

July 06, 2023

**BSE Limited**  
**Phiroze Jeejeebhoy Towers,**  
**Dalal Street, Mumbai-400 001.**  
**Scrip Code: 543398**

**National Stock Exchange of India Limited**  
**Exchange Plaza, C-1, Block G,**  
**Bandra Kurla Complex Bandra East,**  
**Mumbai 400 051**  
**Scrip Symbol: LATENTVIEW**

Dear Sir/Madam,

**Sub: Business Responsibility and Sustainability Report for the Financial Year 2022-23**

Pursuant to Regulation 34(2)(f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are enclosing herewith a copy of our Business Responsibility and Sustainability Report for the Financial Year 2022-23

The above said report is also published on our website at <https://www.latentview.com/investor-relations/financial-results-reports/>.

This is for your information and records.

Yours Sincerely,

Thanking you,  
**For Latent View Analytics Limited**

---

**P. Srinivasan**  
**Company Secretary and Compliance Officer**

LatentView Analytics Limited  
(Formerly known as LatentView Analytics Private Limited)  
Unit 6,7,8, 5th Floor, Neville Tower, Ramanujan IT City SEZ  
Rajiv Gandhi Salai (OMR), Taramani, Chennai, Tamil Nadu 600113.



# Actionable Insights. Accurate Decisions.



# Business Responsibility & Sustainability Report

## Section A: General Disclosures

### I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Company	L72300TN2006PLC058481
2	Name of the Company	LatentView Analytics Limited
3	Year of Incorporation	January 3, 2006
4	Registered office address	5 <sup>th</sup> Floor, Neville Tower, Unit 6,7 and 8, Ramanujan IT City, Rajiv Gandhi Salai, Taramani Chennai, Chennai, India 600113
5	Corporate office address	5 <sup>th</sup> Floor, Neville Tower, Unit 6,7 and 8, Ramanujan IT City, Rajiv Gandhi Salai, Taramani Chennai, Chennai, India 600113
6	E-mail id	<a href="mailto:Investorcare@latentview.com">Investorcare@latentview.com</a>
7	Telephone	91 44 4344 1700
8	Website	<a href="https://www.latentview.com/">https://www.latentview.com/</a>
9	Financial year for which reporting is being done	FY 2022-23
10	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited & BSE Limited
11	Paid-up capital	₹ 204,901,506
12	Name and contact details of the person who may be contacted in case of any queries on the BRSR report	Rajan Bala Venkatesan - Chief Financial Officer Contact - 044 4344 1700 E-mail - <a href="mailto:investorcare@latentview.com">investorcare@latentview.com</a>
13	Reporting Boundary	Standalone basis

### II. Products/services

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

S. No	Description of main activity	Description of business activity	% Of turnover
1	Information service activity	Other data processing, hosting and related activities n.e.c.	100

#### 15. Products/services sold by the entity (accounting for 90% of the entity's turnover)

S. No	Product/Service	NIC Code	% of total turnover contributed
1	Other data processing, hosting and related activities n.e.c.	63119	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	-	2	2
International	-	8	8

#### 17. Markets served by the entity

##### a. Number of locations

Locations	Number
National (No. of states)	2
International (No. of countries)	5

##### b. What is the contribution of exports as a percentage of the total turnover of the entity? 94.14%

##### c. A brief on types of customers

We work with prominent B2B clients in Technological sector, industrial sector, CPG & Retail industry and BFSI

### IV. Employees

#### 18. Details as on March 31, 2023

##### 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)	949	606	64%	343	36%
2	Other than Permanent (E)	33	19	58%	14	42%

## IV. Employees (Contd.)

## 18. Details as on March 31, 2023

## a. Employees and workers (including differently abled)

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>3</b>	<b>Total employees (D+E)</b>	<b>982</b>	<b>625</b>	<b>64%</b>	<b>357</b>	<b>36%</b>

## WORKERS

1	Permanent (F)	NA	-	-	-	-
2	Other than Permanent (G)	NA	-	-	-	-
<b>3</b>	<b>Total workers (F+G)</b>	<b>NA</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

## 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)	1	1	100%	-	0%
2	Other than Permanent (E)	-	-	0%	-	0%
<b>3</b>	<b>Total differently abled employees (D+E)</b>	<b>1</b>	<b>1</b>	<b>100%</b>	<b>-</b>	<b>0%</b>

## DIFFERENTLY ABLED WORKERS

1	Permanent (F)	NA	-	-	-	-
2	Other than Permanent (G)	NA	-	-	-	-
<b>3</b>	<b>Total differently abled workers (F+G)</b>	<b>NA</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

## 19. Participation/inclusion/representation of women

	Total (A)	No. and percentage of females	
		No. (B)	% (B/A)
Board of Directors	6	2	33%
Key Management Personnel	3	-	0%

## 20. Turnover rate for permanent employees and workers

	FY 2022-23			FY 2021-22			FY 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	26	23	25	47	37	43	26	22	25
Permanent Workers	NA	NA	NA	NA	NA	NA	NA	NA	NA

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

## 21.

## a. Names of holding/subsidiary/associate companies/joint ventures:

S. No.	Name of Holding/ Subsidiary/Associate Companies/Joint Venture (A)	Indicate whether Holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated in column A, participate in the Business Responsibility initiatives of listed entity? (Yes/No)
1	LatentView Analytics Corporation, USA	Subsidiary	100%	No
2	LatentView Analytics Pte. Ltd., Singapore	Subsidiary	100%	No
3	LatentView Analytics UK Ltd., United Kingdom	Subsidiary	100%	No
4	LatentView Analytics B.V., Netherland	Subsidiary	100%	No
5	LatentView Analytics GmbH, Germany	Step down Subsidiary	100%	No

