

Date: September 4, 2024

BSE Limited 1st Floor, New Trading Wing, Rotunda Building, Phiroze Jeejeebhoy Towers, Dalal Street, Fort Mumbai – 400001 corp.relations@bseindia.com SCRIP Code- 544133	National Stock Exchange of India Limited Exchange Plaza, 5th Floor, C – 1, Block G, Bandra –Kurla Complex, Bandra (E) Mumbai – 400051 cmlist@nse.co.in Symbol-EXICOM
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Re: Regulation 34 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 (“SEBI Listing Regulations”)**Subject: Submission of Business Responsibility and Sustainability Report for financial year 2023-24**

Dear Sir/Madam,

Pursuant to Regulation 34 of the SEBI Listing Regulations, please find enclosed herewith the Business Responsibility & Sustainability Report of the Company for the financial year 2023-24.

You are requested to kindly take the same on records.

Thanking you,

Yours faithfully,

For Exicom Tele-Systems Limited**Sangeeta Karnatak**
Company Secretary & Compliance Officer
Membership No. 25216**Enclosed: Business Responsibility and Sustainability Report**

Business Responsibility and Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of listed entity

1.	Corporate Identity Number (CIN) of the Company	L64203HP1994PLC014541
2.	Name of the Company	Exicom Tele-Systems Limited
3.	Year of Incorporation	1994
4.	Registered Office Address	8 Electronics Complex Chambaghat Dist. Solan, HP,
5.	Corporate Address	Himachal Pradesh, India, 173213
6.	Email Address	sangeeta.karnatak@exicom.in
7.	Telephone	0124 6615200
8.	Website	www.exicom.in
9.	Financial Year Reported	FY 2023-24
10.	Name of the Stock Exchanges where shares are listed	BSE Limited National Stock Exchange of India Limited
11.	Paid-up Capital (in ₹)	1,20,82,45,010
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Sangeeta Karnatak Company Secretary & Compliance Officer Email address: sangeeta.karnatak@exicom.in Contact No. 0124 6615200 Address- Plot No 38, Sector-32, Gurgaon 122 001, Haryana, India
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).	The disclosures under this report are made on a Consolidated basis, unless specified.
14.	Name of assurance provider	NA
15.	Type of assurance obtained	NA

II. Products/Services

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

Sl. No.	Description of Main Activity	Description of Business Activity	% of turnover of the Company
1	Critical Power (CP)	1. Manufacturing & selling of Power Systems for conversion of AC power to DC power. 2. Manufacturing & selling of Lithium-ion batteries.	76.13%
2	Electric Vehicle Supply Equipment (EVSE)	Manufacturing & selling of EV chargers to automobile players.	23.87%

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

Sl. No.	Product/Service	NIC Code	% of total turnover contributed
1	Battery	279	42%
2	EV Chargers	279	24%
3	Hybrid Power System	279	20%
4	Switched Mode Power Supply (SMPS) & Switched Module Rectifier (SMR)	279	7%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	3	31	34
International	0	4	4

19. Markets served by the Company

a. Number of locations

Locations	Number
National (No. of States)	28 states and 5 Union territories
International (No. of Countries)	16

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

19.88%

c. Types of customers

The Company operates in two distinct business verticals: Critical Power and EV Chargers.

Under the Critical Power Business, the Company provides comprehensive energy management solutions for telecommunications sites and enterprise environments. Their diversified portfolio includes DC power conversion systems (referred to as 'DC Power Systems') and Li-ion-based energy storage solutions, which serve as backup power during grid interruptions ('Li-ion Batteries' or 'Energy Storage Solutions'). The customer base primarily consists of telecom players in the existing markets of India, South East Asia, and Africa.

In the EV Charger Business, the Company offers both slow charging solutions (AC chargers primarily for residential use) and fast charging solutions (DC chargers for business and public charging networks in cities and on highways). Their diverse customer base includes established automotive OEMs (passenger cars and EV buses), charge point operators (CPOs), and fleet aggregators.

IV. Employees

20. Details as at the end of Financial Year

a. Employees and workers (including differently abled):

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1.	Permanent (D)	266	237	89.10%	29	10.90%
2.	Other than Permanent (E)	10	9	90.00%	1	10.00%
3.	Total employees (D+E)	276	246	89.13%	30	10.88%
WORKERS						
4.	Permanent (F)	523	463	88.53%	60	11.47%
5.	Other than Permanent (G)	538	485	90.15%	53	9.85%
6.	Total workers (F+G)	1061	948	89.35%	113	10.65%

b. Differently abled Employees and workers:

Sl. 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)					

21. Participation/Inclusion/Representation of Women

Sl. No.	Total (A)	No. and percentage of Females	
		No.(B)	%(B/A)
Board of Directors	6	2	33.33%
Key Management Personnel	4	1	25.00%

22. Turnover rate for permanent employees and workers (disclose trends for the past 3 years)

Particulars	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	21.20%	20.70%	21.10%	19.10%	13.30%	20.30%	17.40%	18.90%	17.60%
Permanent Workers	15.80%	8.30%	14.90%	23.30%	37%	24.80%	23.80%	39.50%	25.10%

