

04th September, 2024

BSE Limited
25th Floor, P J Towers
Dalal Street, Fort
Mumbai- 400 001

Dear Sir/Madam,

Sub: Business Responsibility and Sustainability Report - Regulation 34 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

Ref: Security ID: **KMCSHIL**; Scrip Code: **524520**

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, enclosed herewith is the Business Responsibility and Sustainability Report (BRSR) of the Company for the financial year 2023-24 which also forms part of the Annual Report for the financial year 2023-24.

The BRSR is also available on the website of the Company at <https://www.kauveryhospital.com/investors>

We request you to take the above on record as compliance with relevant regulations of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and disseminate to the stakeholders.

We request you to take the above on record as compliance with relevant regulations of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

With regards,

For **KMC Speciality Hospitals (India) Limited**

Sushma K
Company Secretary & Compliance Officer



Business Responsibility & Sustainability Report



Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity	L85110TN1982PLC009781
2. Name of the Listed Entity	KMC Speciality Hospitals (India) Limited
3. Year of incorporation	1982
4. Registered office address	No 6 Royal Road Cantonment Trichy - 620001
5. Corporate address	No 6 Royal Road Cantonment Trichy - 620001
6. E-mail	corporatecompliance@kauveryhospital.com
7. Telephone	0431-4077777
8. Website	www.kauveryhospital.com
9. Financial year for which reporting is being done	2023-2024
10. Name of the Stock Exchange(s) where shares are listed	BSE Limited
11. Paid-up Capital	Rs. 16,30,85,000/-
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Dr S Manivannan, Email:- corporatecompliance@kauveryhospital.com Ph: 0431- 4022525
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
14. Name of Assurance provider	Not Applicable
15. Type of Assurance Obtained	Not Applicable

II. Products/services

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

S.No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Hospital and Medical Care Services	Hospital Activities	100%

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

S.No.	Product/Service	NIC Code	% of total Turnover contributed
1	Hospital Activities	8610	100%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	2 Hospital Units at Tiruchirappalli, Tamilnadu	-	2
International	Nil		

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	Tamil Nadu – 2 Units located at Tiruchirappalli
International (No. of Countries)	Nil

b. What is the contribution of exports as a percentage of the total turnover of the entity? – **Not Applicable, as the company has its presence only in India**

c. A brief on types of customers: **Patients requiring medical assistance and healthcare services.**

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	1028	222	22%	806	78%
2.	Other than Permanent (E)	173	22	13%	151	87%
3.	Total employees (D + E)	1201	244	20%	957	80%
WORKERS						
4.	Permanent (F)					
5.	Other than Permanent (G)			NIL		
6.	Total workers (F + G)					

b. Differently abled Employees and workers:

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



21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	1	13%
Key Management Personnel	5	1	20%

22. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2023-24 (Turnover rate in current FY)			FY 2022-23 (Turnover rate in previous FY)			FY 2021-22 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	21%	79%	100%	23%	77%	100%	20%	80%	100%
Permanent Workers	NIL								

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

23. (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 in listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Sri Kauvery Medical Care (India) Limited	Holding	75	Yes

VI. CSR Details

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

(ii) Turnover (in Rs.) – **Rs. 177,17,53,000**

(iii) Net worth (in Rs.) – **Rs. 143,57,97,000**

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2023-2024 Current Financial Year			FY 2022-2023 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes https://www.kauveryhospital.com/investors/	Nil	Nil	Nil	Nil	Nil	Nil
Investors (other than shareholders)	Yes https://www.kauveryhospital.com/investors/	Nil	Nil	Nil	Nil	Nil	Nil

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) <i>(If Yes, then provide web-link for grievance redress policy)</i>	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Shareholders	https://www.kauveryhospital.com/investors	24	0	All complaints were resolved during the year	11	0	All complaints were resolved during the year
Employees and workers	Employees can register their complaints on internal portal, which is not available to general public	Nil	Nil	Nil	Nil	Nil	Nil
Customers (Patients)	https://www.kauveryhospital.com	1348	0	Nil	1864	0	Nil
Value Chain Partners	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Others (please specify)	Nil	Nil	Nil	Nil	Nil	Nil	Nil

26. Overview of the entity's material responsible business conduct issues. Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along with its financial implications, as per the following format: **The Company focuses on providing services in safe and sustainable manner. Any material issues pertaining to environmental and social matters that present a risk, if any, shall be considered with high priority.**

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)
			NIL		



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.