## VI. CSR Details

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

(ii) Turnover (in ₹): 2,639.50 millions

(iii) Net worth (in ₹): 9,836.98 millions

## 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)

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)	FY 2022-23			FY 2021-22		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	-	-		-	-	
Investors (other than shareholders)	Yes	17	-		2,992	2	Resolution was provided within the statutory due dates for unresolved complaint
Shareholders	Yes	-	-		-	-	
Employees and workers	Yes	-	-		-	-	
Customers	Yes	-	-		-	-	
Value Chain Partners	No	-	-		-	-	

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

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk\*:

S.No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Energy Management	Opportunity	Even though our operations do not consume considerable amount of energy, the company has identified opportunities to further reduce its energy consumption, carbon foot print and operational cost. Efficient energy management initiatives can help us to reduce the operational cost and further reduce emissions	NA	Positive

**24. Overview of the entity's material responsible business conduct issues** (Contd.)

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\*:

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)
2	Carbon emissions	Opportunity	We endeavor to increase our awareness about climate change, which has led to accelerated adoption of environment friendly products such as renewable power, LED bulbs etc, thereby creating scope for reducing carbon emissions	NA	Positive
3	Diversity and inclusion	Opportunity	We promote technologies that enable effective remote working environment including platforms that empower employees to work virtually when they are unable to do so physically	NA	Positive
4	Data security (Data privacy/cyber security)	Risk	Data protection and privacy is crucial for our Business operations. This has become even more critical under remote working conditions	We have a robust data protection and cyber security policy which set forth limits, mitigation strategies and internal controls	Negative
5	Social responsibility (local communities)	Opportunity	The Company is committed toward improving the quality of lives of people in the communities in which it operates because the society is an essential stakeholder and the purpose of its existence. The Company believes that giving back to the society through CSR activities is its moral duty.	NA	Positive
6	Talent attraction and retention	Risk	We operate in a technology-driven industry which has one of the highest attrition rates across markets. So, it is necessary for us to come up with strategies to foster a culture and work environment that attracts and retains employees	We have formulated high-impact employee retention strategies that will help us retain our employees in the long run	Negative
7	Training and upskilling	Opportunity	Skilled employees and workers are an asset to our company. Highly skilled workers and employees complete their responsibilities efficiently and more effectively	NA	Positive

**24. Overview of the entity's material responsible business conduct issues** (Contd.)

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\*:

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)
8	Corporate governance	Opportunity	We understand that a strong and robust Corporate Governance structure has the potential to improve decision-making, increase transparency, and promote accountability	NA	Positive
9	Customer satisfaction	Opportunity	We strongly feel that feedback is essential for any industry to function and improve. We are intending to take feedback through AI-driven technology	NA	Positive
10	Economic Performance	Opportunity	Increased revenue from higher demand for digital services from customers will help in generating a higher economic performance	NA	Positive
11	Innovation	Risk	We understand that the possibility of superior solutions failing to address the current market demands or meet new requirements is a risk to our operation	We focus on new areas to develop future capability needs	Positive
		Opportunity	We believe Innovation increases the chances to react to upcoming challenges and discover new opportunities	NA	Positive
12	Compliance	Risk	We understand that failure to act according to standards or laws of industry, laws or its own policies can lead to penalties and legal consequences	We have a Risk management policy for identifying, assessing, and mitigating compliance risk	Negative

**Section B: Management and Process Disclosure**

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

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:

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 responsive toward 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

Disclosure Question	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>POLICY AND MANAGEMENT PROCESSES</b>									
<b>1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs? (Yes/No)</b>	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes
<b>b. Has the policy been approved by the Board? (Yes/No)</b>	Yes	No	No	No	Yes	No	No	Yes	No
<b>c. Web link of the policies, if available</b>	Yes <sup>1</sup>	Yes <sup>2</sup>	Yes <sup>3</sup>	Yes <sup>4</sup>	Yes <sup>5</sup>	Yes <sup>6</sup>	Yes <sup>7</sup>	Yes <sup>8</sup>	Yes <sup>9</sup>
<b>2. Whether the entity has translated the policy into procedures? (Yes/No)</b>	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
<b>3. Do the enlisted policies extend to your value chain partners? (Yes/No)</b>	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
<b>4. Name the national and international codes/certifications/labels/standards</b>	Not Available	Not Available	ILO code	Not Available	Human rights and ILO declaration	IGBC certificate	Not Available	CSR disclosures as per companies act 2013	ISO 27001
<b>5. Specific commitments, goals and targets set by the entity with defined timelines, if any</b>	Nil *								
<b>6. Performance of the entity against specific commitments, goals and targets</b>	Nil *								



- 1 <https://www.latentview.com/wp-content/uploads/2022/09/anti-bribery-and-anti-corruption-policy-doc.pdf>
- 2 Available in intranet
- 3 <https://www.latentview.com/wp-content/uploads/2021/08/board-diversity-policy.pdf> and code of conduct policy is available on intranet portal
- 4 <https://www.latentview.com/wp-content/uploads/2021/08/latentview-posh-policy.pdf> and <https://www.latentview.com/wp-content/uploads/2023/03/whistle-blower-policy-2023.pdf>
- 5 Available in intranet
- 6 Code of conduct policy is available on intranet portal
- 7 <https://www.latentview.com/wp-content/uploads/2023/03/csr-policy-2023.pdf>
- 8 Available in intranet
- 9 Available in intranet

\*We are in the process of formulating and evaluating goals and targets across all the 9 principles

**Governance, Leadership and Oversight**

- 7. **Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)**  
One of our top priorities is operating business in an ethical and sustainable way.

