

Board of Directors' Report

Annexure E to the Board of Directors' Report

Business Responsibility & Sustainability Report ('BRSR')

SECTION A - GENERAL DISCLOSURES

I. Details of the listed entity

- 1) Corporate Identity Number (CIN) of the listed entity: L92140MH1999PLC120516
- 2) Name of the listed entity: Entertainment Network (India) Limited
- 3) Year of incorporation: June 24, 1999
- 4) Registered office address: 4th Floor, A-Wing, Matulya Centre, Senapati Bapat Marg, Lower Parel (West), Mumbai - 400 013.
- 5) Corporate address: 14th Floor, Trade World, D wing, Kamala Mills Compound, Senapati Bapat Marg, Lower Parel (West), Mumbai 400 013.
- 6) E-mail: enil.investors@timesgroup.com
- 7) Telephone: 022 6753 6983
- 8) Website: www.enil.co.in
- 9) Financial year for which reporting is being done: April 1, 2023 to March 31, 2024
- 10) Name of the Stock Exchange(s) where shares are listed: BSE Limited (BSE) and National Stock Exchange of India Limited (NSE)
- 11) Paid-up Capital: ₹ 4767 lakhs
- 12) Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR: Mr. N. Subramanian - *Non-Executive Director* (DIN:03083775), Contact 022-67536983, e-mail address: enil.investors@timesgroup.com
- 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). Disclosures made under this Business Responsibility & Sustainability Report are on a standalone basis.

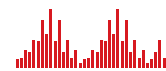
II. Products/services

- 14) 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.	Private FM Radio Broadcasting	Private FM Radio Broadcasting	61 %
2.	Media Solutions	Media Solutions	31 %
3.	Subscription based Music Streaming Service	Subscription based Music Streaming Service	8 %

- 15) 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.	Private FM Radio Broadcasting	60100: Radio Broadcasting	61 %
2.	Media Solutions	73100: Advertising	31 %
3.	Subscription based Music Streaming Service	59202: Music Publishing	8 %



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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	Not Applicable	73 radio stations (63 locations)	73 radio stations (63 locations)
International*	Not Applicable	Nil	Nil

* The Company has set up two US based entities, i.e., Entertainment Network, INC - wholly owned subsidiary of the Company, and Entertainment Network, LLC - wholly owned subsidiary of Entertainment Network, INC. The Company has acquired 49% equity of Global Entertainment Network Limited, in Doha, Qatar. Mirchi Bahrain WLL based in the Kingdom of Bahrain, a 100% subsidiary of the Company - became a wholly owned subsidiary of the Company in April 2021.

17) Markets served by the entity:

(a) Number of locations:

Locations	Number
National (No. of States)	17 States and 5 Union Territories
International (No. of Countries)	5

(b) What is the contribution of exports as a percentage of the total turnover of the entity? 3.1%

(c) A brief on types of customers: The Company appeals to a broad audience, delivering diverse content that entertains and engages listeners across different age groups and demographics. It also draws in advertisers and marketers aiming to connect with specific audiences through radio ads, sponsorships, and other media solutions. On the other hand, Gaana's music streaming service provides users with an ad-free experience for a monthly or annual subscription fee, creating a steady revenue source beyond advertising.

IV. Employees

18) Details as at the end of Financial Year:

(a) Employees and workers (including differently abled): The entire work force of the Company is categorized as 'Employees' and none as 'Workers'.

Sr. No.	Particulars	Total (A)	Male		Female	
			No(B)	%(B/A)	No(C)	%(C/A)
Employees						
1.	Permanent (D)	916	629	68.7%	287	31.3%
2.	Other than Permanent (E)	32	19	59.4%	13	40.6%
3.	Total employees (D + E)	948	648	68.4%	300	31.6%
Workers						
1.	Permanent (F)					
2.	Other than Permanent (G)		Not Applicable			
3.	Total Workers (F + G)		Not Applicable			

(b) Differently abled Employees and workers: Nil (None of the employees has disclosed disabilities).

Sr. No.	Particulars	Total (A)	Male		Female	
			No(B)	%(B/A)	No(C)	%(C/A)
Differently Abled Employees						
1.	Permanent (D)					
2.	Other than Permanent (E)					
3.	Total differently abled employees (D + E)		Nil			

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Sr. No.	Particulars	Total (A)	Male		Female	
			No(B)	%(B/A)	No(C)	%(C/A)
Differently Abled Workers						
1	Permanent (F)					
2	Other than Permanent (G)					
3	Total Workers (F + G)					

19) Participation/Inclusion/Representation of women:

Particulars	Total (A)	No. and percentage of Females	
		No (B)	%(B/A)
Board of Directors	7	1	14.29%
Key Management Personnel (KMP)	3	0	0

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

	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	32.5%	39.3%	34.7%	30.0%	35.2%	31.7%	30.3%	41.2%	33.7%
Permanent Workers					Nil				

