



December 19, 2022

IGAL/SECT/12-22/02

To
National Stock Exchange of India Limited
Exchange Plaza, C - 1, Block G
Bandra Kurla Complex
Bandra - (E)
Mumbai - 400 051

To
Department of Corporate Services
BSE Limited
Phiroze Jeejeebhoy Towers
Dalal Street
Mumbai - 400 001

Symbol: INDIGO

Scrip Code: 539448

Sub : Business Responsibility and Sustainability Report for the Financial Year 2021-2022

Dear Sir / Madam,

In compliance with Regulation 34 (2) (f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find attached herewith the BRSR forming part of the Annual Report of the Company for the financial year 2021-22.

The Net Worth of the Company for the financial year 2021-22 is (-) 60,424,990,000. However, BRSR XBRL Utility File does not allow filling in negative value for net worth under General Disclosures Tab -> CSR Details -> Net worth and punching in 0 value, would be a wrong representation. We have therefore, filled in the net worth in the said field as Rs. 60,424,990,000 in BRSR XBRL Utility File. However, it is a negative number and is accordingly represented in the BRSR PDF file being uploaded.

This is for your information and record.

Thanking you,

Yours faithfully,

For InterGlobe Aviation Limited

Sanjay Gupta
Company Secretary and Chief Compliance Officer
Membership No: FCS 7729

Business Responsibility and Sustainability Report FY 2021-22

SECTION A: GENERAL DISCLOSURES

I.	Details of listed entity	
1.	Corporate Identity Number (CIN) of the Company	L62100DL2004PLC129768
2.	Name of the Company	InterGlobe Aviation Limited
3.	Year of incorporation	2004
4.	Registered office address	Upper Ground Floor, Thapar House, Gate No. 2, Western Wing, 124, Janpath, New Delhi - 110 001
5.	Corporate address	Level 1 – 5, Tower – C, Global Business Park, MG Road, Gurugram – 122002
6.	E-mail id	investors@goindigo.in
7.	Telephone	0124-4352500
8.	Website	www.goindigo.in
9.	Financial year reported	April 1, 2021 – March 31, 2022
10.	Name of the Stock Exchanges where shares are listed	National Stock Exchange of India Limited and BSE Limited
11.	Paid-up Capital	Rs. 3,852.55 million
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Ronojoy Dutta, Whole Time Director and CEO 0124-4352500 investors@goindigo.in
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone Basis

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 of the Company
1.	Passenger services - Air transport	Scheduled and charter air services, for both passengers and cargo	92.21%

15. Products/Services sold by the Company (accounting for 90% of the turnover)

S. No.	Product/service	NIC code	% of total turnover contributed
1.	Scheduled and charter air services, for both passengers and cargo	51101	100%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	Nil	73	73
International	Nil	15	15

17. Markets served by the Company

a. Number of locations

Locations	Number
National	73
International	15

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

NA

c. Types of customers

Retail (Leisure, Visiting friends, relatives), Corporate

IV. Employees

18. Details as at the end of March 31, 2022:

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)	26,164	15,113	57.8%	11,051	42.2%
2.	Other than Permanent (E)	1,515	1,309	86.4%	206	13.6%
3.	Total employees (D+E)	27,679	16,422	59.3%	11,257	40.7%
WORKERS						
4.						
5.	No workers on the payroll of your Company.					
6.						

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)	11	9	82%	2	18%
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total differently abled employees (D+E)	11	9	82%	2	18%
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)					
5.	Other than Permanent (G)	No workers on the payroll of your Company.				
6.	Total differently abled workers (F+G)					

19. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	8	2	25%
Key management personnel	3	0	0%

20. Turnover rate for permanent employees:

Particulars	FY 2021-2022			FY 2020-21			FY 2019-2020		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	9.08%	6.91%	15.98%	11.0%	11.9%	22.9%	7.81%	6.49%	14.30%

Note: In FY 2020-21, Your Company faced a higher rate of attrition than normal due to challenges created by the Covid-19 pandemic.

V. Holding, subsidiary and associate companies (including joint ventures)

21. Name of holding/subsidiary/associate companies/joint ventures

Sl. No.	Name of the holding/subsidiary/associate companies/joint ventures (A)	Indicate whether Holding/Subsidiary/Associate/Joint venture	% of shares held by the Company	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the Company (Yes/No)
1	Agile Airport Services Private Limited ("Agile")	Subsidiary	100%	Yes. Agile, your Company's sole wholly owned subsidiary, participates in the BR efforts in order to incorporate its processes and also contributes to your Company's sustainability initiatives.

VI. CSR details:

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

(ii) Turnover: Rs. 259,309.27 million

(iii) Net worth: Rs. (60,424.99) million

For details on CSR, please refer to Annexure – A to the Board Report

VII. Transparency and disclosure compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in place (Yes/No) (If yes, then provide weblink for grievance redressal policy)	FY 2021-2022			FY 2020-2021		
		No. of complaints filed during the year	No. of complaints pending resolution at the close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at the close of the year	Remarks
Communities	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Investors (other than shareholders)	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Shareholders	The shareholders register their complaints through SEBI portal i.e. https://scores.gov.in/scores/complaintRegister.html Or through directly registering complaint with your Company via email at investors@goindigo.in .	Nil	Nil	N.A.	1	Nil	N.A.
Employees	Yes	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Customers	Yes, customer redressal can be accessed at IndiGo website at: https://www.goindigo.in/information/conditions-of-carriage.html?linkNav=conditions-of-carriage_footer	273	Legal Notices: 44 Consumer Complaints: 35	The details of customers grievances also shared with Directorate General of Civil Aviation	195	Legal Notices: 113 Consumer Complaint: 114	The details of customers grievances also shared with Directorate General of Civil Aviation
Value chain partners	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Other (please specify)	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.

24. Overview of the Company's business conduct, pertaining to environment and social matters that present a risk or an opportunity to the business of the Company, rationale for identifying the same, approach to adapt or mitigate the risk along with its financial implications, as per the following format:

Sl. 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	Climate Change	Risk	<ul style="list-style-type: none"> Greenhouse Gases (GHG) emissions Climate risks Carbon Offsetting and Reduction Scheme for International Aviation (CORSI A) Carbon footprint 	<ul style="list-style-type: none"> IndiGo is transitioning its fleet from Ceo planes to Neo planes, which are 14 % more fuel efficient and quieter, resulting in reduced air and sound pollution. For tarmac operations, an Electrical Baggage Tractor (TRB) is employed, which reduces fuel consumption and eliminates operating GHG emissions. Battery operated water carts are used to transport water inside planes. Lightweight seats are used to limit the weight of the aircraft and hence improve fuel efficiency, further curtailing emissions. 	Climate change-induced weather instability can affect numerous elements of operational performance, including scheduling, flight planning and connectivity, safety planning, and trajectory optimization. Climate change may have direct consequences for vital aviation infrastructure, as well as secondary repercussions on commercial and economic capabilities.
2	Fuel and energy conservation	Opportunity	<ul style="list-style-type: none"> Total fuel consumption Fleet modernisation Sustainable office spaces Energy consumption within organisation Calculation of Energy intensity 	<ul style="list-style-type: none"> All ground support vehicles are run on CNG. In IndiGo GSE fleet, same-power ground power units (GPU) with reduced carbon emissions have been deployed, which has helped to cut emissions while maintaining the requisite efficiency. Using a Combo (Combination of Conditioned Air and Aircraft Power) unit as a replacement for an APU (auxiliary power unit) during a ground turn around flight as an ecologically beneficial option. 	The aviation industry is a fuel-sensitive industry, with rising fuel costs affecting profitability. Conservation of energy and fuel helps minimise the energy expense.
3	Waste management	Opportunity	<ul style="list-style-type: none"> Environmental hazard Promotion of health and hygiene Reduction of pollution Prevention of water, soil and air contamination Preventing the spread of disease 	<ul style="list-style-type: none"> Batteries that have reached the end of their functional life are disposed off to authorised vendors. When plastic, rubber, or metal parts are damaged or worn out, they are replaced. Ground equipment filters (Oil/Fuel/ Air/Hydraulic) are replaced at regular intervals (hourly/calendar/KMs). Ground equipment waste oils (engine oil/hydraulic oil) are emptied at regular intervals (hourly/calendar/KMs). 	Capturing aviation waste materials across the supply chain and recovery models across waste streams can lead to decreased cost and hence increased savings.