We continuously engage in discussion with all our stakeholders to identify key ESG issues. The Business is committed to incorporating environmental, social, and governance (ESG) principles into its operations, which is critical to improving the quality of life in the communities it serves. Some of the issues that we have identified are energy management, carbon emissions, diversity & inclusion, data security, social responsibility, human capital development, corporate governance, customer satisfaction, economic performance, innovation and compliance.

We have a highly qualified and diverse Board of Directors that oversees our ESG journey. As a business, we believe that good governance practices are essential for fostering sustainability and generating long-term value for all of its stakeholders.

In our Maiden Response to the Climate Disclosure Program (CDP), we received a C which is in the Awareness band. The score is well placed in reference to the regional average (i.e. Asia) of C, and the same as the Specialized professional services sector average of C. Going ahead, we will undertake a full disclosure during the year.

**8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility & Sustainability (BRSR) Policy**

Name: A.V. Venkatraman  
Designation: Executive Chairperson

- 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**  
No

**10. Details of Review of the National Guidelines on Responsible Business Conduct (NGRBC) by the company:**

Subject for Review	Indicate whether review was undertaken by Director (D)/ Committee of the Board (C)/Any other Committee (A)									Frequency: Annually (A)/Half yearly (H)/Quarterly (Q)/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 & follow-up action	D	D	D	A	A	A	C	D	D	A	Need basis	H <sup>1</sup>	Q	Need basis	Need basis	H	Q	Need basis
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	D	D	D	A	A	A	C	D	D	A	A	A	H	A	A	H	A	Need basis

**\*Note:**  
1: The frequency of review is half yearly (H) for customers and employees.



**Section C: Principle-wise Performance Disclosure**

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as “Essential” and “Leadership.” While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities, which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

**Principle 1 - Businesses should Conduct and Govern themselves with Integrity and in a Manner that is Ethical, Transparent, and Accountable****Essential Indicators****1. Percentage 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 audits impact	% of persons in respective category covered by the awareness programmes
Board of Directors	1	All the committee members of the Board attend awareness programmes on familiarisation with applicable NGRBC principles.	100%
Key Managerial Personnel (KMP)	3	<ol style="list-style-type: none"> <li>1 Prevention of Sexual Harassment</li> <li>2 Anti-Bribery and Anti-Corruption Course</li> <li>3 Information Security Awareness</li> </ol>	100%
Employees other than BoD and KMPs	60	<ol style="list-style-type: none"> <li>1 Power Automate</li> <li>2 Prevention of Insider Trading</li> <li>3 First Time Leadership</li> <li>4 Alteryx Training</li> <li>5 Adobe Analytics</li> <li>6 Azure Synapse Analytics Training</li> <li>7 Building A Consultative Mindset</li> <li>8 Google Analytics</li> <li>9 Micro Strategy</li> <li>10 The Smart Decorum</li> <li>11 Prevention of sexual harassment</li> <li>12 Anti-Bribery and Anti-Corruption Course</li> <li>13 Information Security Awareness</li> </ol>	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. (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

Monetary					
	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine	-	NA	NA	NA	NA
Settlement	-	NA	NA	NA	NA
Compounding fee	-	NA	NA	NA	NA
Non-Monetary					
	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)	
Imprisonment	-	NA	NA	NA	
Punishment	-	NA	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
NA	NA

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

We have a zero-tolerance approach to bribery and corruption and are committed to compliance with all relevant laws. Our policy aims to prevent the company from engaging in bribery and corruption and requires employees to comply with related procedures. The policy outlines our commitment to integrity and sets responsibilities for employees, vendors, and partners to uphold the position against bribery and corruption.

<https://www.latentview.com/wp-content/uploads/2022/09/anti-bribery-and-anti-corruption-policy-doc.pdf>

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

	FY 2022-23	FY 2021-22
Directors	-	-
KMPs	-	-
Employees	-	-
Workers	-	-

6. Details of complaints about conflict of interest

	FY 2022-23		FY 2021-22	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	-	NA	-	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	-	NA	-	NA

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

NA

**Leadership Indicators**

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

Yes, we have a policy for code of conduct which aims to avoid and manage conflicts of interest involving members of the Board. This code of conduct is followed by the directors and senior management of the company to ensure good corporate practices. The compliance officer will assist in ensuring compliance with the code, and any issues related to its interpretation will be handled by the board. Those to whom the code applies must conduct themselves with care, diligence, honesty and integrity, following high moral and ethical standards, acting in the best interest of the company, and remaining loyal to it at all times.

<https://www.latentview.com/wp-content/uploads/2021/08/code-of-conduct-for-directors-and-senior-management.pdf>

**Principle 2 - Businesses should provide Goods and Services in a Manner that is Sustainable and Safe**

**Essential Indicators**

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

	FY 2022-23	FY 2021-22	Details of improvements in environmental and social impact
R&D	-	-	NA
Capex	-	-	NA

2.

a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)

No, as a service sector organization, most of our procurement spent will be on the purchase of electronics. We select our suppliers by assessing various factors which include, environmental, social and ethical aspects. We are in the process of developing our sustainable procurement policy for strengthening our sustainable sourcing practices.

b. If yes, what percentage of inputs were sourced sustainably?

NA

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

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.

NA

**Leadership Indicators**

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

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

LCA is not applicable on us.