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9									
Policy and management processes																		
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y									
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y									
c. Web Link of the Policies, if available	www.kauveryhospital.com/investor#																	
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y									
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y									
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<p>KMC Specialty Hospitals (India) Limited confirms the following standards:</p> <ol style="list-style-type: none"> 1) Quality of healthcare guidelines issued by NABH 2) NVG Guidelines issued by the Ministry of Corporate Affairs, GOI 3) Environment and Social Guidelines issued by IFC 4) Environment Guidelines as per ISO 14001 and Ministry of Environment and Forest 5) National Neonatal Forum guidelines issued by National Neonatal Forum 6) Section 135 of the Companies Act, 2013 and SEBI (Listing Obligations and Disclosure Requirements), Regulations, 2015 																	
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Company is yet to set specific commitments, goals and targets, however efforts are made by the Company on this matter and reporting on the same will be provided in the upcoming Financial years.																	
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Once goals are set by the Company, performance monitoring mechanism along with review process shall be implemented.																	
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)	<p>Environmental Sustainability, Social Sustainability, Economic Sustainability, and Governance. As a socially responsible company, the Company focusses on its contribution towards CSR programs for the welfare and upliftment of the society who do not have access to quality healthcare. The Company also ensures sustainable growth and effective governance to uphold accountability to these commitments and proper alignment between its business and social purposes.</p>																	
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	<table border="1"> <thead> <tr> <th>SI No</th> <th>Particulars</th> <th>Details</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Name</td> <td>Dr S Manivannan</td> </tr> <tr> <td>2</td> <td>Designation</td> <td>Managing Director</td> </tr> </tbody> </table>									SI No	Particulars	Details	1	Name	Dr S Manivannan	2	Designation	Managing Director
SI No	Particulars	Details																
1	Name	Dr S Manivannan																
2	Designation	Managing Director																

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 Business Responsibility performance is reviewed as a part of the ongoing business review by the Management. The Board of Directors of the Company has constituted a **Risk Management Committee** to assist the Board to monitor various aspects of Environmental, Social & Governance responsibilities, information & cyber security and compliance risks. The Committee ensures that appropriate methodology, processes, and systems are in place to monitor and evaluate risks associated with the business of the Company and reviews the adequacy of the risk management practices and actions deployed by the management in respect of identification, impact assessment, monitoring, mitigation and reporting of key risks to the achievement of business objectives.
- The **Corporate Social Responsibility** committee of the Board governs and reviews the Corporate Social Responsibility activities of the Company. The Company's philosophy on Corporate Social Responsibility (CSR) is that "as the organization grows, the society and community around it should also grow". The Company's vision is to contribute to the social and economic development of the communities in which it operates, resulting in building a better and sustainable way of life for the society at large.
- The **Stakeholder Relationship Committee** considers and resolves the grievances of the shareholders of the Company, including complaints relating to non-receipt of Annual Report, transfer and transmission of securities and such other grievances

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	Business Responsibility performance is reviewed as a part of the ongoing business review by the Management. The Board/committee assess the BR performance annually.																	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company is in compliances with applicable Regulation.																	
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.	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	The policies are reviewed by the Board and Senior Management Team and are amended periodically.								



