



Dated: August 10, 2023

The Manager
BSE Limited
Corporate Relationship Department
Phiroze Jeejeebhoy Towers
Dalal Street
Mumbai- 400001
Scrip Code: 540750

The Manager
National Stock Exchange of India Ltd
Listing Department
Exchange Plaza, 5th Floor, Plot No. C/1
G Block, Bandra Kurla Complex
Bandra (E), Mumbai-400 051
Symbol: IEX

Sub: Submission of Business Responsibility and Sustainability Report (BRSR) for the Financial Year 2022-23.

Dear Sir / Madam,

Pursuant to Regulation 34 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ('SEBI Listing Regulations'), we are pleased to enclose herewith the **Business Responsibility and Sustainability Report (BRSR) of the Company for the year financial year 2022-23.**

You are requested to take the above information on record.

Thanking You.

Yours faithfully,

For Indian Energy Exchange Limited

Vineet Harlalka
CFO, Company Secretary & Compliance Officer
Membership No. ACS-16264

Encl: as above

Indian Energy Exchange Ltd

Registered Office: C/o Avanta Business Centre, First Floor, Unit No. 1.14(a), D2, Southern Park, District Centre, Saket, New Delhi-110017, India

Corporate Office: 9th Floor, Max Towers, Sector 16B, Noida, Uttar Pradesh-201301, India

Tel: +91-011-3044 6511 | Tel: +91-120-4648 100 | Fax No.: +91-120-4648 115

CIN: L74999DL2007PLC277039 | Website: www.iexindia.com

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING



IEX is also the country's first power exchange that has been certified as being carbon neutral. Sustainability is intrinsic to IEX's ethos and its functioning, and the Company is committed to contributing towards India's transition into a carbon neutral country by 2070. In line with these endeavours, the Company operates a power exchange and a gas exchange and has introduced a carbon exchange as well. This section contains information on the operations of the Company, its employees, along with the functioning of its various businesses.



FOREWORD

For Indian Energy Exchange Limited ('IEX'), sustainability goals form an inseparable part of the Company's drive to achieve its business goals. As such, they are integrated into both the qualitative and quantitative aspects of Environment, Social and Governance (ESG) that guide and inform the Company's operations. The Company is also cognizant of the fact that climate change is not just an environmental issue but also a business risk. The erosion of natural capital poses significant risks to both businesses and society.

IEX is into a service-oriented business, providing a nationwide, automated trading platform for physical delivery of electricity, renewable energy and certificates including the energy saving certificates. The Company's carbon footprint is therefore limited to the use of consumables, such as paper, office equipment, water and energy, among others. However, as a responsible corporate citizen,

the Company endeavours to reduce its carbon footprint and minimise its energy usage. In FY23, IEX has achieved a milestone by becoming India's first carbon-neutral Power Exchange, using market based tradable instruments to offset its carbon emissions for FY22.

To reduce its carbon footprints, IEX voluntarily canceled CERs (certified emissions reductions) from clean projects registered under the Clean Development Mechanism of UNFCCC (United Nations Framework Convention on Climate Change) and used market based tradable instruments. IEX is committed to contribute towards fulfilling India's Net Zero emissions target by creating an ecosystem for reduction of emissions. IEX's commitment towards climate mitigation will support the corporates and industries who want to be associated with an environmentally responsible organization and will enable them to contribute towards the critical challenge of climate

change.

SECTION A

GENERAL DISCLOSURES

I. Details of the listed entity:

S. No.	Particulars	Details
1	Corporate Identity Number (CIN) of the Listed Entity	L74999DL2007PLC277039
2	Name of the Listed Entity	Indian Energy Exchange Limited
4	Year of incorporation	2007
4	Registered office address	1st Floor, Unit No.114(a), Avanta Business Centre Southern Park, D-2, District Centre, Saket New Delhi 110017, India.
5	Corporate address	Plot No. C-001/A/1, 9th Floor, Max Towers Sector 16B, Gautam Buddha Nagar, Noida- 201301, Uttar Pradesh, India
6	E-mail	ixsecretarial@iexindia.com
7	Telephone	+91-011-3044 6511 / +91-120-4648 100
8	Website	www.iexindia.com
9	Financial year for which reporting is being done	2022-23
10	Name of the Stock Exchange(s) where shares are listed	1. National Stock Exchange of India Limited 2. BSE Limited
11	Paid-up Capital	Pre-Buyback: ₹ 89,86,69,533/- Post-Buyback: ₹ 89,16,92,735/-
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Name: Mr. Vineet Harlalka Designation: CFO, Company Secretary & Compliance Officer Phone No.: 0120 - 4648100 Email: Compliance@iexindia.com Address: Plot No. C-001/A/1, 9th Floor, Max Towers, Sector 16B, Noida, Gautam Buddha Nagar, Uttar Pradesh - 201301
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone basis

II. Products/services:

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Financial and Insurance Activities	Other financial activities	100%



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

S. No.	Product/Service	NIC Code	% of Total Turnover contributed
1	Power Exchange Services	66110	100%

III. Operations:

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

Location	Number of plants	Number of offices	Total
National	NA*	3	3
International	NA*	-	-

* The Company is providing power exchange services and does not undertake any manufacturing activity.

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	Pan-India
International (No. of Countries)	Nil*

* However, IEX facilitates Cross Border Electricity Trade (CBET) with Nepal & Bhutan to expand its power market beyond India.

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

Not Applicable

c. A brief on types of customers

Indian Energy Exchange (IEX) is India's premier energy marketplace, providing a nationwide automated trading platform for the physical delivery of electricity and related products like Renewable Energy Certificates and Energy Saving Certificates. The customers of the Company are its members and their clients. The Exchange has a robust ecosystem of 7,783 participants which includes 120 member participants, 104 distribution utilities, 698 generators, 2,070 renewable and ESCert participants and 4,791 Open Access consumers representing industries such as metal, food processing, textile, cement, ceramic, chemicals, automobiles, information technology industries, institutional, housing and real estate, and commercial entities. The membership categories of the exchange comprises proprietary membership, trader membership, and facilitator membership.

