

Saksoft Limited
Business Responsibility and Sustainability Report 2021-22

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Section A - General Disclosures

I. Details

Sl. No.	Particulars	Remarks
1	Corporate Identity Number (CIN) of the Company	L72200TN1999PLC054429
2	Name of the Company	Saksoft Limited
3	Year of Incorporation	1999
4	Registered Office Address	Global Infocity Park, Block A, 2nd Floor, #40 Dr. MGR Salai, Kandanchavadi, Perungudi, Chennai-600096
5	Corporate Office Address	Global Infocity Park, Block A, 2nd Floor, #40 Dr. MGR Salai, Kandanchavadi, Perungudi, Chennai-600096
6	Email ID	complianceofficer@saksoft.co.in
7	Telephone	Ph: +91 44 24543500
8	Website	www.saksoft.com
9	Financial year for which reporting is being done	April 2021 to March 2022
10	Name of the Stock Exchange(s) where shares are listed	Mumbai Stock Exchange National Stock Exchange
11	Paid-up Capital	Rs.105,390,000
12	Name and contact details of the person who may be contacted in case of any queries on the BRSR report	Ms. Meera Venkatramanan, Company Secretary
13	Reporting boundary	Saksoft Limited (standalone entity)

II. Products / Services

14. Details of Business activities

S. No.	Description of main activity	Description of business activity	% Of Turnover
1	Saksoft is a leading player in providing digital transformation solutions to help businesses stay relevant in a highly connected, rapidly evolving world. Saksoft is a niche technology specialist that provides a comprehensive suite of business transformation, information management, application development and testing services. Saksoft helps their clients level the playing field by helping them transform their business spaces.	Computer Programming, Consultancy and Related Activities	100%

15. Products / Services sold by the entity

S. No.	Product / Service	NIC Code	% Of Total Turnover contributed
1	Saksoft is a niche technology specialist that provides a comprehensive suite of business transformation, information management, application development and testing services. Saksoft helps their clients level the playing field by helping them transform their business spaces. Saksoft is headquartered in Chennai (India), and has 14 offices across the USA, Europe and Asia employing over 1,500+ people	62099	100%

III. Operations

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

Location	Number of Plants	Number of Offices	Total
National	The Company is an IT Services Company and hence does not undertake any manufacturing activity, for the locations to be classified as 'Plants.'	4	4
International		0	0

17. Markets served by the entity

a. Number of Locations – Saksoft Limited has its Development Centres in the following locations

Locations	Number
National (No. of States)	(1 in TamilNadu, 1 in Noida, 2 in Maharashtra) In TamilNadu: 1. Global Infocity Park, Block A, II Floor, #40 Dr MGR Salai, Kandanchavadi, Perungudi, Chennai- 600096. In Noida: 2. B 35-36, Sector 80, Phase II, Noida - 201305 In Maharashtra: 3. Emgeen Chambers II floor, 10, Vidyanagari Marg CST Road, Kalina Santacruz (East) Mumbai - 400 098 4. 503, 5th Floor, Pride Purple Accord, Baner Road, Pune, Maharashtra - 411 045
International (No. of countries)	Nil

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

Particulars	INR in Millions	% Of Exports
Domestic	551.65	34.50
Exports	1047.10	65.50
Total	1598.75	100.00

c. A brief on types of customers

The Company operates in the key verticals of FinTech, Transportation and Logistics, Retail e-commerce, Healthcare, Telecom and Public Sector and has its customers around these verticals.