Sl. 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)
4	Aircraft Noise	Risk	<ul style="list-style-type: none"> Community annoyance Increased risk of cardiovascular disease for people living in airport's vicinity. Hypertension Increase in noise pollution 	<ul style="list-style-type: none"> Use of New generation aircraft 50% quieter Entire fleet meets International Civil Aviation noise certification standards Reduced Flap Take Reduced Thrust Take Reduced Flap Landing Use of promulgated departure and arrival procedure which avoids populated area 	If the aircraft noise is not maintained under the permissible limits, your Company will be liable to pay the fine for the same.
5	Diversity and inclusion	Opportunity	<ul style="list-style-type: none"> Discrimination free environment CSR Gender diversity is a priority Inclusion of LGBTQ community Inclusion of differently abled employees Diversity of governance bodies and employees 	<ul style="list-style-type: none"> 'Diversity and Inclusion Champs' identified Create awareness Strives to be an inclusive organisation that respects and welcomes viewpoints from various socioeconomic origins in order to give equitable opportunity to all Hires people with disability as front-line employees LGBTQ+ inclusive culture and recognition of 'Pride Month' 	Increased diversity can lead to better retention of talent and improving customer orientation, employee satisfaction, and decision making, and all that leads to a virtuous cycle of increasing returns
6	Workplace health and safety	Risk and opportunity	<ul style="list-style-type: none"> Prevention of work-related injuries Safeguarding the health and wellbeing of employees Health of employees has paramount importance Prevention of illness of employees 	<ul style="list-style-type: none"> Provision of PPE kits, face masks and sanitisers to all the employees All employees being vaccinated Availability of 24*7 covid helpline Goal of bringing number of workplace incidents to absolute minimum Increasingly investing in preventive measures Development of Ergonomic approaches Different physical activities for employees like Yoga, Zumba, etc. Recognised employee's mental health 	<ul style="list-style-type: none"> Employee safety leads to improved health, which leads to better performance. Healthier Employees complete jobs more quickly and are generally happier. In a safe working environment, there are extremely few accidents. This saves compensation expenses for employees by reducing downtime for safety inquiries.

Sl. 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)
7	Attracting and retaining talent	Opportunity	<ul style="list-style-type: none"> Helps improving operational efficiency Increased employee loyalty Highly skilled workforce Inspiring company culture Reduced hiring cost 	<ul style="list-style-type: none"> All enabled platform '6ERecruit' which provides hassle-free experience for candidates Give step by step visibility of candidature Career page provided Campus hiring from premier management institutes Encourages internal job postings Family Fly program Bulk hiring for Inflight services and Airport operations IndiGo cadet pilot program 	<ul style="list-style-type: none"> Helps in the building of a team that consists of only those people who really care about your Company and are concerned about the success of it. Your Company will have a competitive edge.
8	Employee experience	Opportunity	<ul style="list-style-type: none"> Key element of people strategy Values employee experience Respects employee feedback Helps build commitment Improves overall team morale 	<ul style="list-style-type: none"> Survey for understanding employee's needs Employee Net Promoter Score (ENPS) to measure employee experience Open communication amongst various levels Taking proper care of employee's health and wellbeing 	<ul style="list-style-type: none"> Good employee experience and behaviour lead to good customer service and low cost of operations.
9	Customer experience	Opportunity	<ul style="list-style-type: none"> Better customer engagement Increased customer loyalty Customer interaction helps build better business model Helps build brand equity 	<ul style="list-style-type: none"> Regular customer surveys are done In depth analysis of customer feedback Provision of reaching back to customer and service recovery Customer Empowerment has been digitised 24*7 special assistance health desk 	<ul style="list-style-type: none"> Good consumer experience Will increase the repeat customers and enhance the revenue.
10	Local communities	Opportunity	<ul style="list-style-type: none"> Boosting local economy Creating local employment Reduced logistics cost 	<ul style="list-style-type: none"> Sustainable procurement of supplies through local suppliers 'Hub Hiring' process ensures local employment All food and beverage items that have a shelf life and can be stored are created in India and sourced locally. 	<ul style="list-style-type: none"> The revenue spent on the transportation of materials is significantly reduced. The overall impact on the environment is minimised.

Sl. 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)
11	Labour practices	Opportunity	<ul style="list-style-type: none"> Promoting fundamental human rights Right to equality Increased productivity 	<ul style="list-style-type: none"> Complying with all applicable labour laws IndiGo has always been against any form of labour exploitation. 	<ul style="list-style-type: none"> Responsible labour practices translate into financial rewards through expanded markets, higher productivity, reduced costs of compliance, and lower turnover
12	Corporate governance	Opportunity and risk	<ul style="list-style-type: none"> Helps in risk management Important in enhancing long-term value with stakeholders Critical in successful running of company 	<ul style="list-style-type: none"> IndiGo has created protocols and procedures to ensure that its Board of Directors is well-informed and competent to carry out its duties. All business choices are made with integrity and in accordance with the law. 	<ul style="list-style-type: none"> Good governance practises imply a better response to a constantly changing environment Good governance ensures that improved efforts to meet intended goals will attract significant capital investment.
13	Ethical business conduct	Opportunity	<ul style="list-style-type: none"> Better business reputation. Improved relations with other business entities. 	<ul style="list-style-type: none"> IndiGo's Code of Conduct the '6E Code' makes sure that all business processes are conducted ethically. Your Company's Code is reviewed and modified on a regular basis to keep up with changing regulations and corporate needs. 	<ul style="list-style-type: none"> Following an ethical conduct of business helps in having a competitive advantage in terms of customers. Helps in drawing more investors towards the business. Aids in avoiding legal issues. Builds trust amongst employees.
14	Economic performance	Opportunity and risk	<ul style="list-style-type: none"> Economic value is critical for business. Helps in the growth of your company. 	<ul style="list-style-type: none"> The primary objective of the management of your Company's capital structure is to maintain an efficient mix of debt and equity in order to achieve a low cost of capital. Your Company considers the importance of maintaining financial flexibility to pursue business opportunities and adequate liquidity to mitigate the impact of unforeseen events on cash flows. 	<ul style="list-style-type: none"> A good economic performance results in the increment of the profitability of the firm. Enables increased risk-taking capacity of your Company. Helps in the expansion of the business.