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)
EMPLOYEES						
1	Permanent (D)	171	147	86%	24	14%
2	Other than Permanent (E)	-	-	-	-	-
3	Total Employees (D+E)	171	147	86%	24	14%

WORKERS*

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
4	Permanent (F)					
5	Other than Permanent (G)					
6	Total Workers (F + G)					

*Note: The Company does not have any 'worker', as defined in the guidance note on BRSR, issued by SEBI.

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1	Permanent (D)	1	1	100%	-	-
2	Other than Permanent (E)	-	-	-	-	-
3	Total differently abled employees (D+E)	1	1	100%	-	-
DIFFERENTLY ABLED WORKERS*						
4	Permanent (F)					
5	Other than Permanent (G)					
6	Total differently abled workers (F + G)					

*Note: The Company does not have any 'worker', as defined in the guidance note on BRSR, issued by SEBI.

19. Participation/Inclusion/Representation of women:

Particulars	Total (A)	No. and percentage of Females	
		No.(B)	% (B/A)
Board of Directors	6	1	17%
Key Management Personnel	2	-	-

20. Turnover rate for permanent employees and workers

Particulars	FY23			FY22			FY21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	19.88%	4.09%	23.97%	24.52%	1%	25.52%	5.29%	-	5.29%
Permanent Workers*									

*Note: The Company does not have any 'worker', as defined in the guidance note on BRSR, issued by SEBI.



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	International Carbon Exchange Private Limited	Subsidiary	100%	No
2	Indian Gas Exchange Limited	Associate	47.28%	No

VI. CSR Details

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

(ii) Turnover (in ₹): 40,085.44 lakh

(iii) Net-Worth (in ₹): 76,833.73 lakh

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)	FY23			FY22		
	(If Yes, then provide web-link for grievance redressal policy)	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes ¹	-	-	-	-	-	-
Investors (other than shareholders)	Yes ²	-	-	-	-	-	-
Shareholders	Yes ³	30	1*	#	31	-	#
Employees and workers	Yes ⁴	-	-	-	-	-	-
Customers	Yes ⁵	1	-	-	1	-	-
Value Chain Partners - Vendors	Yes ⁶	-	-	-	-	-	-
Others (Please Specify)	-	-	-	-	-	-	-

* One pending complaint pertaining to dividend was closed on April 10, 2023.

All the complaints were related to non-receipt of annual report, corporate actions, notices, dividend queries etc.

1 Community Grievance Redressal Policy:

<https://www.iexindia.com/pdf/Community%20Grievance%20Redressal%20Policy.pdf>

2 Investor Grievance Redressal Policy:

<https://www.iexindia.com/pdf/Investor%20Grievance%20Redressal%20Policy.pdf>

3 Shareholder Desk:

https://www.iexindia.com/Investor_grievance.aspx?id=6Cu9vovnyaQ%3d&mid=Gy9kTd80D98%3d

4 Employee related policies are placed on the intranet of the Company.

5 Grievance Redressal & Conflict Resolution Mechanism:

<https://www.iexindia.com/membership.aspx?id=CLWZNil81%2b4%3d&mid=Gy9kTd80D98%3d>

6 IEX has a Procurement Policy to define and streamline the procurement process and make it transparent and develop a robust vendors management system.

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

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk 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	Facilitating trading in renewable Electricity/ renewable certificates/ energy saving certificates.	Opportunity	Gol has targeted 500 GW capacity of renewables by 2030 and has committed to become a Net Zero emitter by 2070. Since Power Exchanges play a big role in managing RE intermittencies, it is an opportunity for IEX to grow. CFD for RE is also expected to be rolled out.	-	Positive <ul style="list-style-type: none"> A joint study by Solar Energy Corporation of India & IEX, shows that market based RE projects can command better IRR vis-à-vis the RE projects being set up through existing bidding route. IEX's Green market, comprising RECs, ESCerts, G-DAM and G-TAM segments, is in line with India's ambitions for strategic sustainability.
2	Corporate Governance	Opportunity & Risk	<ul style="list-style-type: none"> Important to enhance and retain stakeholders' trust. Critical in enhancing long term stakeholders value. Helps in risk management. Critical in successful running of Company. 	<ul style="list-style-type: none"> IEX has created Policies & Procedures to ensure that the Board of Directors are well informed and competent to carry out its duties. All decisions are made with integrity and in accordance with the law. 	Positive <ul style="list-style-type: none"> Good governance practices imply a better response to a constantly changing environment. Good governance ensures that improved efforts to meet intended goals will attract significant capital investment.
3	Workplace health and safety	Opportunity & Risk	<ul style="list-style-type: none"> Prevention of work-related Injuries Safeguarding the health and wellbeing of employees Health of employees has paramount importance. Prevention of injuries of employees 	<ul style="list-style-type: none"> Goal of bringing number of workplace incidents to absolute minimum Increasingly investing in preventive measures Different physical activities for employees Recognised employee's mental health and organized mental health programs for employees at regular intervals. Organized workshops and awareness programs at regular intervals to familiarize all employees with the applicable legal framework under the POSH Act 2013. 	Positive <ul style="list-style-type: none"> Employee safety leads to improved health, which leads to better performance. Healthier employees complete jobs more quickly and are generally happier. In a safe working environment, there are extremely a few accidents.