Industry Vertical	Service Offerings
Fintech	Mobile Cash Disbursement Solution, API Integration, Mobile/Web Development, Big data analytics, Credit Scoring, Fraud prevention & Risk Assessment, Anticipate / handle disruptions
Healthcare	Telehealth, EHR integration, Imaging analytics, Integrated health monitoring via wearables, HL7/FHIR enabled provider apps

Retail E-commerce	Social Listening (Micro Influencer), Customer 360, Customer Journey Tracking, eCommerce Portal Development
Telecom	SharePoint development, Advanced analytics to reduce customer churn, Oracle Support, Testing CoE
Transportation and Logistics	IoT Solutions, Freight Management Software, Warehouse Management, Supply Chain Management, EDI Integration, Logistics Dashboard
Public Sector	Smart cities - Machine learning & facial recognition from IoT data feeds, Predictive Analytics & BI to provide better healthcare, decrease crime rates, and improve citizen's life, People identity management

IV. Employees

18. Details as at March 31, 2022

a. Employees (including differently abled)

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Employees						
1	Permanent (D)	1043	790	75.74	253	24.26
2	Other than permanent (E)	162	124	75.93	39	24.07
3	Total Employees (D + E)	1206	914	75.78	292	24.22

b. Differently abled employees - Nil

19. Participation / inclusion / representation of women

Particulars	Total (A)	No. and % of Females	
		No. (B)	% (B/A)
Board of Directors	6	2	33.33%
Key Management Personnel	3	1	33.33%

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

21. (a) as at March 31, 2022

Sl. No.	Name	Subsidiary / Associate or Joint Venture	% Of Shares Held
1	Saksoft Inc.,	Subsidiary	100%
2	Nanda Infotech Services Inc.	Subsidiary	Saksoft Inc., holds 100%
3	Faichi Solutions Inc.,	Subsidiary	
4	Saksoft Solutions Limited	Subsidiary	100%
5	Acuma Solutions Limited	Subsidiary	Saksoft Solutions Ltd., holds 100%
6	Saksoft Ireland Limited	Subsidiary	
7	Saksoft Pte Limited	Subsidiary	100%
8	MC Consulting Pte Ltd	Subsidiary	Saksoft Pte holds 100%
9	MC Consulting Malaysia	Subsidiary	MC Consulting Pte holds 100%
10	Threesixty Logica Testing Services Private Limited	Subsidiary	100%
11	Three Sixty Logica Testing Services Pte Ltd	Subsidiary	Threesixty Logica Testing Services Private Limited holds 100% (since dissolved)

12	DreamOrbit Softech Private Limited	Subsidiary	100%
13	DreamOrbit Inc.,	Subsidiary	DreamOrbit Softech Private Limited holds 100%

Do the entities indicated in the above table participate in the Business Responsibility initiatives of the listed entity? (Yes / No)

The subsidiary / associates / joint ventures have their own business responsibility ('BR') initiatives which are predominantly in line with BR initiatives of the Company. However, there are cases where the Saksoft Group makes joint commitments to support BR initiatives such as Covid-19 relief measures.

VI. CSR Details

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

(ii) Turnover: 126.32 crores

(iii) Net Worth: 128.16 crores

(iv) Total amount spent on CSR for FY 22: 65.16 L

VII. Transparency and Disclosures Compliances

23. Complaints / grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct (NGRBC) – No specific grievances in the Financial Year under review from any of the Stakeholders.

Stakeholder group from whom complaint is received	Grievance Redressal Mechanisms in Place (Yes / No)	FY 22			FY 21		
		(If yes, then provide the web-link for grievance redressal policy)	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
Communities	Yes	Nil	Nil	Nil	Nil	Nil	Nil
Investors (Other than shareholders)	Yes	Nil	Nil	Nil	Nil	Nil	Nil
Shareholders	Yes	Nil	Nil	Nil	Nil	Nil	Nil

Employees	Yes	Nil	Nil	NA	Nil	Nil	NA
Customers	Yes	Nil	Nil	NA	Nil	Nil	NA
Value Chain Partners	NA	NA	NA	NA	NA	NA	NA
Others	NA	NA	NA	NA	NA	NA	NA

Some of the policies guiding the Company's conduct with all its stakeholders, including grievance mechanisms are placed on the Company's website. The link is: <https://www.saksoft.com/investor/corporate-governance>. In addition, there are policies placed on the internal web of the Company.