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

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

Sl. No.	Name of the holding/subsidiary/associate companies/joint ventures (A)	Indicate whether Holding/Subsidiary/Associate/Joint Venture	% of shares held by the Company	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the Company (Yes/No)
1	NextWave Communications Private Limited (formerly known as MN Enterprises Private Limited)	Holding Company	56.04%	No
2	Exicom Tele-Systems (Singapore) Pte Ltd	Subsidiary Company	100%	No
3	Energywin Technologies Private Limited		100 % till September 07, 2023, post that ceased to be subsidiary	No
4	Horizon Power Solutions DMCC, Dubai		100% till November 27, 2023, post that ceased to be subsidiary	No
5	Exicom Power Solutions B.V. Netherlands w.e.f. January 08, 2024		100%	No
6	Horizon Power Solutions L.L.C- FZ w.e.f. October 03, 2023		100%	No
7	Horizon Tele Systems Sdn Bhd (Horizon) - Malaysia	Step Down Subsidiary Company	100% held by Exicom Tele-Systems (Singapore) Pte Ltd	No
8	Exicom Energy Systems Private Limited	Fellow Subsidiary Company	100% held by NextWave Communications Private Limited	No
9	Exicom Power Systems Private Limited		100% held by NextWave Communications Private Limited	No

VI. CSR Details

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

 (ii) Turnover* (in ₹ Lakhs): **1,01,959.84**

 (iii) Net worth* (in ₹ Lakhs): **72,154.87**

*the figures of Turnover and Net worth are on consolidated basis.

VII. Transparency and Disclosure Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2023-24			FY 2022-23		
		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, In the respective Memorandum of Understanding (MoU) with the CSR Project Partner, the responsibility for addressing community grievances lies with the CSR Project Partners, who effectively manage the complaints, if any, as per the laid down guidelines in a consultative manner. Web-Link: https://www.exicom.in/investors	0	0	Nil Grievances	0	0	Nil Grievances
Investors (other than shareholders)	Yes	0	0	Nil Grievances	0	0	Nil Grievances
Shareholders	Investors and Shareholders can submit their grievances on the following link Web-Link: https://www.exicom.in/investors	1420	9	Majorly grievances/ queries were related to blocked IPO application money.	0	0	Nil Grievances
Employees and workers	Yes, the Company has Whistle Blower Policy in place at the following link: https://www.exicom.in/investors#disclosure	0	0	Nil Grievances	0	0	Nil Grievances
Customers	Yes Link: https://www.exicom.in/contact	0	0	Nil Grievances	0	0	Nil Grievances
Value Chain Partners	Yes Link: https://www.exicom.in/contact	0	0	Nil Grievances	0	0	Nil Grievances

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

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Environmental Impact due to Carbon Emissions	Risk	Carbon emissions contribute to global climate change, which may lead to regulatory fines and impact brand reputation.	Implement energy efficiency measures, invest in renewable energy, and offset carbon emissions through carbon credits. Planting trees every year to increase the green cover.	Negative: Potential fines, increased operational costs. Positive: Long-term savings through energy efficiency.
2	Adoption of Renewable Energy	Opportunity	Transitioning to renewable energy sources can reduce dependency on fossil fuels and lower operational costs in the long term.	Invest in solar or renewable energy projects and integrate them into the company's energy mix.	Positive: Reduced energy costs, potential tax benefits, and enhanced brand reputation as a sustainable company.
3	Social Impact: Community Engagement	Opportunity	Strengthening community relations can enhance the company's social license to operate and improve brand image.	Develop and implement community development programs, support local businesses, and create job opportunities.	Positive: Enhanced reputation, increased customer image, and potential for market expansion.
4	Compliance with Environmental Regulations	Risk	Non-compliance with environmental regulations can result in legal penalties, operational disruptions.	Ensure compliance with all relevant environmental laws, conduct regular audits, and train employees on regulatory requirements.	Negative: Potential fines and legal fees. Positive: Avoidance of legal issues and operational disruptions, add to brand value.
5	Waste Management and Recycling	Opportunity	Proper waste management can lead to cost savings and reduce environmental impact, enhancing the company's sustainability credentials	Implement recycling programs, reduce waste generation, and partner with certified waste management vendors.	Positive: Reduced waste disposal costs, potential revenue from recycled materials, and improved environmental footprint.
6	Supply Chain Sustainability	Risk	Unsustainable practices in the supply chain can lead to supply disruptions, increased costs, and reputational damage.	Engage with suppliers to ensure sustainable practices, conduct regular audits, and establish sustainability criteria for suppliers.	Negative: Potential supply chain disruptions. Positive: Strengthened supply chain, potential cost savings, and improved brand reputation.
7	Employee Health and Safety	Risk	Poor health and safety practices can lead to workplace accidents, reduced productivity, and legal liabilities.	Implement robust health and safety programs, conduct regular training, and ensure compliance with safety regulations.	Negative: Production loss, increased operational/medical cost. Positive: Reduced absenteeism, increased productivity, and improved employee morale.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether the Company's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes, the policies have been approved by either the Board, the responsible Internal Committee, or the respective department, depending on the context.								
c. Weblink of the policies, if available	Web-link for the the Policies : https://www.exicom.in/investors#shareholders-information								
2. Whether the Company has translated the policy into procedures. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to the Company's value chain partners? (Yes/No)	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 the Company and mapped to each principle.	ISO 9001 (International Organization for Standardization) ISO 14001 (Environmental Management Systems) ISO 45001 (Occupational health and safety management systems) IATF (International Automotive Task Force)								
5. Specific commitments, goals and targets set by the Company with defined timelines, if any.	The Company has initiated the process of establishing its goals and targets. Although a specific timeline is not yet in place, the Company has outlined its Environmental Target Indicators and Management Plan for 2024. <ol style="list-style-type: none"> 1. Discharge of domestic sewage in compliance with the Water (Prevention And Control of Pollution) Act, 1974. 2. Emission of air pollutants in accordance with the Air (Prevention and Control of Pollution) Act, 1981. 3. Noise emission at plant boundary control of noise as per Noise Pollution (Control and Regulation) 2000. 4. Energy Saving through renewal energy-8% on electricity bill. 5. CO2 Abatement = 07 MT 6. Saving of Natural resources through recycle and reuse by average 4000kg gatta recycled. 								
6. Performance of the Company against the specific commitments, goals and targets along with reasons, in case the same are not met.	Environment Management status: <ol style="list-style-type: none"> 1. Domestic sewage waste is effectively measure and tested before drain into sewer line. 2. Waste gas is discharged at high altitude after being collected by pipeline. 3. Generators and air compressors have noise reduction measures. 4. Monitoring of electricity consumption unit wise. 5. Monitoring of electricity consumption, Vehicle kilo meter, Diesel consumption, Renewal energy. 6. 100% compliance disposal rate of solid waste. 								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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Governance, leadership and oversight

