of the Directors	Nil	N.A.	Nil	N.A.
Number of Complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	N.A.	Nil	N.A.

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.

NA

Principle 2: Business should provide goods and services that are 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	Previous Financial year	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/No)		
	b. If yes, what percentage of inputs were sourced sustainably? No		
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.		
	The Company has no unique product that needs to be reclaimed at the end of its useful life. However, at the project and operation sites, there are procedures in place to recycle, reuse, and dispose of the aforesaid waste being generated over the course of development and operation in accordance with regulatory requirements.		
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.		
	No, Extended Producer Responsibility (EPR) is not applicable to the Company's activities.		

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	%age 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	38	38	100%	38	100%	NA	NA	-	-	-	-
Female	7	7	100%	7	100%	7	100%	-	-	-	-
Total	45	45	100%	45	100%	7	100%	-	-	-	-
Other than Permanent Employees											
Male	3	3	100%	3	100%	NA	NA	-	-	-	-
Female	2	2	100%	2	100%	2	100%	-	-	-	-
Total	5	5	100%	5	100%	2	100%	-	-	-	-

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

Category	%age 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 Workers											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-
Other than Permanent Employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

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

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

Benefits	FY 2023-24			FY 2022-23		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	-	Y	70-80%	-	Y
Gratuity	100%	-	Y	100%	-	Y
ESI	Nil	-	NA	40-50%	-	-
Bonus & Leave Encashment	100%	-	NA	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.

Currently the Company does not have any differently abled employees, who would require any special premise facility.

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.

PFS HR Policy provides fair remuneration and equal opportunities at the time of recruitment as well as during employment irrespective of age, sex, colour, caste, disability, marital status, ethnic origin, race, religion, or any other status of individuals.

5. Return to work and Retention rates of permanent employees and workers that took parental leave. NA

Benefits	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NA	NA	NA	NA
Female	NA	NA	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 Workers	Yes. Grievance redressal mechanism is in place. Complaints can be raised directly to GRO. Also, grievances can be raised through e-mails and all the grievances that are received through different platforms are directed to GRO. The grievances can also be raised through whistle blower system through dedicated mail following the Vigil Mechanism Policy of the Company and Company assures that such grievances are addressed promptly, fairly and impartially in accordance with the organisation's other rules.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

There is no association or union of employees or workers recognised by the company

Category	FY 2023-24			FY 2022-23		
	Total employees/ workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	NIL	NIL	NA	NIL	NIL	NA
Male	NIL	NIL	NA	NIL	NIL	NA
Female	NIL	NIL	NA	NIL	NIL	NA
Total Permanent Workers	NIL	NIL	NA	NIL	NIL	NA
Male	NIL	NIL	NA	NIL	NIL	NA
Female	NIL	NIL	NA	NIL	NIL	NA

8. Details of training given to employees and workers :

Category	FY 2023-24					FY 2022-23				
	Total (A)	On Health and safety measures*		On Skill upgradation		Total(D)	On Health and safety measures*		On Skill upgradation	
		No.(B)	%(B/A)	No.(C)	%(C/A)		No.(E)	%(E/D)	No.(F)	%(F/D)
Employees										
Male	41	41	100%	0	NA	42	42	100%	0	NA
Female	9	9	100%	0	NA	9	9	100%	0	NA
Total	50	50	100%	0	NA	51	51	100%	0	NA
Workers										
Male	NA									
Female										
Total										

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No.(B)	%(B/A)	Total (C)	No. (D)	%(D/C)
Employees						
Male	41	41	100%	43	43	100%
Female	9	9	100%	9	9	100%
Total	50	50	100%	52	52	100%
Workers						
Male	NA					
Female						
Total						

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. Our Health and Safety management system covers all of our employees. The Company is committed to provide a healthy workplace
- b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?
PFS conducts safety audits on a periodic or on a need basis wherein parameters related to fire safety, housekeeping, electrical safety, and emergency preparedness are assessed.
- c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N)
NA
- d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)
Yes

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

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

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

Our work place is thoughtfully and aesthetically designed, keeping the health and well-being of our employees and occupiers in mind. Different design elements ensure that the work place offer a conducive work environment. These elements minimise stress or discomfort due to loud sounds, insufficient light or excessive glare, or thermal stress in order to create employee friendly spaces.

We check for Air quality at our offices spaces and take regular measures to improve the same. Frequent equipment checks are carried out to mitigate any wear and tear due to continued use, e.g.: Air Conditioners, UPS, Stabilisers etc, Fire alarm systems and smoke detectors are installed at all premises. Fire extinguishers are kept filled to ensure effective use during any untoward incidents.

