



July 05, 2024

**Listing Department,
BSE Ltd.,**
Phiroze Jeejeebhoy Towers,
Dalal Street,
Mumbai-400 001
Scrip Code: **532633**

**Listing Department,
National Stock Exchange of India Limited,**
“Exchange Plaza”,
Bandra-Kurla Complex, Bandra (East),
Mumbai-400 051
Symbol: **ALLSEC**

Dear Sir / Madam,

Sub.: Submission of Business Responsibility and Sustainability Report

Pursuant to Regulation 34(2)(f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we submit herewith on voluntary basis, the Business Responsibility and Sustainability Report for the Financial Year 2023-24.

Kindly take the same on record.

For **Allsec Technologies Limited**

Neeraj Manchanda
Company Secretary and Compliance Officer
Encl.: A/a

ALLSEC TECHNOLOGIES LTD.

Regd. Office : 46-C, Velachery Main Road, Velachery, Chennai – 600 042.

Tel.: +91.44.4299 7070 web: www.allsectech.com

Corporate Identity Number : L72300TN1998PLC041033, Email : contactus@allsectech.com

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT FOR THE FINANCIAL YEAR ENDED ON 31 MARCH 2024 (AS PER REGULATION 34(2)(F) OF SEBI (LISTING OBLIGATIONS AND DISCLOSURE REQUIREMENTS) REGULATIONS, 2015)

Section A : GENERAL DISCLOSURES

I	Details of the listed entity	
1	Corporate Identity Number (CIN) of the Listed Entity	L72300TN1998PLC041033
2	Name of the Listed Entity	ALLSEC TECHNOLOGIES LIMITED
3	Year of incorporation	24-08-1998
4	Registered office address	46C, Velachery Main Road, Velachery, Chennai - 600 042
5	Corporate address	46B, Velachery Main Road, Velachery, Chennai - 600 042
6	E-mail	investorcontact@allsectech.com
7	Telephone	044-42997070
8	Website	www.allsectech.com
9	Financial year for which reporting is being done	01 Apr 2023 - 31 Mar 2024
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited and National Stock Exchange of India Limited
11	Paid-up Capital	₹ 152,383,260
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Gaurav Mehra Chief Finance Officer 044-4299 7070 investorcontact@allsectech.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).	Standalone basis
14	Name of assurance provider	-
15	Type of assurance obtained	-

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	Support Services to Organizations	Office Administrative and other business activities including callcentres (N6), organizing conventions, collection agencies, packaging activities, etc	54%
2	Support Services to Organizations	Placement agencies and HR Management services (N2)	46%
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	Call Centre Services	82200	54%
2	Payroll Processing	78300	46%

III Operations				
18. No. of locations where plants and/or operations/ offices of the entity are situated:				
	Location	No. of plants	No. of offices	Total
	National	-	10	10
	International	-	3	3
Note: The company operates from three locations in India (Chennai, Bengaluru and Noida) and two location in (USA and Manila)				
19 Markets served by the entity				
A	No. of Locations			
	Location	Number		
	National (No. of States)	25		
	International (No. of Countries)	46		
B	What is the contribution of exports as a percentage of the total turnover of the entity?		35%	
C	A brief on types of customers		The customers of the company are spread across diverse set of industries including e-commerce, Banking, Financial services, and Insurance Sectors.	

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)	4693	2827	60.24%	1866	39.76%
2	Other than Permanent (E)	-	-	-	-	-
3	Total employees (D + E)	4693	2827	60.24%	1866	39.76%
	Workers					
4	Permanent (F)	NA	NA	NA	NA	NA
5	Other than Permanent (G)	NA	NA	NA	NA	NA
6	Total workers (F+ G)	NA	NA	NA	NA	NA
Note: The company operates in the IT enabled services and classifies all its staff as "employees". Headcount numbers are reported as at 31st March of the year.						

b	Differently abled Employees and workers:						
S. No.	Particulars	Total (A)	Male		Female		
			No. (B)	% (B/A)	No. (C)	% (C/A)	
	Differently abled Employees						
1	Permanent (D)	2	1	50%	1	50%	
2	Other than Permanent (E)	-	-	-	-	-	
3	Total Differently abled employees (D + E)	2	1	50%	1	50%	
	Differently- abled Workers						
4	Permanent (F)	NA	NA	NA	NA	NA	
5	Other than Permanent (G)	NA	NA	NA	NA	NA	
6	Total differently abled workers (F + G)						
	Note: The company provides lift and wheelchair infrastructure to facilitate an inclusive work culture.						
21	Participation/Inclusion/Representation of women						
	No. and Percentage of Females						
		Total (A)	No. (B)		% (B / A)		
	Board of Directors	6	1		16.67%		
	Key Management Personnel	3	0		0		
22	Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)						
	Category	FY (2023-24) (April-March) (Turnover rate in current FY)			FY (2022-23) (April-March) (Turnover rate in year prior to previous FY)		
		Male	Female	Total	Male	Female	Total
	Permanent Employees	96.8%	94.9%	96.10%	111.40%	103.90%	108.70%
	Permanent Workers	NA	NA	NA	NA	NA	NA
	Category	FY (2021-22) (April-March) (Turnover rate in year prior to previous FY)			-		
		Male	Female	Total			
	Permanent Employees	111.5%	120.30%	114.90%			
	Permanent Workers	NA	NA	NA			

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 by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
	Quess Corp Limited	Holding Company	Nil	NO
	Allsectech Manila Inc	Subsidiary Company	100%	NO
	Allsectech Inc	Subsidiary Company	100%	NO
	Note: All information provided is for the standalone entity and no group level data is included for the purposes of this report.			