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

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

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2022-23	FY 2021-22
	NA	NA

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

Type of Waste	FY 2022-23			FY 2021-22		
	Re-Used	Recycled	Safely Disposed (Metric Tonnes)	Re-used	Recycled	Safely Disposed (Metric Tonnes)
Plastics (including packaging)	NA	NA	NA	NA	NA	NA
E-waste	NA	NA	NA	NA	NA	NA
Hazardous waste	NA	NA	NA	NA	NA	NA
Other waste- Paper waste	NA	1.19	NA	NA	0.39	NA

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

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



## 2. Details of retirement benefits for the current and previous financial year.

Benefits	FY 2022-23			FY 2021-22		
	No. of employees covered (as a % of total employee)	No. of workers covered (as a % of total workers)	Deducted & deposited with the authority (Yes/No/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 (Yes/No/N.A.)
PF	100%	NA	Yes	100%	NA	Yes
Gratuity	100%	NA	NA	100%	NA	NA
ESI	NA	NA	NA	NA	NA	NA
Others- Life insurance	100%	NA	Yes	100%	NA	Yes

## 3. Accessibility of workplaces

Are the premises/offices accessible to differently abled employees 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.

We prioritize accessibility and inclusivity. In accordance with the same, the IT park provides battery-powered vehicles for easy mobility, has wheelchairs available for easy usage, and has a washroom specifically designed for differently-abled people. Our company's code of conduct emphasizes treating all employees equally, regardless of their background or circumstances. These measures demonstrate the company's commitment to creating a workplace that is welcoming and supportive to all individuals.

## 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, as a part of our company's business code of conduct which can be accessed in the intranet. We are committed to creating a work environment free of discrimination and complying with employment regulations. We do not discriminate based on national origin, religion, race, colour, age, gender, marital status, sexual orientation, and disability and make employment decisions based on merit. We promote diversity and equality through fair policies regarding employment terms, training, development, and performance management.

## 5. Return to work and retention rates of permanent employees that took parental leave.

Gender	Permanent employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	89%	NA	NA
Female	100%	100%	NA	NA
<b>Total</b>	<b>100%</b>	<b>93%</b>	<b>NA</b>	<b>NA</b>



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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Employees	Yes (Refer Principle 5 S.no. 5)
Other than Permanent Employees	NA
Permanent Workers	NA
Other than Permanent Workers	NA

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

Category	FY 2022-23			FY 2021-22		
	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)
<b>Total Permanent Employees</b>						
Male	-	-	NA	-	-	NA
Female	-	-	NA	-	-	NA
<b>Total Permanent Workers</b>						
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA

## 8. Details of training given to employees and workers:

Category	FY 2022-23					FY 2021-22				
	Total (A)	On health & safety/wellness measures		On skill upgradation		Total (D)	On health and safety measures/wellness		On skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. F	% (F/D)
<b>EMPLOYEES</b>										
Male	606	606	100%	564	93%	483	483	100%	325	67%
Female	343	343	100%	323	94%	264	264	100%	202	76%
<b>Total</b>	<b>949</b>	<b>949</b>	<b>100%</b>	<b>887</b>	<b>93%</b>	<b>747</b>	<b>747</b>	<b>100%</b>	<b>527</b>	<b>70%</b>
<b>WORKERS</b>										
Male	NA	-	-	-	-	NA	-	-	-	-
Female	NA	-	-	-	-	NA	-	-	-	-
<b>Total</b>	NA	-	-	-	-	NA	-	-	-	-

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>EMPLOYEES</b>						
Male	606	552	91%	483	438	90%
Female	343	317	92%	264	240	90%
<b>Total</b>	<b>949</b>	<b>869*</b>	<b>91%</b>	<b>747</b>	<b>678**</b>	<b>90%</b>
<b>WORKERS</b>						
Male	NA	-	-	NA	-	-
Female	NA	-	-	NA	-	-
<b>Total</b>	NA	-	-	NA	-	-

\*80 employees were not part of appraisal cycle in FY 2022-23

\*\*69 employees were not part of appraisal cycle in FY 2021-22

## 10.

1. Whether an occupational health and safety management system has been implemented by the entity? (Yes/No). If yes, the coverage such system?

Yes. The policy envisages elimination of any potential causes that may endanger employees and ensure that we are able to promote good health and mental well-being across its business operations. It also clearly establishes the employee's responsibility in case of unforeseen eventualities.

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

Due to the nature of business, this is not directly applicable to us. However, we are aware of the risk of infections that might occur in the office premise in light of the pandemic situation. We have implemented the required safety measures in the offices to minimize these risks which includes sanitisation of office premise, avoidance of large gatherings and restricted movements in common areas. We have also taken sufficient measures to ensure no ergonomic related risks occur.

3. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/No)

Yes. We do not have any workers engaged with us at present.

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

Yes

## 11. Details of safety related incidents:

Safety Incident/Number	Category	FY 2022-23	FY 2021-22
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	-	-

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

We conduct free health checks for our employees as part of our health and wellness initiatives. In addition, our company organizes periodic wellbeing sessions that include activities such as chair stretches to promote physical health and wellness. These initiatives are aimed at creating awareness about the importance of maintaining good health and wellbeing among employees, while also providing them with resources and support to improve their overall health and wellbeing.

13. Number of complaints on working conditions and health and safety made by employees and workers.

Category	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	-	-		-	-	
Health & Safety	-	-		-	-	

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	-
Working Conditions	94%

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 and safety practices and working conditions.

NA

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N)?

Employees	Yes
Workers	NA

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

- EPF deduction:** Our company deducts Employee Provident Fund from employees and pays it to the relevant authority within the due dates.
- Company contribution:** Our company contributes its share of the Employee Provident Fund and remits it accordingly.