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)
4	Attracting and retaining talent	Opportunity	<ul style="list-style-type: none"> Helps improving operational efficiency. Increased employee loyalty Inspiring Company culture Highly skilled workforce Reduction in hiring costs 	-	Positive <ul style="list-style-type: none"> Helps in building a team that consists of only those people who really care about your Company and are concerned about the success of it. Competitive edge over peers
5	Data Security & Customer Privacy	Risk	The Company relies heavily on its technology infrastructure. As majority of transactions are processed digitally, it increases cyber/information security risk	<ul style="list-style-type: none"> The Company has a robust Cyber Security Policy & Resilience Framework wherein cyber risks and its mitigation are monitored by the Enterprise Risk Management Committee of the Company. The Company has increased efforts through sensitization of employees, customers and other stake holders on cyber frauds, data privacy etc. 	Negative <ul style="list-style-type: none"> Reputational risks. Data privacy issues may lead to litigation risks/ financial risks. Regulatory risk in terms of fines, penalties, etc.
6	Information Technology	Opportunity	<ul style="list-style-type: none"> Technology is a key differentiating factor in an Exchange business. Our technology vision is to architect next-generation technology and digital enterprise solutions that enable us to shape the development of competitive, transparent, and robust energy markets in the country 	-	Positive <p>At IEX, we will be at the forefront of adopting new technologies to provide an efficient electricity market and to facilitate the development of a sustainable and efficient energy future which will enable us to meet user growth as well as initiate commencement of new market products and services in an expeditious manner.</p>

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. The NGRBC as prescribed by the Ministry of Corporate Affairs advocates nine principles referred as P1-P9 as given below:

- P1 Businesses should conduct and govern themselves with integrity in a manner that is ethical, transparent and accountable.
- P2 Businesses should provide goods and services in a manner that is sustainable and safe.
- P3 Businesses should respect and promote the well-being of all employees, including those in their value chains.
- P4 Businesses should respect the interests of and be responsive towards all its stakeholders.

- P5 Businesses should respect and promote human rights.
- P6 Businesses should respect, protect and make efforts to restore the environment.
- P7 Businesses when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.
- P8 Businesses should promote inclusive growth and equitable development.
- P9 Businesses should engage with and provide value to their consumers in a responsible manner.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9	
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)	Some policies have been approved by the Board, a few policies are approved by the Managing Director or the Executive Committee members within their delegated powers.								
	c. Web Link of the Policies, if available	All policies are available on the intranet for internal stakeholders. However, policies applicable to external stakeholders are hosted on the Company's website at: https://www.iexindia.com/Polices.aspx?id=c0umpHYt5Sg%3d&mid=Gy9kTd80D98%3d								
2	Whether the entity has translated the policy into procedures. (Yes / No)	Yes. The Company has translated its policies into procedures and practices, as applicable in all the activities that it undertakes.								
3	Do the enlisted policies extend to your value chain partners?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	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) adopted by your entity and mapped to each principle.	P2 <ul style="list-style-type: none"> ISO 9001:2015 accreditation for Quality Management Systems, ISO 27001:2013 accreditation for Information Security Management Systems P6 <ul style="list-style-type: none"> ISO 14001:2015 accreditation for Environment Management Systems 								
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	<ul style="list-style-type: none"> IEX is committed to contribute towards fulfilling India's Net Zero emissions' target by creating an ecosystem for reduction of emissions. IEX's commitment towards climate mitigation will support the corporates and industries who want to be associated with an environmentally responsible organization and will enable them to contribute towards the critical challenge of climate change. IEX is committed to become a truly employee-centric organisation, by empowering them across all aspects – work and career, learning & development, growth, compensation, and most-importantly, their overall well-being. Promote diversity in its workforce and remain an equal opportunity employer. 								
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	<ul style="list-style-type: none"> In FY23, IEX achieved a milestone by becoming India's first carbon-neutral Power Exchange, using market based tradable instruments to offset its carbon emissions for FY22. IEX has been certified as a Great Place To Work® in India for the year January 2023–24. IEX has received this global recognition in the 'mid-size Company' category. IEX is India's first Great Place To Work Certified Power Exchange. This certification reflects the commitment of the Company towards achieving its defined goals. This recognition encourages us to move forward on our journey towards creating a harmonious environment for our workforce. IEX has an equal opportunity policy that ensures equal employment opportunities, without any discrimination on the grounds of age, color, disability, marital status, nationality, race, religion, sex, sexual orientation. 								



Governance, leadership and oversight

7 Statement by Committee responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements:

In line with Government of India's vision of Net Zero emissions by 2070, IEX is committed to contribute towards fulfilling that target by adhering to ESG principles in its business operations. The Company remains focused on being the architect of next-generation solutions for sustainable energy.

Our Company is ISO 14001:2004 accredited for Environment Management best practices, and we continue to tread the path of India's vision of a sustainable future. We became India's first carbon-neutral Power Exchange in this financial year, helping achieve India's target of reducing the emissions intensity of its GDP by 45% by 2030 to limit global warming to 1.5 degrees Celsius. To reduce its carbon footprints, IEX voluntarily cancelled CERs (Certified Emissions Reductions) from clean projects registered under the Clean Development Mechanism of UNFCCC (United Nations Framework Convention on Climate Change) and used market-based tradable instruments. Further, we dispose E-waste of the Company's IT assets in an environment-friendly manner through Government certified e-waste agency(s).

As responsible partners of our stakeholders, IEX has been consistently investing in technology and building a strong digital environment that covers data protection and user privacy of our customers. We remain committed to support and promote inclusive and sustainable growth. Our CSR policy is spread across environmental sustainability, socio-economic empowerment of underprivileged communities, social development and equity across the society, culture and heritage, education and research; besides supporting national disaster management, relief and rehabilitation.

IEX has recognised the importance of sustainability to ensure business success both locally and regionally. Integrating sustainability in reporting standards would further strengthen the visibility of value creation that companies are engaged in today and will engage in times to come.