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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

NOT APPLICABLE

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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	4	Periodic Regulatory Update -Changes in SEBI Regulations, Companies Act, 2013 and all other applicable sector specific laws	100%
Key Managerial Personnel	4	Periodic Regulatory Update - Changes in SEBI Regulations, Companies Act, 2013 and all other applicable sector specific laws	100%
Employees other than BoD and KMPs	4	Leadership Career Advancement Stress Management Fire & Safety	100%
Workers		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 Obligations) Regulations, 2015 and as disclosed on the entity's website):

Monetary

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

Non-Monetary

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
NIL	NA

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 does not have a separate policy but the Company's Disciplinary Procedure covers anti-bribery as an act warranting disciplinary action. Ethical business practices forms an integral part of the Company's core values and the Company is committed in running its business with highest standards of governance. The Disciplinary procedure is available on the Company's intranet and is accessible to all its employees.**



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 2023-2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
Directors		
KMPs		Nil
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	0	NA	0	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	NA	0	NA

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. **None**

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

	FY 23-24	FY 22-23
Number of days of accounts payable	21	28

9. Open-ness of business

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	FY 23-24	FY 22-23
Concentration of Purchases	Purchases from trading houses as a % of total purchases	Nil	Nil
	Number of trading houses where purchases are made from	0	0
	Purchase from top 10 trading houses as % of total purchases from trading houses	Nil	Nil
Concentration of sales	Sale to dealers/distributors as % of total sales	NA	NA
	Number of dealers/distributors to whom sales are made	0	0
	Sales to top 10 dealers/distributors as % of total sales to dealers/ distributors	NA	NA
Share of RPTs in	a. Purchases (Purchase with related parties/Total Purchase)	13%	16%
	b. Sales (Sales to related parties/Total Sales)	1%	1%
	c. Loans & Advances (Loans & advances given to related parties /Total loans & advances)	Nil	Nil
	d. Investment (Investments in related parties/Total Investments made)	Nil	Nil

Leadership Indicators

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

Total number of awareness programmes held	Topics / principles covered under the training	% age of value chain partners covered (by value of business done with such partners) under the awareness programmes
3	<ul style="list-style-type: none"> Sustainable Practices Workshop: Focusing on sustainable supply chain practices and environmental responsibilities. Energy Efficiency Training: Aims at reducing energy consumption and promoting efficient use of resources among our partners. Compliance and Standards Seminar: Broadly covers compliances with industry standards and regulations, including environmental and social governance. 	100%

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. The Company receives an Annual Declaration and declarations for any change in interest from time to time from its Board of Directors on the entities they are interested in and ensures requisite approvals as required under the Acts as well as the Company's policies are in place before transacting with such entities / individuals. Directors recuse themselves from participation and discussion on the agenda items where they are interested. All related party transactions are entered on arm's length basis.**



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

Essential Indicators

- 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. **Since the Company is into Healthcare business, no R&D and Capex investments were made.**

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R & D	NIL	NIL	NIL
Capex	NIL	NIL	NIL

- Does the entity have procedures in place for sustainable sourcing? (Yes/No)
 - If yes, what percentage of inputs were sourced sustainably?

The Company is in the business of providing healthcare service in which the products and services as inputs are regulated by the statutes and internal SOP, hence, we procure the products and services from empaneled vendors who adhere to Company's quality, social and environmental standards.

The Company also follows sustainable sourcing ensuring quality and safety of material procured from vendors. The Company strives to improve the energy and water footprints by reduction the power and fuel consumption by adopting new techniques and alternate methods i.e., use of infra-red controllers in water taps, rainwater harvesting system in our greenfield project, re-use of wastewater in watering the plants and trees, use of motion sensor for lighting automation.

- 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 e-wastes, lead wastes, and metal scraps generated at the facility are disposed through authorized recyclers/dismantlers. Entire quantity of e-wastes and lead wastes generated are handed over to TNPCB authorized vendor. Bio-medical wastes generated are being disposed through approved vendors and in compliance with applicable laws.**
- 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.**

Leadership Indicators

- 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?

The Company has not carried out any such activity during the financial year.

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.
NA					

- 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. **The Company has not carried out any such activity during the financial year**

Name of Product / Service	Description of the risk / concern	Action Taken
NA		

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).