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

	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2022-23	FY 2021-22	FY 2022-23	FY 2021-22
Employees	-	-	-	-
Workers	-	-	-	-

#### 4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health & safety practices	NIL
Working conditions	(All of our value chain partners are expected to respect existing regulations, including health & safety practices and working conditions. However, these factors are not explicitly captured or assessed)

### Principle 4 - Businesses Should Respect the Interests of and Be Responsive to all its Stakeholders

#### Essential Indicators

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

Our company engages with a broad spectrum of stakeholders, to deepen our insights into their needs and expectations, and to develop sustainable strategies for the short, medium and long term. Stakeholder engagement also helps us to manage risks and opportunities in business operations. The key stakeholders identified in consultation with the company's management are Employees, Customers and Shareholders/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), Others	Frequency of engagement (Annually/Half yearly/ Quarterly/others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders/ Investors	No	The company communicates through press releases, email advisories, and quarterly investor calls	<ul style="list-style-type: none"> <li>▶ Quarterly: earnings call; exchange notifications; press release</li> <li>▶ Continuous: Investors page</li> <li>▶ Annual: Annual General Meeting; Annual Report</li> </ul>	<ul style="list-style-type: none"> <li>▶ Educating the investor community about LatentView's integrated value creation model and business strategy for the long term</li> <li>▶ Helping investors voice their concerns regarding company policies, reporting, strategy, etc.</li> <li>▶ Understanding shareholder expectations</li> </ul>

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Others	Frequency of engagement (Annually/Half yearly/ Quarterly/others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	<ul style="list-style-type: none"> <li>➤ Fortnightly &amp; Monthly Manager Meetings: Leadership regularly touch bases with the managers of the organisation to provide guidance and redirect focus, wherever needed, towards the Vision and Mission of the organisation.</li> <li>➤ Town Halls &amp; Quarterly Updates - LatentView management engages in open communication with employees across all levels, delivering first hand company reports, highlights and other updates. This results in transparency, flow of communication and extensive building of employee's trust.</li> </ul>	<ul style="list-style-type: none"> <li>➤ Decision Making &amp; Communication - It goes without saying that unique and important decisions require conscious thinking, information gathering and careful collection of alternatives. We are a data driven company and we use a mix of data and rationale to arrive at a decision. As outlined earlier, our open and transparent culture empowers employees to be a part of the decision making along with the senior leadership. The outcome of decisions are more closely aligned to the teams in the trenches and are therefore more easily accepted based on seamless and open communication.</li> <li>➤ Pre-onboarding touchpoints with candidates: Passive/Alumni-Sharing Newsletters, employee engagement updates &amp; opportunities matching their experience etc).</li> <li>➤ Leadership connects: This is to facilitate informal connections with the leadership team over coffee or walks around the facility.</li> <li>➤ Easy access to HR: employee feedback is not only initiated by the HR, but any employee at any level at any point of time can share their feedback to HR or management without the barriers of hierarchy.</li> </ul>	<ul style="list-style-type: none"> <li>➤ Two-way communication with employees is a must at LatentView. The current engagement index stands at 8.1. Engagement strategies are used by leadership to actively listen and act.</li> <li>➤ Career management and growth prospects</li> <li>➤ Learning opportunities</li> <li>➤ Compensation structure</li> <li>➤ Building a safety culture and inculcating safe work practices among employees</li> <li>➤ Flexible working hours</li> <li>➤ Improving Diversity and Inclusion</li> <li>➤ Unique working space - In build innovation</li> <li>➤ Transparency - People trust the clear and distrust the vague</li> <li>➤ Periodic engagement initiatives: We have a defined periodic engagement calendar themed around fun and collaboration. Each month, employees are engaged in some type of activity or event. Employees come forward to drive these initiatives, promote nominations and bring them to successful completion. Inter Corporate events and Team outings.</li> </ul>

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Others	Frequency of engagement (Annually/Half yearly/ Quarterly/others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
			<ul style="list-style-type: none"> <li>➤ Flat and Open culture: Employees have easy access to business heads and management. Our flat structure with levels only from L1-L6 with no sublevels, drives easy and open access for employees to reach out to their immediate reporting manager or skip a level. This structure is the essence of our office design, which is an open floor with employees across all levels sharing the same space.</li> <li>➤ Employee Survey feedback</li> <li>➤ Exit Interview Feedback</li> <li>➤ Effective Feedback Mechanism: We focus on the average and negative experiences feedback provided by candidates (inputs on Feedback Mechanism &amp; Interview process). Feedback of employees are collected through surveys (Half yearly employee surveys, People management Survey, Process and initiatives Feedback Surveys). Employee and manager “Monthly 1 to 1 connect” are conducted to ensure that all employees touch base with their reporting manager for continuous feedback. This provides the employees and managers a platform to connect, streamlining on the goals decided upon, taking corrective action towards achieving those set goals and recognising areas of progress as part of the performance management process</li> </ul>	<ul style="list-style-type: none"> <li>➤ Embolden the practice of intrapreneurship: At LatentView, we encourage intrapreneurship among our employees so that all employees can bring their ideas directly to the table instead of leaving and starting their own businesses. We always set up an internal innovation team that can work to refine their ideas and act as a sounding board.</li> <li>➤ Employee-initiated reward programs: Employees had the opportunity to work on new initiatives designed toward the vision, mission and objective statements of LatentView, including the new team award category: “Game Changer Award” and Employee-initiated learning programs are also an essential part of our culture. We believe in an inclusive management style, and we give power to employees to hone their creativity in productive ways.</li> <li>➤ Health and Wellness Programs: A lot of importance is focused and dedicated towards health and wellness initiatives for employees. Gamification and rewards are specifically designed to encourage employees to participate in Walkathons, celebrate wellness milestones, attend multiple awareness sessions by medical experts on mental health, childcare, covid care, nutrition, etc. Annual health check-ups are provided for all employees once a year and free medical teleconsultation is made available to employees and family. Vaccination drives were often conducted to ensure a fully vaccinated workforce. LatentView also provided covid care package with leave and covid care support through wellness kits.</li> </ul>