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

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

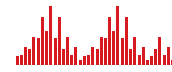
Sr. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Alternate Brand Solutions (India) Limited (ABSL)	Subsidiary	100%	No
2	Entertainment Network, INC (EN, INC)	Subsidiary	100%	No
3	Entertainment Network, LLC (EN, LLC) (100% Subsidiary of EN, INC)	Step-down Subsidiary	N.A.	No
4	Global Entertainment Network Limited (GENL)	Subsidiary	49%	No
5	Mirchi Bahrain WLL	Subsidiary	100%	No

VI. CSR Details

22) (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) - Yes

(ii) Turnover (in ₹) : ₹ 50,664.68 lakhs (for FY 2024)

(iii) Net worth (in ₹) : ₹ 76,885.78 lakhs (as on March 31, 2024)



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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 2023-2024			FY 2022-2023		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	https://www.enil.co.in/policies-and-code-of-conduct.php			Nil			
Investors (Other than shareholders)	https://www.enil.co.in/policies-and-code-of-conduct.php						
Shareholders	https://www.enil.co.in/policies-and-code-of-conduct.php and https://www.enil.co.in/general-information.php	18	0	-	24	0	-
Employees and workers	https://www.enil.co.in/policies-and-code-of-conduct.php	0	0	-	1	0	-
Customers	https://www.enil.co.in/policies-and-code-of-conduct.php						
Value Chain Partners	https://www.enil.co.in/policies-and-code-of-conduct.php			Nil			
Other (please specify)	Nil						

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.

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.	Governance and compliances	Opportunity	Compliances with the relevant rules and regulations, resulting in the transparency	-	Positive: Ethical and transparent entity, enhanced brand reputation
2.	Employees empowerment	Opportunity	Facilitating a positive non-hierarchy-driven approach enables attracting and retaining talent	-	Positive

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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)
3.	Digitization	Opportunity	Digitization has changed the industry by altering the way of revenue streams	-	Positive
4.	Economic performance	Risk	Increased competition in the industry and competing industry, and change in consumer lifestyle and preference	Maintain market leadership and provide other media solutions	Positive
5.	Reputational Risk/ Negative Publicity	Risk	Any negative comments in negative light in media may impact the brand and reputation of the Company	The team reviews any negative comments in the media and provides responses. Proactive management of relationships / response systems across media	Negative

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 National Guidelines on Responsible Business Conduct ('NGRBC') Principles and Core Elements.

Principle 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable. (P1)

Principle 2: Businesses should provide goods and services in a manner that is sustainable and safe. (P2)

Principle 3: Businesses should respect and promote the well-being of all employees, including those in their value chains. (P3)

Principle 4: Businesses should respect the interests of and be responsive to all its stakeholders. (P4)

Principle 5: Businesses should respect and promote human rights. (P5)

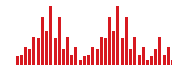
Principle 6: Businesses should respect and make efforts to protect and restore the environment. (P6)

Principle 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent. (P7)

Principle 8: Businesses should promote inclusive growth and equitable development. (P8)

Principle 9: Businesses should engage with and provide value to their consumers in a responsible manner. (P9)

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management process									
1. a) Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b) Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c) Web Link of the Policies, if available (All the policies required to be hosted on the website are available on the mentioned link. Internal policies applicable to the employees of the Company are hosted on the intranet accessible to the employees)	https://www.enil.co.in/policies-and-code-of-conduct.php								



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Disclosure Questions	P	P	P	P	P	P	P	P	P
	1	2	3	4	5	6	7	8	9
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/certifications/labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The Company complies with the regulations/ provisions as prescribed by Securities and Exchange Board of India (SEBI), Companies Act, 2013 and other regulators								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The goal of the company is to comply and adhere to all the applicable principles of the BRSR								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	-								

Governance, leadership and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements.

“The core of our mission is to make sustainable living commonplace. We believe that sustainability and profitability are intrinsically linked.

The Board of Directors and Management assume responsibility for overseeing and guiding our ESG Strategy’s performance and implementation, including monitoring and reporting on our progress thereto, while ensuring alignment with our corporate purpose. Acknowledging that sustainability is an ongoing journey, our Board of Directors remains unwavering in its determination to continually enhance our sustainability performance.”

N. Subramanian – Non-Executive Director (DIN: 03083775)

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies): Board of Directors and Executive Director are responsible for implementation and oversight of the Business Responsibility policy.
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. Mr. N. Subramanian – Non-Executive Director is responsible for decision making on sustainability related issues.
10. Details of Review of NGRBCs by the Company: Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P
	1	2	3	4	5	6	7	8	9	1	2	3	4	5	6	7	8	9
Performance against above policies and follow up action	Non-Executive Director- through Management updates									Annually								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Non-Executive Director- through Management updates									Quarterly								

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	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
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.	Relevant policies and codes have been approved by the Board of Directors / Function Heads and same are reviewed at periodical intervals, on need basis. The process and compliances are also reviewed by internal, secretarial and statutory auditors as per the applicable laws.								

