



## ZEN TECHNOLOGIES LIMITED

Certified ISO 9001:2015, ISO 27001:2013, CMMI ML5  
Regd. Office: B-42, Industrial Estate, Sanath Nagar  
Hyderabad - 500 018, Telangana, India  
Phone: +91 40 2381 3281/3294/2894/4894  
Fax: +91 40 2381 3694  
Email: info@zentechnologies.com, Website: www.zen.in  
Corporate Identity Number: L72200TG1993PLC015939

August 24, 2023

To  
Listing Department  
BSE Limited  
Phiroze Jeejeebhoy Towers  
Dalal Street, Mumbai- 400001  
Through: BSE Listing Centre  
Security Code: 533339

To  
Listing Department  
National Stock Exchange of India Limited  
Exchange Plaza, C-1, Block G,  
Bandra Kurla Complex,  
Bandra (E), Mumbai – 400 051  
Through: NEAPS- Symbol: ZENTEC

Dear Sir,

### Sub: Business Responsibility and Sustainability Report for the FY 2022-23

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Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed copy of Business Responsibility and Sustainability Report (BRSR) of the Company for the financial year 2022-23, which forms part of the Annual report for the financial year 2022-23.

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

Kindly take the same on record and acknowledge the receipt.

Thanking you.  
Yours faithfully,  
For Zen Technologies Limited



M. Raghavendra Prasad  
Company Secretary and Compliance officer

Encl: as above

Works: Plot No. 36, Hardware Park, Near Shamshabad International Airport, Hyderabad - 501 510, Telangana, India



**CMMI DEV / 5<sup>SM</sup>**  
Exp. 2025-02-03 / Appraisal #58014

# Business Responsibility and Sustainability Report

## SECTION A: GENERAL DISCLOSURES

### I. Details of the listed entity

1.	<b>Corporate Identity Number (CIN) of the Listed Entity</b>	L72200TG1993PLC015939
2.	<b>Name of the Listed Entity</b>	Zen Technologies Limited
3.	<b>Year of incorporation</b>	29/06/1993
4.	<b>Registered office address</b>	B-42, Industrial Estate, Sanathnagar, Hyderabad - 500018, Telangana, India.
5.	<b>Corporate address</b>	B-42, Industrial Estate, Sanathnagar, Hyderabad - 500018, Telangana, India.
6.	<b>E-mail</b>	<a href="mailto:cosec@zentechnologies.com">cosec@zentechnologies.com</a>
7.	<b>Telephone</b>	+91 - 40 - 2381 4894/3294
8.	<b>Website</b>	<a href="http://www.zentechnologies.com">www.zentechnologies.com</a>
9.	<b>Financial year for which reporting is being done</b>	01 April 2022 to 31 March 2023
10.	<b>Name of the Stock Exchange(s) where shares are listed</b>	National Stock Exchange of India Limited (NSE) & BSE Limited
11.	<b>Paid-up Capital (as on 31 March 2023)</b>	₹ 7,95,10,000
12.	<b>Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report</b>	Name: Mr. Ashok Atluri Ph. No: 040-2381 4894/3294; 04023813281 Mail Id: <a href="mailto:cosec@zentechnologies.com">cosec@zentechnologies.com</a> / <a href="mailto:info@zentechnologies.com">info@zentechnologies.com</a> Address: B-42, Industrial Estate, Sanath Nagar, Hyderabad-500018, Telangana, India.
13.	<b>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).</b>	This report is made on 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 entity
a.	Manufacturing and Sale of security equipment and Simulators	Computer, electronic, Communication and scientific measuring & control equipment	78%
b.	Providing Training Solutions and other services	Other support services to organizations	22%

#### 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
a.	Manufacturing and Sale of Simulators	26700	78%
b.	Providing Training Solutions and other services	85499	22%

### 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	1	3	4
International	-	1	1

**17. Markets served by the entity:****a. Number of locations**

Locations	Number
National (No. of States)	All States
International (No. of Countries)	9 Countries

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

The contribution of exports as a percentage of total turnover is 35.37%

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

Zen Technologies Limited ("Zen Technologies"/"Zen") has been operating since 1993, specializing in the provision of training systems and counter-drone solutions. We supply these cutting-edge resources to prestigious organizations like the Ministry of Defence (MoD), Govt. of India, friendly foreign Armed Forces, State police units, security forces, and paramilitary forces. With a strong focus on delivering high-quality services, we cater to the diverse needs of our esteemed clientele, contributing significantly to enhancing their training and security capabilities both domestically and internationally.

**IV. Employees****18. Details as at the end of Financial Year:****a. Employees and workers (including differently abled):**

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	258	222	86.05%	36	13.95%
2.	Other than Permanent (E)	-	-	-	-	-
3.	<b>Total employees (D + E)</b>	258	222	86.05%	36	13.95%
<b>WORKERS</b>						
4.	Permanent (F)	-	-	-	-	-
5.	Other than Permanent (G)	199	137	69%	62	31%
6.	<b>Total workers (F + G)</b>	199	137	69%	62	31%

**b. Differently abled Employees and workers:**

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

**19. Participation/Inclusion/Representation of women**

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	8	2	25%
Key Management Personnel	2	Nil	NA

**20. Turnover rate for permanent employees and workers**

Particulars	FY2022-23 (Turnover rate in current FY)			FY2021-22 (Turnover rate in previous FY)			FY2020-21 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	14.5%	2.7%	17.2%	19.6%	6.6%	26.3%	13.1%	2.9%	16.0%
Permanent Workers	-	-	-	-	-	-	-	-	-

**V. Holding, Subsidiary and Associate Companies (including joint ventures)****21. (a) Names of holding/subsidiary/associate companies/joint ventures**

S. No.	Name of the holding/subsidiary/associate companies/joint ventures (A)	Indicate whether holding/Subsidiary/Associate/Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Unistring Tech Solutions Private Limited	Subsidiary	51%	No
2.	Zen Medical Technologies Private Limited	Subsidiary	100%	
3.	Zen Defence Technologies L.L.C.	Subsidiary	99%	
4.	Zen Technologies USA Inc	Subsidiary	100%	