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

SI. No.	Material Issue Identified	Indicate whether Risk or Opportunity	Rationale for identifying the risk / opportunity	Approach to adapt or mitigate	Positive / Negative Implications
No significant business conduct issues identified during the Financial Year under review					

Section B: Management and Process Disclosures

The National Guidelines for Responsible Business Conduct (NGRBC) as prescribed by the Ministry of Corporate Affairs advocates nine principles referred as P1 - P9 as given below:

Sl. No.	Principle
P1	Businesses should conduct and govern themselves with integrity in a manner that is ethical, transparent, and accountable.
P2	Businesses should provide goods and services in a manner that is sustainable and safe.
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains.
P4	Businesses should respect the interests of and be responsible towards all its stakeholders.
P5	Businesses should respect and promote human rights.
P6	Businesses should respect, protect, and make efforts to restore the environment.
P7	Businesses when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.
P8	Businesses should promote inclusive growth and equitable development.
P9	Businesses should engage with and provide value to their consumers in a responsible manner.

	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Ethics & Transparency	Product Responsibility	Human Resources	Responsiveness to Stakeholders	Respect for Human Rights	Environment restoration	Public Policy Advocacy	Inclusive Growth	Customer Engagement
Policy and management processes									
1. A. Whether your entity's policy / policies cover each principle and its core elements of NGRBC (Yes / No)	Yes	Yes	Yes	Yes	Yes	YES	NA	Yes	Yes
Has the Board (Yes / No) approved the policy. Refer Note 1	Yes, the Business Responsibility Policy covering the above-mentioned principles has been approved by the Board.								
C. Weblink of the policies, if available.	Link: https://www.saksoft.com/investor/corporate-governance . Some policies may also include a combination of internal policies of the Company which are accessible to all internal stakeholders and policies placed on the Company's website.								
2. Whether the entity has translated the policy into procedures (Yes / No).	Yes, the Company has translated the policies as applicable and imbibed the same into procedures and practices in all spheres of activities that the Company undertakes.								
3. Do the enlisted policies extend to our value chain partners? (Yes / No)	No, The Company's Code of Conduct applies to the Company. But we would be taking initiatives to ensure that the policies are extended even to our value chain partners.								
4. Name the national and international codes / certifications / labels / standards.	The Company has ISO 27001 and 9001 certifications in place								

5. Specific Commitments, goals, targets set by an entity.

The Company is working continuously towards providing equal employment opportunities towards all class of people and also ensures that it follows the principle of gender inclusive environment at the workplace. The Company is also working towards ensuring greener workspace by reducing the travel needs, use of digital communication and taking efforts to run a paperless office.

6. Performance of entity against specific commitments, goals, and targets

Note 1	
Principle-wise Policies	
P1 - Ethics and Transparency	Code of Conduct for Board of Directors and Senior Management Policy for Determination of materiality of events for disclosure to Stock Exchanges Code of Practices and Procedures for Fair Disclosure of UPSI Whistle Blower Policy
P2 - Product Responsibility	Business Code of conduct and Information Security Policy
P3 - Human Resources	Code of Conduct and Business Ethics Information Security Policy HR Policies (including Prevention of Sexual Harrasment Policy) HR Handbook
P4 - Responsive to Stakeholders, particularly the marginalized	Corporate Social Responsibility Policy Code of Conduct and Business Ethics Anti Bribery Policy
P5 - Respect for Human Rights	Code of conduct and Business Ethics Whistle Blower Policy HR Policies Prevention of Sexual Harassment Policy
P6 – Respect, Protect and make efforts to restore the environment	Environment Policy

P7 – When engaged in influencing public and regulatory policy, should do so in a responsible manner	Not applicable to the activities of the Company
P8- Support inclusive growth and equitable development	Corporate Social Responsibility Policy HR Policies
P9- Should engage with and provide value to their customers and consumers in a responsible manner	Code of Conduct and Business Ethics Privacy Policy

Governance, Leadership and Oversight

7. Director's Statement

Saksoft Limited believes in blending business with social and environmental impact in the decision making process. It is with this reason that Saksoft has embraced BRSR reporting voluntarily from the year ending 31 March 2022 and would enhance the reporting going forward from the experience it gathers.