VI	CSR Details	
24.		
a	Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	YES
b	Turnover (in ₹)	314,04,96,426
c	Net worth (in ₹)	198,05,00,054

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	https://www.allsectech.com/investor-information/	0	0	Nil	0	0	Nil
	Investors (other than shareholders)	https://www.allsectech.com/investor-information/	0	0	Nil	0	0	Nil
	Shareholders	https://www.allsectech.com/investor-information/	6	0	Complaints received related to dividend transfer and were resolved.	45	Nil	Complaints received related to the Scheme of Amalgamation and were resolved
	Employees and workers	Yes, the Company has various platforms and policies in place that facilitates employees to express their free views and grievances including Town Halls chaired by the CEO, management representatives encouraging open conversations and feedback as well as reporting under Whistle Blower mechanisms. The Company has an employee engagement platform "AskHR" where all employees can raise their concerns and suggestions which are addressed promptly by management.						
	Customers	Yes, the Company has regular meetings at different levels with key customers for understanding their expectations, requirements, feedback and suggestions. The Company also carries out customer satisfaction service and project management reports on a periodic basis. Project management reports are reviewed by the management on regular intervals.						
	Value Chain Partners	NA	NA	NA	NA	NA	Nil	NA
	Other (please specify)	https://www.allsectech.com/investor-information/	0	0	Nil	0	Nil	Nil
	Board of Directors	https://www.allsectech.com/investor-information/	0	0	Nil	0	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

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)
	Human Capital	Risk and Opportunity	<p>Opportunity: As the Human Capital is one of the key strategic imperative for the Company, we consistently invest in the growth & development and alignment of employees to the Company growth strategy.</p> <p>Risk: High market demand for skilled talent and attrition. We are continuously investing in skilling newer employees to make them business ready and at the same time automating and streamlining processes is of vital importance.</p>	Company deeply invest in initiatives to promote learning & development, performance support, career growth, engagement, diversity and inclusion at the workplace. Allsec has a meritocratic, transparent and equal opportunity culture. We provide growth & development opportunities to high performing employees. The company has strong people practices and focuses on their health by conducting vaccination camps, dental camps, eye check-ups and normal health check-ups for employees. We have invested in hiring key and critical talent to accelerate digital and fair product & process offerings to our customers. We have a robust grievance redressal mechanism to address employee concerns. We measure employee alignment at regular intervals to take corrective actions, as required.	<p>Positive: Retention of key talent through various human resources proposition increases productivity.</p> <p>Negative: High attrition possibilities lead to wage inflation and loss in continuity.</p>
	Privacy & Data Security	Risk and Opportunity	<p>Risk: Data Privacy and Data Security are the major risk categories due to digitisation, automation and multiple interface and connectivity. It has increased more so in the wake of pandemic, work from home and similar remote arrangements, where the number of digital users grew exponentially across locations and platforms.</p> <p>Opportunity: Having a robust information security structure (software, expert manpower and operational practices) helps us reduce cyber threats and ensure privacy, data security for all our stakeholders privileged information thereby also facilitating business expansion.</p>	The Company has policies with respect to information technology/cyber security risk which set forth limits, mitigation strategies and internal controls. Information Security Management Policy and Cyber Security and Cyber Resilience Policy are in place for protecting the organisation's cyberspace against cyber-attacks, threats and vulnerabilities. The Company follows a Personal Data Protection Standard which aims to create a responsible culture of data protection within the organisation and increase employee awareness of data protection, acceptable data handling practices and applicable requirements in relation to Personal Data.	<p>Positive: Easier business process automation, increased trust and credibility of stakeholders, improved data management and protected brand reputation.</p> <p>Negative: Breach of Privacy and Data Security.</p>

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)
	Regulatory Compliance	Risk	Regulatory risk relates to a potential change in laws, regulations and policies.	<p>Overall, Company has a three pronged approach to mitigate the regulatory compliance and related risk –</p> <p>a. Legal & Liability concerns - actively assess, review & manage to cover risk related to regulatory and contractual obligations</p> <p>b. Data Security - Allsec ensures to implement the latest protections against data breaches and other risks.</p> <p>c. Reputation - Allsec recognizes that any breach, or receiving a fine for non-compliance, can dent the reputation that the company has worked hard to build over the period of time. This realization means active management and adequate protections.</p>	Negative: Diluting our focus will negatively impact our customers about doing business with us.
	Community & Social Impact	Opportunity	Opportunity: Our company's objective is to support meaningful socio-economic sustainable development and enable a larger number of people to participate and benefit in country's economic progress. Corporate Social Responsibility (CSR) has been a longstanding commitment of the Company. The Company has articulated its CSR philosophy as supporting the children in their education, skill development, health care and livelihood opportunities.	NA	Positive: To create a meaningful impact for the communities including local areas & communities, we regularly interact. Supporting the CSR activities helps us giving back to the society as a responsible corporate citizen.