**VI. CSR Details****22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013:**

Yes, CSR is applicable to Zen Technologies Limited

(ii) Turnover (in ₹): ₹ 1,61,43,57,973

(iii) Net worth (in ₹): ₹ 3,19,19,23,102

**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:**

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	FY 2022-23 Current Financial Year			FY2021-22 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	<a href="https://www.zentechnologies.com/investor-contacts">https://www.zentechnologies.com/investor-contacts</a>	-	-	-	-	-	-
Investors (other than shareholders)		-	-	-	-	-	-
Shareholders		-	-	-	-	-	-
Employees and workers	<a href="https://www.zentechnologies.com/investor_relations/Whistle-Blower-Policy.pdf">https://www.zentechnologies.com/investor_relations/Whistle-Blower-Policy.pdf</a>	3	3	-	-	-	-
Customers		-	-	-	-	-	-
Value Chain Partners		1	1	-	1	1	-
Other (please specify)	<a href="https://www.zentechnologies.com/Zen-Technologies-SHP.pdf">https://www.zentechnologies.com/Zen-Technologies-SHP.pdf</a>	-	-	-	-	-	-

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

<b>S. No.</b>	<b>Material issue identified</b>	<b>Indicate whether risk or opportunity (R/O)</b>	<b>Rationale for identifying the risk/opportunity</b>	<b>In case of risk, approach to adapt or mitigate</b>	<b>Financial implications of the risk or opportunity (Indicate positive or negative implications)</b>
1.	Technological Advancements and Innovation	Opportunity	Identifying and capitalizing on technological advancements and fostering innovation can give Zen Technologies Limited a competitive edge, leading to the development of cutting-edge products and services, increased market share, and improved customer satisfaction.	NA	Potential revenue growth, cost savings through improved efficiency, and increased profitability.
2.	Government Regulations and Policies	Risk and Opportunity	Adherence to government regulations is critical to avoid penalties and maintain a favourable business environment. On the other hand, favourable policies can present opportunities for Zen Technologies Limited to secure government contracts and incentives.	Stay informed about changing regulations, maintain compliance, and actively engage with policymakers for favourable policies.	Non-compliance may lead to fines and reputational damage, while compliance can lead to increased business opportunities and potential cost savings.
3.	Geopolitical and Economic Stability	Risk and Opportunity	Zen Technologies Limited's operations may be affected by geopolitical tensions and economic fluctuations in different regions where it operates or sells its products.	Diversify markets, assess geopolitical risks, and implement risk management strategies.	Instability can lead to market volatility and impact revenue, while stability can provide growth opportunities in stable markets.
4.	Customer Satisfaction and Retention	Opportunity	Satisfied customers are more likely to be loyal and recommend Zen Technologies Limited's products and services to others, leading to increased sales and a positive brand image.	NA	Increased customer retention can lead to higher recurring revenue and reduced marketing costs for acquiring new customers.
5.	Cybersecurity and Data Privacy	Risk	As a technology Company dealing with sensitive data, the risk of cybersecurity breaches and data privacy violations can lead to legal liabilities, reputational damage, and financial losses.	Implement robust cybersecurity measures, conduct regular security audits, and comply with data protection regulations.	Data breaches can result in financial losses, legal penalties, and damage to the Company's reputation.
6.	Talent Acquisition and Retention	Opportunity and Risk	Attracting and retaining skilled and talented employees is crucial for the Company's growth and success. On the other hand, high employee turnover can lead to increased recruitment costs and loss of valuable expertise.	Offer competitive compensation packages, career development opportunities, and foster a positive work culture.	Effective talent management can result in increased productivity and reduced recruitment costs, while high turnover can lead to higher expenses and lower productivity.
7.	Supply Chain Disruption	Risk	Identifying the risk of supply chain disruption is crucial as it can lead to production delays, increased costs, and customer dissatisfaction.	The Company maintains a diversified supplier base, conducts regular risk assessments, and establishes contingency plans to mitigate supply chain disruptions. Collaborative relationships with suppliers and real-time monitoring also contribute to timely responses to potential disruptions.	Proper risk management helps minimize financial losses associated with supply chain disruptions, such as production downtime and increased operational expenses.

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

<b>S. No.</b>	<b>Material issue identified</b>	<b>Indicate whether risk or opportunity (R/O)</b>	<b>Rationale for identifying the risk/opportunity</b>	<b>In case of risk, approach to adapt or mitigate</b>	<b>Financial implications of the risk or opportunity (Indicate positive or negative implications)</b>
8.	Capacity or Infrastructure Constraint	Opportunity and Risk	Recognizing capacity or infrastructure constraints is essential to ensure optimal resource allocation and prevent operational bottlenecks that may impede growth.	The Company continuously invests in capacity expansion and infrastructure development based on demand forecasts. This proactive approach enables seamless operations and supports business growth. Additionally, partnerships and collaborations can help address temporary capacity constraints.	Adequate capacity and infrastructure planning enhance operational efficiency, reduce disruptions, and support revenue growth by meeting customer demands effectively.
9.	Dependence on Outsourcing to External Vendors for Manufacturing Sub-systems	Opportunity and Risk	Recognizing the dependence on external vendors for manufacturing sub-systems helps assess potential risks to quality control, delivery timelines, and cost fluctuations, as well as opportunities for collaboration and innovation.	The Company employs stringent vendor selection criteria, quality control processes, and regular performance assessments to ensure consistent and reliable supply. Exploring strategic partnerships and joint development initiatives can also enhance collaboration with vendors.	Effective vendor management contributes to stable costs, high-quality products, and innovation, positively impacting the Company's financial performance.
10.	Financial Risk - Timely Availability of Fund Based and Non-fund Based Finance	Risk	Recognizing financial risks associated with the timely availability of fund-based and non-fund-based finance is crucial to ensure uninterrupted business operations and growth plans.	The Company maintains strong banking relationships, diversifies funding sources, and regularly assesses financial requirements. Developing contingency plans and optimizing working capital management help mitigate the risk of financial constraints.	Effective financial risk management safeguards against potential cash flow disruptions, penalties, and missed growth opportunities, ensuring the Company's financial stability, and supporting strategic initiatives.

**SECTION B: MANAGEMENT AND PROCESS DISCLOSURES**

<b>Disclosure Questions</b>	<b>P1</b>	<b>P2</b>	<b>P3</b>	<b>P4</b>	<b>P5</b>	<b>P6</b>	<b>P7</b>	<b>P8</b>	<b>P9</b>
<b>Policy and management processes</b>									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	P1: 1. <a href="https://www.zentechnologies.com/assets/uploads/files/business-responsibility-policy.pdf">https://www.zentechnologies.com/assets/uploads/files/business-responsibility-policy.pdf</a> 2. <a href="https://www.zentechnologies.com/investor_relations/Zen-Risk-Management-Policy.pdf">https://www.zentechnologies.com/investor_relations/Zen-Risk-Management-Policy.pdf</a> 3. <a href="https://www.zentechnologies.com/investor_relations/CODE-OF-CONDUCT-FOR-THE-BOARD-MEMBERS.pdf">https://www.zentechnologies.com/investor_relations/CODE-OF-CONDUCT-FOR-THE-BOARD-MEMBERS.pdf</a> 4. <a href="https://www.zentechnologies.com/investor_relations/code-of-conduct-for-senior-management.pdf">https://www.zentechnologies.com/investor_relations/code-of-conduct-for-senior-management.pdf</a> 5. <a href="https://www.zentechnologies.com/investor_relations/code-of-practices-and-procedures-for-fairdisclosure-of-upsi.pdf">https://www.zentechnologies.com/investor_relations/code-of-practices-and-procedures-for-fairdisclosure-of-upsi.pdf</a>								