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the principles material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the Financial or/human and technical resources available for the task (Yes/No)						Not Applicable			
It is planned to be done in the next Financial year (Yes/No)									
Any other reason (please specify)									

SECTION C- PRINCIPLE WISE PERFORMANCE DISCLOSURE

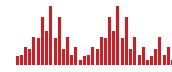
This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as “Essential” and “Leadership”. While the essential indicators are expected to be disclosed by every entity 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 covered by training and awareness programmes on any of the Principles during the Financial year:

Segment	Total number of training and awareness programs held	Topics/principles covered under the training and its impact	Percentage of persons in respective category covered by the awareness programmes
Board of directors (BoD)	During the year, Board Members are regularly briefed about the Company, their roles, rights, responsibilities, nature of the industry in which the Company operates, business model of the Company, regulations, ESG, all other relevant information, etc., through various sessions and constant interaction with the management team. Board Members are provided with the business documents to enable them to understand the Company business model.		100%
Key Managerial personnel (KMP)	During the year, they are regularly briefed about the Company, their roles, rights, responsibilities, various policies like Code of Conduct, Prevention of Sexual Harassment at the Workplace, Gift Policy, Whistle Blower Policy, all other relevant information, etc., through various sessions and constant interaction.		
Employees other than BoD and KMPs			
Workers	Not Applicable		



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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:

Category	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine					
Settlement					
Compounding fee			Nil		

Non-Monetary

Category	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment				
Punishment			Nil	

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

Sr. No.	Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
1		Not Applicable

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web link to the policy. The Company has adopted the Code of Conduct, ethics and business principles for directors and team members and the Whistle Blower Policy. The said policies are extended at the group level. The Company has also adopted the Supplier / Vendor Code of Conduct requiring the service providers and vendors to adhere to the said code. The code emphasizes various parameters like conducting business in an ethical manner, compliance with the law of the land, respect for human rights, corruption free business practices and many more.

Weblink: <https://www.enil.co.in/policies-and-code-of-conduct.php>

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

Category	(Current Financial Year)	(Previous Financial Year)
Directors		
KMPs		Nil
Employees		
Workers		Not Applicable

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

Category	Current Financial Year		Previous Financial Year	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors				
Number of complaints received in relation to issues of Conflict of Interest of the KMPs			Nil	

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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.

Leadership Indicators

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

Sr. No.	Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
1)		Nil	

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same.

Yes, each Director of the Company discloses his/her concern or interest in the Company or companies or bodies corporate, firms, or other association of individuals and any change therein, annually or upon any change. In the Meetings of the Board, the Directors abstain from participating in the items in which they are concerned or interested.

To identify and monitor potential conflicts of interest involving the Directors/ KMPs of the Company, database of the Directors and the entities in which they are interested is maintained. This list is shared with the Finance department for monitoring and tracking transaction(s) entered by the Company with such parties. Additionally, the Senior Management also provide annual affirmation stating that they have not entered into a material, financial and commercial transactions, which may have a potential conflict with the interest of the Company at large.

PRINCIPLE 2: BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE

Essential Indicators

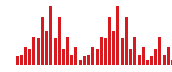
1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively. The Company is not engaged in the manufacturing activities and therefore this para is not applicable.

Category	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D			
Capex	Not Applicable considering the nature of the Company's business.		

2. a) Does the entity have procedures in place for sustainable sourcing? (Yes/No): Not Applicable. The Company is engaged in the business of Private FM Radio broadcasting. The broadcast predominantly consists of music in different genres. For broadcast of music, the Company has entered into voluntary license agreements with certain music labels across the country on mutually acceptable terms and in some cases the Company has obtained and complied with the Hon'ble Courts/ Copyright Board orders to broadcast music of labels on terms stipulated by them.
- b) If yes, what percentage of inputs were sourced sustainably?: Not Applicable.
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.

Not applicable. The Company is in the business of Private FM Radio broadcasting and media solutions and is complying with the guidelines issued by the Ministry of Information & Broadcasting and advertising code as amended from time to time. The Company is cognizant of its role in supporting environmental sustainability. E-waste, i.e., computers and related accessories are disposed off through certified registered vendors.

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. Not Applicable.



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Leadership Indicators

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

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

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

Sr. No.	Name of Product / Service	Description of the risk / concern	Action Taken
Not Applicable			

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2023-2024	FY 2022-2023
	Nil	

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

	FY 2023-2024			FY 2022-2023		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)			Nil			
E-waste (safely disposed) *		7.534 metric tonnes			6.064 metric tonnes	
Hazardous waste						
Other waste			Nil			

*E-waste is scraped through certified vendors in an environmentally sustainable manner.