7. Statement by Director, responsible for the Business Responsibility Report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	The Company firmly believes in the importance of sustainability and responsible business practices for its long-term success. It recognises the urgent need to address climate change, social inequalities, and ethical governance. The Company understands that these sustainable practices not only benefit the planet and society but also drive innovation, enhance competitiveness, and safeguard its reputation. It has implemented a wide range of sustainability initiatives across its operations, focusing on energy efficiency, employee well-being, community engagement, and ethical governance. As it looks to the future, the Company remains committed to sustainability and the pursuit of ESG excellence. The Company will continue to integrate sustainable practices into its value chain and adopt innovative technologies and methodologies. Please refer to the Managing Director & Chief Executive Officer's statement and ESG Approach Section in the Annual Report 2023-24.								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	The Board of Directors of the Company oversee the implementation and oversight of the business responsibility policies.								
9. Does the Company have a specified Committee of the Board/Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Risk Management Committee Identification of internal and external risks specifically faced by the listed entity, in particular including financial, operational, sectoral, sustainability (particularly, ESG related risks), information, cyber security risks or any other risk.								

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	Yes									Need basis								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company complies with all the applicable statutory requirements									Review is undertaken from time to time								

	P1	P2	P3	P4	P5	P6	P7	P8	P9
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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.	No								
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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 Principle 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)	Not Applicable								
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE
Principle 1: Businesses should conduct and govern themselves with integrity and in a manner that is Ethical, Transparent and Accountable.
Essential Indicator:
1. Percentage coverage by training and awareness programmes on any of the principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	2	During the reporting year, the Board of Directors was updated on various topics including regulations, economic trends, emerging developments, strategic changes, environmental issues, and governance parameters. They were also briefed on key elements such as the corporate vision, values and the Company's Code of Conduct.	100%
Key Managerial Personnel	10	Core value mapping embedding core values into the organizational strategy, strategic meets, POSH, health awareness sessions, leadership sessions inspiring inclusion.	100%
Employees other than Board of Directors and KMPs	25	Technical trainings for skill upgradation Basics of APQP, Measurement system analysis, six sigma, 7Qc tools, IATF Auditor training, EVSE Product training, lithium ion battery training and for behavioural competencies training and awareness session conducted were Basics of Leadership, Core value overview, High Impact Presentation Skills, Mental wellness, Ownership & Accountability, Interpersonal communication, supervisory skills, Finance for Managers, Goal setting and Problem solving.	90%
Workers	27	Technical trainings for skill upgradation Basics of APQP, Measurement system analysis, six sigma, 7 Qc tools, IATF Auditor training, EVSE Product training, lithium ion battery training, OJT, Hand Soldering training, IPC-620E training and for behavioural competencies training and awareness session conducted, Campus to corporate for GET, Core value overview, High Impact Presentation Skills, Mental wellness, Ownership & Accountability, Interpersonal communication, Goal setting and Problem solving.	95%

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

(Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) 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					
Settlement			Nil		
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				
Punishment		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
	Not Applicable

4. Does the Company 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 maintains a robust Employee Code of Conduct, which includes provisions addressing anti-corruption and anti-bribery measures. In alignment with this policy, the Company has established a Vigil Mechanism, as per Section 177 of the Companies Act, 2013, to effectively address instances of corruption or bribery. The Company also enforces an anti-bribery and anti-corruption policy with the objective to prevent and detect bribery and all forms of corruption and to conduct its business activities with honesty, integrity, and the highest possible ethical standards. The Company enforces this policy across all its operational geographies, including subsidiaries of Exicom. Guided by its principles, the Company firmly opposes accepting gifts, favours, or entertainment from parties involved in official dealings. The Company strictly prohibits any misuse of authority, position or information for personal gain. Employees are required to disclose conflicts of interest in writing, ensuring transparency and minimising potential conflicts between personal and Company interests.

Web-Link: [anti-bribery and anti-corruption policy](#)

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 2023-24	FY 2022-23
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

6. Details of complaints with regard to conflict of interest

	FY 2023-24		FY 2022-23	
	Number	Remarks	Number	Remarks
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 conflict of interest.

The Company ensures compliance with applicable regulations and laws. During the reporting period, no case of non-compliance related to corruption and conflict of interest was found, therefore no corrective action was required to be undertaken.

8. Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured) in the following format:

	FY 2023-24	FY 2022-23
Number of days of accounts payables	99	193

9. Open-ness of business

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	FY 2023-24	FY 2022-23
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	10.59%	21.94%
	b. Number of trading houses where purchases are made from	69	58
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	82.90%	85.33%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	0.19%	0.00%
	b. Number of dealers / distributors to whom sales are made	4	0
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	100.00%	0.00%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	2.61%	1.93%
	b. Sales (Sales to related parties / Total Sales)	1.59%	4.74%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	1.07%	0.00%
	d. Investments (Investments in related parties / Total Investments made)	79.13%	92.83%

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
Not Applicable		

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, within the Code of Conduct for BoD and KMPs, the Company has adopted best practices for reviewing conflict of interest between Board members. The Company regularly assesses disclosures provided by Board members related to their involvement with other entities. Further, the Board members periodically disclose to the Board the details of their interests in other entities pursuant to the requirements of the Companies Act, 2013. Transactions with the Board members or any entity in which such Board members are concerned or interested must be approved by the Audit Committee or the Board of Directors, as applicable. In such cases, the interested directors abstain themselves from the discussions at the meetings.