Sl. 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)
15	<u>Market presence</u>	Opportunity	<ul style="list-style-type: none"> Improved brand recognition. It's a crucial parameter for determining Company's competitiveness. Attracts a larger customer base. 	<ul style="list-style-type: none"> Economical air ticket prices. Customer favourite in the airline sector. 	<ul style="list-style-type: none"> Drives customer preferences based on connectivity and reliability, thereby increasing revenue.
16	Operational performance	Opportunity and risk	<ul style="list-style-type: none"> Helps to continually improve. Keep a check on the overall performance. 	<ul style="list-style-type: none"> 4,66,83,054 passengers carried in FY 21-22. Better operational performance for the year. 	<ul style="list-style-type: none"> A good operational performance helps in maintaining the quality of the service provided. Efficient operations contribute to cost optimisation. Improved market reputation.
17	Customer privacy	Risk	<ul style="list-style-type: none"> Protection of customer's personal data Protection of brand and market value Promoting business ethics 	<ul style="list-style-type: none"> Data Leak Prevention engine implemented Checking privacy regulatory trends and enhancing our privacy practices. Providing contractual support to ensure that any associated risks are covered by appropriate contractual terms Following the Privacy-by-Design principle by integrating privacy checkpoints into all business initiatives. Conducting assessments of internal systems, website portals, and vendor relationships. Federal Information Processing Standards (FIPS) compliant encryption on information assets. Effective data resilience and recovery Use of Digital Rights management for the protection of sensitive digital content. 	<ul style="list-style-type: none"> Increment in overall customer trust and satisfaction. Helps in protecting your Company's brand and market value. Helps avoid costly lawsuits. Helps your Company to build long term relationships.

Sl. 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)
18	Emergency response preparedness	Opportunity	<ul style="list-style-type: none"> • Safety and well-being of employees and customers • Adequate preventive measures in case of an emergency • Builds trust • Aided in handling the pandemic 	<ul style="list-style-type: none"> • Emergency drills and training conducted • Every station has Station Emergency Response Plan (SERP) • Invitations for training to all local stakeholders • Policies have been created to facilitate sensitive issues like the payment of advance compensation to the victims of air crashes. 	<ul style="list-style-type: none"> • Helps in putting the people working at a higher level in the priority list as compared to your Company itself. • In case of an emergency, having a good emergency response plan saves time, lives, protects reputation and image and capital.
19	Supply chain management	Opportunity	<ul style="list-style-type: none"> • Improved cost efficiency • Compliance with laws • Long term relationships created • Improve profitability • Enhances business structure 	<ul style="list-style-type: none"> • All food and beverage goods with a shelf life and storage conditions are created in India and acquired locally, recognising the need to help the local economy. • Food safety management systems give an organised method to assuring food safety and identifying the points in the food chain that are most likely to have the greatest impact on the end product's safety. • Food safety is dependent on maintaining high hygiene standards throughout the supply chain, from sourcing and storing fresh food goods and ingredients to safe processing and preparation, distribution, and final services. 	<ul style="list-style-type: none"> • Helps in creating a chain of trusted suppliers and having better collaboration with them. • Better quality control, more efficient shipping, and lower inventory and overhead expenses. • Improved risk minimization, more stable cash flow • Better visibility and data analytics enable a nimbler organisation.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the National Guidelines on Responsible Business Conduct (NGRBC) Principles and core elements.

Disclosure questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes										
1.	a. Whether the Company's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
	b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
	c. Weblink of the policies, if available	Y	N	N	Y	Y	N	Y	Y	N
2.	Whether the Company has translated the policy into procedures. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3.	Do the enlisted policies extend to the Company's value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4.	Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by the Company and mapped to each principle.	None								
5.	Specific commitments, goals and targets set by the Company with defined timelines, if any.	<ul style="list-style-type: none"> Your Company has set aside Rs. 478 million for investment in electrical coaches in FY22. By 2025, your Company wants 40% of its coaches to run on electricity. In FY22, your Company set aside Rs. 46 million for the purchase of electrical baggage freight loaders and by 2025, your Company wants to have 70% of its baggage freight loaders to be powered by electricity. Your Company has plans to invest roughly Rs. 60 million in Tugs in FY22. Your Company aims for electrification of 70% of its Tugs by 2025. In FY22, your Company set aside Rs. 30 million for investment in Electrical Pushback. Your Company has declared a goal of having 20% of its operations powered by electricity by 2025. Your Company has set aside funds for 16 COMBO units in FY22 and your Company has set a goal of reaching 111 units by 2025. Your Company is speeding up the adoption of electric power converters and electrical preconditioned air (ACUs) for aircraft ground power and air conditioning of aircraft on the ground. This results in decline in emissions compared to thermal ACUs, APUs, and GPUs. Your Company has also committed to 10% Sustainable Aviation Fuel (SAF) blending of its fuel by 2030. 								
6.	Performance of the Company against the specific commitments, goals, and targets along with reasons, in case the same are not met.	Your Company has met the targets for FY 22, we will provide updates on the other longer-term goals/commitments as and when applicable.								

Disclosure questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Governance, leadership, and oversight									
7.	<p>Statement by Director, responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements</p> <p>At IndiGo, we have long been cognizant of the importance of ESG and sustainability. This is reflected across the length and breadth of your Company starting with our focus on procuring the most energy-efficient aircraft which also reduce both the carbon emissions as well noise pollution generated by the aircraft, our dedication to creating a culture of diversity and inclusion amongst our employees and the effectiveness of our CSR activities. We demonstrated our commitment to being a responsible aviation company by publishing the very first ESG Report within the Indian aviation sector last year.</p> <p>This year has been marked by a further acceleration of efforts in this domain through the expansion of an organisation wide ESG taskforce to coordinate and implement sustainability initiatives across the Company. We are also in the process of developing a holistic ESG strategy covering all salient features of our operations and are also proud to announce that our second ESG report will be published in alignment with leading global and national standards such as the Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB), the United Nations Sustainable Development Goals (UN SDGs) as well as the NGBRC. As a part of this process, we have already completed our first formal materiality assessment and identified the topics material to our Company.</p> <p>We are committed as an organization to reducing our emissions in the long-term and have signed a Memorandum of Understanding (MoU) with the Indian Institute of Petroleum (Dehradun) in order to support the development of Sustainable Aviation Fuel (SAF). We are also working with other stakeholders in the SAF space in order to accelerate the viability of SAF in the aviation sector as we recognize SAF to be critical towards helping the sector transition towards a low-carbon pathway. We are also proud to have taken delivery of our first aircraft operating on Sustainable Aviation Fuel (SAF) from Airbus on the 18th of February 2022. This is the first international flight operated by any Indian carrier using SAF. We are going to continue working with our partners to ensure more flights using SAF in the future. We understand fully that climate change represents not only an existential crisis for the world but also represents a key business risk to our operations.</p> <p>We have also ramped up initiatives aimed at more efficiently managing the plastic waste generated on our flights and have begun the transition towards phasing out single-use plastic. We also continue to improve our energy efficiency numbers along with our emissions intensity numbers year-on-year, which is a testament to the combined efforts of our Flight Operations and Ground Operation teams in finding new and innovative initiatives to help reduce IndiGo's environmental impact.</p> <p>Our extensive CSR activities continued to positively impact the lives of thousands of beneficiaries. Our education programs have managed to keep over 30,000 students in school and our programmes aimed at improving the livelihoods of rural women have managed to increase the income of over 55,000 women by 10-15%. We are also extremely proud of our CSR activities aimed at protecting the environment such as our biogas programme, upcycling project and eco-restoration projects among others. One of our key programs on environment has been on reduction of carbon emissions through installation of biogas units, through which we have offset 1.21 Lakhs+ CERs (Carbon Emission Reductions) since the inception of our program. Your Company has also planted and maintains 10,000 timber and fruit trees in Government Institute of Medical Sciences (GIMS), Kasna, Greater Noida as a part of our afforestation activities aimed at creating carbon sinks.</p> <p>We invite all our stakeholders to read this report and provide your feedback at IndiGoGreen@goindigo.in. Your feedback is critical in helping us reach new heights on our ESG journey.</p>								
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	Mr. Ronojoy Dutta (DIN Number: 08676730), Whole time Director and Chief Executive Officer (Whole Time Director & CEO) is responsible for implementation of the Business Responsibility (BR) policies of the Company.							
9.	Does the Company have a specified Committee of the Board/ Director responsible for decision-making on sustainability related issues? (Yes / No). If yes, provide details.	<p>Yes. The Company's BR policies are implemented by the Whole Time Director & CEO of your Company.</p> <p>The Corporate Social Responsibility Committee and the Risk Management Committee constituted by the Board of the Company evaluated the sustainability related issues, from time to time.</p>							