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	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes										
1. a.	Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	YES	YES	YES	YES	YES	YES	YES	YES	YES
b.	Has the policy been approved by the Board? (Yes/No)	Yes, requisite policies are periodically reviewed by the management and wherever required, policies have been approved by the board/ committees.								
c.	Web Link of the Policies, if available	https://www.allsectech.com/investor-information/								
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)	NO	NO	NO	NO	NO	NO	NO	NO	NO
4	Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The Company has adopted ISO 9001:2015, Quality Management System certification, HIPAA certifications for Chennai facility and ISO 27001:2013, PCIDSS for all facilities and Information Security Management System certification for Company facilities in Chennai, Bengaluru and Noida. The policies confirm to the regulatory requirements where such regulations exist. No specific national standards are applicable for the policies framed.								
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	See note below								
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	See note below								
<p>Note to: Specific commitments, goals and targets set by the entity with defined timelines – The Company focuses on e-commerce, banking, financial services, and insurance sectors in the areas of call centre and payroll processing services to support the data reliability for its customers. Significant IT efforts have gone in to make our company, a full service player of choice in this segment. The company has been consistently and regularly monitoring and replacing the existing lighting, HVAC air conditioning (temperature monitoring) and other electronic appliances with energy efficient and rated equipment.</p> <p>The waste generated by the company is segregated and handed over to the local Municipal Corporation for disposal in a responsible manner.</p> <p>The Company proactively undertakes initiatives to reduce the environmental footprint and paper consumption in the office. The company has deployed digital workplace solutions to reduce resource consumption in our operations.</p>										
Governance, leadership and oversight										
	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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)	Please refer Board Report & MD&A section in the Annual report for related data								
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Gaurav Mehra (Chief Finance Officer) 044-4299 7070 investorcontact@allsectech.com								

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.	<p>Yes, our Board of Directors and risk management committee regularly have review and approve strategic directions and initiatives, and take cognizance of issues, forces, and risks that define and drive the Company's long-term performance and sustainability.</p> <p>The Board members actively discuss various initiatives and encourage the management to go beyond regulatory requirements. The Board of Directors have also formed a Board level CSR Committee, with two non-executive directors and one independent director in the Committee. The Committee in turn, delegates the project level CSR implementation to Implementing agency.</p>								
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								
		P1	P2	P3	P4	P5	P6	P7	P8	P9
	Performance against above policies and follow up action	The Board of Directors meet periodically to evaluate the operational performance on various aspects including NGRBC principles including board level committees and the leadership team.								
	Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	The Company has established robust system of ensuring compliances and complies with applicable laws and regulations through a strict review and monitoring mechanism. By implementing a systematic and diligent compliance process, management can have a one stop view on the compliances and controls mechanism. Periodical audits by the internal auditor, statutory auditor and the secretarial auditor offer compliance comfort to the duly constituted audit committee. Regular updates & status is regularly placed for Board level discussion.								
		P1	P2	P3	P4	P5	P6	P7	P8	P9
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.	No	No	No	No	No	No	No	No	No
12	If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated, as below:									
	Question	P1	P2	P3	P4	P5	P6	P7	P8	P9
	The entity does not consider the Principles material to its business (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
	The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
	The entity does not have the financial or/human and technical resources available for the task (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
	It is planned to be done in the next financial year (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
	Any other reason (please specify)	NA	NA	NA	NA	NA	NA	NA	NA	NA

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.

P1	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	% of persons in respective category covered by the awareness programmes
	Board of Directors	6	Regular updates & coverage on topics like digital privacy, code of business conduct, ESG, through various initiation programmes.	100%
	Key Managerial Personnel	6	All Principles covered.	100%
	Employees other than BoD and KMPs	5	All mandatory training modules applicable for the KMPs are applicable to all the employees to all the employees of the company.	89.9%
	Workers	NA	NA	NA

2	Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (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	Nil	Nil	Nil	NA	NA
	Settlement	Nil	Nil	Nil	NA	NA
	Compounding fee	Nil	Nil	Nil	NA	NA
	Non-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)
	Imprisonment	Nil	Nil	Nil	NA	NA
	Punishment	Nil	Nil	Nil	NA	NA
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			
	N/A		N/A			
4	Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.		Yes. https://www.allsectech.com/wp-content/uploads/2020/03/Anti-Bribery-Allsec.pdf			
5	Number of Directors /KMPs /employees /workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption		None			
	Category		FY 2023-2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)		
	Directors		No Penalty	No Penalty		
	KMPs		No Penalty	No Penalty		
	Employees		No Penalty	No Penalty		
	Workers		No Penalty	No Penalty		

6	Details of complaints with regard to conflict of interest				
	Category	FY 2023-2024 (Current Financial Year)		FY 2022-2023 (Previous Financial Year)	
		Number	Remarks	Number	Remarks
	Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Nil	Nil	Nil
	Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Nil	Nil	Nil
7	Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.	NA	NA	NA	NA
8.	Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured) in the following format:				
	Number of days of accounts payables	42		41	

9	Open-ness of business: Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format			
Parameter	Metrics	FY 2023-24 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)	
Concentration of purchases	a. Purchases from trading houses as % of total purchases	NA	NA	
	b. Number of trading houses where purchases are made from	NA	NA	
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	NA	NA	
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	NA	NA	
	b. Number of dealers / distributors to whom sales are made	NA	NA	
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	NA	NA	
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	15.30%	17.56%	
	b. Sales (Sales to related parties / Total Sales)	25.68%	24.14%	
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	NA	NA	
	d. Investments (Investments in related parties / Total Investments made)	100%	100%	

P2	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.			
	Category	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)	Details of improvements in environmental and social impacts
	R&D	Nil	Nil	Nil
	CapEx	Nil	Nil	Nil
2(a)	Does the entity have procedures in place for sustainable sourcing? (Yes/No)	NO	NO	NO
(b)	If yes, what percentage of inputs were sourced sustainably?	NA	NA	NA
	Note: Allsec Tech is in the business of IT enabled businesses. Primary business revolves around human capital. Hence, sustainable packaging and sourcing practices are not applicable.			
3	Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for :			
	Plastics (including packaging)	The plastic waste is collected, segregated, and transported to Local Government agencies/ for processing and disposal.		
	E-waste	Handling E-waste is crucial not only from security point of view, but also from the environment standpoint. Computers, monitors, computer accessories, printers, projectors, and other such hardware that are under-utilized or have reached the end of useful life are managed by the Company's waste recycling program that also includes handover to original supplier or to certified disposal vendors.		
	Hazardous waste	There is no hazardous waste generation owing to the nature of business.		
	Other waste	NA		
4	Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.	NO		