Examples of Conflict of Interest includes but not limited to:

- Employment/Outside employment
- Outside directorships
- Business Interest
- Related Party Transactions
- Bribery
- Corporate opportunities
- Payment or Gifts from others

Principle 2: Business should provide goods and services in a manner that is sustainable and safe

Essential Indicator:

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

Segment	FY 2023-24	FY 2022-23	Details of improvements in environmental and social impacts
R & D	9.69%	2.74%	The investment in R&D is made for the new product developments of the Company.
Capex	84.79%	44.68%	The investment in R&D is made for the new product developments of the Company.

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)
- Yes, Exicom is committed to sustainable sourcing practices. As part of its terms and conditions, environmental factors play a crucial role. The Company recognises the importance of responsible procurement and has established robust procedures to ensure sustainable sourcing. These procedures are not only integral to its supplier audit process but also align with its broader commitment to environmental stewardship. By adhering to these guidelines, the Company actively contributes to a greener, more sustainable supply chain.
- b. If yes, what percentage of inputs were sourced sustainably?
- 100%
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.

(a) Plastics (including packaging)	The Company adheres to the Extended Producers Responsibility (EPR) requirements outlined in plastic waste management rules. The Company collaborates with Central Pollution Control Board (CPCB) authorized plastic waste recyclers to collect plastic waste. These recyclers process the plastic waste in an environmentally friendly manner, meeting the assigned target quantity for the Company.
(b) E-waste	The Company has implemented an efficient e-waste collection system for end-of-life Electrical and Electronic Equipment (EEE) across India, collaborating with an e-waste aggregator. These collected EEE items are then responsibly recycled through registered e-waste recyclers, ensuring an environmentally friendly approach
(c) Hazardous waste	The Company ensures the secure disposal of hazardous waste generated at its factories. Authorized hazardous waste management and disposal agencies, as well as approved hazardous waste recyclers sanctioned by State Pollution Control Boards (SPCB) in respective states, handle this process. Additionally, the Company actively complies with all requirements for hazardous waste disposal. This commitment to responsible waste management reflects its dedication to environmental stewardship.
(d) Other waste.	The Company ensures responsible management of non-hazardous solid waste. Authorized waste recyclers handle the recycling process. Biomedical waste is securely disposed of through an authorized biomedical waste disposal agency.

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.

Yes, the Company is in collaboration with recyclers who have received approval from the Central Pollution Control Board (CPCB). Currently, the Company is diligently working on the return filing process, aiming to meet the CPCB's target of 30 metric tons.

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.
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Life Cycle Assessment (LCA) has not been conducted for the financial year

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

Name of Product / Service	Description of the risk / concern	Action Taken
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No

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2023-24	FY 2022-23

Nil

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

	FY 2023-24			FY 2022-23		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging)	-	-	-	-	-	-
E-waste	-	-	-	-	-	-
Hazardous waste	-	-	0.24	-	-	0.29
Other waste	-	8.40	-	-	7.66	-
Battery waste	-	-	-	-	-	-

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
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Electrical and Electronic equipment 60%

Principle 3: Business should respect and promote the wellbeing of all employees, including those in their value chains

Essential Indicator:

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent employees											
Male	237	215	91%	215	91%	NA	NA	215	91%	-	-
Female	29	24	83%	24	83%	24	83%	NA	NA	-	-
Total	266	239	89.85%	239	89.85%	24	83%	215	91%	-	-
Other than Permanent employees											
Male											
Female											
Total											

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Workers											
Male	463	463	100%	463	100%	NA	NA	463	100%	-	-
Female	60	60	100%	60	100%	60	100%	NA	NA	-	-
Total	523	523	100%	523	100%	60	100%	463	100%	-	-
Other than Permanent Workers											
Male	485	485	100%	0	0	NA	NA	0	0	-	-
Female	53	53	100%	0	0	53	100%	0	0	-	-
Total	538	583	100%	0	0	53	100%	0	0	-	-

c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format-

	FY 2023-24	FY 2022-23
Cost incurred on well- being measures as a % of total revenue of the Company	0.16%	0.18%

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

Benefits	FY 2023-24			FY 2022-23		
	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%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	NA	3%	Y	NA	3%	Y
Others- please specify	-	-	-	-	-	-

3. Accessibility of workplaces

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

Yes, Exicom has meticulously designed its infrastructure to ensure accessibility for employees and visitors with different abilities. This thoughtful design includes, easily navigable sites and building entrances, doors that operate with ease, well-lit spacious corridors, and clear signages.

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

Yes, Exicom upholds a robust internal policy against discrimination, aimed at eliminating any form of bias within the workplace. Adhering to the Rights of Persons with Disabilities Act, 2016, Exicom ensures equal opportunities for all employees, irrespective of their abilities. The Company places high value on individuality and is devoted to nurturing a secure and supportive work environment, free from prejudice, gender bias, and sexual harassment. The primary objective of this policy is to promote an environment of equal opportunity and diversity, thereby ensuring a fair and inclusive workspace for all.