The Company is on path of meeting the objectives of decreasing the environmental impact of expansion program through a thoughtful and judicious use of energy and energy saving assets. Company very well acknowledges that the world over their focus is on making our planet greener and better to place to live and handover to the next generation. Every bit done by every organisation helps in a long way to meet the objectives of making our planet greener, and Saksoft would make all efforts to contribute its bit to the cause. Saksoft considers the risk of environment, social and governance as business risks. Company is also increasing oversight on compliance with ESG requirements and discourages wasteful use of natural resources including excess energy consumption, violation of human rights at work place etc., Human Resource is a key asset to the Company and the success without them and their support cannot be quantified. The staff and their family well being is thought about when framing any policies which could impact them. Saksoft has partnered with agencies to implement CSR activities and has also helped staff and communities during Covid 19 pandemic.

The Company has been incorporated on the sound principles of being fair and equitable, effective and efficient. Corporate Governance is given utmost importance and is followed in letter and spirit. The Company is of the firm belief that corporate governance are of primary importance and growing to the next level.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility and Sustainability Policy.

The Board of Directors are responsible for implementation and oversight of the Business Responsibility and Sustainability Policy

9. Does the entity have a specified committee of the Board / Director responsible for decision making on sustainability related issues.

Yes, the Company Secretary and Chief Financial Officer of the Company monitor various aspects of Environmental, Social and Governance aspects on a continuous basis. This activity is also assessed by the:

- a. Audit Committee and Governance Committee.
 - b. Corporate Social Responsibility Committee.
 - c. Stakeholders Relationship Committee.
- Risk Management Committee - to the extent certain principles of BR as identified by the Chief Risk Officer of the Company.

10. Details of Review of the National Guidelines on Responsible Business Conduct (NGRBC) – Refer Note below

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)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action																		
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances																		

Each of the Policies and performance against the same are being reviewed by the respective Committees and by the Board as required under the relevant regulations.

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Has the entity carried out independent assessment / evaluation of the working of its policies by an external agency (Yes / No)? If yes, provide the name of the agency.	<p>The Company's policies and procedures are subject to internal scrutiny by the management, Internal Auditors for the purposes of ensuring operating effectiveness of the policies and critical evaluation of the same.</p> <p>The Statutory Auditors would also refer to these policies, to the extent, relevant and applicable to assess the Entity Level Controls and Governance aspects. However, there has not been any specific review or assessment or evaluation by an external agency.</p>								

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

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

Section C - Principle-wise Performance Disclosure

Principle 1 - Businesses should conduct and govern themselves with integrity and in a manner that is ethical, transparent, and accountable.

- 1) Percentage covered 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 audits impact	% Of persons in respective category covered by the awareness Programmes
Board of Directors / Key Managerial Personnel ('KMP')	The Board and KMP are experienced in core skill set areas namely Financial, Global Business, Board Service & Governance and Mergers & Acquisitions which are required for effective functioning of the Company. There are constant discussions in the Board Meetings on Risk Mitigation Factors and business responsibility and conduct on an on going basis.		
Employees other than Board of Directors and Key Managerial Personnel.	14	1. Anti Sexual Harrasment Policy 2. External Leadership Training-Below Managers	100%
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				
Particulars	Name of the regulatory /	Amount (Rs. in Crores)	Brief of the Case	Has an appeal been preferred?

	enforcement agencies / judicial institutions			(Yes / No)
Penalty / Fine	Nil			
Settlement				
Compounding Fee				
Others				

Non-Monetary				
Particulars	Name of the regulatory / enforcement agencies / judicial institutions	Amount (Rs. in Crores)	Brief of the Case	Has an appeal been preferred? (Yes / No)
Penalty / Fine	Nil			
Settlement				
Compounding Fee				
Others				

- 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.

