



Tanla Platforms Limited
(Formerly known as Tanla Solutions Limited)
Tanla Technology Center
Hi-tech city Road, Madhapur,
Hyderabad, India - 500081
CIN: L72200TG1995PLC021262

T: +91-40-40099999
info@tanla.com
www.tanla.com

August 16, 2023

To,

BSE Limited Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai - 400 001 Scrip Code: 532790	National Stock Exchange of India Ltd. “Exchange Plaza” Bandra-Kurla Complex, Bandra (East), Mumbai - 400 051 Symbol: TANLA
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Dear Madam/Sir,

Sub: Business Responsibility and Sustainability Report for the financial year 2022-23.

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended from time to time, please find enclosed herewith the Business Responsibility and Sustainability Report for the financial year 2022-23, which forms an integral part of the 27th Annual Report of the Company.

This is for your information and records.

Thanking you,

Yours faithfully,
For **Tanla Platforms Limited**

Seshanuradha Chava
General Counsel and Company Secretary
ACS-15519

Encl: as above.

Business Responsibility & Sustainability Reporting (BRSR)

SECTION A: GENERAL DISCLOSURES

1. Details of the listed entity

Particulars	Details
Corporate Identity Number (CIN) of the Listed Entity	L72200TG1995PLC021262
Name of the Listed Entity	TANLA PLATFORMS LIMITED
Year of incorporation	28-07-1995
Registered office address	Tanla Platforms Limited Tanla Technology Centre, Hitech City Road, Madhapur, Hyderabad, India - 500081
Corporate address	Same as above
E-mail	investorhelp@tanla.com
Telephone	91-40-40099999
Website	https://www.tanla.com
Financial year for which reporting is being done	FY'23
Name of the Stock Exchange(s) where shares are listed	Listed on BSE Limited (BSE) and National Stock Exchange of India Limited (NSE)
Paid-up Capital (INR)	134.40 Million
Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Ms. Seshanuradha Chava General Counsel and Company Secretary Phone: 040 40099999 E-mail: investorhelp@tanla.com
Reporting boundary	The disclosures under this report are made on a Consolidated basis, unless otherwise specified.
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).	

2. Products/Services

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 (FY23)
1	Communications Platform as a Service (CPaaS)	-	100

3. Products/Services sold by the entity (accounting for 90% of the entity's Turnover):

S. No.	Product/Service	NIC Code	% of total turnover Contributed
1	Other information technology and computer service activities	62099	100

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

Location	No. of plants	No. of offices	Total
National	NA	5	5
International	NA	2	2

5. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	5 (Telangana, Delhi, Tamil Nadu, Karnataka and Maharashtra)
International	2 (UAE, Singapore)

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

Out of total turnover ₹ 1,14,871.87 lakhs on consolidated basis for FY'23, the percentage of revenue from exports contribute to ₹ 69.38 lakhs (0.06%).

c. A brief on types of customers

Tanla Platforms is one of the world's largest cloud communication solutions providers based out of Hyderabad with over 800 billion transactions annually. It serves a large customer base that includes companies from Banking, Mobile Network Operators, Tele-communications, Social media & Social Networking Sites, Social Media Platforms, Financial Services and Insurance, (BFSI), E-commerce, Retail, IT, DTH, Pharma, Energy, Automobile, FMCG and the Government of India.

6. Employees

Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1	Permanent (D)	615	478	77.72%	137	22.27%
2	Other than Permanent (E)	47	31	65.95%	16	34.04%
3	Total Employees (D + E)	662	509	76.88%	153	23.11%
WORKERS						
4	Permanent (F)					
5	Other than Permanent (G)			NIL		
6	Total workers (F + G)					

b. Differently-abled Employees and workers:

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

As on March 31, 2023- Other than permanent employees include contractors. The entire workforce of Tanla is categorized as 'Employees' and none as 'Workers'. Therefore, the information required in all sections in the Workers' category is not applicable to Tanla.

7. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	1	16.66%
Key Management Personnel	3	1	33.33%

As on March 31, 2023- Key Management Personnel are Executive Chairman & Chief Executive Officer (Chairman & CEO), Chief Financial Officer (CFO) and Company Secretary (CS).