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%	100%	100%
Female	100%	100%	100%	100%
Total	100%	100%	100%	100%

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

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent workers	Yes, the employees and workers have access to a whistle blower mechanism, wherein they can reach out to the Chairman of the Audit Committee via an email address mentioned in the said policy. This framework effectively addresses and resolves grievances raised by both permanent and non-permanent employees, including workers. Link of the policy - https://www.exicom.in/investors#disclosure
Other than permanent workers	
Permanent employees	
Other than permanent employees	

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

Category	FY 2023-24			FY 2022-23		
	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	266	0	0	290	0	0
- Male	237	0	0	257	0	0
- Female	29	0	0	33	0	0
Total Permanent Workers	523	96	18%	432	98	23%
- Male	463	74	16%	386	75	19%
- Female	60	22	37%	46	23	50%

8. Details of training given to employees and workers:

Category	FY 2023-24					FY 2022-23*				
	Total (A)	On health and safety measures		On skill upgradation		Total (D)	On health and safety measures		On skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	237	37	15.61%	159	67.09%	-	-	-	-	-
Female	29	7	24.14%	18	62.07%	-	-	-	-	-
Total	266	44	16.54%	177	66.54%	-	-	-	-	-
Workers										
Male	463	266	57.45%	322	69.55%	-	-	-	-	-
Female	60	50	83.33%	52	86.67%	-	-	-	-	-
Total	523	316	60.42%	374	71.51%	-	-	-	-	-

*Starting from this financial year, the Company has implemented a comprehensive data recording process. As a result, while data from the previous year is not available, the current financial year's data is accurately captured and presented here.

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

Category	FY 2023-24*			FY 2022-23**		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	%(D/C)
Employees						
Male	-	-	-	158	25	15.8%
Female	-	-	-	11	2	18.2%
Total	-	-	-	169	27	15.9%
Workers						
Male	-	-	-	285	39	13.7%
Female	-	-	-	28	3	10.7%
Total	-	-	-	313	42	13.4%

*The assessment for performance and career development reviews are under process.

**The figures have been derived from the Company's performance review sheet, and only those employees who meet the eligibility criteria have been included in the assessment.

10. Health and Safety Management System:

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

Yes, the Company has successfully implemented an Occupational Health and Safety Management System across all its operations. This system is supported by a robust set of policies and procedures designed to ensure adherence to the highest safety standards. One such policy is the Health and Safety Policy. In line with this policy, the Company operates in strict accordance with the ISO 45001:2018 Health and Safety Management System Standard. This reflects, the Company's dedication to maintaining a safe and healthy work environment for all its employees.

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

The Company maintains a comprehensive Hazard Identification and Risk Assessment (HIRA) register. This register accurately details each safety activity, the potential hazards associated with it, and the risks that may arise. Furthermore, the register outlines preventive actions designed to mitigate these hazards, thereby reducing potential safety risks.

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

Yes, the Company consistently holds safety meetings under the supervision of the safety committee. The primary objective of these meetings is to identify any hazards that may arise during work, assess potential risks, and ensure any incidents are duly reported.

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

Yes, the Company provides its employees with access to non-occupational medical and healthcare services. These services are available through both, the healthcare facilities operated by the Company and external healthcare facilities. Compensation for the use of external facilities is handled appropriately in accordance with the Company's policy.

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

Safety Incident /Number	Category	FY 2023-24	FY 2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

The Company has implemented a comprehensive suite of measures to ensure a secure and health-conscious workplace:

- HSE Policy: The Health, Safety, and Environment (HSE) policy is firmly established.
- ISO 45001: The Company has successfully implemented ISO 45001.
- Work Permit System: A work permit system is diligently followed.
- HIRA: Hazard Identification and Risk Assessment (HIRA) is routinely conducted to identify potential hazards.
- Internal Audits: Semi-annual internal audits are carried out.
- Environmental Monitoring: Regular environmental monitoring is performed.
- TPI: Third-Party Inspection (TPI) is conducted for lifting tools and tackles.
- Medical Examinations: Medical examinations are conducted to ensure the health of employees.
- Training: Employees are provided with regular training.
- Ergonomic Workstations: The Company has ergonomic workstations to ensure healthy workplace conditions.
- Ventilation and Illumination: All workshops are fully ventilated, well-illuminated, and equipped with proper air conditioning systems.
- Emergency Exits: Adequate emergency exits are in place.
- Fire Fighting System: A comprehensive firefighting system is in place.
- Mock Drills and Training: Regular mock drills and training sessions are conducted.
- Safety Committee: A safety committee is established.
- Near Miss Reporting: A near-miss reporting system is in place.
- Accident Investigation: An accident investigation system is in place.
- Documented Procedures: All types of procedures are documented.
- OCP and WI: Operational Control Procedures (OCP) and Work Instructions (WI) are displayed.
- Annual Audits: Annual audits by third parties are conducted.

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

Category	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working Conditions	0	0	-	0	0	-
Health & Safety	0	0	-	0	0	-

14. Assessments for the year:

	% of 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.

The Company has reported no major safety incidents. However, recognizing the importance of proactive measures, the Company has identified significant risks through assessments. In response to these identified risks, the Company has developed and implemented Operational Control Procedures (OCP) for the following areas:

- Fire Safety
- Emergency Preparedness
- Safe Operation of Electric Stackers and Hand Pallets
- Soldering Safety
- Safe Use of Handheld Tools

- These OCPs are implemented in the workplace to ensure safe working conditions.

Leadership Indicators

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

Employees: Yes

Workers: Yes

2. Provide the measures undertaken by the entity to ensure payment of statutory dues by the value chain partners.

The Company actively oversees the deduction and remittance of all statutory dues by its key value chain partners. In instances of reported non-compliance, swift and appropriate action is taken against the respective value chain partner.

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

	Total No. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2023-24	FY 2022-23	FY 2023-24	FY 2022-23
Employees	0	0	0	0
Workers	0	0	0	0

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) –

Yes, the Company provides comprehensive transition assistance programs to support the ongoing employability and smooth career transitions of permanent employees upon retirement. These programs are customized based on individual potential and specific needs. However, it's important to note that this provision does not apply in cases of termination of permanent employment for employees and workers.