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

Sr. No.	Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Not Applicable		

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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 (Permanent 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	629	629	100%	629	100%	0	0%	629	100%	0	0%
Female	287	287	100%	287	100%	287	100%	0	0%	120	41.8%
Total	916	916	100%	916	100%	287	31.3%	629	68.7%	120	13.1%
Other than permanent Employees											
Male											
Female						Nil					
Total											

- b) Details of measures for the well-being of workers. (Permanent Workers).

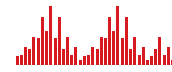
Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent Workers											
Male											
Female											The Company does not employ workers
Total											
Other than permanent Workers											
Male											
Female											The Company does not employ workers
Total											

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

Benefits	No. of employees covered as a % of total employees. (CY)	No. of workers covered as a % of total workers. (CY)	Deducted and deposited with the authority (Y/N/N.A.). (CY)	No. of employees covered as a % of total employees. (PY)	No. of workers covered as a % of total workers. (PY)	Deducted and deposited with the authority (Y/N/N.A.). (PY)
PF	100%	NA	Yes	100%	NA	Yes
Gratuity	100%	NA	NA	100%	NA	NA
ESI	0.3%	NA	Yes	0.4%	NA	Yes
Others – please specify				Nil		

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? Most of our offices are accessible to differently abled persons through elevators and other assistance.
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.

The Company provides equal employment opportunities, without any discrimination on the grounds of age, color, disability, marital status, nationality, race, religion, sex, sexual orientation. The Company has adopted the Code of Conduct and Sexual Harassment Policy, which include fair employment practices and the Company does not tolerate any kind of discrimination or harassment. Weblink: <https://www.enil.co.in/policies-and-code-of-conduct.php>



Board of Directors' Report

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	NA	NA
Female	100%	100%	NA	NA
Total	100%	100%	NA	NA

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

Category	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Workers	The Company does not have any workers under employment.
Other than Permanent Workers	
Permanent Employees	We are committed to providing a safe, conducive and enabling work environment for our employees (permanent or temporary). We follow an Open-Door and Non-Hierarchical approach. Any employee having any issues may contact their managers, Human Resources or any member from the Senior Management team.
Other than Permanent Employees	

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

Category	FY 2023-2024			FY2022-2023		
	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	The Company does not have any workers under employment and its employees are not member of any association or union recognized by the Company.					
- Male						
- Female						
Total Permanent Workers						
- Male						
- Female						

8. Details of training given to employees and workers:

Category	FY 2023-2024					FY 2022-2023				
	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	629	629	100%	453	72%	671	671	100%	451	67%
Female	287	287	100%	204	71%	334	334	100%	250	75%
Total	916	916	100%	657	72%	1005	1005	100%	701	70%
Workers										
Male										
Female	Not Applicable									
Total										

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

Function Heads constantly interact with the employees and provide relevant training, on need basis, to improve their performance.

Board of Directors' Report

Category	FY 2023-2024			FY 2022-2023		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	629	629	100%	671	671	100%
Female	287	287	100%	334	334	100%
Total	916	916	100%	1005	1005	100%
Workers						
Male						
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?
Due to the nature of the operations of the Company, there are no critical occupational health and safety risks. Fire extinguishers are installed in all offices. Fire Safety is of outmost importance and regular safety drills comprising of operating firefighting equipment are conducted on a regular basis.
- b) What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?
Due to the nature of the work, there are no critical occupational health and safety risks.
- c) Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)
No. The Company does not have any workers under employment.
- d) Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)
No- The Company does not have any workers under employment. The Company is committed to the health and wellbeing of its employees and provides access to comprehensive medical services, including Medclaim Insurance and Group Personal Accident Policy. This ensures that employees have access to necessary healthcare services.

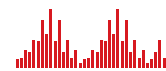
11. Details of safety related incidents, in the following format:

Safety Incident/Number	Category	FY 2023-2024	FY 2022-2023
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
	Workers	Not Applicable	Not Applicable
Total recordable work-related injuries	Employees	Nil	Nil
	Workers	Not Applicable	Not Applicable
No. of fatalities	Employees	Nil	Nil
	Workers	Not Applicable	Not Applicable
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	Not Applicable	Not Applicable

12. Describe the measures taken by the entity to ensure a safe and healthy workplace. The Company has taken measures to ensure a safe and healthy workplace like conducting awareness sessions, fire safety mock drills, building a culture of safety.

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

	FY 2023-2024			FY 2022-2023		
	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						
Health & Safety						Nil



Board of Directors' Report

14. Assessments for the year:

Category	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	Nil
Working Conditions	

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.

There were no safety-related incidents or significant risks / concerns related to health & safety.

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).

A) Yes, employees are covered under group insurance policy. The family of the deceased employee is given full support by way of fast processing of all the dues, insurance, provident fund and other benefits as applicable.