8. Turnover rate for permanent employees and workers

Particulars	FY 2022-23			FY 2021-22			FY 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	28.7%	42.3%	31.8%	29.2%	27.2%	25.7%	26.6%	27.7%	26.8%
Permanent Workers									

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

(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	Karix Mobile Private Limited	Wholly owned Subsidiary	100%	Yes
2	Tanla Digital Labs Private Limited	Wholly owned Subsidiary	100%	Yes
3	Gamooga Softtech Private Limited	Wholly owned Subsidiary	100%	Yes
4	Tanla Foundation	Wholly owned Subsidiary	100%	Yes
5	Tanla Mobile Asia Pacific Pte Ltd, Singapore	Wholly owned Subsidiary	100%	Yes
6	Tanla Digital (India) Private Limited	Step down Subsidiary	100%	Yes
7	Tanla Digital Labs FZ-LLC, UAE	Step down Subsidiary	100%	Yes
8	Tanla Digital Labs UK Private Limited	Step down Subsidiary	100%	Yes

10. CSR Details

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

II. Turnover (in INR Lakhs.) - 1,14,871.87

III. Net worth (in INR Lakhs.) - 56,733.09

As per the standalone financial statements under Ind AS

11. Transparency and Disclosures Compliances

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			FY 2021-2022 Previous Financial Year		
		(If Yes, then provide web-link for grievance redress policy)	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year
Communities	Yes	NA	NA	-	NA	NA	-
Investors (other than Shareholders)	Yes	-	-	-	-	-	-
Shareholders	Yes	43	-	-	-	-	-
Employees and workers	Yes	3	-	-	-	-	-
Customers	Yes	21	-	-	24	-	-
Value Chain Partners	Yes	10	-	-	11	-	-
Other (please specify)	Yes	-	-	-	-	-	-

[*Separate email id has been provided i.e., speakup@tanla.com to receive grievance if any from various stakeholders.

**Mechanisms has been formed for Internal Complaints Committee (ICC) under PoSH that investigates cases, recommends action, administers the policy and undertakes preventive activities

***All the above mentioned stakeholders can lodge a complaint through Company's Whistle-blower Policy-Vigil Mechanism (Web link: https://www.tanla.com/media/images/Policies/Whistle_Blower_Policy.pdf) or through Grievance Redressal Policy (Web link: https://www.tanla.com/esg/assets/social/fair&equitable-workplace/redressal_mechanismfor_employees.pdf)]

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

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along with its financial implications, as per the following format.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Societal: Competition	Risk	Pricing strategies by competitors impacting deal margins and profits	We have a dedicated team focused on customer success, providing solutions, timely delivery, successful product implementation, and ongoing support.	Negative: Impact on margins and profits
2	Societal: Customized solutions with omni channel capabilities	Opportunity	Our integration with WABA, and Web engages demonstrates seamless collaboration from start to finish allows the Customer to choose an option to communicate with the end-user.	-	Positive: Ensures customer stickiness, lowered stress on margins and profits.
3	Societal: Geography concentration	Risk	High geographic concentration makes the company more vulnerable to geopolitical, regulatory, and economic developments in that region	We continuously diversify our customer base to minimize the impact of industry-specific economic, social, and regulatory changes.	Negative - Impact on the revenue of the Company.
4	Societal: Global expansion	Opportunity	Ability to create platforms and solutions that adhere to applicable regulations.	-	Positive - Improve the Company's competitiveness and capitalize on the capability of understading the enterprise communication needs, positive impact on the total revenue of the Company.
5	Governance: Cyber security	Risk	Risk of system breaches and loss of confidential customer data due to cyberattacks.	Tanla's Information Security Policy establishes and implements an information security management system to protect Tanla's and customers' information assets from external and internal threats.	Negative: Impacts brand, customer trust and revenue of the company.

6	Societal/ Governance: Employee training and customer awareness program on need for cyber security	Opportunity	Train the employees and the customers on the need to adhere to security systems and practices.		Positive : Reduction in incidents of data compromise resulting in customer confidence.
7	Societal: People and Talent	Risk	Dynamic technological changes requires employees to be abreast of the most relevant technology,requiring to constantly train the employees and remunerate to ensure retention.	Identify the critical roles and develop a succession plan.	Negative - Impact on the revenue of the Company due to increased cost of training and retention.
8	Societal: People and Talent	Opportunity	Smart, secure,safe and best-in-class employee experience. Focus on career and leadership development.		Positive- Create a talent pool that addresses the business need and shape leaders to deliver better for expected results.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

S. No.	Principle Description	Reference of Tanla's Policies
P1	Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.	<ul style="list-style-type: none"> Code of Conduct Board Diversity Policy Anti Bribery and Anti Corruption Policy Human Rights Policy Code of Ethics
P2	Businesses should provide goods and services in a manner that is sustainable and safe	<ul style="list-style-type: none"> Environment Policy
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains	<ul style="list-style-type: none"> Code of Conduct Whistleblower Policy Nomination and Remuneration Policy Occupational Health and Safety Policy Redressal Mechanism for Employee
P4	Businesses should respect the interests of and be responsive to all its stakeholders	<ul style="list-style-type: none"> Code of Conduct Code of Ethics Corporate Social Responsibility Policy Redressal Mechanism for Employee