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Others	Frequency of engagement (Annually/Half yearly/ Quarterly/others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
			<ul style="list-style-type: none"> <li>➤ Value Employee Recommendations: HRBP focus group connections with employees are regularly carried out to understand the recommendations and suggestions on the performance evaluation process. Key process changes such as the chords of trust with employees, creating an environment that facilitates openness and approachability. The role of HRBP is to enable fulfilment and alignment of organizational and employee goals.</li> </ul>	<ul style="list-style-type: none"> <li>➤ Creating and nurturing a collaborative work environment: We make LatentView a safe place to brainstorm and support team unity and encourage good manager/employee relationships. This supportive culture not only leads to increased productivity and innovation but also higher levels of engagement and retention. “Knowledge roundtable,” the Service Delivery Excellence team in partnership with the Learning and development team, joined hands to create a forum where teams can showcase their work experience from their projects and clients. This has been a great opportunity to explore and understand the diverse work that is being done across the organization. LatentView has also successfully completed 13 knowledge roundtable sessions.</li> </ul>
Customer	No	<p>The company uses various channels of communication, including project-related calls and meetings, project management reviews, relationship meetings and reviews, executive meetings and briefings, customer visits, responses to RFIs/RFPs, sponsored events, mailers, newsletters, and brochures. The specific channel is determined based on the situation and need.</p>	<ul style="list-style-type: none"> <li>➤ Continuous: LatentView website; social media (LinkedIn)</li> <li>➤ Half-yearly: Customer satisfaction surveys</li> <li>➤ Annual: Roundtable</li> </ul>	<ul style="list-style-type: none"> <li>➤ Understanding client, industry and business challenges Identifying opportunities to improve LatentView’s service and products for cross-selling</li> <li>➤ Deciding on investments and capabilities required to fulfil demand</li> <li>➤ Understanding client’s data privacy and security requirements</li> </ul>



## Leadership Indicators

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, and how is feedback from such consultations provided to the Board.

During our Annual General Meeting, the Board engages with shareholders directly to provide them with an overview of our strategies and to address any queries or concerns that they may have. This communication helps to promote transparency and build trust among shareholders.

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

To help define the most important ESG issues, we have conducted materiality assessment in order to remain successful in the long term. All the identified stakeholders were given the opportunity to provide inputs regarding the materiality of certain topics which are relevant for the business. It allowed us to capture our non-financial impacts, helped us prioritise issues to focus on, and improves our strategic thinking.

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

We strongly believe in being a part of the change we want to see in the society so we have identified 'Social responsibility' as one of the key material topics.

## Principle 5 - Businesses Should Respect and Promote Human Rights

## Essential Indicators

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. of employees/workers covered (B)	% (B/A)	Total (C)	No. of employees/workers covered (D)	% (D/C)
<b>EMPLOYEES</b>						
Permanent	606	606	100%	483	483	100%
Other than Permanent	343	343	100%	264	264	100%
<b>Total employees</b>	<b>949</b>	<b>949</b>	<b>100%</b>	<b>747</b>	<b>747</b>	<b>100%</b>
<b>WORKERS</b>						
Permanent	NA	-	-	NA	-	-
Other than Permanent	NA	-	-	NA	-	-
<b>Total workers</b>	<b>NA</b>	<b>-</b>	<b>-</b>	<b>NA</b>	<b>-</b>	<b>-</b>

## 2. Details of minimum wages paid to employees and workers:

Category	FY 2022-23					FY 2021-22				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>EMPLOYEES</b>										
<b>Permanent</b>										
Male	606	-	-	606	100%	483	-	-	483	100%
Female	343	-	-	343	100%	264	-	-	264	100%
<b>Non-permanent</b>										
Male	19	-	-	19	100%	21	-	-	21	100%
Female	14	-	-	14	100%	15	-	-	15	100%

Category	FY 2022-23					FY 2021-22				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>WORKERS</b>										
<b>Permanent</b>										
Male	NA	-	-	-	-	NA	-	-	-	-
Female	NA	-	-	-	-	NA	-	-	-	-
<b>Non-permanent</b>										
Male	NA	-	-	-	-	NA	-	-	-	-
Female	NA	-	-	-	-	NA	-	-	-	-

## 3. Details of remuneration/salary/wages:

	Male		Female	
	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category
Board of Directors (BoD)*	1	12,533,472	1	12,388,536
KMP (other than BoD)	3	5,712,000	-	-
Employees other than BOD & KMP	602	1,138,122	342	1,059,933
Workers	NA	NA	NA	NA

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

We have an Internal Complaints Committee (ICC) to provide an efficient platform for employees to file complaints against any form of sexual harassment that they may encounter while working with the Company.

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

Yes, we have a mechanism in place to redress grievances for Prevention of Sexual Harassment (POSH) and whistle blower complaints. The POSH policy aims to educate employees on preventing sexual harassment in the workplace and creating a safe work environment. It establishes guidelines for employees to follow and ensures that all allegations of sexual harassment are investigated and dealt with effectively and promptly. We encourage reporting of unethical or illegal behaviour, violation of Code of Conduct. It includes financial irregularities, manipulation of records, misuse of funds, and environmental danger. Reporting can be done to the appropriate authorities to protect the company's interest and growth.