**SECTION B: MANAGEMENT AND PROCESS DISCLOSURES** (Contd.)

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9	
	6.	<a href="https://www.zentechnologies.com/investor_relations/code-of-conduct-to-regulate-monitor-and-report-trading-by-insiders-(effective-from-01.04.2019).pdf">https://www.zentechnologies.com/investor_relations/code-of-conduct-to-regulate-monitor-and-report-trading-by-insiders-(effective-from-01.04.2019).pdf</a>								
	7.	<a href="https://www.zentechnologies.com/investor_relations/Code-of-Conduct-to-Regulate-Monitor-and-Report-Trading-by-Insiders.pdf">https://www.zentechnologies.com/investor_relations/Code-of-Conduct-to-Regulate-Monitor-and-Report-Trading-by-Insiders.pdf</a>								
	8.	<a href="https://www.zentechnologies.com/investor_relations/Familiarization-Program-for-Independent-Directors.pdf">https://www.zentechnologies.com/investor_relations/Familiarization-Program-for-Independent-Directors.pdf</a>								
	P2:									
	1.	<a href="https://www.zentechnologies.com/assets/uploads/files/business-responsibility-policy.pdf">https://www.zentechnologies.com/assets/uploads/files/business-responsibility-policy.pdf</a>								
	P3:									
	1.	<a href="https://www.zentechnologies.com/assets/uploads/files/business-responsibility-policy.pdf">https://www.zentechnologies.com/assets/uploads/files/business-responsibility-policy.pdf</a>								
	2.	Code of conduct for Employees								
	P4:									
	1.	<a href="https://www.zentechnologies.com/assets/uploads/files/business-responsibility-policy.pdf">https://www.zentechnologies.com/assets/uploads/files/business-responsibility-policy.pdf</a>								
	2.	<a href="https://www.zentechnologies.com/investor_relations/CSR-Policy.pdf">https://www.zentechnologies.com/investor_relations/CSR-Policy.pdf</a>								
	P5:									
	1.	<a href="https://www.zentechnologies.com/assets/uploads/files/business-responsibility-policy.pdf">https://www.zentechnologies.com/assets/uploads/files/business-responsibility-policy.pdf</a>								
	P6:									
	1.	<a href="https://www.zentechnologies.com/assets/uploads/files/business-responsibility-policy.pdf">https://www.zentechnologies.com/assets/uploads/files/business-responsibility-policy.pdf</a>								
	P7:									
	1.	<a href="https://www.zentechnologies.com/assets/uploads/files/business-responsibility-policy.pdf">https://www.zentechnologies.com/assets/uploads/files/business-responsibility-policy.pdf</a>								
	P8:									
	1.	<a href="https://www.zentechnologies.com/assets/uploads/files/business-responsibility-policy.pdf">https://www.zentechnologies.com/assets/uploads/files/business-responsibility-policy.pdf</a>								
	2.	<a href="https://www.zentechnologies.com/investor_relations/CSR-Policy.pdf">https://www.zentechnologies.com/investor_relations/CSR-Policy.pdf</a>								
	P9:									
	1.	<a href="https://www.zentechnologies.com/assets/uploads/files/business-responsibility-policy.pdf">https://www.zentechnologies.com/assets/uploads/files/business-responsibility-policy.pdf</a>								
2. Whether the entity has translated the policy into procedures. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	No	No	No	No	No	No	No	No	
4. Name of the national and international codes/certifications/labels/standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Zen Technologies aligns its policies with globally recognized standards and practices, such as ISO 9001:2015 for quality management systems and ISO/IEC 27001:2013 for information security management systems. By adhering to these international standards, the Company demonstrates its commitment to ensuring high-quality products and services and safeguarding sensitive information with robust security measures.									

**SECTION B: MANAGEMENT AND PROCESS DISCLOSURES** (Contd.)

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
5. Specific commitments, goals, and targets set by the entity with defined timelines, if any.	Zen is currently taking steps to measure energy, water, emissions and other relevant sustainability data. Also, Zen is in the process of reviewing our sustainability parameters and would suitably identify areas that require improvement, including but not limited to training, awareness within the organization around sustainability.								
6. Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met.	As this is our first year for Business Responsibility and Sustainability Reporting, we have not set formal goals to report against. Our performance against goals would be reported based on some of the goals that we set and actions that we take during the year.								
<b>Governance, leadership, and oversight</b>									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements (listed entity has flexibility regarding the placement of this disclosure)	Please refer page no: 16								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Ashok Atluri Chairman & Managing Director +91 40 23813281 E-mail: <a href="mailto:cosec@zentechnologies.com">cosec@zentechnologies.com/</a> <a href="mailto:info@zentechnologies.com">info@zentechnologies.com</a>								
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 NGRBCs by the Company:**

Subject for Review	Indicate whether review was undertaken by Director/Committee of the Board/Any other Committee									Frequency (Annually/Half yearly/Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	The Policies adhere to relevant laws and National Standards. The responsibility for implementing the Policies rests with the respective functional Heads, and they are subject to review by the Management.									Periodically whenever required								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Company complies with all applicable regulations.									Periodically whenever required								
11. Has the entity carried out independent assessment/evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.										Yes, Zen Technologies regularly conducts audits and internal reviews of all policies and processes. These assessments are performed periodically by the Company to ensure compliance, effectiveness, and continuous improvement in its operations.								

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

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



## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

### Principle 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

#### Essential Indicators

#### 1. Percentage coverage by training and awareness programmes on any of the principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
<b>Board of Directors</b> <b>Key Managerial Personnel</b>		Throughout the year, Zen Technologies held multiple meetings with its Directors and Key Management Personnel (KMPs) to provide comprehensive updates on the Company's overall performance. These presentations covered various aspects of the business, including macroeconomic and market reviews, equity performance, earnings outlook, the Company's strategy, business model, operations, service and product offerings, and the allocation of funds for Corporate Social Responsibility (CSR). Additionally, Senior Function Heads also participated in these meetings with the Board members to gain deeper insights into different facets of the business.	
<b>Employees other than BoD and KMPs</b>		Zen Technologies provides orientation and on-the-job training programs to enhance employees' comprehension of the Company's business and to support their professional growth. These initiatives aim to improve employee performance and contribute to their overall development within the organization.	
<b>Workers</b>		Zen Technologies provides orientation and on-the-job training programs to enhance workers' comprehension of the Company's business and to support their professional growth. These initiatives aim to improve worker performance and contribute to their overall development within the organization.	