P3	Businesses should respect and promote the well-being of all employees, including those in their value chains											
ESSENTIAL INDICATORS												
1a	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	2827	2827	100%	2827	100%	NA	NA	Nil	Nil	Nil	Nil	
Female	1866	1866	100%	1866	100%	1866	100%	Nil	Nil	Nil	Nil	
Total	4693	4693	100%	4693	100%	1866	39.76%	Nil	Nil	Nil	Nil	
Other than Permanent Employees												
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
Total	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
Note: Allsec Tech considers our employees as our extended family. The no. of lives covered includes our employees and immediate family.												

1b	Details of measures for the well-being of workers:											
% 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 Workers												
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
Total	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
Other than Permanent Workers												
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
Total	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	

1c	Spending on measures towards wellbeing of employees and workers (including permanent and other than permanent) in the following format		
	Category	FY (2023-24) (Current Financial Year)	FY (2022-23) (Previous Financial Year)
	Cost incurred on well being measures as a % of total revenue of the company	2.40%	2.32%

2	Details of retirement benefits, for Current and Previous FY						
	Benefits	FY (2023-24) (Current Financial Year)			FY (2022-23) (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 worker	Deducted and deposited with the authority (Y/N/N.A.)
	PF	98%	NA	Y	100%	NA	Y
	Gratuity	100%	NA	Y	100%	NA	Y
	ESI	55%	NA	Y	62%	NA	Y
	Others - please specify	-	-	-	-	-	-
	Note: Employees who have completed 5 years are eligible for Gratuity as per Company policy. However, their enrolment in the scheme is considered for the calculation of the above numbers.						

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. Offices have been provided with lift, wheel chair facilities, audio announcements and digital facilities to facilitate equal access to the workspaces.
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. Allsec is an equal opportunity employer and supports employment as a means of community development.

5	Return to work and Retention rates of permanent employees and workers that took parental leave.				
	Gender	Permanent employees		Permanent workers	
		Retention rate	Return to work rate	Return to work rate	Retention rate
	Male	NA	NA	NA	NA
	Female	67%	67%	NA	NA
	Total	67%	67%	NA	NA
	Note: Maternity benefits are extended to all eligible employees. The company does not have a paternity leave policy.				

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	NA
	Other than Permanent Workers	NA
	Permanent Employees	<p>Yes. The Company has various policies in place that facilitates employees to express their free views and grievances including under POSH and Whistle Blower mechanisms. Town Halls chaired by the CEO, management team and their direct reportees encourage open conversations and feedback. The company has an employee engagement platform "AskHR" where all employees can raise their concerns and improvement suggestions which are addressed promptly. Please refer to the below policies:</p> <p>https://www.allsectech.com/wp-content/uploads/2022/07/HEALTH-SAFETY ENVIRONMENTAL-CONSERVATION-POLICY.pdf</p> <p>https://www.allsectech.com/wp-content/uploads/2018/04/Policies_PolicyOnDiversity.pdf</p> <p>https://www.allsectech.com/wp-content/uploads/2022/05/Whistle-Blower-Policy.pdf</p>
	Other than Permanent Employees	NA

7	Membership of employees and worker in association(s) or Unions recognised by the listed entity:						
		FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Category	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	NA	NA	NA	NA	NA	NA
	Male	NA	NA	NA	NA	NA	NA
	Female	NA	NA	NA	NA	NA	NA
	Total Permanent Workers	NA	NA	NA	NA	NA	NA
	Male	NA	NA	NA	NA	NA	NA
	Female	NA	NA	NA	NA	NA	NA
	Note: Allsec Tech does not have any worker union. However, the company and the leadership recognise the employees' rights to freedom of association and as a matter of policy, does not discourage collective bargain.						

8	Details of training given to employees and workers:					
FY (April 2023 – March 2024) (Current Financial Year)						
Category	Total (A)	On Health and safety measures		On Skill upgradation		
		No. (B)	% (B / A)	No. (C)	% (C / A)	
Employees						
Male	2827	2827	100%	2400	84.90%	
Female	1866	1866	100%	1582	84.78%	
Total	4693	4693	100%	3982	84.85%	
Workers						
Male	NA	NA	NA	NA	NA	
Female	NA	NA	NA	NA	NA	
Total	NA	NA	NA	NA	NA	
FY 2022-23 (Previous Financial Year)						
Category	Total (D)	On Health and safety measures		On Skill upgradation		
		No. (E)	% (E / D)	No. (F)	% (F / D)	
Employees						
Male	3003	3003	100%	3003	100%	
Female	1752	1752	100%	1752	100%	
Total	4755	4755	100%	4755	100%	
Workers						
Male	NA	NA	NA	NA	NA	
Female	NA	NA	NA	NA	NA	
Total	NA	NA	NA	NA	NA	
<p>Note: The Company has a process of assigning health, safety and welfare trainings to employees on a cyclical calendar basis. This meets the objective of covering all the Company's employees over a period of time. The core business segments of the company are call centre and payroll processing, wherein process specific technical skill plays vital role. Hence, structured skillset training is the prerequisite in onboarding of resources. Further, any amendments or changes in the regulatory and other business changes including the changes at the client's business regulations impacting the process, are duly updated through periodic structured training programs uniformly across the operations. This process is well-entrenched within the Company's operations teams.</p>						