Disclosure questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
10.	Details of review of NGRBCs by the Company:									
	Subject for review	Indicate whether the review provided below is taken 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
	Performance against above policies and follow up action	Board and its Committees								
	Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Board and its Committees								
11.		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.	Y	Y	Y	Y	Y	Y	Y	Y	Y

Notes:

- a) Policies are formulated after detailed consultation with relevant stakeholders and are in line with industry and market standards, complying with applicable legal and regulatory requirements, both domestic and international. Most of the policies in respect of the aforesaid principles have been approved by the Board. The remaining policies are internal policies, which have been approved by the concerned Departmental Heads, after following a process of detailed discussion and consultation.
- b) In respect of the policies which have been approved by the Board, the Board and/ or its specified Committee are responsible for overseeing its implementation. For the remaining policies, certain officials in the respective Department, who report to the concerned Department Heads or the Senior Management of your Company, are responsible for monitoring and overseeing the implementation of the policies.
- c) The policies which have been approved by the Board as mentioned above can be viewed at the Investor Relations/Corporate Governance/ Policies section on the website of your Company at https://www.goindigo.in/information/investor-relations.html?linkNav=investorrelations_footer. The remaining policies which include the Safety Policy, HR Policies, POSH Policy, Regulatory manuals for Engineering Department and CRM Process are internal documents and are available on intranet for all employees. These Policies have been communicated to all relevant internal and external stakeholders.
- d) The Board and/ or its specified Committee(s) periodically review and evaluate the working of the policies which have been approved by the Board. An independent internal audit team, which reports to the Audit Committee also evaluates the working of certain policies on a periodic basis.

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 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, human and technical resources available for the task (Yes/No)					NA				
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

*Most of the policies in respect of the aforesaid principles have been approved by the Board. The remaining policies are internal policies, which have been approved by the concerned Department Heads, after following a process as stated hereinabove. The policies which have been approved by the Board can be viewed at the Investor Relations/Corporate Governance/ Policies section on the website of your Company at https://www.goindigo.in/information/investor-relations.html?linkNav=investorrelations_footer and the remaining policies are internal documents and are available on intranet for all employees.

Section C: PRINCIPLE-WISE PERFORMANCE DISCLOSURE

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

Essential indicators

1. Percentage coverage by training and awareness programmes on any of the principles during the FY 2021-22:

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of directors	91.30 hours spent on familiarisation programme(s) forming part of the meetings of the Board business review, Risk Management Committee and Corporate Social Responsibility committee meetings, and sessions by Senior Management	Principles 1 to 9	100%
Key managerial personnel	464 hours of total training and awareness sessions including anti-discrimination, sensitization, skills upgradation among others	Principles 1 to 9	100%
Employees other than Board of directors and KMPs	20,68,333 hours of training and awareness sessions including license renewal, safety protocols, anti-discrimination, sensitization among others	Principles 1 to 9	100%

Note: This also includes the training hours data of employees who were trained during the reporting period but are no longer employed with Your Company.

2. Details of fines/penalties/punishment/award/compounding fees/settlement amount paid in proceedings (by the Company or by Directors/KMPs) with regulators/law enforcement agencies/judicial institutions, in the financial year:

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	Nil	NA	Nil	NA	NA
Settlement	Nil	NA	Nil	NA	NA
Compounding fee	Nil	NA	Nil	NA	NA
Non-monetary					
	NGRBC principle	Name of the regulatory/enforcement agencies/judicial institutions	Brief of the case		Brief of the case
Imprisonment	NA	NA	NA		NA
Punishment	NA	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	

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

IndiGo respects and strives to comply with all applicable laws relating to the prevention of bribery and corruption. IndiGo has a zero-tolerance policy towards bribery and corruption, and will not (directly or indirectly) offer, give, seek, or receive any cash, gift, or favour in order to illegally influence a business decision. Only authorised and trained personnel are allowed to deal with government officials and regulators in most cases. Your Company has implemented anti-corruption & anti-bribery policy as a part of its Code of Conduct which is applicable on all the employees of the Company. The said Policy is available on the Investor Relations section of the website of your Company at <https://www.goindigo.in/content/dam/goindigo/investor-relations/policies/IndiGo-code-of-conduct.pdf>

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

Particulars	FY2021-2022	FY 2020-2021
Directors	NIL	NIL
KMPs	NIL	NIL
Employees	NIL	NIL

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

Particulars	FY 2021-2022		FY 2020-2021	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of conflict of interest of the Directors	NIL		NIL	
Number of complaints received in relation to issues of conflict of interest of the KMPs	NIL		NIL	

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

NA

Leadership indicators

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

Yes, your Company has placed necessary safeguards to avoid any conflict of interest. Your Company has adopted a policy on dealing with the related party transactions and ensure compliance of the provisions of the Companies Act, 2013 ("Act") and the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("SEBI LODR Regulations") at the time of entering into any transaction with its related parties. Further, in compliance with Regulation 26(5) of the SEBI LODR Regulations, the Senior Management personnel of your Company have also confirmed individually that they have not entered into any material, financial and commercial transaction that could have a potential conflict of interest.

Principle 2: Business should provide goods and services in a manner that are 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 products and processes to total R&D and capex investments made by the entity, respectively.

Segment	FY2021-2022	Details of improvements in environmental and social impacts
R&D	NA	NA
Capex	19.07%	For details, please refer to point no. 1 of Principle 8

2. a. Does the Company have procedures in place for sustainable sourcing?

Yes.

- b. What percentage of inputs were sourced sustainably?

91%

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.

Oils, equipment filters, batteries, plastic material, rubber/metal components, and tyres, all generate waste when the equipment is serviced. Our crew collects the debris, catalogues it, sorts it, and stores it in the scrapyard. Your Company's ground support staff classifies garbage into seven different categories (rubber, plastic, metal, batteries, tyres, lubricants, and old flyers). The following steps are undertaken by your Company for reusing, recycling, and disposing off waste:

- The plastic waste is segregated and disposed off to authorised vendors;
 - Once the battery reaches the end of its life cycle, it is disposed off to authorised vendors;
 - Ground equipment waste oils (engine oil/hydraulic oil) are emptied at regular intervals (hourly/calendar/HMs);
 - When the tyres are worn out, they are sent through three rounds of retreading before being discarded;
 - The scrap/waste oil is delivered to the vendor under the supervision of IndiGo and the airport operators.
4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

No. Since your Company is not a manufacturing company, the EPR is not applicable to your Company.

Leadership indicators

1. Has the Company conducted Life Cycle Perspective / Assessments (LCA) for any of its services? If yes, provide details in the following format.

NA. The Company does not conduct any LCA for the services it provides.

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your 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.