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

Category	FY 2022-23			FY 2021-22		
	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	-	NA		-	NA	
Discrimination at workplace	-	NA		-	NA	
Child Labour	-	NA		-	NA	
Forced Labour/Involuntary Labour	-	NA		-	NA	
Wages	-	NA		-	NA	
Other issues	-	NA		-	NA	

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

Our POSH policy encourages employees to express complaints about sexual harassment without fear of retaliation. The Internal Complaints Committee (ICC) ensures protection of complainants and witnesses from discrimination, while investigating and taking disciplinary action against any genuine complaints of unethical behaviour.

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

Yes, we have equal opportunity employer in the contract. It's a part of our code of conduct policy.

**9. Assessments for the year:**

	% of offices that were assessed (by entity or statutory authorities or third parties)
Child labour	
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	No
Wages	
Others - please specify	

**10. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from the assessments at Question 9 above.**

NA

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

Yes, the premise provides battery-powered vehicles in the IT park for easy mobility, has wheelchairs available for easy usage, and has a bathroom specifically designed differently-abled people. The company's code of conduct emphasizes treating all employees equally, regardless of their background or circumstances. These measures demonstrate the company's commitment to creating a workplace that is welcoming and supportive of all individuals.

## Principle 6 - Business Should Respect and Make Efforts to Protect and Restore the Environment

## Essential Indicators

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

Parameter	FY 2022-23	FY 2021-22
Total electricity consumption (A)	437.45 GJ	39.30 GJ
Total fuel consumption (B)	38.25 GJ	11.10 GJ
Energy consumption through other sources (C)	1441.64 GJ	1614.90 GJ
<b>Total energy consumption (A+B+C)</b>	<b>1917.34 GJ</b>	<b>1665.30 GJ</b>
Energy intensity (Total energy consumption/turnover in rupees)	0.000000726	0.000000805
<b>Energy intensity (optional) - the relevant metric may be selected by the entity</b>	<b>-</b>	<b>-</b>

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

No

2. Does the entity have any sites/facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

No

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

Parameter	FY 2022-23	FY 2021-22
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	-	-
(ii) Ground Water	-	-
(iii) Third Party Water	54	21
(iv) Seawater/Desalinated Water	-	-
(v) Others: Flush/Recycled Water	898	424
<b>Total volume of water withdrawal (in kilolitres)</b>	<b>952</b>	<b>445</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>952</b>	<b>445</b>
<b>Water intensity per rupee of turnover</b> (Water consumed/turnover)	<b>0.00000036</b>	<b>0.00000022</b>
<b>Water intensity (optional) - the relevant metric may be selected by the entity</b>	<b>-</b>	<b>-</b>

**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.

NA

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

Parameter	Please specify unit	FY 2022-23	FY 2021-22
NOx	KG	108.68	48.65
Sox	KG	13.04	5.83
Particulate matter (PM)		-	-
Persistent organic pollutants (POP)		-	-
Volatile organic compounds (VOC)		-	-
Hazardous air pollutants (HAP)		-	-
Others- please specify		-	-

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

No

6. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity:

Parameter	Please specify unit	FY 2022-23	FY 2021-22
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	TCO <sub>2</sub> e	142.07	30.05
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	TCO <sub>2</sub> e	98.73	8.62
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b>	TCO <sub>2</sub> e/INR	0.000000091	0.000000015
<b>Total Scope 1 and Scope 2 emission intensity</b> (optional) - the relevant metric may be selected by the entity	tCO <sub>2</sub> e/Employees	0.25	0.04

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

No

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

Yes. We are carrying out multiple activities in order to ensure that our carbon and energy footprint is reduced effectively and our office space has been re-certified as 'Platinum' with respect to eco-design and green interiors. We have installed CFC/HCFC free refrigerants or Halons in fire extinguishers at our corporate office. CO<sub>2</sub> monitoring sensors have also been installed at regular intervals throughout our office space and our interiors are designated as no-smoking zones, with a no-smoking policy and photographs of signages in place for the same. Indoor plants are present in over 95% of the office space. Furthermore, in order to improve energy efficiency across our office space, for our air conditioning system, 100% HVAC with centrifugal chillers have been installed.

## 8. Provide details related to waste management by the entity:

Parameter	FY 2022-23	FY 2021-22
<b>Total waste generated (in metric tonnes)</b>		
Plastic waste (A)	*	*
E-Waste (B)	*	*
Bio-Medical Waste (C)	*	*
Construction and demolition waste (D)	*	*
Battery For (E)	*	*
Radioactive waste (F)	*	*
Other Hazardous waste. Please specify, if any. (G)	*	*
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	*	*
<b>Total (A+B+C+D+E+F+G+H)</b>	*	*
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	*	*
(ii) Re-used	*	*
(iii) Other recovery operations (safely disposed)	*	*
<b>Total</b>	*	*
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	*	*
(ii) Landfilling	*	*
(iii) Other disposal operations	*	*
<b>Total</b>	*	*

\*We are in the process of developing mechanisms to track the generation and disposal of the waste

**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

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.

In order to improve our waste management practices, we segregate our pantry waste into Food/Plastic and Paper. Bins kept near restrooms in each quadrant facilitate proper disposal of all plastic and paper waste. Additionally, in an effort to efficiently segregate and dispose of our e-waste (small electronic appliances, disks, cables, cartridges etc.), we have designated a bin outside our UPS room.