9	Details of performance and career development reviews of employees and worker:						
Category	FY (April 2023 - March 2024) (Current Financial Year)			FY 2022-23 (Previous Financial Year)			
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)	
Employees							
Male	2827	2827	100%	3003	3003	100%	
Female	1866	1866	100%	1752	1752	100%	
Total	4693	4693	100%	4755	4755	100%	
Workers							
Male	NA	NA	NA	NA	NA	NA	
Female	NA	NA	NA	NA	NA	NA	
Total	NA	NA	NA	NA	NA	NA	
<p>Note: Employee Appraisal process is cyclical at the Company and factors their job-grades, date of joining, tenure within the Company, skill level, market cycles and other key information.</p>							

10	Health and safety management system:	
A	Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?	Yes, the Company, being an IT enabled services provider does not engage itself in manufacturing processes that pose occupational health/safety hazards or risks.
B	What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	<p>The Company provides its employees a safe and hygienic workplace environment free from any potential hazard or risk. Air and noise pollution are complied with applicable laws. Smoke detectors and firefighting equipment are situated in common areas and are easily accessible by trained users. Nature friendly chemicals are used for housekeeping activities. The Company encourages minimal paper use and recycles its paper wherever practical.</p> <p>The company has ensured effective and suitable ventilation and temperature monitoring for all enclosed workspaces. Every workstation has suitable and sufficient lighting, and maintenance work is done periodically. All workspaces are maintained clean and waste materials are disposed responsibly.</p> <p>The company's Emergency Response Team (ERT) is adequately trained to safely evacuate people in the event of fire hazards. The Company is also an ISO 9001:2015 and 27001:2013 certified organisation for quality management and IS management respectively. As part of this, we have processes to take care of working environment, which is secured, risk-free and also with required comfort. Eg: Temperature/AC monitoring, environmental controls, equipment maintenance/safety, etc.. All these measures support our system for occupational health and safety management system.</p> <p>Policy reference: https://www.allsectech.com/wpcontent/uploads/2022/07/HEALTH SAFETYENVIRONMENTAL-CONSERVATION-POLICY.pdf</p>
C	Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)	Yes
D	Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)	Yes, the Company has contracted with a medical Doctor (MBBS, MD) as duty medical officer who is available for regular consultations to all employees. Further, there is a first-aid centre that is available for any emergency care. Monthly medical lectures on topics related to overall health and mental wellbeing are regularly conducted.

11	Details of safety related incidents, in the following format:			
	Safety Incident/Number	Category	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
	Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
		Workers		
	Total recordable work-related injuries	Employees	Nil	Nil
		Workers		
	No. of fatalities	Employees	Nil	Nil
		Workers		
	High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
		Workers		
	Note: The company is in the IT enabled services sector where there is no significant occupational injury risk in the operating premises. The company ensures effectiveness of internal health and safety systems on a periodic basis.			
12	Describe the measures taken by the entity to ensure a safe and healthy workplace.	The Company has installed an adequate number of fire extinguishers and smoke detectors for fire safety. Designated fire exits are strategically located in all floors. Adequate CCTV coverage throughout the office spaces ensures personnel safety. Decibel meters are regularly used to check and control ambient noise on floors. Noise cancelling headsets are provided to all employees in the call-centres to ensure a comfortable work environment. Temperature monitoring is done on an hourly basis throughout the day. All employees are trained in fire safety and fire drill is conducted annually.		

13	Number of Complaints on the following made by employees and workers:						
	Category	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	Nil	NA	Nil	Nil	NA
	Health & Safety	Nil	Nil	NA	Nil	Nil	NA
	Note: The company has a open culture that encourages constant feedback in a transparent manner which are handled proactively and results in a healthy working relationship.						

14	Assessments for the year:	
	Category	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
	Health & Safety Practices	Nil
	Working Conditions	Nil
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.	
	NA	
	Note: The company did not undertake any external assessment focusing on the NGRBC principles during the year. However, proactive measures are constantly made to ensure good health and safety practices and safe working conditions.	

P4	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.	Engaging with our stakeholders is essential to understand the social, environmental and economic context Allsec operates in. Stakeholder engagement is important for Allsec in order to build a symbiotic relationship with our stakeholders and achieve better outcomes. Factors such as impact, influence, legitimacy, urgency, and diversity of perspectives are the basis of identifying stakeholders crucial to the organization. The stakeholders identified are employees, customers, shareholders and community. Stakeholder needs and expectations are taken into consideration for determining the frequency of engagement with stakeholders and channels of communication used for the same.