NA

3. Percentage of recycled or reused input material to total material (by value) used in providing services

NA

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

NA

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

NA

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

Essential indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees*											
Male	15,084	15,084	100%	3,352	22%	0	0%	15,084	100%		
Female	11,036	11,036	100%	572	5%	11,036	100%	0	0%		
Total	26,120	26,120	100%	3,791	15%	11,036	42%	15,084	58%		
*based in India											
Other than permanent employees											
Male	Your Company does not maintain the details of measures taken for employees not on the rolls of the Company.										
Female											
Total											

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

IndiGo does not have any workers on its payroll.

2. Details of retirement benefits

Benefits	FY 2021-2022			FY 2020-2021		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	NA	Y	100%	NA	Y
Gratuity	100%	NA	NA	100%	NA	NA
ESI	31%	NA	Y	23%	NA	Y
Others (please specify)	NA	NA	NA	NA	NA	

3. Accessibility of workplaces

Are the premises / offices of your Company 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 your Company in this regard.

Yes. The premises of your Company are accessible to differently abled employees as per the requirements of the Rights of Persons with Disabilities Act, 2016.

4. Does your Company have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

IndiGo believes in giving differently abled people equal opportunity to succeed by employing, training, and supporting them. Your Company endeavours to develop new methods that will transform the way individuals with special abilities work and travel. This entails providing the required infrastructure and training in sensitivity and diversity. IndiGo strives to be an inclusive organisation that respects and promotes individuals from various socio-economic backgrounds in their effort to give equal opportunity to all.

IndiGo continually adapts its infrastructure to accommodate the demands of a workforce that includes people with special needs. Specially abled people are employed as frontline staff at IndiGo, at airports and elsewhere. Your Company has adopted an equal opportunity policy. The said policy is available on the website of your Company at https://www.goindigo.in/information/equal-opportunity-policy.html?linkNav=equal-opportunity-policy_footer

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

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

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

IndiGo has established a transparent and impartial complaint resolution process with the goal of addressing concerns as quickly as possible and in compliance with the law. For this purpose, the Ethics and Compliance Committee (ECC) has been constituted which is overseen by the Audit Committee. The ECC ensures that any alleged infractions are handled seriously and investigated as soon as possible. The Ethics and Compliance Team assists the ECC in assessing, investigating, and reporting on complaints. Your Company offers different channels for grievance settlement, including its website, contact centres, and email as well as mode to directly approach the Chairperson of the Audit Committee.

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

Nil

8. Details of training given to employees and workers

The training provided by Your Company covers a wide range of topics including health and safety training (both regulatory and non-regulatory), skill upgradation (for on-the-job skills as well as skill enhancement), licensing, 6E Code of Conduct, sensitization training among many others.

Category	FY 2021-2022				FY 2020-2021					
	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	17,198	Not available				16,502	Not available			
Female	12,667	Not available				11,527	Not available			
Total	29,865*	Not available				28,029*	Not available			

Note: The numbers reported above also include employees who were trained during the reporting period and are no longer employed with your Company.

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

Category	FY 2021-2022					FY 2020-2021				
	Total (A)	Remarks	No. of employees covered (B)	% (B/A)	Remarks	Total (C)	Remarks	No. of employees covered (D)	% (D/C)	Remarks
Male	15,266	This includes the On Roll+ Consultants+ International On Roll Employees	9,756	64%	This included employees eligible for Annual Check-in 21-22 (non-crew domestic employees who were active as of 30th Sept'21)	14,466	This includes the On Roll + Consultants+ International On Roll Employees	9,230	63.80%	This includes employees eligible for Annual Check in FY20-21 and International PMS 20-21 (non-crew International+ domestic employees who were active as of 30th Sept'20) 56 are International employees
Female	11,081		2,957	27%		9,407		2,886	30.68%	This includes employees eligible for Annual Check in FY20-21 and International PMS 20-21 (non-crew International+ domestic employees who were active as of 30th Sept'20) 23 are International employees
Total	26,347		12,713	48%		23,873		12,116	50.75%	This includes employees eligible for Annual Check in FY20-21 and International PMS 20-21 (non-crew International+ domestic employees who were active as of 30th Sept'20) 79 are International employees

10. Health and safety management system

- a. Whether an occupational health and safety management system has been implemented by the Company? (Yes/ No). If yes, what is the coverage of such system?

Yes, an occupational health and safety management system has been implemented by your Company as mandated by Directorate General before Civil Aviation (DGCA) under Ministry of Civil Aviation (MoCA)

Safety policy: The impact of Covid-19 resulted in a renewed commitment towards employees' health, as indicated by the inclusion of the subtext of preventive health in the amended safety policy.

Continuous review of Standard Operating Procedures: IndiGo's Covid management team continues to work hard to ensure good health of the Company's employees in the present challenging situation, and SOPs were modified using Society for Risk Analysis (SRA) principles based on current scientific data in the following areas.

- Covid preventive recommendations in general
- Guidelines for personal protective equipment (PPE)
- Procedures for suspected passengers on board
- Ground staff quarantine guidelines
- Contact tracing guidelines
- Cleaning and disinfection procedures for aircraft
- Guidelines for disinfecting office spaces
- Virus sample carriage guidelines
- Guidelines for dealing with stress and anxiety
- Vaccination guidelines
- Layover guidelines

Some other occupational health and safety measures taken by the Company are as follows:

- Crew fatigue reporting
- Systematic testing for alcohol
- Psychoactive drug testing
- Advisory for passengers

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

IndiGo has a safety reporting technology called 'Integrum' that it utilises as an SMS application to report possible dangers in the form of required and optional reports.

The accident/incident investigation process plays a unique function in a Safety Management environment since it is an important procedure that is used when the system's safety defences, barriers, checks, and counterbalances have failed.

This is a vital component of its SMS (safety management system) and SSP (structured safety process) frameworks as a reactive component. By giving the underlying causes of accidents/incidents and lessons learnt from the study of occurrences, accident/incident investigations help in the continual development of the aviation system.

IndiGo has a sophisticated system in place to collect all network incidents, which are then reported to regulatory authorities by the Flight Safety department as needed. Depending on the type, each occurrence is investigated in collaboration with stakeholders concerned such as flight operations, engineering, inflight services, airport operations & customer services, OEMs, and Airport Operators to determine the root cause(s) and contributory factor(s). On the basis of the findings, mitigation actions are formulated to prevent future occurrences.

IndiGo's Permanent Investigation Board, in collaboration with the Regulatory Authority, investigates all major events.

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

Yes. IndiGo considers employee health and safety to be of prime importance and encourages employees to maintain a high quality of life. It considers it to be a priority that has a direct influence on the Company's business and strategic plans.

Your Company had adopted a strong-willed and proactive approach to avoid hazards and to safeguard its personnel.

A holistic approach is taken at work place for all health-related issues to achieve the aim of reducing events to a bare minimum,

Your Company focuses on pre-emptive steps to enhance working conditions and encourage their personnel to lead healthier lifestyles.

d. Do the employees/ workers of the Company have access to non-occupational medical and healthcare services?

Yes.

11. Details of safety related incidents,

Safety incident /Number	Category	FY 2021-2022	FY 2020-21
Lost Time Injury Frequency Rate (LTIFR) (per one million person- hours worked)	NA	NA	NA
Total recordable work-related injuries	Major	6	4
	Minor	116	47
	First Aid Cases	227	89
	Total	349	132
No. of fatalities	NA	0	0
High consequence work-related injury or ill-health (excluding fatalities)	NA	Nil	Nil

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

The engagement of local managers and the vigilance of all personnel, backed by a network of health and safety managers, allows for the discovery and prevention of difficult circumstances. Your Company has reaffirmed their long-term commitment to the following four goals in order to avoid accidents and establish a culture of risk prevention at the core of business:

- Preventing serious accidents
- Developing ergonomic approaches
- Improving Quality of Life.
- Respecting ourselves, others, and the rules when running operations and managing infrastructure and materials

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

Particulars	FY 2021-2022			FY 2020-2021		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working conditions	Nil	Nil	NA	Nil	Nil	NA
Health and safety	Nil	Nil	NA	Nil	Nil	NA

14. Assessments for the year FY 2021-22

Particulars	% of plants and offices that were assessed (by Company or statutory authorities or third parties)
Health and safety practices	100%
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 and safety practices and working conditions.