B) Not Applicable.

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

The Company is compliant with deduction of statutory dues of employees towards income tax, provident fund, ESIC etc. as applicable from time to time. Value chain partners (vendors) are also encouraged to comply as per the business agreements with the Company.

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

	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 2023-2024	FY 2022-2023	FY 2023-2024	FY 2022-2023
Employees			Nil	
Workers	The Company does not have any workers under employment			

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

Yes. In order to facilitate retired employees, the Company may provide an opportunity to work as a consultant/reviewer based on the position, role and qualification of the employee to enable a smooth transition. To make use of the competency of the employee, service may be extended if required, to a certain extent.

5. Details on assessment of value chain partners:

Category	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	The Supplier / Vendor Code of Conduct includes parameters related to health and safety which is a part of the vendors' onboarding process. The Company also actively encourages all its vendors to follow sound Occupational Health and Safety on their own premises.
Working Conditions	

Board of Directors' Report

6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners. Not Applicable

PRINCIPLE 4: BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS

Essential Indicators

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

The Company is committed to upholding exceptional corporate governance standards. We remain dedicated to our brand values, which entail meeting the diverse needs of various stakeholder groups and recognizing opportunities for business expansion. Prioritizing stakeholders based on their significance to the business, we have formulated a well-structured approach to engaging with them. In all strategic decision-making processes, the Company takes great care to strike a balance between the interests of these diverse stakeholder groups. Our identified stakeholders include shareholders, listeners, employees, advertisers, media partners, regulatory authorities, investors and various agencies.

2. 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 (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
1)	Employees	No	Emails, meetings	Quarterly	Appraisal, career growth, training & development
2)	Shareholders, investors	No	Emails, general meetings, investors calls, website, studio visits	Quarterly and as requested	Company performance and other statutory approvals
3)	Listeners, Advertisers	No	FM Radio broadcasting, studio visits	Regular	Part of business activities
4)	Government, regulatory authorities	No	Email, meetings, reports	Regular	Compliances and transparency
5)	Media	No	Press release, meetings	Regular	Engagement

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.

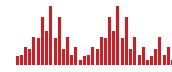
The Company consults with internal and external stakeholder groups on a regular basis through various platforms such as calls, meetings, emails, studio visits, etc. The feedback from stakeholders are taken up with the Senior Management and Board Members periodically and strategic direction in decision-making follows from the Management and Board.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the input received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes, through materiality assessment, the Company engages with various stakeholders in terms of identifying and prioritizing the issues pertaining to economic, environmental, and social topics.

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

The Company is committed to contributing to the improvement in the quality of life of individuals and empowerment of institutions which serve the community. The Company aims to involve itself in projects and programmes, with due consideration to the environment and existing conditions. Focus areas of the Company's CSR initiatives are education, women empowerment, skills development, vocational training, etc.



Board of Directors' Report

PRINCIPLE 5: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

Essential Indicators

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

Category	FY 2023-2024			FY 2022-2023		
	Total (A)	No. of employees/workers covered (B)	% (B/A)	Total (C)	No. of employees/workers covered (D)	% (D/C)
Employees						
Permanent						
Other than permanent						
Total Employees						
Workers						
Permanent						
Other than permanent						
Total Workers						

The Company has not provided any training on human rights issues, but Human Rights is part of the Company's various policies and codes.

Not Applicable

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

Category	FY 2023-2024					FY 2022-2023				
	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	916	-	-	916	100%	1005	-	-	1005	100%
Male	629	-	-	629	100%	671	-	-	671	100%
Female	287	-	-	287	100%	334	-	-	334	100%
Other than Permanent										
Male										
Female										
Workers										
Permanent										
Male										
Female										
Other than Permanent										
Male										
Female										

Not Applicable

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

	(₹ in lakhs)			
	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD) *	6	24.13	1	25.00
Key Managerial Personnel (KMP)	3	100.59	0	0
Employees other than BoD and KMP	626	8.24	287	6.43
Workers				
				Not Applicable

* Including one Executive Director & KMP, drew remuneration for part of the year. To avoid duplication, the same is not included in the KMP count.

Board of Directors' Report

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

Yes, HR department is the focal point responsible for addressing human rights impacts or issues caused or contributed to by the business.

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

Members can contact the HR department for any concerns relating to human rights issues. The complaints, if any, are duly addressed, and appropriate corrective measures are implemented.