#### 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:

During the financial year 2022-23, Zen Technologies Showcased its ethical and transparent practices across all its operations, resulting in a clean record without any fines, penalties, punishments, awards, compounding fees, or settlement amounts imposed by regulators, law enforcement agencies, or judicial institutions.

#### 3. Of the instances disclosed in Question 2 above, details of the Appeal/Revision preferred in cases where monetary or non-monetary action has been appealed.

Not Applicable

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

Yes, Zen Technologies places paramount importance on transparency and ethical conduct in all aspects of its business operations. The Company's Non-Disclosure Agreement with every employee/worker/vendor/consultants/professionals incorporates provisions specifically addressing anti-corruption and anti-bribery measures. Serving as a comprehensive guideline, the process sets forth the ethical and responsible business standards that are to be strictly adhered to by management, employees, agents, suppliers, vendors, and business partners.

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

The Directors, Key Management Personnel (KMPs), and employees of the Company consistently demonstrate ethical and transparent behaviour. As a result, no disciplinary action has been initiated by any law enforcement agency against them for charges related to bribery.

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

Particulars	FY2022-23		FY2021-22	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to the issues of Conflict of Interest of the Directors	-	-	-	-
Number of complaints received in relation to the issues of Conflict of Interest of the KMPs	-	-	-	-

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

Not Applicable as there have been no issues related to fines/penalties/action taken by regulators/law enforcement agencies/judicial institutions, on cases of corruption and conflicts of interest

**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.**

Particulars	FY2022-23	FY2021-22	Details of improvements in environmental and social impacts
R & D	11.68%	8.45%	The research and development department at Zen Technologies focuses on producing simulators while considering both global and local standards and requirements. The primary objective of this endeavour is to enhance the product's environmental and social impacts, aiming for a more sustainable and socially responsible approach.
Capex	-	-	

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

No, the entity currently does not have procedures in place for sustainable sourcing. However, we understand the importance of sustainable practices and are actively exploring ways to integrate sustainable sourcing into our operations. We are committed to adopting responsible sourcing practices in the future to minimize environmental impacts, uphold ethical standards, and contribute positively to the communities and regions from which we source our materials. We are currently working on improving and align with sustainable sourcing principles and industry best practices to meet the expectations of our stakeholders and fulfil our corporate social responsibility.

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

As a leading provider of cutting-edge combat training solutions for global defense and security forces, we want

to be transparent with our stakeholders about our waste management practices. We currently do not have a system in place to reclaim products once they are sold.

**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.**

As part of our commitment to environmental responsibility, Zen Technologies acknowledges the importance of Extended Producer Responsibility (EPR) for electronic waste and plastic waste generated by our products. We understand that once the simulators are sold, they do not come back to the Company, making it challenging to reclaim the products.

At present, we do not have a dedicated mechanism to recycle the products and waste.

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

**ESSENTIAL INDICATORS**

**1. a. Details of measures for the well-being of Employees:**

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		No (B)	%(B/A)	No (B)	%(B/A)	No (B)	%(B/A)	No (B)	%(B/A)	No (B)	%(B/A)
Male	222	222	100%	222	100%	-	-	-	-	-	-
Female	36	36	100%	36	100%	36	100%	-	-	-	-
<b>Total</b>	<b>258</b>	<b>258</b>	<b>100%</b>	<b>258</b>	<b>100%</b>	<b>36</b>	<b>100%</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

**b. Details of measures for the well-being of Workers:**

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		No (B)	%(B/A)	No (B)	%(B/A)	No (B)	%(B/A)	No (B)	%(B/A)	No (B)	%(B/A)
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	-	-	-	-	-	-	-	-	-	-	-

Note: All eligible workers are covered under ESI Act.

**2. Details of retirement benefits, for current financial year and previous financial year**

Benefits	FY2022-23			FY2021-22		
	No. of employees covered as a % of total employees	No. of employees 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 employees covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
<b>PF</b>	100%	100%	Yes	100%	100%	Yes
<b>Gratuity</b>	100%	100%	Yes	100%	100%	Yes
<b>ESI</b>	13%	70%	Yes	22%	65%	Yes
<b>NPS</b>	-	-	-	-	-	-
<b>Superannuation</b>	-	-	-	-	-	-

**3. Accessibility of workplaces**

**Are the premises/offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.**

Zen Technologies does not currently have the necessary infrastructure to make workplaces accessible to differently abled employees and workers. We recognize the importance of providing an inclusive work environment and are committed to taking the necessary steps to improve accessibility in the future. As part of our ongoing efforts to promote diversity and equal opportunities, we will actively work on implementing infrastructural arrangements to cater to the needs of differently abled individuals, ensuring their full participation and comfort within our organization.

**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.**

Zen Technologies may not have a specific written policy addressing the issue directly, but the principles of non-discrimination and equal treatment are deeply ingrained within the Company's Employees Code of Conduct. This code

sets the expected standards of behaviour for all employees, emphasizing the importance of treating each individual with fairness and respect.

Moreover, Zen is unwavering in its commitment to maintaining an inclusive and equitable environment, regardless of gender, caste, creed, religion, or disability status. The Company upholds the core principle of non-discrimination, striving to create a workplace that values diversity and treats all employees with equality and dignity. This dedication reflects Zen's strong belief in fostering a culture of respect and inclusivity, where everyone can thrive and contribute to the Company's success.

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

The return to work and retention rates of permanent employees and workers who took parental leave stand at an impressive rate of 100%, reflecting the Company's commitment to fostering a supportive and inclusive work environment that enables seamless transitions back to work after parental leave. This achievement underscores our dedication to ensuring a positive work-life balance and nurturing long-term career growth for our employees.