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 practices	While the Company has not yet implemented formal assessment practices for its value chain partners, it diligently conducts due diligence before on boarding any supplier or value chain partner.
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.

Not Applicable

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

Essential Indicator:

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

Stakeholder groups within the Company are classified based on their degree of engagement. Central stakeholders comprise entities that add value to the Company's operational chain. These entities include employees, investors, customers, suppliers, among others.

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

Stakeholder Group	Whether identified as vulnerable & marginalised group (Yes/No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisements, Community Meetings, Notice Board, Website, Others)	Frequency of engagement (Annually, Half yearly, quarterly /others- please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Supplier	No	Email, SMS, Advertisement	Need Basis	To get information about new market trends and responsible procurement.
Employees	No	Email, Meetings, Regular Interactions	Need Basis	Information about Company's business growth plan and performance Employees' growth and benefits, professional development and continuing education, career growth and skill training etc.
Investor (other shareholder)	No	Email, Meetings	Need Basis	To understand Company's major events, and results.
Customers	No	Email, Meetings	Continuous & on-going basis	Information on business offerings, Customer satisfaction and feedback, to share monthly progress, encompassing all business verticals. The targets set at the beginning of the month have been pursued with diligence, resulting in notable achievements.

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.

The most crucial platform for Exicom's shareholders to interact with the Board of Directors is the Company's Annual General Meeting. In these meetings, shareholders are given the chance to discuss on various questions about the Company's performance, strategies, and future prospects. They express their concerns and also offer valuable suggestions for enhancing the Company's performance. Their feedback is not limited to business aspects but also extends to vital economic, environmental, and social issues/areas.

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

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

The Company does not identify any stakeholder group as vulnerable or marginalised. Consequently, no related issues have surfaced.

Principle 5: Business should respect and promote human rights

Essential Indicator:

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 2023-24			FY 2022-23*		
	Total (A)	No. of employees /workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	%(D/C)
Employees						
Permanent	266	266	100%	-	-	-
Other than Permanent	10	10	100%	-	-	-
Total Employees	276	276	100%	-	-	-
Workers						
Permanent	523	523	100%	-	-	-
Other than Permanent	538	538	100%	-	-	-
Total Workers	1061	1061	100%	-	-	-

*Starting from this financial year, the Company has implemented a comprehensive data recording process. As a result, data from the previous year is not available, the current financial year's data is accurately captured and presented here.

Note: The Company is dedicated to maintaining the highest ethical standards and policies and it operates in a fair and transparent environment. The whistle blower policy is in place to expose unethical behaviour and foster professionalism and ethical behaviour among its employees.

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

Category	FY 2023-24					FY 2022-23				
	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	237	-	-	237	100%	237	-	-	237	100%
Female	29	-	-	29	100%	28	-	-	28	100%
Other than Permanent										
Male	Nil									
Female	Nil									
Workers										
Permanent										
Male	463	-	-	463	100%	386	-	-	386	100%
Female	60	-	-	60	100%	46	-	-	46	100%
Other than Permanent										
Male	485	-	-	485	100%	378	-	-	378	100%
Female	53	-	-	53	100%	47	-	-	47	100%

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

- a. The details are provided below:

	Male		Female	
	Number	Median remuneration/ salary/wages of respective category	Number	Median remuneration/ salary/wages of respective category
Board of Directors (BoD)	4	27,78,564	2	5,80,000
Key Managerial Personnel (KMP)	3	1,05,70,008	1	27,00,004
Employees other than BoD and KMP	66	23,61,258	6	19,52,922
Workers	605	4,81,332	77	4,85,760

b. Gross wages paid to females as % of total wages paid by the entity, in the following format:

	FY 2023-24	FY 2022-23
Gross wages paid to females as % of total wages	8.96%	7.70%

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)

No

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

Yes, the Company has instituted a dedicated committee at its offices and appointed representatives at the plant level to address human rights issues. This mechanism is accessible to all employees. It addresses issues related to discrimination or harassment based on race, sex, nationality, ethnicity, origin, religion, age, disability, sexual orientation, gender identification and expression, including transgender identity, political opinion, medical condition, and language, as protected by the laws in force.

The Company has policies like Code of Conduct, Whistle Blower Policy and POSH Policy to safeguard the fundamental human rights of employees and workers. Any complaints concerning human rights can be submitted to the designated officials or committee within the Company. Upon receiving a grievance, the relevant official or committee initiates the redressal process as per the Company's policy. Once the process is completed, the concerned parties are informed about the decision made by the official or committee. The Company's comprehensive policies, procedures, and systems are actively designed to safeguard individual human rights.

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

The details are provided below:

Category	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	2	0	-	2	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour/Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other Human rights related issues	0	0	-	0	0	-

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:

	FY 2023-24	FY 2022-23
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	2	2
Complaints on POSH as a % of female employees / workers	1.41%	1.65%
Complaints on POSH upheld	0	0

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

The Company recognises the sensitivity of such cases and has established a well-defined mechanism to uphold confidentiality and protect the privacy of both the complainant and the respondent throughout the process. This approach aims to mitigate any potential retaliation or adverse consequences.

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

Yes

10. Assessment for the year

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

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

Not Applicable

Leadership Indicators

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

The Company maintains a well-structured procedure for managing employee grievances and effectively addressing human rights complaints. Throughout the fiscal year 2023-24, the Company upheld this procedure without any modifications.

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

The Company is yet to conduct any Human rights due-diligence activity.

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?