NA

Leadership indicators

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

(A) Yes

(B) NA

Principle 4: Business should respect the interests of and be responsive to all its stakeholders

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

A questionnaire was provided to the ESG taskforce and based on the responses; stakeholders were identified. This list was further reviewed and validated by the Senior Management of your Company.

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

Stakeholder group	Whether identified as vulnerable and marginalised group (Yes/No)	Channels of communication (Emails, SMS, newspapers, pamphlets, advertisements, 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
Investors/ Shareholders	No	Investor calls	Ongoing	<ul style="list-style-type: none"> Shareholder return Financial and non-financial (ESG) performance of the company Market value of shares Effective corporate governance
Customers	No	Advertisements	Need based	<ul style="list-style-type: none"> Customer trust and satisfaction Timely and efficient redressal of complaints
Employees	No	Email, SMS, community meetings, website	Daily	<ul style="list-style-type: none"> Job satisfaction Fair pay and performance remuneration Training and Development initiatives that support career growth Safe and congenial working conditions Non-discrimination on the basis of colour, gender, race, sexual orientation, or caste Prompt grievance redressal mechanisms
Suppliers and partners	No	Dealer meets and visits	On going	<ul style="list-style-type: none"> Fair and accountable supply chain practices Supplier financial health, reputation, and service quality Access to knowledge on sustainable supply chain practices
Government and regulators	No	Company website	Need based	<ul style="list-style-type: none"> Adherence to applicable laws and regulations Positive environmental and social impact of businesses Alignment of businesses with policy priorities for industrial growth

Stakeholder group	Whether identified as vulnerable and marginalised group (Yes/No)	Channels of communication (Emails, SMS, newspapers, pamphlets, advertisements, 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
Industry and trade associations	No	Industry conference and trade fairs	Annually	<ul style="list-style-type: none"> Maintenance of service standards Continuous innovation on the part of member businesses Cooperation between businesses to ensure overall development in a healthy, competitive environment
Civil society and NGOs	Yes	Mails, calls and community meetings	Need based	<ul style="list-style-type: none"> Positive economic, environmental, and social impact of business on communities Shared value creation

Principle 5: Business 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 2021-2022			FY 2020-2021		
	Total (A)	No. of employees /workers covered (B)	% (B/A)	Total (C)	No. of employees /workers covered (D)	% (D/C)
Employees						
Permanent	30,165	14,411	48%	29,551	14,351	49%
Other than permanent	1,838	335	18%	1,414	87	6%
Total employees	32,003*	14,746	46%	30,965*	14,438	47%

*This data also includes employees who were trained during the reporting period and are no longer with the organization.

2. Details of minimum wages paid to employees and workers

This is not applicable to your Company as we do not have any workers making minimum wage on our rolls.

3. Details of remuneration/salary

Particulars	Male		Female	
	Number	Median remuneration / salary / wages of respective category	Number	Median remuneration / salary / wages of respective category
Board of Directors	For details, please refer to Annexure C forming part of the Board's Report			
Key managerial personnel	Your Company does not disclose this information due to employee confidentiality considerations			
Employees other than BoD and KMP	Your Company does not disclose this information due to employee confidentiality considerations			

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

Yes

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

Please refer to point no. 6 of Principle no. 3

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

Particulars	FY 2021-2022			FY 2020-2021		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual harassment	29	6	4 (Complaints under investigation as on 31 March 2022, not exceeded timeline as per the Act) 2 (Complaints exceeded timelines due to IC reconstitution)	15	2	2 (Complaints were under investigation as on 31 March 2021, not exceeded timeline as per SH Act. The said complaints were resolved during FY 2021-22)
Discrimination at workplace	0	0	NA	0	0	NA
Child labour	0	0	NA	0	0	NA
Forced labour/Involuntary labour	0	0	NA	0	0	NA
Wages	0	0	NA	0	0	NA
Other human rights related issues	0	0	NA	0	0	NA

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

- As an organization, we have an absolute zero-tolerance towards any acts of sexual harassment at workplace. Whenever your Company receives any complaint regarding sexual harassment at workplace from any person against our employee, we initiate immediate steps to ensure the comfort and safety of the complainant.
- Your Company takes extreme care to ensure utmost confidentiality is maintained while handling these matters.
- Your Company has a very strong policy on retaliation. Any acts of instilling fear in the minds of the complainant and/or any witnesses by the respondent on account of participating in an investigation is viewed extremely seriously and appropriate action is taken against the wrong-doer.

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

Yes, most of your Company's standard supplier agreements contain your Company's 'Supplier Code of Conduct' as an Annexure. This Supplier Code of Conduct requires the suppliers to comply with all applicable laws including all relevant labor laws.

9. Assessment for the year

Particulars	% of the Company's plants and offices that were assessed (by the Company or statutory authorities or third parties)
Child labour	NIL
Forced labour/Involuntary labour	NIL
Sexual harassment	100%
Discrimination at workplace	NIL
Wages	NIL
Others- please specify	NIL

Note: The Internal and external auditors conduct assessments as per the Audit schedule. Assessments are also carried out by respective Government authorities and the Company has not received any non-compliance certification.

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

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

Category	FY 2021-2022	FY 2020-21
Total electricity consumption (A)	32,595 GJ	31,213 GJ
Total fuel consumption (B)	14,877,464 GJ	14,110,161 GJ
Energy consumption through other sources (C)	0	0
Total energy consumption (A+B+C)	14,910,059 GJ	14,141,374 GJ
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0.000057 GJ/Rupee of Revenue	0.00009 GJ/Rupee of Revenue

Your Company have not conducted any independent assessment/evaluation/assurance on the numbers above.

Total electricity consumption (A) also includes renewable solar energy consumption.

2. Does the Company 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.

NA

3. Provide details of the disclosures related to water

NA.

Water is not really a material topic for IndiGo, most of our water consumption happens in our offices and this is primarily for drinking and hygiene.

4. Has the Company 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 Company

NA

6. Provide details of GreenHouse Gas emissions (Scope 1 and Scope 2 emissions) and its intensity, in the following format:

Parameter	Unit	FY2022	FY2021
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	3,113,822	2,939,674
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	2,793.3	2,600.15
Total Scope 1 and Scope 2 emissions per rupee of turnover	Metric tonnes of CO ₂ equivalent/Per Rupee of Revenue	0.000012	0.000019

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.

We have not conducted any independent assessment/evaluation/assurance on the numbers above.

7. Does the Company have any project related to reducing Green House Gas (GHG) emissions? If yes, then provide details.

Your Company has undertaken the following mechanisms for GHG emission reduction and Ground CO₂ reduction by minimising diesel after consumption:

1. By using electrical after equipment;
2. By using CNG after vehicles;
3. By using more fuel economical diesel after equipment.

8. Provide details related to waste management by the Company, in the following format

From an Environmental aspect, as a major transportation company, your Company takes it upon itself to have a good waste management plan in place. Oils, equipment filters, batteries, plastic material, rubber/metal components, and tyres all create trash as the equipment is serviced. The crew collects the debris, catalogues it, sorts it, and stores it in the scrap yard.