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

	Yes/No (If yes, then give details of the mechanism in brief)
<b>Permanent Workers</b>	Zen Technologies prioritizes the well-being and feedback of its employees and workers by providing multiple channels to raise grievances and concerns. In addition to the Prevention of Sexual Harassment (POSH) committee and the Whistle Blower platform, the Company offers various forums for employees to voice their complaints and share suggestions. These options encompass Business HR intervention, team meetings, quarterly business update meetings, and meetings with the Management. By offering these accessible avenues, Zen ensures that employees can comfortably express their concerns and contribute their valuable ideas, fostering a supportive and inclusive work environment.
<b>Other than Permanent Workers</b>	
<b>Permanent Employees</b>	
<b>Other than Permanent Employees</b>	

**7. Membership of employees and worker in association(s) or Unions recognized by the listed entity:** Not Applicable

**8. Details of training Programs given to employees and workers:**

Category	FY2022-23				FY2021-22					
	Total (A)	On Health and safety measures		On skill upgradation		Total (A)	On Health and safety measures		On skill upgradation	
	No (B)	% (B/A)	No (B)	% (B/A)	No (B)	% (B/A)	No (B)	% (B/A)	No (B)	% (B/A)
<b>Employees</b>										
<b>Male</b>	222	214	96.3%	188	84.7%	203	198	97.5%	162	79.8%
<b>Female</b>	36	35	97.2%	30	83.3%	24	23	95.8%	19	79.2%
<b>Total</b>	258	249	96.5%	218	84.5%	227	221	97.3%	181	79.7%
<b>Workers</b>										
<b>Male</b>	137	133	97.0%	116	84.7%	79	75	94.9%	63	79.7%
<b>Female</b>	62	62	100%	52	83.9%	6	6	100%	4	66.7%
<b>Total</b>	199	195	97.9%	168	84.4%	85	81	95.2%	67	78.8%

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

Category	FY 2022-23			FY2021-22		
	Total (A)	No (B)	% (B/A)	Total (A)	No (B)	% (B/A)
<b>Employees</b>						
<b>Male</b>	222	139	63%	166	107	64%
<b>Female</b>	36	15	42%	15	7	47%
<b>Total</b>	258	154	60%	181	114	63%
<b>Workers</b>						
<b>Male</b>	137	45	33%	79	35	44%
<b>Female</b>	62	15	24%	6	3	50%
<b>Total</b>	199	60	30%	85	38	45%

**10. Health and safety management system:**

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

Zen Technologies goes above and beyond mere compliance with health and safety standards. The Company is deeply committed to driving continuous improvement and striving for excellence in all its operations to ensure the highest level of safety for its employees. By fostering a safety-focused culture and promoting adherence to international standards, Zen creates a work environment where employees

can thrive, knowing that their health and well-being are paramount. This unwavering dedication to safety underscores Zen's commitment to creating a workplace where employees feel secure and valued, ensuring their overall growth and success.

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

Zen Technologies conducts regular safety drills to evaluate the effectiveness of its safety protocols and identify potential risks during work operations. The Company places significant importance on maintaining

open communication with on-site personnel to gather feedback and assess encountered or anticipated hazards. This valuable feedback is thoroughly analysed to identify risks and develop appropriate mitigation strategies. By prioritizing safety drills and actively engaging with employees, Zen showcases its unwavering commitment to upholding a secure work environment and continuously enhancing safety measures. This proactive approach to safety reflects the Company's dedication to ensuring the well-being and protection of its workforce.

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

Zen Technologies actively monitors and addresses work-related hazards to maintain a safe working environment. The Company places great importance on identifying potential hazards and taking swift corrective actions.

Zen values the feedback from its workers, leveraging their firsthand experiences and observations to identify areas for improvement and implement necessary measures to mitigate risks.

By adopting a proactive approach to hazard monitoring and involving workers in the feedback process, Zen demonstrates its unwavering commitment to workplace safety. This approach empowers employees to report

concerns and actively participate in the continuous enhancement of safety protocols.

Through continuous monitoring and prompt rectification of work-related hazards, Zen prioritizes the well-being of its employees and fosters a healthy work environment that promotes safety and productivity.

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

Zen Technologies prioritizes the availability of non-occupational medical and healthcare services at its sites. To meet the health needs of employees beyond occupational requirements, the Company provides these services either on-site or through partnerships with trusted nearby medical entities.

Furthermore, Zen places a strong emphasis on equipping its personnel with the necessary training to respond effectively to on-site medical emergencies. Through comprehensive training programs, employees are prepared to handle such situations and provide necessary assistance until professional medical help arrives, ensuring swift and efficient emergency response.

By taking these measures, Zen demonstrates its commitment to the well-being of its workforce, promoting a safe and healthy working environment that goes beyond meeting just occupational health requirements.

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

Safety Incident/Number	Category	FY2022-23	FY2021-22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	-
Total recordable work-related injuries	Employees	-	-
No. of fatalities	Employees	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-

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

Zen Technologies has developed a comprehensive business responsibility policy that encompasses various crucial areas, including competence building, training, occupational health, inspection systems, audits, procurement, contractors' control, and risk assessments. These policies and systems are carefully designed to proactively identify and address potential risks effectively.

Compliance with all pertinent statutory requirements concerning preventive healthcare and occupational health

and safety is of utmost priority for Zen. The Company endeavours to establish, implement, and maintain a proactive process that systematically identifies hazards, determines appropriate controls to eliminate or minimize risks to an acceptable level, and identifies relevant risks and opportunities for the occupational health and safety management system.

By emphasizing a proactive approach to safety and risk management, Zen demonstrates its unwavering commitment to ensuring the well-being of its workforce and creating a secure and healthy working environment.

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

Category	FY2022-23			FY2021-22		
	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:**

	<b>% of your plants and offices that were assessed (by entity or statutory authorities or third parties)</b>
<b>Health and safety practices</b>	<p>Zen Technologies has established robust procedures for the assessment of its plants and offices by entities, statutory authorities, and third parties concerning health and safety practices and working conditions. These procedures include:</p> <ol style="list-style-type: none"> <li>1. Inspection by regulatory authorities: Regulatory authorities conduct yearly visits to Zen's plants, conducting thorough inspections to assess various aspects of health, safety, and working conditions, ensuring compliance with regulations.</li> <li>2. Annual inspection by regulatory bodies: Zen's plants undergo comprehensive annual inspections by regulatory bodies to evaluate health, safety, and working conditions, ensuring adherence to industry standards and regulations.</li> </ol> <p>These assessment visits and inspections, conducted by competent persons and regulatory authorities, exemplify Zen's unwavering commitment to maintaining a safe and compliant work environment across all its plants and offices. The Company takes proactive measures to uphold the highest standards of health and safety for its workforce, aligning with its dedication to employee well-being and a culture of excellence.</p>
<b>Working Conditions</b>	

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

Zen Technologies has implemented several significant corrective actions based on assessments of health and safety practices and working conditions. These actions include:

1. Installation of Fire Hydrant Systems: In hazardous areas, Zen installed fire hydrant systems to prevent fire incidents and ensure the safety of personnel and assets.
2. Provision of Handrails: Handrails were added to staircases and tapping platforms to enhance safety, reduce the risk of falls or slips, and provide stability for employees.
3. Eye Vision and Colour Vision Testing: All individuals underwent eye vision and colour vision tests to identify potential visual impairments that could impact safety or job performance. This enables appropriate measures or accommodations to be implemented for improved safety and well-being.
4. Implementation of Safety Work Permit System: A safety work permit system was established for non-routine tasks, ensuring strict adherence to safety protocols, and minimizing the likelihood of accidents or incidents.
5. Dust Extraction Systems and Maintenance: Dust extraction systems were put in place to control dust emissions from conveyor transfers, reducing health risks associated with dust exposure. Regular maintenance and timely replacement of dust bags are conducted to maintain optimal functionality.