2	List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.				
S. 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	Email, Notice board, Performance Appraisal Reviews and Townhalls.	Regular	Career growth, skill development, fair remuneration, safe workplace, employee satisfaction, great place to work.
2	Customer	NO	Email, Website, Client Visit, Project review meetings.	Regular	Service delivery, customer satisfaction.
3	Shareholder	NO	Email, website, newspaper ads, Notice of Annual General Meetings/Postal Ballots	Annual General Meeting/Need Based EGM	Return on capital employed and total shareholder value.
4	Communities	NO	Community meetings	Periodic and need based	Health, education, and skill development

P5	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	4693	4263	90.84%	4755	4497	94.57%	
Other than permanent	Nil	Nil	Nil	Nil	Nil	Nil	
Total	4693	4263	90.84%	4755	4497	94.57%	
Workers							
Permanent	NA	NA	NA	NA	NA	NA	
Other than permanent	NA	NA	NA	NA	NA	NA	
Total	NA	NA	NA	NA	NA	NA	

2	Details of minimum wages paid to employees and workers, in the following format:					
	Category	FY 2023-2024 Current Financial Year				
		Total (A)	Equal to Minimum Wage		More than Minimum Wage	
		No.(B)	% (B /A)	No.(C)	% (C /A)	
Employees						
Permanent	4693	858	18.28%	3835	81.72%	
Male	2827	450	15.92%	2377	84.08%	
Female	1866	408	21.86%	1458	78.14%	
Other	NA	NA	NA	NA	NA	
Other than Permanent						
Male	NA	NA	NA	NA	NA	
Female	NA	NA	NA	NA	NA	
Other						
Workers						
Permanent	NA	NA	NA	NA	NA	
Male	NA	NA	NA	NA	NA	
Female	NA	NA	NA	NA	NA	
Other	NA	NA	NA	NA	NA	
Other than Permanent						
Male	NA	NA	NA	NA	NA	
Female	NA	NA	NA	NA	NA	
Other	NA	NA	NA	NA	NA	
	FY 2022-23 Previous Financial Year					
Category	Total (D)	Equal to Minimum Wage		More than Minimum Wage		
		No. (E)	% (E/D)	No.(F)	% (F /D)	
Employees						
Permanent	4755	Nil	Nil	4755	100%	
Male	3,003	Nil	Nil	3,003	100%	
Female	1,752	Nil	Nil	1,752	100%	
Other	NA	NA	NA	NA	NA	
Other than Permanent						
Male	NA	NA	NA	NA	NA	
Female	NA	NA	NA	NA	NA	
Other	NA	NA	NA	NA	NA	
Workers						
Permanent						
Male	NA	NA	NA	NA	NA	
Female	NA	NA	NA	NA	NA	
Other	NA	NA	NA	NA	NA	
Other than Permanent						
Male	NA	NA	NA	NA	NA	
Female	NA	NA	NA	NA	NA	
Other	NA	NA	NA	NA	NA	

3	Details of remuneration/salary/wages, in the following format:				
	a. Median remuneration / wages:				
Category	Male			Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category	
Board of Directors (BoD)	2	831,600	1	636,800	
Key Managerial Personnel	3 *	6,562,066	1 ^	556,449	
Employees other than BoD and KMP	2,825	263,997	1,866	204,004	
Workers	NA	NA	NA	NA	
Note: Remuneration numbers Quoted considers employees who may have worked for a part of the year. Under KMP CS *Joined on 28-Sep-2023 . ^Resigned wef 27-Sep-2023.					

b. Gross wages paid to females as % of total wages paid by the entity, in the following format:					
	Gross wages paid to females as % of total wages	FY (2023-2024) Current Financial Year		FY (2022-2023) Previous Financial Year	
		27.59%		27.14%	
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 various policies in place to facilitate employees to express their free views and grievances including under POSH and Whistle Blower mechanisms. Town Halls chaired by the CEO, management team and their direct reportees encourage open conversations and feedback. The company has an employee engagement platform "AskHR" where all employees can raise their concerns and improvement suggestions which are addressed promptly. Also refer P3 Pt. 6 above.	

6	.Number of Complaints on the following made by employees and workers:						
	FY (2023-2024) Current Financial Year			FY (2022-2023) 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	3	0	Resolved promptly	Nil	Nil	Nil	
Discrimination at workplace	NA	NA	NA	NA	NA	NA	
Child Labour	NA	NA	NA	NA	NA	NA	
Forced Labour/Involuntary Labour	NA	NA	NA	NA	NA	NA	
Wages	NA	NA	NA	NA	NA	NA	
Other human rights related issues	NA	NA	NA	NA	NA	NA	

7	Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:		
		FY (2023-2024) Current Financial Year	FY (2022-2023) Previous Financial Year
	Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	3	0
	Complaints on POSH as a % of female employees / workers	0.16%	0%
	Complaints on POSH upheld	3	0
	Note: 3 cases were reported and all were resolved promptly.		

8	Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.	The Company has a well-established policy on prevention of sexual harassment of women in the workplace in accordance with the provisions of the "Sexual Harassment of Women in workplace (Prevention, prohibition and redressal) Act 2013". The POSH committee comprises senior members and effectively implements adequate internal controls for prevention of any incidents of harassment. The Company has zero tolerance on any discrimination and/ or harassment related issues and takes timely measures to address grievances. The Company regularly trains and sensitises its employees to report their genuine concerns and maintains complete confidentiality.
9	Do human rights requirements form part of your business agreements and contracts? (Yes/No)	Yes. Human rights requirements form a part of our business agreements and supplier contracts. We have adopted Modern Slavery Act and globally compliant in the countries, wherever applicable. For suppliers, we expect human rights compliance as they all should abide by Allsec's code of conduct. Supplier shall ensure full compliance with all local laws and regulations including but not limited to anti-bribery and anti-corruption, health and safety, human rights, anti-trafficking and modern slavery, data protection, international trade, sanctions, export-controls, anti-trade and competition, prevention of sexual harassment and product safety.