P5	Businesses should respect and promote human rights	<ul style="list-style-type: none"> • Code of Conduct • Code of Ethics • Whistleblower Policy • Human Rights Policy
P6	Businesses should respect and make efforts to protect and restore the environment	<ul style="list-style-type: none"> • Environment Policy • Occupational Health and Safety Policy
P7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent	<ul style="list-style-type: none"> • Code of Conduct • Code of Ethics
P8	Businesses should promote inclusive growth and equitable development	<ul style="list-style-type: none"> • Corporate Social Responsibility Policy
P9	Businesses should engage with and provide value to their consumers in a responsible manner	<ul style="list-style-type: none"> • IT Policy • Code of Conduct

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7*	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available**	Yes All the policies are available at https://www.tanla.com/investors.html								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes								
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes								
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) mapped to each principle.									
Principle 1	<ul style="list-style-type: none"> • ISO 22301:2019 Business Continuity Management System Standard • ISO 27001:2013 Information Security Management System • Compliant with General Data Protection Regulation (GDPR) for Data Security 								
Principle 2									
Principle 3									
Principle 4									
Principle 5									
Principle 6									
Principle 7									
Principle 8									
Principle 9									

5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p>The company has conducted materiality assessment to identify key material issues under Environment, Social and Governance and aligned with the business strategy. The performance on ESG related commitments, goals and targets is assessed by the ESG Committee and update to the board on periodical basis. The company's commitments, goals and targets are provided below:</p> <ul style="list-style-type: none"> • To achieve carbon neutrality by 2025 • To continually reduce consumption, review source and restore CO2 balance through the RRR approach • Certification of all office locations and data centers with ISO 14001 by 2025 • Conduct an annual employee satisfaction and improvement surveys each year and achieve 5% increase in employee satisfaction score by 2025
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Yes, the performance on our ESG goals and other relevant details are disclosed in our Sustainability Report FY'23.
Governance, leadership and oversight	
<p>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)</p> <p>As a company with a strong sense of values and commitment, we believe that profitability must go hand in hand with a sense of responsibility towards all stakeholders. This is an integral part of our business philosophy. The fundamental principles such as independence, culpability, obligation, transparency, trusteeship, and disclosure serve as our means for establishing the philosophy of Corporate Governance. The essence of a good corporate governance is about maintaining the right balance between economic, social, individual and community goals, thereby taking the ESG considerations along with it.</p> <p>Our robust corporate governance which is an essential pillar of our ESG strategy and vision, ensures that the Company is managed in the long-term interests of its key stakeholders. Our organization works in compliance with the regulations stipulated under the Securities and Exchange Board of India.</p> <p>Our business operations are overseen by a diverse and competent Board of Directors. The Board of Directors of Tanla provide the strategic direction to the company while upholding the highest standards of corporate governance. Together, the Management and the Board ensures that we remain a company of uncompromised integrity and excellence.</p> <p>At Tanla, we believe in unlocking the power of Corporate Social Responsibility (CSR) to not only create a positive impact on our communities but also enhance opportunities for the underserved towards sustainable and inclusive growth. With a deep sense of responsibility, we have integrated CSR into our core business practices and are committed to making a difference in the areas of social welfare, environmental stewardship, and community development.</p> <p>At Tanla, our CSR efforts revolve around three key pillars known as 'Triple E/EEE': Education, Employment, and Environment. These pillars represent our primary areas of focus, as we strongly believe in the transformative power of education, the importance of fostering employment opportunities, and the need to protect and preserve our environment. Through our dedicated initiatives and strategic partnerships, we aim to create a positive impact in these critical areas, making a meaningful contribution to the society and building a sustainable future for the world around us.</p>	
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy/policies	ESG Council oversees the implementation of Business Responsibility policies and reports to the Board on the progress made by the Company in its ESG journey.
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.	Yes, Tanla has an ESG Council that is constituted to enhance the Company's focus on ESG related agenda. The Council has a team of individuals as an ESG working group who ensure to implement and work towards achieving the ESG related goals, targets, strategy and agenda. The ESG Council reports to the Board of Directors.

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)								
	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P
	1	2	3	4	5	6	7	8	9	1	2	3	4	5	6	7	8	9
Performance against above policies and follow up action	The business responsibility policies are periodically reviewed by the department heads, business heads and Board of Directors on an annual basis. During these assessments, the adequacy of the policies are reviewed and adequate changes to policies, procedures and internal controls are implemented accordingly.																	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company complies with the existing regulations as applicable. There have been no instances of non-compliance.																	
	P		P		P		P		P	P		P		P		P		P
	1		2		3		4		5	6		7		8		9		9
11. 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.	Majority of the policies are implemented by taking appropriate Certifications like ISO 23001, ISO 27001, and GDPR. For all surveillance and re-certifications of ISO 23001, ISO 27001, and GDPR, there is a mandatory annual audit of processes by independent external agencies.																	