Through these proactive and targeted corrective actions, Zen Technologies demonstrates its commitment to continuous improvement in health and safety practices.

By addressing specific areas of concern, the Company ensures a safer work environment for its employees and contractors. This commitment reflects Zen's dedication to the well-being and protection of its workforce, fostering a culture of safety and excellence across all operations.

**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.**

Zen is in the process of establishing a formal Stakeholder Engagement Framework to identify stakeholders. The process considers various factors in identifying stakeholders:

**Dependency:** Groups or individuals who directly or indirectly rely on Zen's activities, products, services, and associated performance, or on whom Zen depends on to operate.

**Responsibility:** Groups or individuals to whom Zen has, or may have in the future, legal, commercial, operational, or ethical/moral responsibilities.

**Attention:** Groups or individuals who require immediate attention from Zen regarding financial, economic, social, or environmental issues.

**Influence:** Groups or individuals who can impact Zen's strategic or operational decision-making.

**Diverse perspectives:** Groups or individuals who offer different viewpoints that can lead to new insights and identify opportunities for action.

By considering these factors, Zen ensures comprehensive stakeholder identification, enabling effective engagement and collaboration with various groups to address their needs and concerns.

## 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	Channels of communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees and Workers	No	<ul style="list-style-type: none"> <li>Personalised learning and development programmes.</li> <li>Regular performance review and feedback.</li> <li>One-on-one engagement, townhall meetings.</li> <li>Employee engagement surveys.</li> <li>Programmes catered around overall wellbeing.</li> <li>Intranet Portal.</li> <li>Emails, Notice Board, Meetings</li> </ul>	Continuous	<p>The purpose is to foster an open forum for employee concerns and improve Company culture. Key topics include communication, feedback, and addressing employee concerns. Concerns involve unresolved issues, low trust, and morale.</p> <p>Meetings facilitate communication and decision-making. Key topics are agendas, participation, and outcomes. Concerns include ineffective meetings, lack of follow-up, and low attendance.</p> <p>Suggestion schemes encourage innovative ideas and operational improvements. Key topics are suggestion submissions, evaluation criteria, and implementation. Concerns include inadequate incentives, lack of follow-up, and low engagement.</p> <p>Enquiries investigate and resolve issues. Key topics are the enquiry process, documentation, and stakeholder communication. Concerns involve unresolved issues, lack of transparency, and negative impact on Company culture.</p>
Customers and Suppliers	No	Partnering with customers in their transition from products to services. Utilizing one-on-one interactions, customer satisfaction surveys, and feedback calls after addressing complaints. Providing customer service helpline and communication channels including email, telephone, and physical meetings as needed. Leveraging emails, supplier portals, collaborative platforms, supplier forums, and periodic face-to-face meetings for effective engagement.	Fortnightly	Addressing customer queries, suggestions, and complaints for improved satisfaction and brand reputation. Understanding customer requirements to enhance products and services. Gathering feedback from suppliers and evaluating their performance for better collaboration and quality. Supporting supplier capacity building and fostering collaborative innovation. Ensuring ethical and sustainable practices throughout the supply chain.
Shareholders	No	Annual General Meeting, Shareholder meets, email, Stock Exchange (SE) intimations, investor/analysts meet/conference calls, annual report, quarterly results, media releases and Company/ SE website. E-mail, Notice, Investor Calls & Newspaper advertisements.	Quarterly/ annually and whenever required	<p>Evaluating financial performance and stability for growth: Share price trends, dividends, profitability, and financial statements. Concerns include volatility, fluctuating dividends, low profitability, and financial risks.</p> <p>Addressing shareholder queries, suggestions, complaints, and providing assurance. Concerns include poor communication, unresolved issues, lack of transparency, and declining investor confidence.</p> <p>Identifying shareholder expectations and aligning operations and strategies: Shareholder demographics, engagement, and feedback mechanisms. Concerns include divergent expectations, lack of engagement, and inadequate feedback mechanisms.</p>



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

(Contd.)

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group	Channels of communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Bankers	No	Periodical Meetings	Need basis	Understanding banking compliance, maintaining rapport with bankers, and managing banking/credit facilities. Key topics include regulations, compliance, credit facilities, and relationship management. Concerns involve non-compliance, strained relationships, and limited access to credit facilities.
Board of Directors	No	Engaging with Board members through regular meetings to discuss Company performance, strategy, and challenges. Engaging with specific Board committees for focused updates on specific areas. Providing regular reports on Company performance and progress. Providing informal updates through various channels.	Quarterly and on any event/ need basis.	The Board of Directors is reviewing the Company's business operations, planning, and strategies to identify improvement opportunities. Key topics include the business model, operational efficiency, growth strategies, risk management, and financial performance. Concerns involve poor performance, outdated strategies, lack of innovation, and insufficient risk management.
Government/ Regulatory Authorities	No	E-mails and letters, Conferences, Industry forums. Regulatory filings, Meetings with officials, Representations.	On periodical basis whenever required	Zen strives to achieve strong performance and execute its strategic objectives. We actively engage with public and business concerns, seeking to understand and contribute to insightful discussions surrounding these issues. We believe in addressing responsible business matters in a proactive manner. By aligning our response to such concerns, Zen aims to demonstrate our commitment to responsible and ethical business practices.