Your Company's ground support staff classifies garbage into seven different categories (rubber, plastic, metal, batteries, tyres, lubricants, and old flyers). Ground equipment filters (Oil/Fuel/Air/Hydraulic) are replaced at regular intervals (hourly/calendar/KMs). Ground equipment waste oils (engine oil/hydraulic oil) are emptied at regular intervals (hourly/calendar/KMs). When a battery's useful life is diminished (voltage, specific gravity, capacity), it is discarded. When plastic, rubber, or metal parts are broken or worn out, they are replaced. Before being discarded, tyres are sent through three rounds of re-treading.

9. Briefly describe the waste management practices adopted in your establishment. 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.

NA

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

NA

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

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, and Environment Protection Act and rules thereunder (Y/N).

If not, provide details of all such non-compliances

Yes, your Company is compliant to all the applicable laws

Leadership indicators -

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

Yes, your Company has a disaster management and business continuity plan, which has been documented as the Emergency Response Plan and is prepared at the corporate, departmental and station levels. The plan caters for both man-made as well as natural disasters including a major aircraft accident and is in compliance with international and domestic regulations. It is an exhaustive plan and covers aspects such as command and control, crisis communications, participation in investigations, humanitarian response and business continuity. It also includes training and drills, financial and insurance issues and coordination with external agencies and code share partners.

2. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard?

None

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

Essential indicators

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

Your Company is a member of the Federation of Indian Airlines

- b. List the top 10 trade and industry chambers/associations (determined based on the total members of such bodies) the Company 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.	Federation of Indian Airlines	National
2.	The Associated Chambers of Commerce and Industry	National
3.	PHD Chamber of Commerce and Industry	National

Your Company also actively participates in multi-stakeholder debates and when relevant, responds to public consultations. Your Company is also a member of International Air Transport Association (IATA), the global airline trade association whose mission is to represent, lead and serve the airline industry. The Whole Time Director and CEO is a member of the Board of Governors of IATA and was elected for a three year term in FY 2021.

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

Name of the authority	Brief of the case	Corrective action taken
National Company Law Appellate Tribunal (previously Competition Appellate Tribunal)	<ul style="list-style-type: none"> - Express Industry Council of India alleged cartelisation between 5 domestic airlines including InterGlobe Aviation Limited ("IndiGo") for fixing the rate of Fuel Surcharge ("FSC") in Cargo. - Competition Commission of India ("CCI") vide its order held that IndiGo along with Jet Airways and Spice Jet have cartelised and is in contravention of the provisions of the CCI Act ("Impugned Order"). - A penalty of INR 9.45 Crore was imposed on IndiGo, INR 39.81 Crore imposed on Jet Airways and INR 5.10 Crore imposed on Spice Jet. 	<ul style="list-style-type: none"> - IndiGo has filed an appeal against the Impugned Order before the National Company Law Appellate Tribunal ("NCLAT"). - Separate appeals have also been filed by Jet Airways and Spice Jet. - Penalty imposed by CCI is stayed by NCLAT on the deposit of 10% of the penalty amount. - The appeal filed by IndiGo is sub-judice and is pending adjudication before the NCLAT.

Leadership indicators

1. Details of public policy positions advocated by the Company

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 Company, based on applicable laws, in the current financial year.

NA. Your Company is not liable for Social Impact Assessment

2. Provide information on project(s) for which ongoing rehabilitation and resettlement (R&R) is being undertaken by the Company, in the following format

Your Company has not undertaken any project for which ongoing Rehabilitation and Resettlement is required

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

Please refer to response provided in point no. 6 of Principle no. 3

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

91%

Leadership indicators

1. Provide the following information on CSR projects undertaken by the Company in the designated aspirational districts as identified by government bodies

S. No.	State	Aspirational district	Amount spent (In INR)
1.	Meghalaya	Ri Bhoi	NIL
2.	Jharkhand	Bokaro, HazariBagh, Godda	NIL
3.	Tamil Nadu	Virudhunagar and Ramanathapuram	NIL

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

NA.

3. Details of beneficiaries of CSR projects

S. No.	CSR project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalised groups
1.	Supporting children of SOS homes with provisions of food, shelter, education etc.- Providing a secure home, as well as catering to the nutritional, educational and developmental needs of the children in SOS Children's Village, Hyderabad (Telangana)	10	100%
2.	IndiGo School Adoption & Get Smart Program- Adopting and transforming Seventy-Five (75) Government schools into model schools for education of Twenty-Two Thousand and Five Hundred (22,500) children at five locations, viz. Indore (Madhya Pradesh), Dehradun (Uttarakhand), Vadodara (Gujarat), Noida/Greater Noida (Uttar Pradesh) and Dibrugarh (Assam). The Project also promotes digital literacy, e-governance and access to Government services, among the students, teachers, SMCs, communities, etc., where the aforesaid schools are located, through a mobile bus service ("IndiGo Get Smart Bus").	22,500	100%
3.	Academic improvement of children and the school ecosystem- This Project is aimed at approximately 44 (forty-four) rural government schools in Bhopal & Betul (Madhya Pradesh). There will be two different intervention models in these schools. In middle schools (classes 1 to 8), the Project is aimed at working on the academic improvement of children and the entire school ecosystem as a whole, in a multi-pronged manner. In addition, the Project is aimed at working with students in classes 9 and 10 in these schools, focusing on career counselling and analytical skills.	4,500	100%
4.	Supporting children enrolled under RTE (Right to Education)- The Project is aimed at sponsoring the education of 65 underprivileged children, who are enrolled in the Kiddy Kingdom School (Lucknow, Uttar Pradesh)	65	100%
5.	Improving teaching and learning practices among middle and high school children- The Project is aimed at students (Classes 6 to 10) in approximately 25 (twenty-five) rural schools in Udaipur (Rajasthan). The focus of the intervention will be on the children attaining conceptual clarity and academic growth along with improved teacher-student relationships, enriching peer-group interactions and developing respect for diversity in the classroom	5,000	100%
6.	Facilitating education of children with Autism- Holistic development of 50 children through occupational therapy/ physiotherapy/sensory therapy in New Delhi.	50	100%