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

Questions	P	P	P	P	P	P	P	P	P
	1	2	3	4	5	6	7	8	9
The entity does not consider the Principles material to its business (Yes/No)	Not Applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

Principle 1:

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

Essential Indicators

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

Segment	Total number of training and awareness	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	1	Insider trading Session	100%
Key Managerial Personnel	2	Data Privacy, Insider trading Session, PoSH Code of Conduct	100%
Employees other than BoD and KMPs	2	PoSH, Ethics, Data privacy, functional wise walk through.	85-95%
Workers		Not applicable	

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

Monetary					
	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	Not Applicable. No instances of penalties and fines have been levied during the reporting year				
Settlement					
Compounding fee					
Non-Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)	
Imprisonment	Not Applicable. No instances of penalties and fines have been levied during the reporting year				
Punishment					

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
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.

Tanla has an anti-fraud policy, general fraud policy, anti-money laundering policy which illustrates the Company's commitment towards conducting business in a reasonably true and fair manner and zero tolerance towards any fraudulent behavior by any of the employees or any individual or organization dealing with it as an outsider. These policies are available at https://www.tanla.com/media/images/Policies/Anti-Fraud_Policy.pdf, https://www.tanla.com/media/images/Policies/General_Fraud_Policy.pdf, https://www.tanla.com/media/images/Policies/AML_Policy.pdf.

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

	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Directors	-	-
KMPs	-	-
Employees	-	-
Workers	-	-

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

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

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

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Leadership Indicators

1. Awareness programmes conducted for value chain partners on any of the Principles during the financial year:

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
3 (Three)	Code of Conduct	60%

2. 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, the Company is having appropriate processes to avoid/manage conflict of interests and the mechanism is clearly defined under the below policies:

- Conflict of interest in their Code of Ethics document that is applicable to all board of directors. The document is made available at https://www.tanla.com/esg/assets/social/fair&equitable-workplace/Code_of_Ethics.pdf. The Company encourages its board of directors to report any instances of suspected conflict and ensures a quick resolution of the same.
- Whistle blower policy is available at https://www.tanla.com/media/images/Policies/Whistle_Blower_Policy.pdf to resolve conflict if any

At Tanla, any suspicion of a breach by any Board member must notify to the Company Secretary immediately. The Company Secretary further would report the matter to the Board at the next scheduled board meeting. The decision on the occurrence of the reported breach is decided by the Board which is recorded in the minutes of the meeting.

Principle 2:

Businesses should provide goods and services in a manner that is sustainable and safe**Essential Indicators**

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

	FY'23 Current Financial Year (INR)	FY'22 Previous Financial Year (INR)	Details of improvements in environmental and social impacts
R&D	-	-	NA
Capex	-	-	NA

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

Yes, as a part of sustainable sourcing, Tanla has ensured that every supplier on-boarded or during onboarding signs a Supplier Code of Conduct declaration.

Further, our contracts and COC ensure that there is no illegal child labour, forced labour or other human rights violations in the supply chain.

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

Not Applicable. As a part of the onboarding process, Tanla has ensured that all its suppliers sign a Supplier Code of Conduct declaration.

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.**

Tanla has an appropriate system and practices in place for management of various types of waste in eco-friendly manner. The company follows standard operating procedures (SOPs) for waste collection, storage and handing over the waste to authorized waste management agencies for reuse, recycling and safe disposal of residual fraction of waste, this includes e-waste.

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.**

Not Applicable

Leadership Indicators

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

NIC Code	Name of Product/ Service	% of total Turnover Contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.

Not applicable

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

Not Applicable

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

Not Applicable

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

Not Applicable

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

Not Applicable

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	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	478	478	100%	478	100%	478	100%	478	100%	478	100%
Female	137	137	100%	137	100%	137	100%	137	100%	137	100%
Total	615	615	100%	615	100%	615	100%	615	100%	615	100%
Other than Permanent employees											
Male	31	31	100%	31	100%	31	100%	31	100%	31	100%
Female	16	16	100%	16	100%	16	100%	16	100%	16	100%
Total	47	47	100%	47	100%	47	100%	47	100%	47	100%

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)		% (E/A)		% (F/A)
Permanent workers											
Male	-										
Female	-										
Total	-										
Other than Permanent workers											
Male	-										
Female	-										
Total	-										

2. Details of retirement benefits.

Benefits	FY'23 Current Financial Year			FY '22 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	NA	Y	100%	NA	Y
Gratuity	100%	NA	NA	100%	NA	NA
Others- please specify Leave Encashment	100% as per eligibility	NA	Y	100% as per eligibility	NA	Y

3. Accessibility of workplaces

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

Yes, the facilities of Tanla are accessible to differently-abled persons

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.