Not Applicable

Indicate input material	Recycled or re-used input material to total material	
	FY 2023-2024 Current Financial Year	FY 2022-2023 Previous Financial Year
	NA	

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: **Not Applicable**

	FY 2023-2024 Current Financial Year			FY 2022-2023 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)						
E-waste						
Hazardous waste						
Other Waste						

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category. **Not applicable as we are in healthcare services.**

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
	NA



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:

% of employees covered by											
Category	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	222	222	100%	222	100%	NA	NA	222	100%	222	100%
Female	806	806	100%	806	100%	806	100%	NA	NA	806	100%
Total	1028	1028	100%	1028	100%	806	78%	222	222	1028	100%
Other than Permanent employees											
Male	22	0	0%	0	0%	0	0%	0	0%	22	100%
Female	151	0	0%	0	0%	0	0%	0	0%	151	100%
Total	173	0	0%	0	0%	0	0%	0	0%	173	100%

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

% of workers covered by											
Category	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male											
Female											Not Applicable
Total											
Other than Permanent employees											
Male											
Female											Not Applicable
Total											

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

	FY 2023-24	FY 2022-23
Cost incurred on well-being measures as a % of total revenue of the company	1%	1%

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

Benefits	FY 2023-2024 Current Financial Year			FY 2022-2023 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/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%	NA	Yes	86%	NA	Yes
Gratuity	100%	NA	Yes	100%	NA	Yes
ESI	NA	NA	NA	27.8%	NA	Yes
Others – please specify	NA	NA	NA	NA	NA	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.

Yes, The Company has requisite infrastructure enabling easy access to differently abled persons. The Company also provides accessibility for the disabled staff in the entry and Exit with wheel chair provisions and also the Company has in place ramps and lifts for their movement.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy. **Yes, The Company has equal Opportunity policy which forms part of the internal policies of the Company that is linked with our intranet which is accessible for all our employees exclusively.**
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	67%	100%	NA	NA
Female	89%	100%	NA	NA
Total	85%	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
Permanent Workers	Not Applicable
Other Than permanent workers	Not Applicable
Permanent Employees	Yes
Other than permanent employees	Yes

The entity has an open grievance redressal system, which is available online. Any employee can register their grievance in the space allocated in intranet with their employee number. All accumulated grievances are handled by top management on daily basis by a separate grievance redressal team. On a Day to day basis, the team analyses the grievances and resolves the grievances. Also once the grievance is resolved the team ensures that it is communicated to the concerned employee who raised the grievance.

7. Membership of employees and worker in association(s) or Unions recognized by the listed entity: **Employees are not associated with any Trade Unions.**



8. Details of training given to employees and workers:

Category	FY 2023-2024 Current Financial Year					FY 2022-2023 Previous Financial Year				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health andsafety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	222	222	100%	222	100%	222	222	100%	222	100%
Female	806	806	100%	806	100%	761	761	100%	761	100%
Total	1028	1028	100%	1028	100%	983	983	100%	983	100%
Workers										
Male	NA									
Female										
Total										

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

Category	FY 2023-2024 Current Financial Year			FY 2022-2023 Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	222	222	100%	222	222	100%
Female	806	806	100%	761	761	100%
Total	1028	1028	100%	983	983	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, the hospital is doing regular audit on amenity risk and taking sufficient risk notification measures.

For Example: For Fire Safety, trainings being done along with fire drills twice a year. Sufficient safety measures are in place for handling O2 cylinders. The staffs are being trained regularly as per calendar on handling hazardous materials in the hospital.

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

A dedicated Quality Central Team at the entity does a regular risk audit and provides reports. Based on the risk, sufficient measures are taken to handle the risk. Employees are also informed to alert the management, if any risk arises. Preventive rounds assessment done by maintenance team, floor rounds done by infection control nurse. In general, safety officer will ensure the process of general safety precaution in all fields.