- 8 Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies). The Board of the Company has constituted a Corporate Social Responsibility & Sustainability Committee comprising of two-third of Independent Directors and chaired by an Independent Director to monitor and oversee the relevant sustainability and corporate social responsibility policies, strategies, and programs of the Company.

Composition of the said committee is given below:

Name of Member	Position in Committee
Prof. K.T. Chacko	Chairperson (Independent Director)
Ms. Sudha Pillai	Member (Independent Director)
Mr. Satyanarayan Goel	Member (Chairman & Managing Director)

- 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. As mentioned above, the Board of the Company has constituted a Corporate Social Responsibility & Sustainability Committee for decision making on sustainability related issues.

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	Y	Y	Y	Y	Y	Y	Y	Y	Y	Policies of the Company are reviewed periodically or on a need basis by department heads and the Managing Director. During this review, the efficacy of the policies are reviewed and then placed before the Board/ its sub-committees for approval.								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	P1									P2								

The Company is in compliance with the extant regulations as applicable.

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.

No external evaluation/assessment has been undertaken. However, an internal review of the workings of the BR policies has been carried out and the effectiveness & implementation of the policies is generally done by internal auditors. The policies are reviewed periodically and amended as and when required.

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)									

S E C T I O N 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. In this report the Company has disclosed the essential indicators and is in the process of defining the leadership indicators and reporting on leadership indicators will be done going forward as and when they are assessed and implemented.

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	% of persons in respective category covered by the awareness programmes
Board of Directors	During the financial year various training programs of Directors was held through Directors Familiarization program. In these programs Directors were familiarized with the strategy, operations, and functions of the Company and the corporate governance practices adopted by the Company. In addition, the Board is provided with the updates in the business on quarterly basis.		100%
Key Managerial Personnel	Training was undertaken on various topics namely Information Security including Cyber Security, Code of Conduct for Prevention of Insider Trading, POSH Awareness.		100%
Employees other than BoD and KMPs	Training was organized for all employees during the year. We had specific leadership programs like LEAP & Emerging Leaders, 360 awareness. IT Security program/Cyber Security - Impact of Information Security on business and personal. Compliance Training on Prevention of Sexual Harassment at Work-Place (POSH) and Training for Internal Complaints Committee, Technical Training on Oracle KVM & Health & Wellness Training that included Yoga.		90%
Workers*		Not Applicable	

*Note: The Company does not have any 'worker', as defined in the guidance note on BRSR, issued by SEBI.



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

Monetary					
Particulars	NGRBC Principle	Name of the regulatory/ enforcement agencies/judicial Institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes / No)
Penalty/ Fine	Nil	Nil	Nil	Nil	Nil
Settlement	Nil	Nil	Nil	Nil	Nil
Compounding Fee	Nil	Nil	Nil	Nil	Nil
Non-Monetary					
Imprisonment	Nil	Nil	Nil	Nil	Nil
Punishment	Nil	Nil	Nil	Nil	Nil

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
Nil	Nil

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, the Company has an Anti-Bribery and Anti-Corruption (ABAC) Policy in place.

IEX is committed to operate the business conforming to the highest moral and ethical standards. The Company is committed to act professionally, fairly and with integrity in all its business dealings and relationships, and to implement and enforce adequate procedures to counter bribery and corruption. This includes compliance with all applicable laws, prohibiting improper payments, gifts and inducements of any kind to or from any person, including private and public officials, customers and suppliers.

The Company’s ABAC Policy emphasizes IEX’s zero tolerance approach to bribery and corruption. The purpose of Anti-Bribery and Anti-Corruption Policy (“ABAC”) is to outline the guiding principles and adequate procedures to prevent any activity or conduct relating to bribery, facilitation payments, or corruption.

This Policy applies to all the employees of IEX, individuals who serve on full-time, part-time or temporary basis on contract, retainer, consultant or any similar arrangement, all members of the Board of Directors and Independent External Persons.

The said policy is placed on the website of the Company at:

<https://www.iexindia.com/Polices.aspx?id=c0umpHYt5Sg%3d&mid=Gy9kTd80D98%3d>

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

Particulars	FY23	FY22
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers*	NA	NA

*Note: The Company does not have any ‘worker’, as defined in the guidance note on BRSR, issued by SEBI.

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

Particulars	FY23		FY22	
	Number	Remark	Number	Remark
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Nil	Nil	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Nil	Nil	Nil

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

Not Applicable

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	FY23	FY22	Details of improvement in environmental and social impacts
R&D*	Nil	Nil	Not Applicable
Capex	Nil	Nil	Not Applicable

* The Company is not directly involved in any R&D activities and hence no expenditure on R&D has been incurred.

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

Not Applicable, as Exchange is providing a trading platform that facilitates online trading of power, environmental & efficiency attributes. As such, it provides services and not physical products.

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

Not Applicable

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.

Not Applicable.

IEX being a Power Exchange is providing a trading platform that facilitates online trading of power. As such, it is providing services and not physical products, therefore it does not reclaim any products from waste for reusing/recycling.

As an environmentally responsible organization, we approach waste management not only through systems and technology routes but also through advocacy and sensitization thereby influencing behavioral change.

E-waste: All electronic waste generated within IEX premises is discarded in accordance with e-waste management policy of the Company and the equipment's are recycled/ disposed by certified e-waste vendors. Recycling/disposal certificates are obtained from the respective vendors once the process is completed to ensure safe disposal.