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	NA
Forced/involuntary labour	NA
Sexual harassment	100%
Discrimination at workplace	NA
Wages	NA
Others – please specify	NA

11.	Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above.	NA
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P6	Businesses should respect and make efforts to protect and restore the environment		
	ESSENTIAL INDICATORS		
1	Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:		
	Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
	From renewable sources	NA	NA
	Total electricity consumption in GJ (A)	NA	NA
	Total fuel consumption in GJ (B)	NA	NA
	Energy consumption through other sources (C)	NA	NA
	Total energy consumption in GJ (A+B+C)	NA	NA
	From non-renewable sources		
	Total electricity consumption (D)	17,584	17,255
	Total fuel consumption (E)	1,029	1,352
	Energy consumption through other sources (F)	-	-
	Total energy consumed from non-renewable sources (D+E+F)	18,613	18,607
	Total energy consumed (A+B+C+D+E+F)	18,613	18,607
	Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0.0000059268 GJ/₹	0.0000066676 GJ/₹
	Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	Nil	Nil
	Energy intensity in terms of physical output	Nil	
	Energy intensity (optional) – the relevant metric may be selected by the entity	Nil	
	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 was carried out by any external agency during the reporting period.	
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.	No	

3	Provide details of the following disclosures related to water, in the following format:		
S. No.	Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
	Water withdrawal by source (in kilolitres)		
I	Surface water	102	160.00
li	Groundwater (borewell) KL	624	445.20
lii	Third party water (metro water - take from Surface water)	Nil	Nil
lv	Seawater / desalinated water	Nil	Nil
V	Other	Nil	Nil
	Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	726	605.20
	Total volume of water consumption (in kilolitres)	726	605
	Water intensity per rupee of turnover (Water consumed / turnover)	0.0000002312 KL/₹	0.0000002168 KL/₹
	Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	Nil	Nil
	Water intensity in terms of physical output	Nil	Nil
	Water intensity (optional) – the relevant metric may be selected by the entity	Nil	Nil
	Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.	No	

4	Provide the following details related to water discharged:		
Parameter	FY 2023-24 (Current Financial Year)	FY 2023-24 (Current Financial Year)	
Water discharge by destination and level of treatment (in kilolitres)			
(i) To Surface water	102	160	
- No treatment	102	160	
- With treatment – please specify level of treatment	Nil	Nil	
(ii) To Groundwater	624	445.2	
- No treatment	624	445.2	
- With treatment – please specify level of treatment	Nil	Nil	
(iii) To Seawater	Nil	Nil	
- No treatment	Nil	Nil	
- With treatment – please specify level of treatment	Nil	Nil	
(iv) Sent to third-parties	Nil	Nil	
- No treatment	Nil	Nil	
- With treatment – please specify level of treatment	Nil	Nil	
(v) Others	Nil	Nil	
- No treatment	Nil	Nil	
- With treatment – please specify level of treatment	Nil	Nil	
Total water discharged (in kilolitres)	726	605.2	
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		

5	Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation	No, the Company is an IT enabled service provider that is not engaged in water intensive processes. Hence, the company has not implemented zero liquid discharge mechanisms. The water consumption is restricted to office use by employees.		
6	Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:			
	Parameter	Please specify unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
	NOx	NA	NA	NA
	Sox	NA	NA	NA
	Particulate Matter (PM)	NA	NA	NA
	Persistent organic pollutants (POP)	NA	NA	NA
	Volatile organic compounds (VOC)	NA	NA	NA
	Hazardous air pollutants (HAP)	NA	NA	NA
	Others – please specify	NA	NA	NA
	Note: Not applicable as the nature of the business does not specifically produce any emissions other than noted elsewhere in this report.			
	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		
	Note: Not applicable as, the nature of the business does not specifically produce any emissions other than noted elsewhere in this report.			

7	Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:	Scope 1 – Internal Power generation – backup DG set Scope 2 – Purchased electricity from grid		
	Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (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)	CO ₂	794	759
	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)	CO ₂	2968	2913
	Total Scope 1 and Scope 2 emissions per rupee of turnover	CO ₂ e/ Rupees	0.0000011979	0.0000013158
	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)	Nil	Nil	Nil
	Total Scope 1 and Scope 2 emission intensity in terms of physical output	Nil	Nil	Nil
	Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	Nil	Nil	Nil
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 2022-23 (Previous Financial Year)	FY 2023-24 (Current Financial Year)
	Total Waste generated (in metric tonnes)		
	Plastic waste (A)	Nil	Nil
	E-waste (B)	Nil	Nil
	Bio-medical waste (C)	Nil	Nil
	Construction and demolition waste (D)	Nil	Nil
	Battery waste (E)	Nil	Nil
	Radioactive waste (F)	Nil	Nil
	Other Hazardous waste. Please specify, if any. (G)	Nil	Nil
	Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	Nil	Nil
	Total (A+B + C + D + E + F + G + H)	Nil	Nil
	Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	Nil	Nil
	Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	Nil	Nil
	Waste intensity in terms of physical output	Nil	Nil
	Waste intensity (optional) – the relevant metric may be selected by the entity	Nil	Nil
	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	Nil	Nil
ii	Reused	Nil	Nil
iii	Other recovery operations	Nil	Nil
	Total	Nil	Nil
	For each category of waste generated, total waste disposed by nature of disposal method' (in metric tonnes)		
	Category of waste		
i	Incineration	Nil	Nil
ii	Landfilling	Nil	Nil
iii	Other disposal operations	Nil	Nil
	Total	Nil	Nil
	Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (YES/NO) If yes, name of the external agency.	No	
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.	Practices pertaining to non-hazardous waste: <ul style="list-style-type: none"> - Reduce of usage of virgin A4 paper. - Clean up your desk initiative - E- waste collection drives - One time clean-up of all storage facilities - Empanelment with authorised vendors for disposal of paper and e-waste. 	