6. Number of Complaints on the following made by employees and workers: (The Company does not have any workers under employment)

	FY 2023-2024			FY 2022-2023		
	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	3	0	-	1	0	-
Discrimination at workplace						
Child Labour						
Forced Labour/Involuntary Labour			Nil			
Wages						
Other human rights related issues						

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

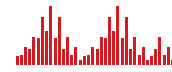
The Company has always believed in providing a safe and harassment-free workplace for every individual working in the Company. For building awareness in this area, the Company has been conducting induction / refresher programmes on a continuous basis. The Company has in place a Policy for prevention of Sexual Harassment at the Workplace in line with the requirements of the Sexual Harassment of Women at the Workplace (Prevention, Prohibition & Redressal) Act, 2013, and the Company has complied with the applicable provisions of the said Act. Internal Complaints Committee has been set up to redress complaints received regarding sexual harassment. All employees and contractual, temporary, trainees manpower are covered under this policy.

The Company has an adequate and functional 'Whistle Blower Policy' / 'Vigil Mechanism' in place. The objective of the Vigil Mechanism is to provide the employees, directors, customers, vendors, contractors and other stakeholders of /in the Company an impartial and fair avenue to raise genuine concerns about unethical behaviour, actual or suspected fraud or violation of the Company's code of conduct and seek redressal, in line with the Company's commitment to the highest possible standards of ethical, moral and legal business conduct and fair dealings with all its stakeholders and constituents and its commitment to open communication channels. Vigil Mechanism provides adequate safeguards against victimization of persons who use such mechanism for whistle blowing in good faith and it also ensures that the interests of the person who uses such Mechanism are not prejudicially affected on account of such use.

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

9. Assessments for the year:

Category	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	
Forced/involuntary labour	
Sexual harassment	The Company is in compliance with the applicable laws. The Company doesn't engage in child or forced labor in its operations and ensures this by means of periodic checks. However, there were no external audits conducted during the reporting period.
Discrimination at workplace	
Wages	
Others – please specify	



Board of Directors' Report

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.

Leadership Indicators

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints. None.
2. Details of the scope and coverage of any Human rights due diligence conducted. None
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:

Category	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	The Supplier / Vendor Code of Conduct includes parameters related to human and labour rights as a part of the vendors' onboarding process. The Code requires vendors to abide by laws and abstain from the use of forced or compulsory labour or child labour either on its own or through sub-contractors.
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	
Others – please specify	

5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above. Not Applicable.

PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT

Essential Indicators

1. Details of total energy consumption (in Joules or multiples) and energy intensity.
The business activities of the Company are not energy intensive. To the extent applicable, the Company consciously attempts to protect the environment in terms of energy consumption, electronic communication, etc. The Company has taken environmentally friendly initiatives like installation of energy efficient LED lamps, power saver cooling installation, DG sets, etc.

Parameter	FY 2023-2024	FY 2022-2023
Total electricity consumption (A)	39,173 GJ	44,284 GJ
Total fuel consumption (B)	2,708 GJ	3,628 GJ
Energy consumption through other sources (C)	Nil	Nil
Total energy consumption (A+B+C)	41,881 GJ	47,912 GJ
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	Not Applicable	
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. Not Applicable

Board of Directors' Report

3. Provide details of the following disclosures related to water, in the following format: Water withdrawal by source (in kilolitres): Not Applicable to our organization since we are not engaged in manufacturing activities. Therefore, the specified table is not relevant to our Company. Further, the Company's use of water is strictly limited to human consumption.

Parameter	FY 2023-2024	FY 2022-2023
Water withdrawal by source (in kilolitres)		
i) Surface water		
ii) Ground water		
iii) Third party water		
iv) Seawater / desalinated water		
v) Others		
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)		
Total volume of water consumption (in kilolitres)		
Water intensity per rupee of turnover (Water consumed / turnover)		
Water intensity (optional) – the relevant metric may be selected by the entity.		

Given the nature of the business operations, water consumption and discharge is not material to the business. Water consumption is limited to drinking and domestic consumption.

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. Not Applicable

4. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation. Not Applicable
5. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format: Not Applicable to our organization since we are not engaged in manufacturing activities. Therefore, the specified table is not relevant to our Company.

Parameter	Please specify unit	Current Financial Year	Previous Financial Year
NOx			
Sox			
Particulate matter (PM)			
Persistent organic pollutants (POP)		Not Applicable	
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others – please specify			

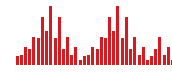
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. Not applicable.

6. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format: Not Applicable to our organization since we are not engaged in manufacturing activities. Therefore, the specified table is not relevant to our Company.

Parameter	Unit	FY 2023-2024	FY 2022-2023
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)			
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)		Not Applicable	
Total Scope 1 and Scope 2 emissions per rupee of turnover			
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. Not Applicable.