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



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:

% of employees covered by											
Category	Total (A)	Health insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent employees											
Male	147	147	100%	147	100%	-	-	147	100%	-	-
Female	24	24	100%	24	100%	24	100%	-	-	-	-
Other than Permanent employees											
Male	Not Applicable										
Female	Not Applicable										
Total	Not Applicable										

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

% of workers covered by											
Category	Total (A)	Health insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent workers											
Male	Not Applicable										
Female	Not Applicable										
Other than permanent workers											
Male	Not Applicable										
Female	Not Applicable										
Total	Not Applicable										

* Note: The Company does not have any 'worker', as defined in the guidance note on BRSR, issued by SEBI

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

Benefits	FY23			FY22		
	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	Yes	100%	NA	Yes
Gratuity	100%	NA	Yes	100%	NA	Yes
ESI	-	-	-	-	-	-
Others – Please Specify	-	-	-	-	-	-

Note: The Company does not have any 'worker', as defined in the guidance note on BRSR, issued by SEBI.

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.

The Company is committed to embracing inclusion and diversity in its premises. The Company's facilities have the necessary infrastructure in place to ensure access and inclusion for differently abled staff as per the requirements of the Rights of Persons with Disabilities Act, 2016.

We strongly promote equal opportunities for everyone, and we acknowledge the importance of having a diverse and equitable work environment. We have designed workplaces for providing assistance or making changes to a position or workplace to enable employees with disabilities to carry out their jobs.

At our offices there are ramps at entry locations and lobbies to facilitate wheelchairs. Also there are dedicated toilets for differently abled employees.

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.

IEX is an Equal Opportunity Employer and does not follow or support any discrimination based on caste, gender, sexual orientation, religion, ethnicity or physical disabilities. All employees are expected to be respectful towards each other and not promote or tolerate any form of discrimination.

The Company has an equal opportunity policy. The said policy is placed on the intranet of the Company.

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

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

* Note: The Company does not have any 'worker', as defined in the guidance note on BRSR, issued by SEBI.

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.

Particulars	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent employees	Yes. Employee Grievance Redressal Policy: it provides a mechanism for employees to raise grievances arising from their employment, working conditions, entitlements, service conditions. The Policy will also ensure that such grievances are dealt with promptly, fairly and in accordance with Policies of the Organization. Whistle Blower Policy: it provides a mechanism to Directors and employees of the Company to report Unethical, Improper Practices acts or activities in the Company directly to the Chairperson of the Audit Committee. POSH Policy: it provides a mechanism for employees to report matters related to sexual harassment in the Company to the Internal Complaints Committee. Human Rights Policy: it provides a secure system to employees to raise and report grievances related to human rights violations.
Other than permanent employees	Yes. POSH Policy: it provides a mechanism for employees (permanent or non-permanent) to report matters related to sexual harassment in the Company to the Internal Complaints Committee. Human Rights Policy: it provides a secure system to employees (permanent or non-permanent) to raise and report grievances related to human rights violations.
Permanent Workers*	Not Applicable
Other than permanent workers*	Not Applicable

* Note: The Company does not have any 'worker', as defined in the guidance note on BRSR, issued by SEBI.



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

Not Applicable

8. Details of training given to employees and workers:

Category	FY23					FY22				
	Total (A)	On health & safety measures		On skill upgradation		Total (D)	On health & safety measures		On skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	147	147	100%	132	90%	135	135	100%	121	90%
Female	24	24	100%	20	83%	24	24	100%	24	100%
Workers*										
Male	Not Applicable									
Female	Not Applicable									

* Note: The Company does not have any 'worker', as defined in the guidance note on BRSR, issued by SEBI.

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

Category	FY23			FY22		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	147	147	100%	135	135	100%
Female	24	24	100%	24	24	100%
Workers*						
Male	Not Applicable					
Female	Not Applicable					
Total	Not Applicable					

* Note: The Company does not have any 'worker', as defined in the guidance note on BRSR, issued by SEBI.

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 of such system?

Yes. All the employees of the Company are covered under Group Personal Accident Insurance Policy and Group Health Insurance Policy.

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

IEX is a power exchange and hence primarily in the service industry and therefore occupational health, and safety management concerns are not applicable to us in the traditional ways as that would be applicable to a plant or factory. We operate in a manner that helps to protect our employees, customers and the communities where we operate. Our approach to safety includes identifying possible risks, implementing measures to prevent potential incidents, and educating employees about unsafe behaviors. We promote a safety-first mentality for IEX employees to ensure zero workplace injuries. Mock fire evacuation drills are conducted at regular intervals for all the employees.

In addition to the above, the Company is also cognizant of increased health risks caused by physical inactivity and

excessive sitting at the workplace. The Company evaluates the effectiveness of workplace interventions to reduce sitting at work compared to no intervention or alternative interventions. The Company encourages lunch away from desks and regular screen breaks to reduce the risks associated with physical inactivity. Further, to reduce sitting time at the workplace, IEX has introduced a mandatory 10-to-15-minute break during working hours daily for employees, during this time the employees are urged to get up from their workstations and walk towards the cafeteria to refresh and rejuvenate. The Company also provides good seating for the employees, allowing posture change, height adjustment and comfort.

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

Not Applicable

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

Yes. Employees of the Company have access to non-occupational medical and healthcare services.

At IEX, we conduct structured programmes to promote the health and well-being of our employees, leading to higher productivity and efficiency. On a daily basis, services of designated acupressure therapist are provided to the employees as a pain relief measure and to reduce stress and anxiety.

The Company has also tied up with well-established hospitals to deal with any kind of incident, accident or medical emergency. Employees are required to undergo an annual health check-up and healthcare advice is provided. Medical insurance facilities are provided to employees and their dependents. Employees are also covered under group personal accident insurance.

11. Details of safety related incidents:

Safety Incident / Number	Category	FY23	FY22
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
Safety Incident / Number	Category	FY23	FY22
No. of fatalities	Employees	-	-
	Workers*	NA	NA
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers*	NA	NA

* Note: The Company does not have any 'worker', as defined in the guidance note on BRSR, issued by SEBI.