S. No.	CSR project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalised groups
7.	Livelihood enhancement through sustainable agriculture and entrepreneurship development- Enhancing livelihood security for 12,000 rural women in 55 villages of 4 districts of Maharashtra (namely, Pune, Ahmednagar, Nashik and Thane)	12,000	100%
8.	Promoting sustainable livelihoods through women-led institutions and capacity building- The Project aims to promote sustainable livelihood of the Beneficiaries in the District of West Tripura (Tripura) through women-led institutions that follow the Integrated Natural Resource Management (INRM) approach. The INRM is an approach for rational utilisation of land, water and forest as an integrated system to achieve and sustain potential agricultural productivity	3,000	100%
9.	Livelihood creation of women farmers- The Project focuses on empowering 1,500 women farmers from targeted 24 villages located in the area at the Assam-Meghalaya border in Kamrup and Ri Bhoi districts for the promotion of spices, mainly, turmeric, ginger, black pepper and king chilli.	1,500	100%
10.	Upcycling of the old uniforms, seat covers and other related materials- The Project aims to create social opportunity through innovative products, sustainable marketing, and engagement of informal workers like artisans, street vendors in New Delhi by upcycling seat covers, mats, uniforms etc.	2,265	100%
11.	Women collectives led Action towards Environment Rejuvenation (WATER)- The aim of the project is to enhance the capabilities of women and community groups, and environmental sustainability by investing in integrated natural resource management to increase the carrying capacity of natural resources through accessing of entitlements. The Project is being implemented in three districts of Jharkhand- Bokaro, Hazaribagh, Godda.	37,000	100%
12.	Eco restoration, conservation and maintenance of the Sikanderpur pond- This Project aims to ensure environmental sustainability, clean and revive the Sikandarpur Pond, and restore the forest with native plantations in Sikandarpur Pond Area, Gurugram (Haryana)	0	-
13.	Sourcing and Planting of timber and fruit trees- Planting and maintaining 10,000 timber and fruit trees in Government Institute of Medical Sciences (GIMS), Kasna, Greater Noida	0	-
14.	Promoting sustainable waste management practice- This Project is being implemented to clean up the legacy waste across the 5-kilometre stretch of railway track in New Delhi and create a sustainable practice of waste management in the identified areas of Palam Railway Station, Rajnagar (II) residential areas and Shahbad Mohamadpur Railway Station	520	100%
15.	Rehabilitation of village water tanks and ponds- The Project aims at rehabilitating 18 structures (8 village water tanks and 10 ponds) to support agriculture, rural livelihoods and household water usage in the districts of Madurai, Virudhunagar and Ramanathapuram/ Sivaganga in Tamil Nadu where the dearth of water is persistent.	2,825	100%
16.	Safeguarding Biodiversity and habitat restoration- Safeguarding biodiversity in Tamenglong and selected areas of the newly carved district of Noney in Manipur through biodiversity conservation education, alternative livelihood initiatives and habitat restoration.	51	100%

S. No.	CSR project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalised groups
17.	Conservation and Restoration of the interiors of the Lal Bagh Palace- The Project is aimed at carrying out restoration work on the interiors in conjunction with the civil restoration of the Lal Bagh Palace, Indore (Madhya Pradesh).	0	-
18.	Maintenance and Upkeep of the Abdul Rahim Khan-i-Khanan mausoleum- The Project is aimed at carrying out the maintenance and upkeep of the Mausoleum of Abdur Rahim Khan-i-Khana, New Delhi. This will include upkeep of the monument campus, toilets, pathways, parking, gardens and illumination.	0	-
19.	Conservation and Restoration of the Muhammad Qutb Shah mausoleum- Conservation of the mausoleum and restoration of the missing tiles in Hyderabad (Telangana)	0	-
20.	Promoting clean energy through the usage of Biogas- Your Company is running a program with 9,500+ biogas units with plans to reduce (approx.) 2.34 lakhs CERs (Carbon Emission Reduction)	9,500	100%
21.	Nurturing, Mentoring and sponsoring education to high intelligence quotient (IQ) children- Sponsoring education of 50 gifted children from marginalised communities in Varanasi (Uttar Pradesh)	50	100%
22.	Nurturing, Mentoring and sponsoring education to high intelligence quotient (IQ) children- Sponsoring education of 100 gifted children from marginalised communities in Delhi/NCR	100	100%

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

Essential indicators

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

The Company has implemented a Customer Relationship Management (CRM) process to cover the thorough process of screening customer comments and reviewing complaints.

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

Recognising the need to help the local economy, all non-perishable food and beverage goods are acquired locally after ensuring that the producers adhere to the FSSAI and HACCP regulations that may be in place in manufacturing plants around the nation. These are then supplied locally to our catering sites around the network.

Food waste has a significant environmental and economic impact. Perishables are exclusively provided to passengers with pre-booked orders in order to avoid food wastage, and non-perishables acquired are of long shelf life enabling them to be reused.

IndiGo has eliminated single-use plastics with sustainable alternatives, wherever possible, example-:

S. No.	Item	Sustainable alternative
1.	Bread roll bags	Paper bags
2.	Plastic cutlery	Wooden cutlery
3.	Cutlery bag	Paper bag
4.	Plastic bowl	Aluminum foil 150ml
5.	Thermocol box	Milton box
6.	Chutney creamer	Aluminum foil 150ml
7.	Plastic straws	Paper Straws
8.	Polythene garbage bag	Compostable garbage bag
9.	Plastic gloves	Nitrile gloves
10.	Plastic stirrer	Wooden stirrer
11.	Ripple cup	PLA lining ripple cup
12.	Plastic lid for ripple cup	Compostable lids
13.	Water cups	PLA lining water cup

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

3. Number of consumer complaints in respect of the following

Particulars	FY 2021-2022		Remarks	FY 2020-2021		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	NIL	NIL	NIL	NIL	NIL	NIL
Advertising	NIL	NIL	NIL	NIL	NIL	NIL
Cyber- security	NIL	NIL	NIL	NIL	NIL	NIL
Delivery of essential services	273	0	NIL	195	0	NIL
Restrictive trade practices	NIL	NIL	NIL	NIL	NIL	NIL
Unfair trade practices	Legal Notices: 44 Consumer Complaints: 35	None	These cases have been filed against deficiency of service and unfair trade practice	Legal Notices: 113 Consumer Complaint: 114	None	These cases have been filed against deficiency of service and unfair trade practice
Other (product related)	NIL	NIL	NIL	NIL	NIL	NIL

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

Particulars	Number	Reasons for recall
Voluntary recalls	NA	
Forced recalls		

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

As the keeper of its customers' and stakeholders' data, your Company always strives to improve and maintain its cybersecurity setup. The cybersecurity strategy is intended to support new businesses and technological initiatives in a safe manner by focusing on protecting the Company's data, the data of its clients and customers, and the data of third-party vendors. It employs a 'defence in depth' strategy, with many levels of controls in place to safeguard the security of information assets.

The cybersecurity team evaluates technology and cybersecurity risks in partnership with the business and subsequently implements protective and investigative measures to mitigate risk from new attacks. Industry standards such as ISO 27001, the National Institute of Standards and Technology (NIST), and the Centre for Internet Security (CIS) are used to guide cybersecurity practices.

One of the Company's primary goals is to protect and safely handle the client's personal and financial information. It has a strong internal control system, rules, and security mechanisms in place to keep data safe, and it expects third parties, such as suppliers and vendors, to adhere to the same high standards. Your Company uses a variety of technological, administrative, organisational, and physical security methods to protect personal information.

IndiGo's approach to privacy standards includes the following key elements:

- Monitoring privacy legislative changes and improving its privacy policies
- Providing contractual help to ensure that any associated risks are appropriately handled by contractual provisions
- Integrating privacy checkpoints into all business efforts, adhering to the Privacy-by-Design philosophy
- Examining internal systems, online portals, and vendor partnerships
- Encryption of information assets that comply with the Federal Information Processing Standards (FIPS)
- Resilient and effective data recovery
- Digital Rights Management (DRM) is used to secure sensitive digital content

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty/action taken by regulatory authorities on safety of products/services.

Not applicable.

Leadership indicators

1. Channels/platforms where information on products and services of the Company can be accessed (provide web-link, if available).

The official website of the Company is www.goindigo.in. It also has distinct applications for its partners, passenger booking and staff travel available for both, Android and IOS devices.

2. Provide the following information relating to data breaches:

- a. Number of instances of data breaches, along with impact

NIL

- b. Percentage of data breaches involving personally identifiable information of customers NIL

On behalf of the Board of Directors of
InterGlobe Aviation Limited

sd/-

Dr. Venkataramani Sumantran
Chairman
DIN: 02153989

sd/-

Ronojoy Dutta
Whole Time Director and Chief Executive Officer
DIN: 08676730

Date: May 25, 2022

Place: Gurugram