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

Category	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working Conditions	Nil	Nil	NA	Nil	Nil	NA
Health & safety	Nil	Nil	NA	Nil	Nil	NA

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	100% by PFS Safety Team
Working Conditions	100% by PFS Safety Team

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 corrective actions pertaining to above mentioned parameters was necessitated by PFS during the year under review.

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

Essential Indicators				
1. Describe the processes for identifying key stakeholder groups of the entity.				
The internal and external groups/ bodies whose activities, participation and aspirations are integral to the business and have immediate and significant impact on the operations of the PFS, are regarded as a key stakeholder groups and have been identified accordingly.				
2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.				
Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board Website) Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others-Please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagements
Shareholder	No	Annual General Meeting/ Stock Exchange disclosures/ Quarterly and Half Yearly Results publications/ Email Communications/ letters/ press release/ complaints and resolutions	AGM - Annual H/Y results - Half Yearly Q/Y Results Quarterly Others - Ongoing	Financial results, dividends, financial stability, induction of board members, changes in shareholdings, growth prospects
Employees	No	Forum, performance appraisal meeting, review, exit interviews, wellness initiatives, grievance mechanism functioning, email, circulars	Ongoing	Performance analysis and career path setting, operational efficiency, longterm strategy plans, training and awareness, health, safety and engagement initiatives.
Customers	No	Newsletter and brochures and meetings	Ongoing and as per product launches	Product quality, safety and availability, responsiveness of needs, timely delivery, fair and competitive pricing
Suppliers/ Contractors/ Partners	No	Regular supplier and contractor meeting on need basis	Annual/ Monthly	Inclusion of local suppliers/ contractors
Government	No	Meetings with local administration/ state government authorities on need basis	Ongoing	Statutory compliance, transparency in disclosures, tax revenues, sound corporate governance mechanisms
Communities	No	Community visits and projects, partnership with local charities, CSR initiatives	Ongoing	Assess local communities needs, strengthen livelihood opportunities

Principle 5: Business should respect and promote human rights.

Essential Indicators						
1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:						
Category	FY 2023-24			FY 2022-23		
	Total (A)	No. of Employees/ workers Covered (B)	%(B/A)	Total (C)	No. of Employees/ workers covered (D)	%(D/C)
Employees						
Permanent	45	45	100%	43	43	100%
Other than Permanent	5	5	100%	8	8	100%
Total Employees	50	50	100%	51	51	100%
Workers						
Permanent	NA					
Other than Permanent						
Total Workers						

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

Category	FY 2023-24					FY 2022-23				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No.(B)	% (B/A)	No.(C)	%(C/A)		No.(E)	% (E/D)	No.(F)	%(F/D)
Employees										
Permanent	45	-	0%	45	100%	43	-	0%	43	100%
Male	38	-	0%	38	100%	34	-	0%	34	100%
Female	7	-	0%	7	100%	9	-	0%	9	100%
Other than Permanent	5	-	0%	5	100%	9	-	0%	9	100%
Male	3	-	0%	3	100%	7	-	0%	7	100%
Female	2	-	0%	2	100%	2	-	0%	2	100%
Workers										
Permanent	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Other than Permanent	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-

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

	Male		Female	
	Number	Median Remuneration/salary/wages of respective category	Number	Median Remuneration/salary/wages of respective category
Board of Directors (BOD)	2	127.61	0	NA
Key Managerial Personnel	3	63.25	1	48.74
Employees other than BOD and KMP	43	21.07	8	17.45
Workers	0	NA	0	NA

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

The Company believes in respecting its employees human rights and recognizing their need for respect & dignity. We are devoted to fair labour practices and free speech, which are backed by company-wide value system. The HR head along with GRO is responsible for addressing the same.

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

Any employee can voice all types of issues and violations to the internal complaints committee through GRO, which take immediate remedial measures to ensure that such violations must not occur in future.

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

Category	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	Nil	Nil	NA	Nil	Nil	NA
Discrimination at Workplace	Nil	Nil	NA	Nil	Nil	NA
Child Labour	Nil	Nil	NA	Nil	Nil	NA
Forced Labour/Involuntary Labour	Nil	Nil	NA	Nil	Nil	NA
Wages	Nil	Nil	NA	Nil	Nil	NA
Other human rights related issues	Nil	Nil	NA	Nil	Nil	NA

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

PFS believes in providing a safe, non-hostile and harassment free work environment at its workplace. It follows a zero-tolerance approach towards sexual harassment at workplace. Also, the Code of Conduct of the Company requires employees to behave responsibly in their action and conduct.

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

No.