12. Describe the measures taken by the entity to ensure a safe and healthy work-place.

The Company assesses the health, safety and environmental performance of its offices. Our approach to safety includes identifying possible risks, implementing measures to prevent potential incidents, and educating employees about unsafe behaviors. We promote a safety-first mentality for IEX employees to ensure zero workplace injuries. All employees are given fire safety training including evacuation drills. Fire drills and audits are conducted in the office premises to ensure maintenance of safety standards. The Company also has dedicated medical rooms for the employees where first aid kits are properly maintained for medical emergencies and where employees can zone out, relax in case of any discomfort.

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

Particulars	FY23			FY22		
	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	-	-	-	-	-	-

* Note: The Company does not have any 'worker', as defined in the guidance note on BRSR, issued by SEBI.



14. Assessments for the year:

Particulars	% of offices that were assessed
Health and safety practices*	100%
Working Conditions*	

Note: IEX strives to keep the workplace environment safe, hygienic and humane, upholding the dignity of the employees. IEX Offices are internally assessed periodically through employee surveys for various aspects of health and safety measures and related working conditions.

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

Not Applicable

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.

The Company has identified institutions, individuals or a group of individuals furthering the mission & vision of the Company as key stakeholder groups of the entity. We have identified and included but not limited to employees, shareholders including prospective investors, customers, channel partners including regulators, lenders, research analysts, communities and other vendors amongst others.

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
Board	No	E-mails, Meetings, Notice and Agenda of Meetings	Quarterly and as per the requirement of Companies Act, 2013 and SEBI (LODR) Regulations, 2015	Role and responsibilities of Board of Directors defined under the Companies Act, 2013 and SEBI (LODR) Regulations, 2015. Therefore, the Board and its committees meet from time to time to discuss and approve the statutory requirements.
Employees	No	One-to one interaction, Emails, Meetings, Employee engagement activities, Intranet, townhall meetings, Coffee with Managing Director, Grievance Redressal Mechanism, Employee satisfaction surveys.	Ongoing	Initiatives to improve work environment, OH & S Management Systems, employee training and development
Shareholders/ Investors	No	Email, SMS, Calls/In Person Meetings, Newspaper advertisement, Website, Social Media, AGMs, Intimation to stock exchanges, Quarterly/ Annual financials and Analyst meets and Conference Callas, Annual Reports	Annual, Quarterly and need based	To discuss the finance performance and business outlook, details of announced events and to redress their grievances.

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
Customers	Yes	Regular training programs are conducted for the customers to make them familiar with the new developments, Email, Meetings, Advertisement, publications, website, social media, Business Visits, customer helplines and customer surveys	Regular and need based	Timely and proactive communication on reconciliation & settlements, response to queries. To acquire new customers.
Regulators/ Government	No	Direct interactions on case-to-case basis, response to information sought, routine filing of reports, regulatory audits and inspections	Regular & need based	Compliance Monitoring and management, payment of statutory fees and fines, submission of information and reports
Registrar and Transfer Agent	No	E-mail, Meetings, Websites,	Ongoing and need based	Ensuring compliance, data integrity and seamless operations
Vendors, Consultants & Other Service Providers	No	Direct interaction in regular meetings, Contracts & agreements, E-mails, Meetings, Audits and inspection	Regular & need based	Payment processing cycles, Business ethics, Service & Support, Ensuring compliance, knowledge sharing
Institutions & Industry Bodies	No	Networking through meetings, discussions etc.	Need based	To stay abreast of the new opportunities in the sector and drive change
Communities	Yes	E-mails, Meetings, Interviews, response to their queries	Regular and need based	Investment in community development, integration of management system, including environmental, energy and OH & S

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:

IEX's commitment to Human Rights is enshrined in the Human Rights Policy, which sets out the objectives of the Company. One of the objectives of the Policy is to ensure that employees are provided the necessary training and awareness on our Human Rights Policy and engage with our stakeholders to raise awareness among them. It also lays down the principles of equal opportunity and non-discrimination, anti-corruption and bribery, prohibition of forced and child labour, safe healthful and harassment-free workplace, amongst others. IEX use various mediums to create awareness on ESG initiatives (including human rights) for its employees through internal communication channels - intranet, training programs etc. Human Rights Policy is available on Company's website at

<https://www.iexindia.com/Polices.aspx?id=c0umpHYt5Sg%3d&mid=Gy9kTd80D98%3d>



Category	FY23			FY22		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	171	171	100%	159	159	100%
Other than Permanent*	Not Applicable					
Total Employees	171	171	100%	159	159	100%
Workers						
Permanent	Not Applicable					
Other than Permanent						
Total Workers						

* Note: The Company does not have any employee other than permanent employee.

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

Category	FY23					FY22				
	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										
Male	147	-	-	147	100%	135	-	-	135	100%
Female	24	-	-	24	100%	24	-	-	24	100%
Other than Permanent^s										
Male	Not Applicable									
Female	Not Applicable									
Workers*										
Permanent										
Male	Not Applicable									
Female	Not Applicable									
Other than Permanent										
Male	Not Applicable									
Female	Not Applicable									

\$ Note: The Company does not have any employee other than permanent employee.

* Note: The Company does not have any 'worker', as defined in the guidance note on BRSR, issued by SEBI.

3. Details of remuneration/salary/wages:

(Amount in ₹ lakh)

Particulars	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)				
(i) Executive Director*	1	351.03 [@]	-	-
(ii) Non-Executive Directors**	3	16.70	1	17.45

Particulars	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Key Managerial Personnel [#]	1	124.90 [@]	-	-
Employees other than BoD & KMP ^{##}	145	12.93	24	10.74
Workers [§]		Not Applicable		

Note: Expenses towards gratuity and leave encashment provisions are determined actuarially on an overall basis at the end of each year and accordingly, have not been considered in the above information.

* Chairman & Managing Director

@ Including variable pay paid for FY23.

** includes only Non-Executive Directors who were paid the sitting fee for attending the meetings of the Company during FY23.