Not applicable.

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

The Company's Whistle Blower policy ([Whistle-Blower-Policy.pdf \(saksoft.com\)](#)) takes care of ensuring discipline in terms of reporting of corruption and related cases.

- 5) Number of Directors / KMPs / Employees against whom disciplinary action was taken by any law enforcement agency of bribery / corruption

Particulars	FY 22	FY 21
Directors	None	
KMPs		
Employees		

- 6) Details of complaints with regard to conflict of interest

Particulars	FY 22		FY 21	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of conflict of interest of directors	None.			
Number of complaints received in relation to issues of conflict of interest of KMPs				

- 7) Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators / law enforcement agencies / judicial institutions, on cases of corruption and conflicts of interest.

There have been no cases of fines/penalties/actions by regulators/law enforcement agencies/judicial institutions during the Financial year.

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

1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	The Company has not identified any expenditure relating to R&D separately, which may have had improvements in environmental and social impacts.		
Capex			

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

Being an information technology related company, there is no procurement in the form of raw materials. At best the procurement is of capital assets or certain other items required for general maintenance of Office and other facilities, which in our view is not material enough to be tracked. However, we will make best efforts to ensure that the products that are being sourced are from sustainable sources including encouraging to buy from vendors who use nature friendly products, responsible packaging etc.,

3. Describe the processes in place to safely reclaim your products for reusing, recycling, and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

As indicated in the earlier point, this being an IT company, there are no products which are to be disposed of or having a lifecycle. However, the Company is disposing off e-waste as per E-Waste Disposal Policies as per the local government. There are no Hazardous waste that are being generated for it to be disposed.

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.

The business of the Company is such that there is no Extended Producer Responsibility for the entity’s activities.

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

1. Details of Insurance:

a. Details of measures for the well-being of employees:

Category	% Of Employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (B)	% (B/A)	Number (B)	% (B/A)	Number (B)	% (B/A)	Number (B)	% (B/A)
Permanent Employees											
Male	790	790	100%	790	100%	NA	NA	790	100%	790	100%
Female	253	253	100%	253	100%	253	100%	NA	NA	253	100%
Total	1043	1043	100%	1043	100%	253	100%	790	100%	1043	100%
Other than Permanent Employees – Not applicable											
Male	Not applicable										
Female											
Total											

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

Category	% Of Workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (B)	% (B/A)	Number (B)	% (B/A)	Number (B)	% (B/A)	Number (B)	% (B/A)
Permanent Workers											
Male	Not applicable										
Female											
Total											

	Other than Permanent Workers
Male	Not applicable
Female	
Total	

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

Benefits	Current Financial Year			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%	100%	Y	100%	100%	100%
Gratuity	100%	100%	Y	100%	100%	Y
ESI	0.29%	NA	Y	1.70%	NA	N.A
Others	None.					

*There are very few employees within the ESI wage limits

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.

Our workplaces / offices are located in places which is fairly accessible to all people including differently able employees and workers. Our facilities are leased out properties in reputed information technology parks which have extended similar facilities to other tenants as well.

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, please refer our webpage: [Statement of Values – Saksoft](#)

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention Rate	Return to work rate	Retention Rate
Male	100%	100%	NA	
Female	100%	100%		
Total				

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

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Workers	Employees reach out to respective HR's either on emails or directly to convey grievances and get it addressed. Based on the Grievance raised the HR Spoc will co-ordinate with the respective party to resolve the Grievance at the earliest
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

7. Membership of employees and worker in association(s) or Unions recognized by the listed entity: No Trade union or worker associations

Category	FY _____ (Current Financial Year)			FY _____ (Previous Financial Year)		
	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	None.					
Male						

Female	
Total Permanent Workers	
Male	
Female	

8. Details of training given to employees and workers:

Category	FY ____ Current Financial Year				FY ____ Previous Financial Year					
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No.(B)	% (B / A)	No.(C)	% (C / A)		No.(E)	% (E / D)	No.(F)	% (F / D)
	Employees									
Male	While the Company provides required training on Health and Safety, the details of such training provided is not being tracked.									
Female										
Total										
	Workers									
Male	While the Company provides required training on Health and Safety, the details of such training provided is not being tracked.									
Female										
Total										

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

Category	FY ____ Current Financial Year			FY ____ Current Financial Year		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
	Employees (for permanent employees)					
Male	790	790	100%	596	596	100%
Female	253	253	100%	167	167	100%
Total						

	Workers
Male	Not Applicable.
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?