9. Assessments for the year:

	% of your plants and offices that were assessed (by entity or Statutory authorities or third parties)
Child Labour	100%
Forced/involuntary Labour	The Company undertook internal assessment through its HR function.
Sexual Harassment	
Discrimination at workplace	
Wages	
Others-please specify	

10. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.
Not applicable.

Principle 6: Business 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 2024	FY 2023
Total electricity consumption (A)	184,224 kwh	204,263 kWh
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	954 kwh	543 kWh
Total energy consumption (A+B+C)	185178 kwh	204,806 kWh
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees million)	23.75	25.69
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

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

2. Does the entity have any sites / facilities identified as Designated Consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any. NA
3. Provide details of the following disclosures related to water, in the following format:

Parameter	FY 2024	FY 2023
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	2.175 kl	2.80 kl
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	2.175 kl	2.80 kl
Total volume of water consumption (in kilolitres)	2.175 kl	2.80 kl
Water intensity per rupee million of turnover (Water consumed / turnover)	0.000280	0.000351
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. No

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

The Company has not implemented a mechanism for Zero Liquid Discharge as the office is at rented premises wherein new facility installation is not allowed.

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

Parameter	Please specify unit	FY 2023-24	FY 2022-23
NOx	Metric Tonne	Nil	Nil
SOx	Metric Tonne	Nil	Nil
Particulate matter (PM)	PPM	Nil	Nil
Persistent organic pollutants (POP)	-	Nil	Nil
Volatile organic compounds (VOC)	-	Nil	Nil
Hazardous air pollutants (HAP)	-	Nil	Nil
Others – please specify	-	Nil	Nil

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

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	169	190
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	98	218
Total Scope 1 and Scope 2 emissions (per million rupee of turnover)		267	408
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.
No

7. Does the entity have any project related to reducing Greenhouse Gas emission? If yes, then provide details.

The Company had commissioned a 6 MW Wind power project in Karnataka which has been contributing in reduction of the GHG by mitigating around 14000 tons of CO2 equivalent every year through its operations. The company is proactive in implementing energy-saving measures in its operations and minimizing the operational footprint, such as replacing traditional lighting with energy-efficient LED lights and 5 star-rated air conditioners, etc. Also smart lightning and switching ensures electrical devices like Computer, Lights etc switch off automatically when not in use during extended period of time. The measures provided the business with numerous advantages while also making a further contribution to the reduction of the effects of climate change on people and the environment.

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

Not applicable since PFS is not into manufacturing or power production.

Parameter	FY 2024	FY 2023
	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)	-	-
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	-	-
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	-	-

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

9. 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.

Plastic Waste, Paper Waste generated by the organization are disposed responsibly by adopting sustainable waste management practices. The company takes initiatives for the safe disposal of E-Waste if any generated by handling the wastes to authorized recyclers.

10. 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:

Not Applicable, as the Company does not have offices in/around ecologically sensitive areas.

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.
	NA		

11. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year: Not Applicable

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
NA					

12. 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, and Environment Protection Act and Rules thereunder (Y/N). If not, provide details of all such non-compliances.

Yes, the Company is compliant with all applicable environmental law/regulations/guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, and Environment Protection Act and Rules and thereunder and there were no instances of non-compliances with the above laws in the reporting year.

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
	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.

We have one such association at present

- 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	India Infrastructure Forum	National
2	PHD Chamber	National

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 the authority	Brief of the case	Corrective action taken
There are zero incidents of anti-competitive behavior or corruption within the Company during the reporting period.		

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

Essential Indicators

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

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

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
Not applicable.						

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

The Company has internal complaints committee to address sexual harassment cases and other complaints of employees, customers wherein Any issue which is unresolved or needs management intervention is escalated to the respective business heads.

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

	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/ small producers	NA	NA
Sourced directly from within the district and neighbouring districts	NA	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.

The Company Grievance Redressal policy for Customers (in line with regulatory requirement) and procedure for resolution of any complaint.

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	The Company does not have any specific consumer products
Safe and responsible usage	
Recycling and/or safe disposal	

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

	FY 2023-24		Remarks	FY 2022-23		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	NA	0	0	NA
Advertising	0	0	NA	0	0	NA
Cyber-security	0	0	NA	0	0	NA
Delivery of essential services	0	0	NA	0	0	NA
Restrictive Trade Practices	0	0	NA	0	0	NA
Unfair Trade Practices	0	0	NA	0	0	NA
Other	0	0	NA	0	0	NA

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

	Number	Reasons for recall
Voluntary recalls	-	NA
Forced recalls	-	NA

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.

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.

Not applicable.