**Principle 5: Businesses Should Respect and Promote Human Rights****ESSENTIAL INDICATORS****1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:**

Category	FY2022-23 (Current Financial Year)			FY2021-22 (Previous Financial Year)		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	-	-	-	-	-	-
Other than permanent	-	-	-	-	-	-
<b>Total Employees</b>	-	-	-	-	-	-
<b>Workers</b>						
Permanent	-	-	-	-	-	-
Other than permanent	-	-	-	-	-	-
<b>Total Workers</b>	-	-	-	-	-	-



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

Category	FY2022-23 (Current Financial Year)				FY2021-22 (Previous Financial Year)					
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No.(B)	%(B/A)	No. (C)	%(C/A)		No. (E)	%(E/D)	No.(F)	%(F/D)
<b>Employees</b>										
<b>Permanent</b>										
<b>Male</b>	222	-	-	222	100%	203	-	-	203	100%
<b>Female</b>	36	-	-	36	100%	24	-	-	24	100%
<b>Other than Permanent</b>										
<b>Male</b>	-	-	-	-	-	-	-	-	-	-
<b>Female</b>	-	-	-	-	-	-	-	-	-	-
<b>Workers</b>										
<b>Permanent</b>										
<b>Male</b>	-	-	-	-	-	-	-	-	-	-
<b>Female</b>	-	-	-	-	-	-	-	-	-	-
<b>Other than Permanent</b>										
<b>Male</b>	137	-	-	137	100%	79	-	-	79	100%
<b>Female</b>	62	-	-	62	100%	6	-	-	6	100%

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

Category	Male		Female	
	Number	Median remuneration/ salary/wages of respective category (₹ Per Annum)	Number	Median remuneration/ salary/wages of respective category (₹ Per Annum)
<b>Board of Directors (BoD)</b>	6 <sup>#</sup>	1,76,58,791	2 <sup>#</sup>	24,38,796
<b>Key Managerial Personnel</b>	2	38,88,486	-	-
<b>Employees other than BoD and KMP</b>	217	5,35,925	35	4,31,600
<b>Workers</b>	137	2,28,085	62	2,13,980

<sup>#</sup>Note: Includes 3 male independent directors and 1 female independent directors to whom no remuneration is not required to be paid.

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

Yes, Zen Technologies Limited has a focal point or committee dedicated to addressing human rights impacts or issues caused or contributed to by the business. This committee is responsible for ensuring that the Company's operations, policies, and practices align with international human rights standards. It proactively identifies and addresses any potential human rights risks and works to implement measures to respect and promote human rights throughout the Company's activities and supply chain. The committee's focus is to foster a culture of respect for human rights and ensure that the Company operates in a socially responsible and ethical manner.

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

Zen Technologies actively promotes human rights through its Code of Conduct and Standing Orders. These documents outline the Company's commitment to upholding fundamental human rights principles and standards within its operations. In addition, Zen has established a Whistle Blower and Protection Policy that allows employees to confidentially report any violations or concerns related to human rights. The Company encourages a culture of accountability, transparency, and ethical conduct, ensuring that reported concerns are promptly and appropriately addressed. By fostering such a culture, Zen strives to create a workplace where human rights are respected and protected, aligning with its commitment to social responsibility and ethical practices.

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

Category	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
<b>Sexual Harassment</b>						
<b>Discrimination at workplace</b>						
<b>Child Labour</b>						
<b>Forced Labour/Involuntary Labour</b>						
<b>Wages</b>						
<b>Other human rights related issues</b>						

Throughout the reporting period, Zen received no complaints pertaining to any human rights issues

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

Zen Technologies Limited's Whistle Blower & Protection Policy places significant emphasis on confidentiality and protection against victimization. The policy enables confidential or anonymous reporting of wrongful conduct, with strict measures to maintain confidentiality and conduct thorough investigations. Breaches of confidentiality are treated seriously to ensure a safe reporting environment. This policy fosters a trusting atmosphere where stakeholders can report wrongdoing without fear of retaliation, promoting accountability, transparency, and ethical standards within the organization. By prioritizing the protection of all stakeholders' rights, Zen ensures a culture of integrity and compliance with the highest ethical principles.

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

At Zen Technologies, we are committed to ensuring that our agreements consistently reflect values and principles that promote responsible and sustainable practices throughout our supply chain. Our top priority is the well-being and safety of individuals, ethical conduct, and the respect for human rights. Through transparent collaboration with our partners, we actively strive to create a positive impact on people, the environment, and the communities we operate in. By upholding these values, we aim to foster a culture of integrity and sustainability, contributing to the betterment of society and the protection of our planet for future generations.

**9. Assessments for the year:**

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

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

During the self-assessment process and through diligent evaluation by our customers, Zen Technologies has not identified any significant risks or concerns. This positive outcome reflects our commitment to maintaining high standards of quality, safety, and ethical practices in our operations and products. We will continue to be proactive in assessing and addressing any potential issues to ensure the satisfaction and trust of our customers and stakeholders.

**Principle 6: Businesses should respect and make efforts to protect and restore the environment****ESSENTIAL INDICATORS****1. Details of total energy consumption (in GJ) and energy intensity, in the following format:**

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
<b>Total electricity consumption (A)</b>	1,950.37	1,818.88
<b>Total fuel consumption (B)</b>	139.99	-
<b>Energy consumption through other sources (C)</b>	-	-

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
<b>Total energy consumption (A+B+C)</b>	2,090.36	1,818.88
<b>Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees)</b>	0.13 GJ/₹ 1 Lakh	0.31 GJ/₹ 1 Lakh
<b>Energy intensity (optional) – the relevant metric may be selected by the entity</b>	-	-

**Note:** We have established procedures to capture the required information from FY23.

**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, Zen Technologies has not conducted any assessment, evaluation, or obtained assurances from an external agency. The Company is committed to continuously improving its practices and remains open to exploring opportunities for third-party assessments in the future to ensure transparency and build trust with its customers and stakeholders.

**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.**

No, Zen Technologies does not have any site identified as Designated Consumers (DCs) under the Perform, Achieve, and Trade (PAT) scheme. This indicates that the Company is not currently covered under the PAT scheme, which aims to promote energy efficiency and conservation in industries designated as DCs by the government.

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

At Zen Technologies Limited, currently we do not have processes that consume water except for domestic purposes, and we prioritize responsible water usage in our manufacturing processes, ensuring minimal water consumption. We strictly reserve water resources for

human consumption only, aligning with our commitment to sustainability and environmental stewardship. However, we would implement processes and systems to capture relevant information. By adhering to these principles, we contribute to the preservation of water resources and promote a more sustainable future for all.

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

Not Applicable

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

Not Applicable

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

Our Company operates in the service sector and does not produce any products that release emissions into the air.

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

Not Applicable

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

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
<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	10.37	-
<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	438.83	409.25
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b>	tCO <sub>2</sub> e/₹ 1 Lakh	0.03	0.07
<b>Total Scope 1 and Scope 2 emission intensity</b> (optional) – the relevant metric may be selected by the entity	-	-	-

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

Currently, the entity does not have any specific projects or initiatives in place aimed at reducing Green House Gas emissions. While environmental considerations are important, the Company's current focus may be directed toward other sustainability efforts or operational aspects.

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

The Company does not have any mechanism to recycle the products and waste. All the wastes are being sold as scrap.

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
<b>Total waste generated (in Metric tonnes)</b>		
E-waste	-	4.71
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
Other disposal operations	-	4.71

**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.**

At our establishment, we consider integrating sustainability aspects in our process. We have implemented various initiatives to reduce our environmental footprint and promote responsible waste management.