CFO & Company Secretary

These details are on CTC basis.

§ The Company does not have any 'worker', as defined in the guidance note on BRSR, issued by SEBI.

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, there are various committees responsible for human rights impacts and issues.

For matters related to:

- Sexual harassment will be dealt in accordance with the Prevention of Sexual Harassment at workplace Policy (POSH Policy) and under this Policy reporting is made to the Internal Complaints Committee constituted under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.
- Genuine concerns or grievances about unethical behavior, actual or suspected fraud, one can adhere to Whistleblower Policy and under this Policy reporting is directly made to the Chairperson of the Audit Committee.

For other matters relating to violation of human rights, the Company has a Chief Human Resources Officer who acts as a single point of contact related to human rights issues.

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

The Company has the following internal mechanisms in place to redress the grievances related to human rights issues –

Human Rights Policy: To address employee concerns and complaints pertaining to human rights and decent labour practices, a Grievance Redressal Procedure with appropriate systems and mechanisms has been and is backed by policies and statutory provisions. It allows for open and structured discussions on grievances raised on the issues related to human rights and their resolution in a fair manner.

Employee Grievance Redressal Policy: it provides a mechanism for employees to raise grievances arising from their employment, working conditions, entitlements, service conditions. The Policy will also ensure that such grievances are dealt with promptly, fairly and in accordance with Policies of the Organization.

Whistle Blower Policy: it provides a mechanism to Directors and employees of the Company to report Unethical, Improper Practices acts or activities in the Company directly to the Chairperson of the Audit Committee.

POSH Policy: it provides a mechanism for employees to report matters related to sexual harassment in the Company to the Internal Complaints Committee.



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

Particulars	FY23			FY22		
	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	Nil	Nil	Nil	Nil	Nil	Nil
Discrimination at workplace	Nil	Nil	Nil	Nil	Nil	Nil
Child Labour	Nil	Nil	Nil	Nil	Nil	Nil
Forced Labour/ Involuntary Labour	Nil	Nil	Nil	Nil	Nil	Nil
Wages	Nil	Nil	Nil	Nil	Nil	Nil
Other human rights related issues	Nil	Nil	Nil	Nil	Nil	Nil

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

The Company condemns any discrimination, harassment, victimization, or any other unfair employment practice being adopted against a complainant.

The Whistle blower policy of the Company provides that the Whistle Blowers will be protected against victimization/ any adverse action and/ or discrimination as a result of such a reporting.

The Company's Policy on Prevention of Sexual Harassment at Workplace also prohibits retaliation against an employee filing a sexual harassment complaint or participating in an inquiry of such a complaint.

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

Yes, in certain business agreements and contracts where relevant.

9. Assessments for the year:

Particulars	% of offices that were assessed
Child Labour	100%
Forced Labour/ Involuntary Labour	100%
Sexual Harassment	100%
Discrimination at workplace	100%
Wages	100%
Others- please specify	-

Note: IEX ensures that the principles of equal opportunity and non-discrimination, anti-corruption and bribery, prohibition of forced and child labour, Modern Slavery safe healthy and harassment-free workplace, amongst others as enshrined in the Human Rights Policy are adhered to in the best possible way.

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

Not Applicable

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment.

Essential Indicators

1. Details of total energy consumption and energy intensity:

Parameter	FY23	FY22
Total electricity consumption (A) in Kwh	3,66,197	2,77,067
Total fuel consumption (B) in kWh [Diesel consumption for Data Centres]	8,813	10,043
Energy consumption through other sources (C) in Kwh (Diesel consumption for Noida office)	2,502	2,174
Total energy consumption (A+B+C) in Kwh	3,77,512	2,89,284
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	Negligible	Negligible
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.

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.

However, the Company launched Energy Saving Certificates for trading in September 2017. This market-based instrument was created under the Perform Achieve and Trade (PAT) scheme of the Bureau of Energy Efficiency (BEE) under the Ministry of Power, Government of India. Under the PAT scheme, consumers in energy-intensive industries and sectors were identified and were required to reduce their specific energy consumption for every compliance period in accordance with specified targets. Consumers doing better than their targets are issued ESCerts (tradable on the Exchange) and consumers unable to meet their targets are required to buy ESCerts. ESCerts are only permitted to be traded through power exchanges. This model has incentivized carbon footprint reduction in India.

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

Parameter	FY23	FY22
Water withdrawal by source (in kilolitres)		
Surface Water	-	
Groundwater	-	
Third party water	-	
Seawater/ desalinated water	-	
Others (Govt. Supply)	655.6	Refer note
Total volume of water withdrawal (in kilolitres)(i + ii + iii + iv + v)	655.6	
Total volume of water consumption (in kilolitres)	655.6	
Water intensity per rupee of turnover (Water consumed / turnover)	Negligible	
Water intensity (optional) – the relevant metric may be selected by the entity	-	

Note: Water consumption details for FY22 is not available since the Company has started to track water consumption from FY23.



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:

Not Applicable

Parameter	Please specify unit	FY23	FY22
NOx	-	-	-
SOx	-	-	-
Particulate matter (PM)	-	-	-
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please specify	-	-	-

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

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

Parameter	Unit	FY23	FY22
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	52.00	28.82
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	296.62	218.88
Parameter	Unit	FY23	FY22
Total Scope 1 and Scope 2 emissions per rupee of turnover	Metric tonnes of CO2 equivalent	Negligible	Negligible
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

Yes, Independent external assurance has been done as per ISO 14064-3 by G2Business Excellence.

In FY23, IEX became first carbon-neutral Power Exchange in India. To reduce the carbon footprints of FY22, IEX voluntarily cancelled CERs (Certified Emissions Reductions) from clean projects registered under the Clean Development Mechanism of UNFCCC (United Nations Framework Convention on Climate Change) and used market-based tradable instruments.