Not available

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%	0.11%	Not Applicable	
Female	100%	0.22%		
Total	100%	0.33%		

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

	(If Yes, then give details of the mechanism in brief)
Permanent Workers	The Company does not have any workers as defined in the BRSR Guidance Note.
Other than Permanent Workers	
Permanent Employees	Yes, the Company has a Speakup Policy and has set up a dedicated email id Speakup@Tanla.com for implementing the employee redressal mechanism. The email id is monitored by the General Counsel. Any violation that cannot be amicably resolved with the help of the Reporting Manager can be brought under the purview of the General Counsel by dropping the grievance on the above email id by the employee.
Other than Permanent Employees	

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

Category	FY 2022-23			FY 2021-22		
	Current Financial Year			Previous Financial Year		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	615	-	-	638	-	-
Male	478	-	-	491	-	-
Female	137	-	-	147	-	-
Total Permanent Workers	Not Applicable					
Male						
Female						

8. Details of training given to employees and workers:

Category	FY 2022-23					FY 2021-22				
	Current Financial Year					Previous Financial Year				
	Total	On Health and safety measures		On Skill upgradation		Total	On Health and safety measures		On Skill upgradation	
(A)	No. (B)	% (B/A)	No. (C)	% (C/A)	(D)	No. (E)	% (E/D)	No. (F)	% (F/D)	
Employees										
Male	509	10	1.96%	442	86.84%	522	0	0%	261	50%
Female	153	7	4.57%	121	79.08%	158	0	0%	80	50.63%
Total	662	17	2.56%	563	85.05%	680	0	0%	341	50.15%
Workers										
Male	Not Applicable									
Female										
Total										

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

Category	FY' 23 Current Financial Year			FY'22 Previous Financial Year		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	509	478	94%	522	491	94%
Female	153	137	90%	158	147	93%
Total	662	615	93%	680	638	94%
Workers						
Male	Not Applicable					
Female						
Total						

10. Health and safety management system:

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

Tanla is committed to provide a healthy and a safe and injury free workplace to all its employees and other stakeholders. Tanla has defined goals and objectives pertaining to health & safety practices that are reviewed as needed to align with the organizations' strategy. The following practices are undertaken to create a culture of safety:

- Tanla has a monitoring committee that deliberates bi-annually to make effective changes and improvements as required to strengthen their existing workplace safety.
- Quarterly ESG walks are undertaken to keep a check on the effective implementation and practice of health and safety measures.
- Maintain annual action plans to improve OHS performance
- Encourage reporting of all health and safety related incidents.

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

Quarterly ESG walks are conducted within the organization to keep a tab on the implementation of health and safety practices.

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks.

Employees are encouraged to report any work related hazards immediately to the supervisor/ the reporting manager or through the speak up channel. Upon receiving such information, it is the responsibility of the concerned authority to take appropriate steps ensuring effective closure.

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

Yes, Tanla provides non-occupational medical and healthcare services to all its employees.

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

Safety Incident/Number	Category	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	-
	Workers	NA	NA
Total recordable work-related injuries	Employees	-	-
	Workers	NA	NA
No. of fatalities	Employees	-	-
	Workers	NA	NA
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	NA	NA

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

The following practices are undertaken to create a safe and healthy workplace:

- Tanla has an OHS monitoring committee that deliberate bi-annually to make effective changes and improvements as required to strengthen their existing workplace safety.
- Quarterly ESG walks are undertaken to keep a check on the effective implementation and practice of health and safety measures.
- Maintain annual action plans to improve OHS performance.
- Encourage reporting of all health and safety related incidents.

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

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

14. Assessments for the year

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100%
Working Conditions	100%

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.

Not Applicable

Leadership Indicators

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

Yes, all employees within Tanla are provided with a coverage of a life insurance coverage in case of an occurrence of an unfortunate incident.

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

As part of statutory compliance, Tanla ensures to pay the GST amount only on receipt of the GSTR-1 or on the GST Paid receipt. Upon the amount being reflected on the GST website against the Invoice, the GST amount is released to the respective vendor. This process ensures that the GST payment is done on-time by the vendors. And also, PF and ESI payment for teams of the service providers such as security services, house-keeping services are verified.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Employees	-	-	-	-
Workers	Not Applicable			

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)

No

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed	
Health and safety conditions	-	-
Working conditions	-	-

6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.

-

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.

At Tanla, we understand that stakeholders are essential to our business as they have the potential to influence or be impacted by our activities, services and performance as an organization. Stakeholder identification is a key process, as this enables us to understand the influence and the expectations of stakeholders that help us in delivering the best of our services.

Our process of identifying our valued stakeholders depend upon understanding their relevance, influence, and potential impact on our organization. Further we establish various mechanisms to engage with them that include regular meetings, surveys, consultations and emails etc. These enable us to understand their valuable insights, potential issues and expectations which allow us to incorporate their perspectives into our decision making.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Government and regulatory authorities	No	Newspaper, website and other	Periodical as and when required	Approvals
NGOs	No	Other	Periodical as and when required	for CSR related activities business activity related engagement
Academia	No	Other	Periodical as and when required	Engagement for discussions on regulations etc.
Employees	No	E-mail, SMS, telephonic calls, text messages	Periodical as and when required	Regular Updates HR related, employee welfare etc.
Customers	No	E-mail, SMS, telephonic calls, text message and other	Periodical as and when required	Business activity related engagement
Suppliers	No	E-mail, SMS, telephonic calls, ERP tools	Periodical as and when required	Obtaining quotes for services and supply, entering into contract, helping in onboarding etc.
Local community	No	Newspaper, website and other	Periodical as and when required	CSR related engagement
Investors	No	Email, newspaper, website, intimation to stock exchanges	Quarterly and event driven	Financial results, event driven and business updates of the company
Shareholders	No	Email, newspaper, website, intimation to stock exchanges	Quarterly and event driven	Financial results, event driven and business updates of the company