7. Does the entity have any project related to reducing Green House Gas emission? If yes, then provide details. Not Applicable.
8. Provide details related to waste management by the entity, in the following format:



Board of Directors' Report

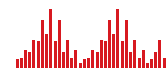
Parameter	FY 2023-2024	FY 2022-2023
Total Waste generated (in metric tonnes)		
Plastic waste (A)		Not Available
E-waste(B)	7534 KGs	6064 KGs
Bio-medical waste (C)		
Construction and demolition waste (D)		
Battery waste (E)		
Radioactive waste (F)		Not Applicable
Other Hazardous waste. Please specify, 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)	7534 KGs	6064 KGs
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste - Plastic		
i) Recycled		
ii) Re-used		
iii) Other recovery operations		Not Available
Total		
Category of waste - E-Waste		
i) Recycled	80%	80%
ii) Re-used	20%	20%
iii) Other recovery operations		Not Available
Total	100%	100%
Category of waste - Bio-medical waste		
i) Recycled		
ii) Re-used		
iii) Other recovery operations		Not Applicable
Total		
Category of waste - Construction and demolition waste		
i) Recycled		
ii) Re-used		
iii) Other recovery operations		Not Applicable
Total		
Category of waste - Battery waste		
i) Recycled		
ii) Re-used		
iii) Other recovery operations		Not Applicable
Total		
Category of waste - Radioactive waste		
i) Recycled		
ii) Re-used		
iii) Other recovery operations		Not Applicable
Total		
Category of waste - Other Hazardous waste		
i) Recycled		
ii) Re-used		
iii) Other recovery operations		Not Applicable
Total		

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Parameter	FY 2023-2024	FY 2022-2023
Category of waste - Other Non-Hazardous waste		
i) Recycled		
ii) Re-used		
iii) Other recovery operations		Not Applicable
Total		
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste - Plastic		
i) Incineration		
ii) Landfilling		
iii) Other disposal operations		Not Applicable
Total		
Category of waste - E-Waste		
i) Incineration		
ii) Landfilling		
iii) Other disposal operations		Not Applicable
Total		
Category of waste - Bio-medical Waste		
i) Incineration		
ii) Landfilling		
iii) Other disposal operations		Not Applicable
Total		
Category of waste - Construction and demolition waste		
i) Incineration		
ii) Landfilling		
iii) Other disposal operations		Not Applicable
Total		
Category of waste - Battery		
i) Incineration		
ii) Landfilling		
iii) Other disposal operations		Not Applicable
Total		
Category of waste - Radioactive		
i) Incineration		
ii) Landfilling		
iii) Other disposal operations		Not Applicable
Total		
Category of waste - Other Hazardous waste. Please specify, if any		
i) Incineration		
ii) Landfilling		
iii) Other disposal operations		Not Applicable
Total		
Category of waste - Other Non-hazardous waste generated		
i) Incineration		
ii) Landfilling		
iii) Other disposal operations		Not Applicable
Total		

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. Not Applicable.

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.



Board of Directors' Report

Since we operate as a non-manufacturing entity, our waste production is kept to a minimum. Our waste stream is free from any hazardous or toxic chemicals. Furthermore, any electronic waste (e-waste) we generate is meticulously managed by certified and reputable e-waste vendors and organizations, guaranteeing the implementation of appropriate disposal and recycling methods.

To further reduce our environmental impact, we prioritize digital processes, thereby minimizing paper usage in our day-to-day activities. Additionally, all e-waste generated is responsibly handled through registered and reputable e-waste vendors and agencies, ensuring proper disposal and recycling practices.

Our Company does not produce any hazardous or toxic chemicals, further exemplifying our commitment to environmental responsibility.

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:

Sr. 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.
Not Applicable, since the Company does not have operations/ offices in the areas mentioned above.			

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

Sr. No.	Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not Applicable due to the nature of the business operations.						

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, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

Yes, the Company is compliant with the applicable laws, if and to the extent applicable.

Sr. 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
Not Applicable				

Leadership Indicators

1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable sources, in the following format: Not Applicable to our organization since we are not engaged in manufacturing activities. Therefore, the specified table is not relevant to our Company.

Parameter	FY 2023-2024	FY 2022-2023
From renewable sources		
Total electricity consumption (A)		
Total fuel consumption (B)		
Energy consumption through other sources (C)		Not Applicable
Total energy consumed from renewable sources (A+B+C)		
From non-renewable sources		
Total electricity consumption (D)	41,881 GJ	47,912 GJ
Total fuel consumption (E)		
Energy consumption through other sources (F)		Not Applicable
Total energy consumed from non-renewable sources (D+E+F)		

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. Not applicable.

2. Provide the following details related to water discharged: Water discharge by destination and level of treatment (in kilolitres): Not Applicable to our organization since we are not engaged in manufacturing activities. Therefore, the specified table is not

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relevant to our Company.

Parameter	FY 2023-2024	FY 2022-2023
Water discharge by destination and level of treatment (in kilolitres)		
i) To Surface water		
- No treatment		
With treatment – please specify level of treatment		
ii) To Groundwater		
- No treatment		
With treatment – please specify level of treatment		
iii) To Seawater		Not Applicable
- No treatment		
With treatment – please specify level of treatment		
iv) Sent to third-parties		
- No treatment		
With treatment – please specify level of treatment		
v) Others		
- No treatment		
With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		

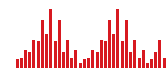
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. Not Applicable

3. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres): Not Applicable to our organization since we are not engaged in manufacturing activities. Therefore, the specified table is not relevant to our Company.