As part of ensuring that the Company gives safe and hygienic work environment, it always ensures that OHS has been followed widely. The Company operates through leased premises and as part of safety measures the Building provides evacuation training and drills.

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

- Specific employees trained for first aid treatment and to attend to emergencies.
- Having first aid facilities at workplace
- Ensuring the furniture and equipment used are of best quality which do not endanger the employees

c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N)

Since the Company is not engaged in any Manufacturing activity this requirement is not applicable to the Company.

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

Yes, employees have access to specific health care benefits and health insurance as well for them and their dependents family members.

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

Safety incident / Number	Category	FY ... Current Financial Year	FY.... Previous Financial Year
r Category FY _____ Current Financial Year FY _____ Previous Financial Year Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) Employees Workers Total recordable work-related injuries Employees Workers No. of fatalities Employees Workers High consequence work-related injury or ill-health (excluding fatalities) Employees Workers	Employees	None.	
	Workers		
Total recordable work-related injuries	Employees		
	Workers		
No. of fatalities	Employees		
	Workers		
High consequence work-related injury or ill-health (excluding fatalities)	Employees		
	Workers		

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

As indicated above, the Company gives utmost importance to its employees' health and ensuring a safe work environment.

- a. Post-Covid scenario, all the offices / facilities are sanitized frequently including cleaning the frequently touched areas, conference rooms etc.,
- b. Use of quality products to sanitize all areas in the office.
- c. Having sanitizers at close proximity to everybody.
- d. The interiors of the office including the facilities relating to ventilation etc., are well taken care of. There is enough provision for use of natural ventilation which promotes use of natural resources and lowers the cost of electricity.
- e. The computers used by our employees also have a safety screen to ensure that their eyes are not affected by the harmful effects of the monitor.
- f. In the pantry area, the Company ensures products used are certified by FSSAI. The contractor in charge of food and beverages ensures that their certification under FSSAI is active.
- g. The ambient temperature at the air conditioned facilities are maintained.

13. Describe the measures taken by the entity to ensure a safe and healthy workplace.

Particulars	FY _____ (Current Financial Year)			FY _____ (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	None					
Health and Safety						

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	None
Working Conditions	

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions

No such incidents in the year under review

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

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

The Company is in the process of identifying other key stakeholders other than its employees, shareholders and investors.

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
<p>The Company has mapped its stakeholders as required for performance of its business activities and complying with all applicable laws. However, the Company has not identified any disadvantaged, vulnerable and marginalized stakeholders.</p> <p>Typically, the channels of communication would be the official website of the Company, specific E-mail, Notice of the Meeting sent to the Board either in physical mode or in electronic mode as per the regulatory requirements. The newspapers (national and vernacular) would contain the financial results of the Company on a quarterly / annual basis. The purpose or scope of such engagement is typically to declare the Company’s financial results or any other information which is required to be disseminated by the regulators.</p>				

Principle 5 - Businesses should respect and promote human rights

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

Category	Current F. Y			Previous F.Y.		
	Total (A)	No. of employees/workers covered (B)	%(B/A)	Total (C)	No. of employees/workers covered (D)	%(C/D)
Employees						
Permanent	1043	1043	100%	763	763	100%
Other than Permanent	None.					
Total employees	1043	1043	100%	763	763	100%
Workers						
Permanent	Not applicable.					
Other than Permanent						
Total workers						