- c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N) **NA, since the Company does not have any workers.**

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

Yes, all employees of the Company have access to non-occupational medical and healthcare services. Mediclaim coverage is extended to all employees other than those under the ambit of the ESIC. Those under ESI ambit get all applicable medical benefits per ESIC. Additionally, all employees are also eligible for discounted treatment as per discount policy.

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

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

*Including in the contract workforce

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

The company has taken the following measures to ensure a safe & healthy workplace:

- **Educate employees on occupational hazards**
- **Tracking the employee health data and follow up**
- **Provides healthy food to all staff**

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

	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions			Nil			
Health & Safety			Nil			

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%
Working Conditions	100%

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 such concerns reported, hence there is no corrective action being undertaken.**



Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N)- **Yes All employees are covered under Life Insurance** (B) Workers (Y/N). **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 measures taken by the entity include capturing these requirements as part of critical conditions under the Agreements and work order to ensure all statutory dues have been deducted & deposited by the value chain partners.**
3. Provide the number of employees / workers having suffered high consequence work- related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment: **Nil**

	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 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)	FY 2023-2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
Employees	0	0	0	0
Workers	NA	NA	NA	NA

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

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

6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners. **NIL**

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders**Essential Indicators**

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

Internal and external group of stakeholders have been identified. This includes Employees, Shareholders & Investors, Customers, Vendors, Senior Management & Board of Directors.

- 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 engagement
Employees	No	Emails	As and when required	To maintain employee connect
Vendors	No	Emails	As and when required	Business
Customers (Patients)	No	Emails/Website	Ongoing	Patient Feedback
Shareholders	No	Newspaper/Website/ Meetings/Emails	Annual/Half year/ Quarterly	Various Corporate Announcements
Senior Management & Board of Directors	No	Direct communications, Email	Board / committee meetings (Quarterly)	Business discussions, review and industry specific matters

Leadership Indicators

- 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.

As the company is part of healthcare sector, the aspects of economic, environmental and social topics are handled through various departments with material events reported to the Board. The respective departments, on an ongoing basis uses its interactions with various internal and external stakeholders including the regulatory requirements to arrive at significant topics impacting the business of the Company and its values.

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

Yes. All decisions undertaken by the respective Departments are based on interactions with various internal and external stakeholders including regulators. The inputs received from such interactions are used to arrive at critical decisions and implement changes conducive to the ESG footprint of the Company.

- Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups. **None.**



PRINCIPLE 5 Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	1028	1028	100%	983	983	100%
Other than permanent	173	173	100%	110	110	100%
Total Employees	1201	1201	100%	1093	1093	100%
Workers						
Permanent						
Other than permanent				NA		
Total Workers						

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

Category	FY 2023-24 Current Financial Year					FY 2022-23 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent	1028	-	-	1028	100%	983	-	-	983	100%
Male	222	-	-	222	100%	222	-	-	222	100%
Female	806	-	-	806	100%	761	-	-	761	100%
Other than Permanent	173	-	-	173	100%	110	-	-	983	100%
Male	22	-	-	22	100%	26	-	-	26	100%
Female	151	-	-	151	100%	84	-	-	84	100%
Workers										
Permanent										
Male										
Female										
Other than Permanent						NA				
Male										
Female										

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

a. Median Remuneration/Wages

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	2	84,00,000	NA	-
Key Managerial Personnel	2	77,63,509	1	8,26,502
Employees other than BoD and KMP	244	15,493	957	21,857
Workers			NA	

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

	FY 23-24	FY 22-23
Gross wages paid to female as % of total wages	73%	77%

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.**

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

The Company has adopted a Grievance Policy to develop and maintain an effective, timely, fair and equitable grievance handling system which is easily available and offered to all employees. A Code of Conduct that outlines the norms, employee responsibilities and acceptable employee conduct has also been formalized and compliance with the same is mandatory for all employees.

There is zero tolerance for sexual harassment at workplace.

A specific committee constituted in accordance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 to handle any complaints or concerns with respect to sexual harassment has also been established.