Our efforts include the implementation of recycling programs and composting organic waste, reducing waste generation wherever possible. Embracing green chemistry principles and exploring alternative materials, we aim to minimize the use of hazardous and toxic chemicals, prioritizing the safety of both our employees and the environment.

Compliance with relevant regulations is of utmost importance to us, and we strictly follow safety measures such as proper storage, labelling, and segregation of chemicals to prevent accidents. Thorough employee training ensures the safe handling and disposal of waste materials.

In collaboration with certified waste handlers, we ensure that hazardous waste undergoes appropriate treatment and disposal. By responsibly managing waste, including hazardous substances, and reducing landfill usage, we actively contribute to building a sustainable future for our planet.

Our commitment to effective waste management aligns with our dedication to environmental preservation and responsible business practices. We will continue to evolve and innovate in our waste reduction efforts to make a positive impact on the environment and the communities we serve.

**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:**

Not Applicable as Zen does not operate or have offices in or around ecologically sensitive areas, including national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, and coastal regulation zones.

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

During the current financial year, Zen Technologies Limited did not undertake any projects that required environmental

impact assessments as per relevant laws. As a result, there were no obligations or requirements for conducting environmental impact assessments for the projects undertaken by the Company.

Zen remains committed to adhering to all applicable environmental regulations and ensuring responsible business practices that minimize the Company's environmental impact. As we continue to grow, we will maintain our focus on sustainability and environmental stewardship, seeking opportunities to contribute positively to the protection and conservation of the environment.

**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:**

Zen Technologies is fully committed to adhering to and ensuring compliance with a wide range of environmental laws, regulations, and guidelines applicable in India. This includes strict adherence to key laws such as the Water (Prevention and Control of Pollution) Act, the Air (Prevention and Control of Pollution) Act, and the Environment Protection Act, along with relevant rules framed under these laws. The Company demonstrates its dedication to environmental responsibility and sustainability through the maintenance of a robust system that ensures complete compliance with these legal frameworks.

**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) Affiliations with trade and industry chambers/associations:**

Zen Technologies has formed partnerships with five trade and industry chambers/associations. These affiliations enhance the Company's network and engagement in the trade and industry sectors. Through these collaborations, Zen gains access to valuable knowledge, industry insights, and collective efforts to address shared challenges and drive progress. By staying connected to broader industry trends and developments, the Company remains informed and actively contributes to its sector's advancement and advocacy efforts.

**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.	Federation Of Indian Chambers of Commerce and Industry (FICCI)	National
2.	Confederation Of Indian Industry (CII)	National
3.	Society Of Indian Defence Manufacturers (SIDM)	National
4.	The Federation of Telangana Chambers of Commerce and Industry (FTCCI)	State
5.	Aerospace & Defence Consultants Association of India	National

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

Zen Technologies has a strong track record of fair competition and has not engaged in any anti-competitive conduct. The Company has not faced any adverse orders from regulatory authorities in relation to such practices. We maintain a steadfast commitment to upholding fair competition and adhere to all applicable laws and regulations, ensuring a competitive and equitable marketplace for all stakeholders.

**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:**

No, Zen Technologies Limited currently does not have any Social Impact Assessment (SIA) projects in place. We will keep our stakeholders informed if any such projects are initiated in the future. Our commitment to responsible business practices and social responsibility remains unwavering, and we will continue to explore opportunities to make a positive impact on the communities we serve.

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

Not applicable, Zen Technologies Limited has not undertaken any ongoing Rehabilitation and Resettlement (R&R) projects at this time.

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

Zen Technologies has established a structured and responsive system to address community complaints and concerns. A dedicated committee, consisting of representatives from various departments, handles written complaints, conducts thorough investigations, and takes prompt and appropriate actions.

It is noteworthy that the Company has not received any complaints related to its corporate social responsibility (CSR) efforts, showcasing its strong commitment to upholding high standards and fulfilling social responsibilities in a responsible manner. This approach fosters a positive and harmonious relationship with the community, reflecting our dedication to being a responsible corporate citizen.

We will continue to prioritize transparent communication and community engagement, ensuring that our CSR initiatives align with the needs and aspirations of the communities we serve. By actively listening to and addressing community feedback, we strive to build enduring partnerships that contribute positively to the welfare and development of society.

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

Category	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Directly sourced from MSMEs/small producers	15.14%	5.63%
Sourced directly from within the district and neighbouring districts	48.24%	54.96%

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

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

Zen Technologies Limited is dedicated to providing excellent customer service, and multiple mechanisms are in place for customers to report complaints or provide feedback. Every customer concern is treated with utmost care at all levels within the organization.

When incidents occur, the Company identifies and analyses them thoroughly, and a well-defined action plan is developed to address the issues. Regular engagement with the customer is maintained to validate the action plan, and updates about the progress of the actions taken are provided.

Feedback from customers is valued and taken positively, and the action plans are refined based on this feedback to continuously improve and update performance.

At Zen Technologies, customer satisfaction is of paramount importance, and we are committed to fostering a strong relationship with our customers by actively listening to their concerns and continuously striving to enhance our products and services to meet their needs.

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

All our products carry information about safe and responsible usage.

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

Category	FY 2022-23 (Current Financial Year)		Remarks	FY 2021-22 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy			Throughout the reporting period, Zen received no complaints which are relevant to this section			
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

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

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

## 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.

At Zen Technologies, we place the highest importance on our cyber security policy to protect our digital assets from potential cyber threats. The policy covers multiple areas, including information systems, networks, data security, roles and responsibilities, and incident response procedures.

All individuals within the organization, including employees, contractors, and interns, are required to strictly adhere to this policy. It includes a comprehensive set of measures to ensure security, such as safeguarding confidential data, securing devices, adopting safe email practices, managing passwords effectively, ensuring secure data transfer, and promptly reporting any security breaches that may occur.

By enforcing these measures, we aim to maintain a robust and secure cyber environment, safeguarding our data, systems, and operations from cyber risks. We are committed to continuously enhancing our cyber security practices to stay ahead of emerging threats and protect our valuable digital assets and information.

## 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

Zen Technologies Limited has not encountered any reported incidents relating to issues such as advertising and delivery of essential services, cyber security, and data privacy of customers, re-occurrence of product recalls, or penalties/actions taken by regulatory authorities on the safety of products/services. This indicates the Company's diligent efforts in adhering to high standards and best practices to ensure the safety, security, and quality of its products and services. Zen remains committed to upholding its commitment to customer satisfaction and compliance with all applicable regulations to maintain a positive reputation and build trust with its stakeholders.