2. Details of minimum wages paid to employees and workers, as follows:

Category	Current F. Y					Previous F.Y.				
	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)	No. (B)		No. (E)	%(E/D)	No. (F)	%(F/D)
Employees										
Permanent										
Male	790	0	0	790		100%			596	100%
Female	253	0	0	253		100%			167	100%

Other than Permanent							
Male	68	0	0	68	100%		23
Female	31	0	0	31	100%		11
	Workers – Not applicable						

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

	Male		Female	
	Number	Median remuneration/salary/wages of respective category (Amount in Rs Lakhs)	Number	Median remuneration/salary/wages of respective category (Amount in Rs Lakhs)
Board of Directors	6	*72.2	2	*7.7
KMP	1	*112.6	1	*18.90
Employees other than above two	788	#11.96	252	#9.26
Workers	NA	NA	NA	NA

*Actual remuneration details provided

#Average remuneration details provided

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)**
All issues relating to the above are addressed / handled by Human Resources department.
5. Describe the internal mechanisms in place to redress grievances related to human rights issues.

All issues relating to the above are addressed / handled by Human Resources department. The Company also has a Prevention of Sexual Harrasment (POSH) Committee with an external consultant advising on POSH cases.

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

	Current F.Y.			Previous F.Y.		
	Filed during year	Pending resolution at end of year	Remarks	Filed during year	Pending resolution at end of year	Remarks
Sexual harassment	None					
Discrimination at workplace						
Child labor						
Forced labor						
Wages						
Other human rights related issues						

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

The Company has a committee handling Prevention of Sexual Harassment cases. There are no cases of child labor or forced labor other related issues at the workplace.

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

8. Assessments for the year

	% Of plants and offices that were assessed (by entities/statutory authorities/third parties)
Sexual harassment	None.
Discrimination at workplace	None.
Child labor	None.
Forced labor	None.
Wages	None.
Others (Please specify)	None.

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

Principle 6 - Businesses should respect and make efforts to protect and restore the environment

1. Details of total energy consumption (in Joules or multiples) and energy intensity

Parameter	Current F.Y.	Previous F.Y.
Total electricity consumption (A)	885061	918557
Total fuel consumption (B)	17929.53	28386.16
Energy consumption through other sources (C)	0	0
Total (A+B+C)	902990.53	946943.16
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees)	0.000565	0.000754
Energy intensity (optional) – the relevant metric may be selected by the entity	Not reported	Not reported

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? **(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. Details of the following disclosures related to water,

Parameter	Current F.Y.	Previous F.Y.
Water withdrawal by source (in Kl)		
i) Surface water	-	-
ii) Ground water	-	-
iii) Third Party water	172.18	178.54
iv) Sea water	-	-
v) Others		
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	172.18	178.54
Total volume of water consumption (in kiloliters)	172.18	178.54
Water intensity per rupee of turnover (Water consumed/turnover)	0.000000108	0.000000142
Water intensity (optional) – the relevant metric may be selected by the entity	Not reported	Not reported

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

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

Not applicable.

5. Details of air emissions (other than GHG emissions) by the entity, in the following format

Parameter	Unit	Current F.Y.	Previous F.Y.
NOx	None.		
Sox			
Particulate Matter			
Persistent Organic Pollutants			
Volatile Organic Compounds			
Hazardous air pollutants			
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

6. Details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format – Not applicable

Parameter	Unit	Current F.Y.	Previous F.Y.
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 tons of CO ₂ equivalent		
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 tons of CO ₂ equivalent		
Total of above per rupee of turnover			
Total Scope 1 & 2 emission intensity (optional) – relevant metric selected by 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 – The Company has not carried out any independent assessment/evaluation during the year

7. Does the entity have any project related to reducing Green House Gas emission? If yes, then provide details - **Not Applicable.**
8. Details related to waste management by the entity –

The company has not done any assessment towards the same in the Financial Year under review