Leadership Indicators

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

Consultation with all stakeholders on economic, environmental and social topics is done on periodical basis. The feedback from such consultation is taken via emails, phone calls and text messages. The Board is updated by the CSR Committee/ESG council on the cited subjects for further proceedings and decision making.

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

No such instances.

(Note: The Company is open to using stakeholder consultation in the identification and management of environmental, and social topics.)

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

Not Applicable

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	FY'23			FY'22		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	615	115	18.6%	638	121	18.9%
Other than permanent	47	7	14.9%	42	7	16.6%
Total employees	662	122	33.5%	680	128	35.5%
Workers						
Permanent	Not Applicable					
Other than permanent						
Total workers						

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

Category	FY 2022-23					FY 2021-22				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	615	-	-	615	100%	638	-	-	638	100%
Other than permanent	47	-	-	47	100%	42	-	-	42	100%
Total employees	662	-	-	662	100%	680	-	-	680	100%
Workers										
Permanent	Not Applicable									
Other than permanent										
Total workers										

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

	Male		Female	
	Number	#Median remuneration/ salary/ wages of respective category(INR)	Number	Median remuneration/ salary/ wages of respective category(INR)
Board of Directors (BoD)	-	-	-	NA
*Key Managerial Personnel	4	2,57,40,627	1	77,13,729
Employees other than BoD and KMP	474	13,44,200	136	10,81,498
Workers	-			

#including retiral benefits and other allowances etc.

* includes Chairman & CEO, CFO, CS and executive directors on the board of subsidiary companies

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, Tanla has focal point for facing any kind of human rights issue.

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

Tanla has formulated an employee grievance mechanism where employees can raise their concerns and grievances at Speakup@Tanla.com. This email id is monitored by the General Counsel of the Company. We take our commitment towards safeguarding the human rights of our employees on priority and hence conduct awareness sessions and also encourage our employees to report any violations or concerns without any fear of retaliation. We also ensure to protect the identity of the aggrieved individual if requested to ensure that the issue is smoothly resolved.

All employees are encouraged to report any grievance or concern related to their reporting manager, if the registered concern is not effectively resolved they may immediately escalate the matter through the email-id as mentioned above to immediately draw attention of the General counsel.

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

	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
Sexual Harassment	-	-	NA	-	-	NA
Discrimination at workplace	-	-	NA	-	-	NA
Child Labour	-	-	NA	-	-	NA
Forced Labour/ Involuntary Labour	-	-	NA	-	-	NA
Wages	-	-	NA	-	-	NA
Other human rights related issues	-	-	NA	-	-	NA

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

Tanla has a zero tolerance to retaliation in any form against anyone for raising concerns or reporting what they genuinely believe to be violation of any of the policies. All complaints are treated confidentially.

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

Yes, Human rights requirements are part of our business agreements and contracts.

9. Assessments of the year

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

* Indian operations

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

Not Applicable. There were no significant risks/concerns arising from the human rights assessments.

Leadership Indicators

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.

Not Applicable

2. Details of the scope and coverage of any Human rights due-diligence conducted

Tanla is cognizant of the significance of human rights and takes proactive measures to ensure that human rights are embedded into its system effectively. Tanla has undertaken a human rights due diligence in order to indicate prevention and mitigation approaches associated with the UN Guiding Principles on Business and Human Rights (UNGP) and UN Global Compact and other national and international relevant laws to cope with human rights issues which may occur from the business operations. Four stakeholder vulnerable groups were identified for the purpose of this diligence, including female employees, permanent employees, temporary employees, including disabled employees, suppliers as areas where risks might be present with respect to the business processes. The objective of the due diligence was to identify human rights risks in the business operations and throughout the supply chain and to create awareness about human rights issues, promote protection, respect and remedy concepts to relevant internal and external stakeholders.

3. 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?

Tanla strives to be an inclusive workplace where it recognizes the significance of providing equal opportunities and appropriate facilities to leverage the best of our services to our valued stakeholders. At our workplace locations, we provide ramps and lifts to ensure smooth accessibility for all our visitors and other stakeholders.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	-
Discrimination at workplace	
Child labour	
Forced/involuntary labour	
Wages	
Others – please specify	

5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.