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

	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment		NIL			NIL	
Discrimination at workplace						
Child Labour						
Forced Labour/ Involuntary Labour			The Company is not into the business of manufacturing activity and hence has not employed any workers			
Wages						
Other human rights related issues						

7. Complaints filed under the Sexual Harassment of Women at workplace (Prevention, Prohibition and redressal) Act 2013 in the following format:

	FY 23-24	FY 22-23
Total complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil
Complaint on POSH as a % of female employees/workers	Nil	Nil
Complaints on POSH upheld	Nil	Nil



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

The Company is committed to prohibiting discrimination or harassment of any kind against employees. It is also ensured that Employees who reports under the Vigil Mechanism or participates in the investigation do not face any adverse consequence. The Company has adopted Whistle Blower Policy, Code of Conduct and Grievance Policy in this regard. The following mechanism is followed by the Company to prevent adverse consequences to the complainant:

- **No unfair treatment will be meted out to a Whistle Blower by virtue of his / her having reported a Protected Disclosure the Whistle Blower Policy.**
- **The identity of the Whistle Blower shall be kept confidential**
- **Any other Employee assisting in the said investigation or furnishing evidence shall also be protected to the same extent as the Whistle Blower**

9. Do human rights requirements form part of your business agreements and contracts?

(Yes/No)Yes.

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	NIL
Forced/involuntary labour	NIL
Sexual harassment	NIL
Discrimination at workplace	NIL
Wages	NIL
Others – please specify	NIL

11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above. **Nil**

Leadership Indicators

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/ complaints. -

The Company undertakes a regular review of its policies and business processes and updates are made as applicable, in line with regulatory changes or internal requirements.

2. Details of the scope and coverage of any Human rights due-diligence conducted. **Nil**

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016? **Yes.**

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business donewith such partners) that were assessed
Sexual Harassment	Nil
Discrimination at workplace	Nil
Child Labour	Nil
Forced Labour/Involuntary Labour	Nil
Wages	Nil
Others – please specify	Nil

5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above. **None**

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment**Essential Indicators**

1. Details of total energy consumption (in KW) and energy intensity, in the following format:

Parameter	FY 2023-2024 (Current Financial Year)	FY2022-2023 (Previous Financial Year)
From renewable sources		
Total electricity consumption(A)	20,34,390	21,19,372
Total fuel consumption(B)	-	-
Energy consumption through Other sources(C)	-	-
Total energy consumption from renewable sources (A+B+C)	20,34,390	21,19,372
From non-renewable sources		
Total electricity consumption(D)	8,67,222	5,85,560
Total fuel consumption(E)	27,244	16,269
Energy consumption through Other sources(F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	8,94,466	6,01,829
Total energy consumed (A+B+C+D+E+F)	29,28,856	27,21,201
Energy intensity per rupee of turnover (Total energy consumption/Revenue from operations) (KW units/Lakh)	165.30	174.71
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	3702.9	3872.8
Energy intensity in terms of physical output(Energy intensity per Occupied Bed Days)	41.58	39.65

*Revenue from operations has been adjusted according to the latest PPP conversion factors for India, as published by the IMF. The conversion factor for the year ended March 31, 2024, is 22.401, while for the year ended March 31, 2023, it is 22.167

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. **Yes, an independent assessment and evaluation on energy consumption was carried out by NIN Energy India Private Limited during FY 23-24.**

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**



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

Parameter	FY 2023-2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	Nil	Nil
(ii) Groundwater	38270	36067
(iii) Third party water	250	653
(iv) Seawater / desalinated water	Nil	Nil
(v) Others	Nil	Nil
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	38520	36720
Total volume of water consumption (in kilolitres)	38520	36720
Water intensity per rupee of turnover (Total water consumption / Revenue from operations) KL/Lakh	2.174	2.357
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	48.69	52.25
Water intensity in terms of physical output (Water intensity per Occupied Bed Days)	0.54	0.54