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:

We do not have any offices in ecologically sensitive areas

S.No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
-	-	-	-

11. 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 Number	Date	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web Links
NA	NA	NA	NA	NA	NA

12. Is the entity compliant with the applicable environmental law/regulations/guidelines in India, such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, 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	NA



## Leadership Indicators

1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources:

Parameter	FY 2022-23	FY 2021-22
<b>From renewable sources</b>		
Total electricity consumption (A)	-	-
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	1441.64 GJ	1614.90 GJ
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>1441.64 GJ</b>	<b>1614.90 GJ</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D)	437.45 GJ	39.30 GJ
Total fuel consumption (E)	38.25 GJ	11.10 GJ
Energy consumption through other sources (F)	-	-
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>475.70 GJ</b>	<b>50.40 GJ</b>

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

No

2. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions/effluent discharge/waste generated, please provide details of the same as well as outcome of such initiatives:

S.No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Using wooden spoons	In a bid to reduce plastic waste, we have switched to using wooden spoons in our canteen	Reduction in generation of plastic waste
2	Using LED blubs	45 % old CFL bulbs to LED blubs	Energy savings
3	Elimination of paper cups	We have eliminated the disposable cup altogether in favour of more environmentally sustainable options	Reduction in generation of paper waste

3. Does the entity have a business continuity and disaster management plan? Give details in 100 words/web link.

The focus of our policy is to ensure that critical business processes of LatentView can continue even in the event of major disruptions. It aims to mitigate the risks to information security caused by short or long-term disruptions and outlines the organization's strategy for recovery.

**Principle 7 - Business, when engaging in Influencing Public and Regulatory Policy, should do so in a manner that is Responsible and Transparent****Essential Indicators**

1. a. Number of affiliations with trade and industry chambers/associations. NA

b. List the top 10 trade and industry chambers/associations (determined based on the total members of such body) the entity is a member of/affiliated to.

S. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/National)
1	No	NA
2	No	NA

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

Name of the Authority	Brief of the case	Corrective Action Taken
NA		

**Principle 8 - Businesses should Promote inclusive Growth and Equitable Development****Essential Indicators**

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web link
NA					

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

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

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

We are committed to ensure ethical business practices and creating a positive impact in the society. Our company has several monitoring and evaluation mechanisms to ensure effective implementation of CSR programs to include regular reporting, feedback from beneficiaries and local leaders, field visits, financial updates, audit, and impact assessments conducted by the CSR team and third parties. The Board of Directors also monitors CSR programs periodically.

<https://www.latentview.com/wp-content/uploads/2021/08/csr-policy.pdf>

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

	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/small producers	12%	25%
Sourced directly from within the district and neighbouring districts	24%	37%

## Leadership Indicators

## Details of beneficiaries of CSR projects

S. No.	CSR Projects (in FY 2022-23)	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Madras Dyslexic Association - Teacher Training for Learning Disability Children	1,375	100%
2	Indus Action - RTE Project	615	100%
3	Sevalaya - Higher Education Scholarship Program	47	100%
4	Sevalaya - Education sponsorship for underprivileged children.	750	100%
5	Sahaas - Towards a Cleaner Velachery	10,409	7%
6	Sportz Village - Chennai Kaalpandhu League	5,180	100%
7	Yuva Unstoppable - Google Future Classrooms	406	100%
8	Agastya Foundation - Mini Innovation Hub	500	100%
9	Teach for India - Setting up Smart Classrooms	1,750	100%
10	AID India - Eureka School	190	100%
11	AID India - Eureka SuperKidz	262	100%
12	AID India - Eureka School Infrastructure	410	100%

**Principle 9 - Businesses should engage with and provide Value to their Consumers in a Responsible Manner****Essential Indicators****1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback:**

We offer various channels for its customers to provide feedback or register complaints. We take every customer concern seriously and handle them with great care at every level. Upon receiving complaints, our team analyses the incident and develops an action plan to address it. We work closely with the customer and keep them informed of the progress made. All feedback from the customers is taken positively, and the action plans are refined to ensure maximum customer satisfaction. We are committed to providing top-notch services to our customers and values their feedback to continuously improve our services.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	NA
Safe and responsible usage	NA
Recycling and/or safe disposal	NA

**3. Number of consumer complaints:**

	FY 2022-23		Remarks	FY 2021-22		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	-	-		-	-	
Advertising	-	-		-	-	
Cyber-security	-	-		-	-	
Delivery of essential services	-	-		-	-	
Restrictive Trade Practices	-	-		-	-	
Unfair Trade Practices	-	-		-	-	
Other	-	-		-	-	

**4. Details of instances of product recalls on accounts of safety issues:**

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

**5. Does the entity have a framework/policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy:**

Yes. Our Privacy Policy aims to ensure the privacy of Personal Information processed by our company by implementing necessary controls and complying with legal and regulatory requirements. It also seeks to create a culture of privacy in the organization by promoting awareness among employees. The policy is applicable to all employees, including contractual employees and interns. Our commitment to data privacy is evident from our emphasis on the protection of personal information, which is crucial in today's digital age where data breaches are a constant threat. The policy helps to build trust among our customers and stakeholders, demonstrating our commitment to data privacy and protection.

Web-link unavailable for public access.

**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.**

We are certified for ISO 27001:2018 which ensures accessibility, confidentiality and integrity of information security

**Leadership Indicators****Channels/platforms where information on products and services of the Company can be accessed:**

The same can be accessed from our website. <https://www.latentview.com/>