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

No

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

Parameter	FY23	FY22
Total Waste generated (in metric tonnes)		
Plastic waste (A)	Not Applicable	Not Applicable
E-waste (B)	*	Nil

Parameter	FY23	FY22
Bio-medical waste (C)	Not Applicable	Not Applicable
Construction and demolition waste (D)	Not Applicable	Not Applicable
Battery waste (E)	Not Applicable	Not Applicable
Radioactive waste (F)	Not Applicable	Not Applicable
Other Hazardous waste. Please specify, if any. (G)	Not Applicable	Not Applicable
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	Not Applicable	Not Applicable
Total (A+B+C+D+E+F+G+H)	-	-

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

Category of Waste		
Recycled	Not Applicable	Not Applicable
Re-used	Not Applicable	Not Applicable
Other recovery operations	Not Applicable	Not Applicable
Total	Not Applicable	Not Applicable

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

Parameter	FY23	FY22
Category of waste		
Incineration	Not Applicable	Not Applicable
Landfilling	Not Applicable	Not Applicable
Other disposal operations	*	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.

* During FY23, 83 units of e-waste were generated and all of them were disposed of according to the e-waste policy of the Company.

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

- The Company is in the exchange business and is providing nationwide automated trading platform for the physical delivery of electricity, renewables, and certificates. Basically the Company is a service-oriented Company.
- Our focus on waste management is limited in scope and pertains to office related waste.
- Our processes are mainly digital and paperless.
- The Company does not have any usage of hazardous and toxic chemicals.
- Regarding e-waste, the Company has an e-waste policy for disposal of e-waste.
 - On an annual basis, the IT Team reviews the Asset List and initiates the equipment disposal process with the Accounts & Finance Team.
 - All equipment holding data shall be disposed of after removing classified information contained therein.
 - All magnetic and optical media having classified information shall be subjected to a suitable data shredding procedure so that no information can be retrieved using commonly used data recovery tools.
 - External qualified vendors are contacted and selected for equipment disposal activity.
 - On successful disposal of equipment, IEX obtains E-Waste disposal certificate from vendors.



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:

Not Applicable – Areas where IEX Offices are located are not being identified as ecologically sensitive areas.

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

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

The Company is in compliance with applicable environmental norms.

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

IEX has affiliations with five trade and industry chambers/ associations.

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	The Federation of Indian Chambers of Commerce & Industry (FICCI)	National
2	The Confederation of Indian Industry (CII)	National
3	Associated Chambers of Commerce and Industry of India (ASSOCHAM)	National
4	PHD Chamber of Commerce and Industry (PHDCCI)	National
5	Bangalore Chamber of Industry and Commerce (BCIC)	State

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.

Not applicable

Name of authority	Brief of the case	Corrective action taken
Nil		

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development.

Essential Indicators

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

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

* Social Impact Assessments (SIA) w.r.t. Right to Fair Compensation and Transparency in Land Acquisition, Rehabilitation and Resettlement Act, 2013.

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In ₹)
Not Applicable						

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

Given the nature of its operations, the Company has a negligible impact on its surroundings and environment, therefore, there is a minimal chance of having any community grievance against the Company. However, as a responsible corporate citizen, IEX recognizes its responsibility to listen to the suggestions, complaints, or grievances of the community with which it engages and attempts to resolve their concerns. The Company has well defined mechanisms in place to receive and redress grievances of the community.

The Company has formulated a 'Community Grievance Redressal Policy' to provide community members and other stakeholders with a method to constructively communicate their grievances directly. It also establishes procedures for an equitable, reciprocal, and timely resolution of grievances. The said policy is available on the website of the Company at:

<https://www.iexindia.com/Polices.aspx?id=c0umpHYt5Sg%3d&mid=Gy9kTd80D98%3d>

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

Particulars	FY23	FY22
Directly sourced from MSMEs/ small producers	Not Applicable	
Sourced directly from within the district and neighboring districts		



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

Essential Indicators

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

The Company, being a power exchange, accords highest priority for resolution of consumer (Members & Clients) complaints/disputes arising out of or in relation to bids, trades executed on the exchange, contracts, transactions on the exchange.

In line with its commitment towards the protection of its members and client's interest, the Company has established a robust complaints management and dispute resolution framework namely 'Grievance Redressal & Conflict Resolution Mechanism' to manage the complaints or disputes in an expedient and equitable manner. The 'Grievance Redressal & Conflict Resolution Mechanism' is available on the website of the Company at:

<https://www.ixindia.com/membership.aspx?id=CLWZNil81%2b4%3d&mid=Gy9kTd80D98%3d>

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

Particulars	As a percentage to total turnover
Environmental and social parameters relevant to the product	
Safe and responsible usage	Not Applicable – considering the Company is in service industry
Recycling and/or safe disposal	

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

Particulars	FY2022-23		Remarks	FY2021-22		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data Privacy	Nil	Nil	Nil	Nil	Nil	Nil
Advertising	Nil	Nil	Nil	Nil	Nil	Nil
Cyber-security	Nil	Nil	Nil	Nil	Nil	Nil
Delivery of essential services	Nil	Nil	Nil	Nil	Nil	Nil
Restrictive trade practices	Nil	Nil	Nil	Nil	Nil	Nil
Unfair Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Other	Nil	Nil	Nil	Nil	Nil	Nil

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

Particulars	Number	Reasons for recall
Voluntary recalls		
Forced recalls		
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 Cyber Security Policy & Resilience Framework.

IEX also have a Risk Assessment methodology to evaluate IT Risks. Under the said Risk Assessment methodology each risk is treated with appropriate controls on the basis of Asset Value, Vulnerability score, Threat value, Threat impact and likelihood. The Cyber Security Policy & Resilience Framework is available on the Company's intranet portal.

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.

No penalties/regulatory action has been levied or taken on the above-mentioned parameters.