The Company's premises diligently adhere to the provisions of the Rights of Persons with Disabilities Act, 2016. This adherence ensures that accessibility is not a barrier for visitors with disabilities.

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 Labour/Involuntary Labour	Nil
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: Business should respect and promote human rights

Essential Indicator:

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

Parameter	FY 2023-24 (GJ)	FY 2022-23 (GJ)
From renewable sources		
Total electricity consumption (A)	578.24	763.42
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	578.24	763.42

Parameter	FY 2023-24 (GJ)	FY 2022-23 (GJ)
From non-renewable sources		
Total electricity consumption (D)	12167.20	11000.75
Total fuel consumption (E)	1954.08	1447
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	14121.28	12447.75
Total energy consumed (A+B+C+D+E+F)	14699.52	13211.17
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.14	0.19
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	3.30	4.27
Energy intensity in terms of physical output (GJ/Nos of products)	0.13	0.12
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

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

No

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

Parameter	FY 2023-24	FY 2022-23
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	6128.73	6169.89
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	6128.73	6169.89
Total volume of water consumption (in kilolitres)	6128.73	6169.89
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.060	0.087
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	1.38	1.99
Water intensity in terms of physical output	0.05	0.05
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. Provide the following details related to water discharged:

Parameter	FY 2023-24	FY 2022-23
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	N/A	N/A
- With treatment – please specify level of treatment	N/A	N/A
(ii) To Groundwater		
- No treatment	N/A	N/A
- With treatment – please specify level of treatment	N/A	N/A
(iii) To Seawater		
- No treatment	N/A	N/A
- With treatment – please specify level of treatment	N/A	N/A

Parameter	FY 2023-24	FY 2022-23
(iv) Sent to third-parties		
- No treatment	6128.73	6169.89
- With treatment – please specify level of treatment	0	0
(v) Others		
- No treatment	N/A	N/A
- With treatment – please specify level of treatment	N/A	N/A
Total water discharged (in kiloliters)	6128.73	6169.89

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

No

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

Parameter	Unit	FY 2023-24	FY 2022-23
NOx	Micrograms per cubic meter	32.2	33.3
SOx	Micrograms per cubic meter	16.8	12.9
Particulate matter (PM)	Micrograms per cubic meter	95.8	93.1
Persistent organic pollutants (POP)	Micrograms per cubic meter	-	-
Volatile organic compounds (VOC)	PPM	<0.1	<0.1
Hazardous air pollutants (HAP)	-	-	-
Others – please specify Mercury, Cadmium, Chromium etc.	-	-	-

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/Spectra Testings Labs Faridabad

7. **Provide details of greenhouse gas emissions (Scope1 and Scope 2 emissions) & its intensity, in the following format:**

The details are provided below:

Parameter	Unit	FY 2023-24	FY 2022-23
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)			
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)			
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)			
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)			
Total Scope 1 and Scope 2 emission intensity in terms of physical output			
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity			

The Company currently in the process to collect data on scope 1 & 2 emissions. The Company with plans to make it available in the coming years.

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.

Not Applicable

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

Solar Energy: The Company has demonstrated its commitment to sustainability by installing a 250 KW solar panel system. This initiative harnesses renewable energy, contributing to an estimated 7% energy savings.

Eco-friendly Commuting: In an effort to reduce carbon emissions, the Company has established a partnership with EEE taxis. This collaboration provides employees with an environmentally friendly commuting option, further underscoring the Company's dedication to ecological responsibility.

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

The required details are provided below:

Parameter	FY 2023-24	FY 2022-23
Total Waste generated (in metric tonnes)		
Plastic waste (A)	0	0
E-waste (B)	4.56	8.12
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	0.24	0.285
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	76.59	69.38
Total (A+B + C + D + E + F + G + H)	81.39	77.79
Waste intensity per rupee of turnover (Total waste generated /Revenue from operations)	0.00080	0.0011
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.018	0.025
Waste intensity in terms of physical output	0.00069	0.00068
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
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	8.4	7.66
(ii) Re-used	Nil	Nil
(iii) Other recovery operations	Nil	Nil
Total	8.4	7.66
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	Nil	Nil
(ii) Landfilling	Nil	Nil
(iii) Other disposal operations	72.99	70.13
Total	72.99	70.13

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

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

The Company implements a comprehensive range of strategies to mitigate the environmental impact of its products:

ROHS Compliance: The Company exclusively employs ROHS-compliant components, thereby avoiding hazardous substances and minimizing environmental harm.

Lead-Free Soldering: In its manufacturing processes, the Company utilizes lead-free solder dross, which is environmentally safer.

Carbon Emission Reduction: The Company's EV chargers play a pivotal role in reducing carbon emissions, contributing to a cleaner environment.

Regenerative Testing: By employing regenerative loads during testing, the Company minimises energy consumption and enhances product energy efficiency.

Waste Management: Throughout the manufacturing process, the Company ensures responsible disposal of e-waste and hazardous materials through authorized vendors.

Extended Producer Responsibility (EPR): The Company actively participates in EPR programs, facilitating the collection and safe disposal of its products after their life cycle.

11. 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:

Sl. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
Not Applicable			

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current Financial year 2023-24:

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
None					

13. 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).

Yes, all manufacturing plants of the Company are fully compliant to the applicable EHS rules and regulations.

If not, provide details of all such non-compliances, in the following format:

Sl. 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
None				

Leadership Indicators -

1. 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 - The Company does not operate in water withdrawal, consumption, or discharge in water-stressed areas.
- (ii) Nature of operations - Not Applicable
- (iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2023-24	FY 2022-23
Water withdrawal by source (in kilolitres)		
(i) Surface water	Not Applicable	
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres)		
Total volume of water consumption (in kilolitres)		
Water intensity per rupee of turnover (Water consumed / turnover)		
Water intensity (optional) – the relevant metric may be selected by the entity		

Parameter	FY 2023-24	FY 2022-23
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	Not Applicable	
- No treatment		
- With treatment – please specify level of treatment		
(ii) Into Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) Into Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		

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.