11	If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:					
S. No.	Location of operations/ offices		Type of operations		Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.	
	NA		NA		NA	
12	Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:					
S. 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
	NA	NA	NA	NA	NA	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		
S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts		Corrective action taken, if any	
	NA	NA	NA		NA	

P7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent		
	ESSENTIAL INDICATORS		
1a	Number of affiliations with trade and industry chambers/ associations.	4	
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, in the following format		
S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/ National)	
1	Madras Chamber of Commerce and Industry	State level body	
2	Confederation on Indian Industry	National level body	
3	NASSCOM	Industry body	
4	Indo American Chamber of Commerce	International body	
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.		None
S. No.	Name of authority	Brief of the case	Corrective action taken
	NA	NA	NA

P8 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.					
S. 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
	NA	NA	NA	NA	NA	NA
2	Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format					
S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
	NA	NA	NA	NA	NA	NA
Note: Given the nature of business rehabilitation and resettlement is not applicable to Allsec Tech.						
3	Describe the mechanisms to receive and redress grievances of the community.		Community grievances are addressed by the project execution team appointed by the NGO partner working on the ground. They are in direct connect with the beneficiaries who share their concerns with them. During our periodic virtual connects with the project execution team as well as during our periodic project site visits, we evaluate and understand the grievances for further course of action. Based on their grievances, we take corrective action where required in consultation with our NGO partners.			

4	Percentage of input material (inputs to total inputs by value) sourced from suppliers		
	Category	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
	Directly sourced from MSMEs/ small producers	10.28%	3.15%
	Sourced directly from within the district and neighbouring districts	Nil	Nil
Note: Allsec Tech is in the business of call centre management and payroll processing, both of which are human capital intensive. Given the nature of the business, purchased input material is not a significant component of the operational cost. However, as a matter of policy the company provides opportunities for small enterprises to participate and partner in its operations.			
5	Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost		
	Location	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
	Rural	NA	NA
	Semi-urban	NA	NA
	Urban	NA	NA
	Metropolitan	100%	100%
Place to be categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)			

P9	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 runs a customer focused operation that continuously drives focus on enriching the customer experience and convenience. We continuously interact and seek valuable feedback of our customers via regular project reviews, customer meets, leadership calls etc. Our Company allows the customers to register their complaints via emails and they can also raise their concerns to the compliance officer for effective redressal. Customer feedback is used as the foundation of our planning strategies that has enabled an all-round customer experience with our company.					
2	Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:	NA. The company is engaged in B2B model and does not directly engage with Consumers.					
		As a percentage to total turnover					
	Environmental and social parameters relevant to the product	NA					
	Safe and responsible usage	NA					
	Recycling and/or safe disposal	NA					
3	Number of consumer complaints in respect of the following:						
	Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
		Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
	Data privacy	Nil	Nil	NA	Nil	Nil	NA
	Advertising	Nil	Nil	NA	Nil	Nil	NA
	Cyber-security	Nil	Nil	NA	Nil	Nil	NA
	Delivery of essential services	Nil	Nil	NA	Nil	Nil	NA
	Restrictive Trade Practices	Nil	Nil	NA	Nil	Nil	NA
	Unfair Trade Practices	Nil	Nil	NA	Nil	Nil	NA
	Other	Nil	Nil	NA	Nil	Nil	NA
	Note: The Company has a regular process of feedback meetings with customers at different levels to understand their requirements and suggestions. These project review meetings happen at regular intervals and is reviewed by the management to improve the company's customer focus.						
4	Details of instances of product recalls on account of safety issues:						
		Number		Reasons for recall			
	Voluntary recalls	NA		NA			
	Forced recalls	NA		NA			
	Note: Given the nature of services provided by the company, 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.	<p>Yes, the Company is an ISO 27001:2013 and ISO 9001:2015 certified Organization. The Company has a robust Quality Management and Information Security Management system in place to identify the potential risks, areas of improvement and further to ensure smooth business operations. ISO 9001:2015, Quality Management System certification for Chennai facility and ISO 27001:2013, Information security management system certification for all Allsec's facilities in Chennai, Bengaluru, Noida are in place. HIPAA Certification is a mandatory compliance requirement for the programs / centre where we deal with Electronic Protected Health Information (EPHI) of US Citizens. The PCI DSS compliance certifications for Chennai facility in the DBS vertical is also in place. Existing SSAE 18 / ISAE 3402, SOC1, Type II audit reporting for HRO payroll business has been performed thrice each year to cater to our clients' requirements. This increased frequency ensures the robustness of our systems. General Data Protection Regulation (GDPR) is a regulation in EU law on data protection & privacy for all individuals within the European Union (EU). It also addresses the requirements to be fulfilled for export of personal data from EU to outside the EU. This act is applicable to all entities which can be located anywhere in the world and have to mandatorily deploy the GDPR framework and controls if they collect or process personally identifiable information (PII) of EU citizens or those residing in EU. We established GDPR framework four years ago. All in all, our focus on IT security, cyber security and data privacy continue to strengthen our control framework for the business lines where it is applicable.</p> <p>Data Privacy Policy link: https://www.allsectech.com/privacypolicy/</p>
6	Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.	No complaints were received pertaining to advertising, cyber security and data privacy during the reporting period.
7	Provide the following information relating to data breaches:	
a.	Number of instances of data breaches	0
b.	Percentage of data breaches involving personally identifiable information of customers	0
c.	Impact, if any, of the data breaches	There is no impact since there are no breaches.

Note: - Last year numbers, wherever necessary, have been regrouped/ reclassified based on updated grouping, standards, locations, coverage and criterion.