Not Applicable

Principle 6: Businesses should respect and make efforts to protect and restore the environment**Essential Indicators****1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:**

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total electricity consumption (A)	3572.82 GJ	1883.31 GJ
Total fuel consumption (B)	224.95 GJ	228.06 GJ
Energy consumption through other sources (C)	-	-
Total energy consumption (A+B+C)	3797.77 GJ*	2111.37 GJ
Energy intensity per rupee of turnover (Total energy consumption in GJ/ turnover in lakhs INR)	0.03306092	0.01838
Energy intensity (optional) – the relevant metric may be selected by the entity		

Note:

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

*GJ(Gigajoule)

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

Not Applicable

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	NA	NA
(ii) Groundwater	NA	NA
(iii) Third party water (Municipal water supplies)	5,829.2	3,159.7
(iv) Seawater / desalinated water	NA	NA
(v) Others - Drinking water	256.9	158
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	6086	3317.7
Total volume of water consumption (in kilolitres)	6086	3317.7
Water intensity per lakh of turnover (Water consumed in KL / turnover in lakhs INR)	1.8143	0.140038
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

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

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:

Not Applicable

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

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

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	TCO ₂	16.7	12
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)	TCO ₂	705	413
Total Scope 1 and Scope 2 emissions per lakh INR of turnover	TCO ₂	0.006283	0.0037
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity			

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

7. Does the entity have any project related to reducing GreenHouse Gas emission? If Yes, then provide details.

Not Applicable

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	-	-
E-waste (B)	-	0.6
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	5.47	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	-	-
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	10.10	5.08
Total (A+B + C + D + E + F + G + H)	15.57	5.68

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)

Category of waste		
(i) Recycled	5.47	0.6
(ii) Re-used	Not Applicable	Not Applicable
(iii) Other recovery operations	10.10	5.08
Total	15.57	5.68

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

Category of waste		
(i) Incineration	Not Applicable	Not Applicable
(ii) Landfilling	Not Applicable	Not Applicable
(iii) Other disposal operations	Not Applicable	Not Applicable
Total	Not Applicable	Not Applicable

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

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

We are committed to environmental sustainability and has implemented an e-waste policy to address the growing problem of electronic waste. As an environmentally conscious organization, we actively practice e-waste recycling and disposal through authorized recyclers to minimize adverse effects. We emphasize the importance of recycling in preserving ecological balance, reducing landfills, and conserving resources. By recycling e-waste, the organization aims to save energy, prevent pollution, and contribute to a greener environment. We also encourage employees to follow the policy by handing over electronic products only to authorized recyclers. Overall, the focus of our e-waste policy is on promoting responsible e-waste management practices.

As part of our policy, we practice waste segregation directly at each of our office sites. This segregation involves categorizing waste into paper waste, plastic waste, food waste, batteries, and e-waste. Non-hazardous solid waste is then responsibly handed over to the municipal corporation corresponding to each office location. Furthermore, any e-waste and battery waste generated is carefully transferred to authorized vendors for proper recycling.

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

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

Not Applicable

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:

Not Applicable

Leadership Indicators

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A)	NA	NA
Total fuel consumption (B)	NA	NA
Energy consumption through other sources (C)	NA	NA
Total energy consumed from renewable sources (A+B+C)	NA	NA

From non-renewable sources		
Total electricity consumption (D)	3572.82 GJ	1883.31 GJ
Total fuel consumption (E)	224.95 GJ	228.06 GJ
Energy consumption through other sources (F)	-	-
Total energy consumed fro non-renewable sources (D+E+F)	3797.77 GJ	2111.37 GJ

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

2. Provide the following details related to water discharged:

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	NA	NA
- No treatment	-	-
- With treatment – please specify level of treatment		
(ii) To Groundwater	NA	NA
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) To Seawater	NA	NA
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties	-	-
- No treatment	6086	3317.66
- With treatment – please specify level of treatment	-	-
(v) Others	NA	NA
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)	6086	3317.66

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

3. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

For each facility / plant located in areas of water stress, provide the following information:

(i) Name of the area:- NA

(ii) Nature of operations: NA

(iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	NA	NA
(ii) Groundwater	NA	NA
(iii) Third party water	NA	NA
(iv) Seawater / desalinated water	NA	NA
(v) Others	NA	NA
Total volume of water withdrawal (in kilolitres)	NA	NA

Total volume of water consumption (in kilolitres)	NA	NA
Water intensity per rupee of turnover (Water consumed / turnover)		
Water intensity (optional) – the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(ii) Into Groundwater	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(iii) Into Seawater	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(iv) Sent to third-parties	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(v) Others	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
Total water discharged (in kilolitres)	NA	NA

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

4. Please provide details of total Scope 3 emissions & its intensity, in the following format:

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	TCO2	467	314
Total Scope 3 emissions per lakh INR of turnover		0.004065	0.002733
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity			

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

5. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Not Applicable

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

Not Applicable

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

Business Continuity Plan:

- a. Business Continuity Plan is in place for timely incident response & management and recovery of pre-identified critical facilities and processes in the event of major disruption, from whatever cause. Karix Business Continuity Plan has list of activities to be undertaken to respond to, mitigate the effects of, and restore production / supply / service capability, quality and capacity following a significant incident.
- b. Critical business processes have been identified and required resources determined to ensure these processes running effectively.
- c. An assessment of the threats which could prevent key offices being utilized has been conducted and appropriate, cost justified controls have been put in place to manage those threats should they occur and to reduce the likelihood of them happening in the first place.
- d. Operations can continue to be supported in the event of a complete loss of a single office, contents, and infrastructure through utilizing a combination of unaffected offices and data centers together with business recovery site seating secured under a contract agreement.
- e. Formal emergency response and business continuity plans exist to allow incidents to be managed effectively and for return to business as usual status in the optimum time. This includes a technical plan for recovering IT systems and data communications. Plans are tested and reviewed at least annually to provide confidence that they would work in practice should they need to be used in earnest.
- f. Emergency Response and Crisis Management Teams are in place, comprising a mix of key individuals and managers from across the business, to oversee the appropriate response to any adverse situation, supported by a clear and fast escalation process to ensure that incidents are assessed quickly and dealt with correctly.

Disaster Management Plan

- a. Disaster Management Plan comprises of appropriate systems/ mechanisms to address various risks through implementation of computer emergency response plan, succession plan, data study, criticality of service list, data back up and restoration plan, equipment replacement plan, mass media management and guidance on appropriate practices to be followed during the occurrence of any disaster.
- b. Along with disaster management plan, the company has disaster recovery plan which details procedure to be followed at response phase, resumption phase and restoration phases addressing the disaster from notifying the incident till the restoration phase.

8. 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.

Not applicable

9. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.

Not Applicable

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.

One

b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such a 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	The Federation of Telangana Chambers of Commerce and Industry (FTCCI)	State

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

Not Applicable

Leadership Indicators

1. Details of public policy positions advocated by the entity:

Not Applicable

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.

Not Applicable, the company does not have requirement to conduct social impact assessment.

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

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

The three pillars of CSR activities of Tanla are outlined as 'EEE' - Education, Employment & Environment. Within its areas of work, Tanla has robust mechanisms to assess the impact of projects on intended beneficiaries. These mechanisms include a grievance mailbox (speakup@tanla.com), site visits, one-on-one and group discussions with beneficiaries to independent external assessments, among others, and provide ample opportunity to receive and redress grievances of the intended beneficiaries.

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

	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Directly sourced from MSMEs/ small producers	25%	15%
Sourced directly from within the district and neighboring districts	62%	50%

Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

Not Applicable

2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:

S. No.	State	Aspirational District	Amount spent (In INR)
1	Telangana	Khammam	170.34 lakhs

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)

No

(b) From which marginalized /vulnerable groups do you procure?

Not Applicable

(c) What percentage of total procurement (by value) does it constitute?

Not Applicable

4. 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:

Not Applicable

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Not Applicable

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1,	Education - Govt Schools	1100 students	100%
2	Skill Training & Placement	500 youth	100%
3	Scholarships - IITM	5 students	EBS
4	Heal - A - Child Foundation	Donation to NGO	100%

PRINCIPLE 9

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

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

We have robust mechanism to receive, track and respond to consumer complaints in the delivery of our services. We have various modes for communication of complaints such as emails, telephonic calls, whatsapp messages and feedback forms etc

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

Not Applicable

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

	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	-	-	NA	-	-	NA
Advertising	-	-	NA	-	-	NA
Cyber-security	-	-	NA	-	-	NA
Delivery of essential services	5	0	-	7	0	-
Restrictive Trade Practices	-	-	NA	-	-	NA
Unfair Trade Practices	-	-	NA	-	-	NA
Other	16	-	NA	17	-	NA

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

Not Applicable

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

Yes, the Company has a policy on information security that is approved by the Board, which details its commitment towards protection of information assets, maintaining the confidentiality, integrity of their businesses, applications, data, and processes and to continually improve their Information security management system through the establishing requisite practices and procedures. The policy is available in the public domain at <https://www.tanla.com/esg/assets/governance/cybersecurity/tanlaa01informationsecuritypolicyv1.6.pdf>.

The policy is applicable to all employees of Tanla and other users of Tanla's information processing facilities and the oversight of this policy lies with the CEO and the senior management ensuring the effective communication of the policy at all levels throughout the organization.

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.

None

Leadership Indicators

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

Refer to www.tanla.com

2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.

Not Applicable

3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.

Not Applicable

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief.

Not Applicable

5. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

Yes, we interact with our clients on regular basis and the feedback is collected through a feedback forms, emails etc.

6. Provide the following information relating to data breaches:

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

- The Company has not witnessed any instances of data breaches for the current reporting year.

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

- as the Company has not witnessed any instances of data breaches involving personally identifiable information of customers.