Parameter	Current F.Y.	Previous F.Y.
Total waste generated (in metric tons)		
Plastic waste (A) E-waste (B) Bio-medical waste (C) Construction & demolition waste (D) Battery waste (E) Radioactive waste (F) Other hazardous waste (G) Other non-hazardous waste (H)		
Total of above		
For each category of waste, total waste recovered through recycling, re-using or other recovery operations (in metric tons)		
Category of waste		
Recycled		
Re-used		
Other recovery operations		
Total		
For each category of waste, total waste disposed through by nature of disposal method (in metric tons)		
Category of waste		
Incineration		

Landfilling		
Other disposing operations		
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

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

The Company is not engaged in any manufacturing activity and hence there is no specific waste management practice required to manage hazardous waste. However, as part of its vision to support a low carbon economy, the Company operates out of a Leased Building which has been awarded **LEED Platinum certificate for Operations & Maintenance (O&M)**, by the US Green Building Council (USGBC).

The entire Building’s operational & maintenance practices are driven primarily with the intent of improving the energy, water & waste-recycling efficiencies of the assets of the Building in order to support the transition to a low carbon economy.

10. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format

Sl. No.	Location of operations/offices	Types of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
Not applicable			

2. 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
There were no Environmental Impact Assessment of Projects undertaken by the entity as required by any regulatory agency or law.					

3. 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:

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

The Company does not own any Premises. It is operating out of a Grade A Leased Premises which are compliant with applicable laws.

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

1. i. Number of affiliations with trade and industry chambers/ associations
- ii. 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.

Sl.no	Name of trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/National)
1.	NASSCOM	National

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

Name of authority	Brief of case	Corrective actions taken
NIL		

Principle 8 - Businesses should promote inclusive growth and equitable development

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

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

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

Sl.no	Name of project for which R&R going	State	District	No. of Project Affected Families (PAF)	% Of PAF covered by R&R	Amount paid to PAF in F.Y. (In INR)
Not applicable						

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

The Company has a whistle blower email ID whistleblower@saksoft.com. Any stakeholder or public who have any grievance can write an email to the whistleblower email ID and the same would be addressed by the Company immediately.

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

	Current F.Y.(in lakhs)	Previous F.Y (in lakhs)
Directly sourced from MSME/Small producers	64.00%	26.00% 1,294.77
Sourced directly from within/neighboring districts	Not assessed	Not assessed

Principle 9 - Businesses should engage with and provide value to their consumers in a responsible manner

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

Going by the nature of the industry in which the Company operates, consumer satisfaction and feedback is given utmost importance by the Management. The business team ensures that the products and services delivered meet their expectations. If there are any issues in execution, then there are internal escalations which will ensure that the senior management is aware of any delays or issues.

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

	As a % of total turnover
Environmental and social parameters relevant to the product	None.
Safe and responsible usage	None.
Recycling and/or safe disposal	None.

Our products are not sold off-the shelf or available in the market as such, hence it does not require the above labeling. Further, our service are intangibles which may not carry any physical packaging; hence not applicable.

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

	Current F.Y.			Previous F.Y.		
	Received during year	Pending resolution at end of year	Remarks	Received during year	Pending resolution at end of year	Remarks
Data privacy	NIL					
Advertising						
Cyber security						
Delivery of essential services						

Restrictive trade practices	
Unfair trade practices	
Others	

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

	Number	Reasons for recall
Voluntary recalls	None	Not Applicable.
Forced recalls	None	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.

The Company has policy for Information Security, Risk and Vulnerability Assessment which is available in the intranet of the Company

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; occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.

The Company keeps strengthening and upgrading its infrastructure and implementing various monitoring tools in line with the cyber security and data privacy requirements of individuals and customers.

Note:

The Company has subsidiaries in its International locations which have not been provided here since the scope of the report is Standalone

This is the First Year of reporting by the Company on BRSR and the Company has voluntarily opted to report on BRSR. The Company has attempted to provide as much information as available is in the process of collecting further inputs required on BRSR to report in the coming years.