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

4. Provide the following details related to water discharged:

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		
- No Treatment		
- With treatment – please specify level of treatment		Not Applicable
(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. **No independent assessment/ evaluation/assurance has been carried out by any external agency.**

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

As the part of water conservative initiatives domestic waste water generated from the hospital is recycled in Effluent Treatment Plant (ETP)

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

Parameter	Please specify unit	FY 2023-2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
NOx		Not Applicable	
SOx		The Company is not into any manufacturing activity, and hence there is no emission of hazardous pollutants. There is normal consumption of energy by way of usage of air conditioners and electrical fixtures in Units and offices	
Particulate matter (PM)			
Persistent organic pollutants (POP)			
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others – please specify			

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

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

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY2022-23 (Previous Financial Year)
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)	Metric tonnes of CO ₂ equivalent	Not Applicable	The Company is not into any manufacturing activity, and hence there is no emission of hazardous pollutants. There is normal consumption of energy by way of usage of air conditioners and electrical instruments in units and offices.
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)	Metric tonnes of CO ₂ equivalent		
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)			
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)			
Total Scope 1 and Scope 2 emission intensity in terms of physical output			
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity			

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

8. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details. **No.**



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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	21.50	19.50
E-waste (B)	NIL	NIL
Bio-medical waste (C)	54.50	48.00
Construction and demolition waste (D)	15.00	173.00
Battery waste (E)	NA	NA
Radioactive waste (F)	NA	NA
Other Hazardous waste. Please specify, if any. (G)	NA	NA
Other Non-hazardous waste generated (H) . Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	NA	NA
Total (A+B + C + D + E + F + G + H)	91.00	240.50
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.005	0.015
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.112	0.332
Waste intensity in terms of physical output (Waste intensity per Occupied Bed Days)	0.0013	0.0035
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	NA	NA
(ii) Re-used	NA	NA
(iii) Other recovery operations	NA	NA
Total		
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	NA	NA
(ii) Landfilling	NA	NA
(iii) Other disposal operations	NA	NA
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. **Yes, an independent assessment and evaluation on Hazardous waste, E waste & Bio medical waste was undertaken in Hazard Identification & Risk assessment (HIRA) Audit FY 23-24.**

10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

The entity generates biomedical waste, as a by-product of healthcare services. The Company has in place an effective management system of healthcare waste which addresses the basic elements of waste minimization, segregation and identification by sorting into categories including medical, general, recycled and food waste. The company has achieved the reduction in generation of waste, raw material and other resources through various initiatives like environment awareness campaigns, training and monthly monitoring of hazardous & nonhazardous waste. We are not carrying out major activity involving carbon emissions and we have policy in place to dispose of bio medical waste in accordance with the guideline of the government and to ensure minimum generation of radiation within the hospital.

11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format: **The Company does not have its operations/ offices 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			

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

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					

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format: **Yes. The Company is in compliance with 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**

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



Leadership Indicators

1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

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

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

Parameter	FY 2023-2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water		
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres)		NOT APPLICABLE
Total volume of water consumption (in kilolitres)		
Water intensity per rupee of turnover (Water consumed / turnover)		
Water intensity (optional) – the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
- No treatment		
- With treatment – please specify level of Treatment		
(ii) Into Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) Into Seawater		
- No treatment		
- With treatment – please specify level of treatment		NOT APPLICABLE
(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. **No independent assessment/ evaluation/assurance has been carried out by any external agency**

2. Please provide details of total Scope 3 emissions & its intensity, in the following format:

Parameter	Unit	FY 2023-2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	The Company is not into any Manufacturing activity, and hence there is no emission of hazardous pollutants. There is normal consumption of energy by way of usage of air conditioners and electrical instruments in units and offices.	
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity			

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

3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities. **Not Applicable, as Company does not have its operations/ offices around ecologically sensitive areas.**
4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format: **None for the reporting period.**