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

- i) Name of the area - Not Applicable
- ii) Nature of operations - Not Applicable
- iii) Water withdrawal, and consumption in the following format - Not Applicable

Parameter	FY 2023-2024	FY 2022-2023
Water withdrawal by source (in kilolitres)		
i. Surface water		
ii. Groundwater		
iii. Third party water		
iv. Seawater / desalinated water		
v. Others		
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)		
Total volume of water consumption (in kilolitres)		
Water intensity per rupee of turnover (Water consumed / turnover)		Not Applicable
Water intensity (optional)-the relevant metric may be selected by the entity (KL)/ of		
Water discharge by destination and level of treatment (in kilolitres)		
i. To Surface water		
- No treatment		
With treatment – please specify level of treatment		
ii. To Groundwater		
- No treatment		
With treatment – please specify level of treatment		



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Parameter	FY 2023-2024	FY 2022-2023
iii. To Seawater		
- No treatment		
With treatment – please specify level of treatment		
iv. Sent to third-parties		
- No treatment		
With treatment – please specify level of treatment		Not Applicable
v. Others		
- No treatment		
With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		

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: Not Applicable

4. Please provide details of total Scope 3 emissions & its intensity, in the following format: Not Applicable to our organization since we are not engaged in manufacturing activities. Therefore, the specified table is not relevant to our Company.

Parameter	Unit	FY 2023-2024	FY 2022-2023
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent		
Total Scope 3 emissions per rupee of turnover			Not Applicable
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. Not Applicable

5. 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. Not Applicable
6. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format: Not Applicable to our organization since we are not engaged in manufacturing activities. Therefore, the specified table is not relevant to our Company.

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1		Not Applicable	

7. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link. No.
8. 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. Not Applicable to our organization since we are not engaged in manufacturing activities.
9. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts. Not Applicable to our organization since we are not engaged in manufacturing activities.

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. Two

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- 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)
1.	Association of Radio Operators for India	National
2.	Media Research Users Council	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.

Sr. No.	Name of authority	Brief of the case	Corrective action taken
No instances of anti-competitive conduct is reported			

Leadership Indicators

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly/ Others – please specify)	Web Link, if available
None					

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.

Sr. No.	Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
None.						

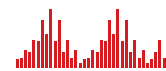
2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:

Sr. 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 due to nature of the Company's business						

3. Describe the mechanisms to receive and redress grievances of the community.
The Company has established systems to address and respond to the concerns of diverse stakeholders' group. Stakeholders are provided with multiple channels through the Company's website to register their grievances.

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

Category	Current Financial Year	Previous Financial Year
Directly sourced from MSMEs/ small producers		
Sourced directly from within the district and neighbouring districts		Not Applicable



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Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

Sr. No.	Details of negative social impact identified	Corrective action taken
	Not Applicable	

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

Sr. No.	State	Aspirational District	Amount spent (In INR)
	None		

3. a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No): No
 b) From which marginalized /vulnerable groups do you procure? Not Applicable
 c) What percentage of total procurement (by value) does it constitute? Not Applicable

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

Sr. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
	Nil			

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

Sr. No.	Name of authority	Brief of the Case	Corrective action taken
	Nil		

6. Details of beneficiaries of CSR Projects:

Sr. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
	Kindly refer to the Annual Report on CSR activities, forming part of the Directors' Report		

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.
 A dedicated e-mail ID has been provided to address any business enquiry, grievances etc. Senior Management Team promptly and adequately responses to such enquiry, grievances. No investor complaint is pending for the financial year under review.

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

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

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

	FY 2023-2024			FY 2022-2023		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy						
Advertising						
Cyber security						
Delivery of essential services			Nil			
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

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

Category	Number	Reasons for recall
Voluntary recalls		
Forced recalls		Not Applicable

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. The Company has a framework in place providing guidance on data security and maintaining data privacy of various stakeholders. This framework is not hosted on the Company's website. The Company has also adopted Risk Management Policy to address and mitigate such risks.

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.

Leadership Indicators

- Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).
Company's website – www.enil.co.in
- Steps taken to inform and educate consumers about safe and responsible usage of products and/or services. Not applicable
- Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services. Not applicable
- Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No): Not applicable.
- Provide the following information relating to data breaches:
 - Number of instances of data breaches along-with impact: Nil
 - Percentage of data breaches involving personally identifiable information about customers. Nil

For and on behalf of the Board of Directors

sd/-

Vineet Jain

Chairman

(DIN: 00003962)

Delhi, May 3, 2024