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

5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link. **The Risk Management Committee of the Company reviews the Business continuity and disaster management. The Company also has Contingency Plan and comprehensive Business Continuity and Disaster Management Plan in place, specifically designed to address data recovery.**
6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard. **Not applicable**
7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts. **Not applicable**



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- **6**
- 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	National Human Resources	National
2	BB Forum	State
3	Madras Management Association	State
4	Confederation of Indian Industry (CII)	National
5	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
6	Tamilnadu Chamber of Commerce and Industry (TCCI)	State

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

Name of authority	Brief of the case	Corrective action taken
NIL	NIL	NIL

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
			NIL		

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
Nil					

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

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

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

The Company has processes as stated below to receive and redress concerns/grievances received from the employees and other stakeholders.

- Receipt of Grievances:** The Company receives employee grievances - via the HR Soft mobile application, HR soft desktop app, and also through mail.
- Scheduling Meetings for addressing Grievances:** Meetings are Scheduled meetings with the concerned employees to discuss their grievances.
- Providing Resolution and Follow-up:** Once the grievances are addressed and solutions are agreed upon, document the resolution. Follow up with the employees to ensure that the solutions implemented are satisfactory and effective in resolving their grievances.

The Company periodically reviews the grievance redressing process to identify any areas for further improvement.

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

	FY 2023-2024	FY 2022-2023
Directly sourced from MSMEs/ small producers	23%	37%
Directly from within India	100%	100%

5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost

Location	FY 23-24	FY 22-23
Rural	30%	30%
Semi- urban	25%	25%
Urban	25%	25%
Metropolitan	20%	20%

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



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):

Details of negative social impact identified	Corrective action taken
NA	

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

S. No	State	Aspirational District	Amount Spent (In INR)
1	TamilNadu	Trichy	10,00,000
2	TamilNadu	Trichy	1,50,000
3	TamilNadu	Hosur	47,25,000

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:

S. 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.

Name of authority	Brief of the Case	Corrective action taken
Nil		

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	To promote sports	A National Tennis player is supported towards training with the object of promoting sports	100%
2	To promote healthcare	Government Hospital	100%
3	To promote healthcare	Public at Large	100%

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 collects patients' feedback (OP, IP and health check-up patients) through physical feedback forms. Feedback is also collected both in person and in the website and reviewed by the Company. Post discharge call after 72 hours of discharge is also practiced for all the patients.

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

Safe and responsible usage

NA

Recycling and/or safe disposal

3. Number of consumer complaints in respect of the following

	FY 2023-2024		Remarks	FY 2022-2023		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	Nil	0	0	Nil
Advertising	0	0	Nil	0	0	Nil
Cyber-security	0	0	Nil	0	0	Nil
Delivery of essential services	1348	0	Nil	1864	0	Nil
Restrictive Trade Practices	0	0	Nil	0	0	Nil
Unfair Trade Practices	0	0	Nil	0	0	Nil
Other	NA	NA	NA	NA	NA	NA

4. Details of instances of product recalls on account of safety issues: **The company does not manufacture any product – hence product recall is 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, we do have a framework and policy in place for cybersecurity and managing risks related to data privacy. Our framework outlines the measures and procedures we adhere to in order to safeguard our organisation's data and ensure compliance with relevant regulations. We continuously review and update our policies to address emerging threats and maintain the highest standards of security and privacy protection. Policy Link: <https://www.kauveryhospital.com/privacy/>

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. **NIL**

7. Provide the following information relating to data breaches:

- a) Number of instances of data breaches – **Nil. No events of data breach during the FY 23-24.**
- b) Percentage of data breaches involving personally identifiable information of customers – **Nil. No events of data breach during the FY 23-24.**
- c) Impact, if any, of the data breaches - **Nil. No events of data breach during the FY 23-24.**



Leadership Indicators

1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available). **Company Website www.kauveryhospital.com**
2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services. **Not applicable as we are in healthcare services.**
3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services. **Press releases, Media, Notice Boards etc.**
4. 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. **Not Applicable**
5. 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) **Yes**