Not Applicable

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

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)			
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 emission intensity			

The Company currently in the process to collect data on scope 3 emissions. The Company with plans to make it available in the coming years.

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

Not Applicable

3. With respect to the ecologically sensitive areas reported in 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

4. If the entity provided below taken 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:

Sl. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	VFD installation in the Air compressor	The Company has implemented a significant energy-saving initiative by installing Variable Frequency Drives (VFDs) in its compressors. These VFDs dynamically adjust motor speed to align with demand, resulting in reduced energy consumption and operational expenses. Beyond enhancing compressor efficiency, this installation aligns with the Company's sustainability objectives, effectively lowering its carbon footprint. By prioritizing environmental stewardship, the Company achieves significant energy savings.	The Company saving approx 4% of energy consumption by implementing this initiative.
2	Renewable energy	Solar Energy: The Company has successfully implemented a 250 KW solar panel system.	Approximately 7% energy savings through renewable energy sources.
3	Utilization of regenerative load	Regenerative Testing: The Company implement regenerative loads during testing to reduce energy consumption, thereby enhancing the energy efficiency of its products.	50,000 unit saved during the current financial year.

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

Exicom has BCP and DMP, ensures seamless operations and swift recovery during disruptions. It encompasses risk assessment, emergency response, and recovery strategies. Key elements include identifying critical processes, securing supply chains, and protecting data. The plan involves establishing communication protocols, backup systems, and alternate facilities. Regular training and simulations prepare staff for emergencies. By prioritizing employee safety, maintaining customer relations, and minimizing downtime, the plan enhances resilience. Continuous monitoring and updates ensure its effectiveness. Implementing this plan helps businesses quickly adapt, recover, and sustain operations, thereby mitigating the impact of disasters and maintaining a competitive edge.

6. 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

7. % 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 Indicator:

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

Nil

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

Sl. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/National)
Nil		

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

Name of the authority	Brief of the case	Corrective action taken
There have been no adverse orders against the Company pertaining to anti-competitive conduct from regulatory bodies.		

Leadership Indicators

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

Sl. No.	Public Policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/ No)	Frequency of Review by Board (Annually/ Half yearly/Quarterly/ Others- please specify)	Web Link, if available
Nil					

Principle 8: Businesses should promote inclusive growth and equitable development.
Essential Indicator:

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

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
In the reporting year, the Company did not undertake any Social Impact Assessment					

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

Sl. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amount sent on R&R activities during FY 2023-24 (In INR)
Not Applicable						

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

The Company actively engages with the community, seeking feedback and conducting satisfaction surveys to gauge the impact of its work. The aim is to identify and address any shortcomings, ensuring the community's needs are met.

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

	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/small producers	9%	7%
Directly from Within India	45%	48%

5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost

	FY 2023-24	FY 2022-23
Rural	-	-
Semi-urban	7%	8%
Urban	-	-
Metropolitan	93%	92%

(Place to be categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

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):

Details of negative social impact identified	Corrective action taken
In the reporting year, the Company did not undertake any Social Impact Assessment.	

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

Sl. No.	State	Aspirational District	Amount spent (In INR)
In the reporting year, the Company did not undertake any CSR projects in the designated aspirational districts.			

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 the Company (in the), based on traditional knowledge:

Sl. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/ No)	Benefit shared (Yes/No)	Basis of calculating benefit share
1	A System and Method for managing a Battery Pack Granted- 02/12/2023	Owned	No	NA
2	System For Balancing Plurality Of Cells Within Battery Pack And Method Thereof Granted- 07/02/2022	Owned	No	NA
3	Energy Storage Apparatus Granted- 03/06/2023	Owned	No	NA
4	Exicom Tele-systems Trade mark	Owned	No	NA

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.

Name of authority	Brief of the Case	Corrective action taken
	Not Applicable	

6. Details of beneficiaries of CSR Projects:

Sl. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized group
	Under its CSR initiatives Exicom, in partnership with Wockhardt Foundation, has launched a pioneering Mobile Medical Unit project in Sardarshahar, District-Churu, Rajasthan. This initiative, managed by Wockhardt Foundation, has been instrumental in delivering primary and preventive healthcare services to the underserved communities in remote areas. The project operates a Mobile Medical Unit, staffed by an MBBS doctor, a lab technician, and a pharmacist, providing diagnostics, medicines, pathological tests, cardiographs, and more, free of charge to beneficiaries. This initiative has transformed healthcare delivery in the region, ensuring vital services reach the doorstep of thousands of underprivileged households. The Company's commitment to better health outcomes is evident in this game-changing initiative.	37,144	~50%

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

Essential Indicator:

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

The Company records customer complaints as they arise, promptly communicating them to designated employees. Subsequently, corrective and preventive actions are swiftly implemented and relayed back to the customers. Senior management internally reviews both the complaints and the effectiveness of these actions. Additionally, the Company actively seeks routine feedback on its performance during periodic interactions with customers and when customers visit the Company.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	-
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

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

Number of consumer complaints in respect of the following:	FY 2023-24			FY 2022-23		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	Nil	Nil	-	Nil	Nil	-
Advertising	Nil	Nil	-	Nil	Nil	-
Cyber-security	Nil	Nil	-	Nil	Nil	-
Delivery of essential services	Nil	Nil	-	Nil	Nil	-
Restrictive Trade Practices	Nil	Nil	-	Nil	Nil	-
Unfair Trade Practices	Nil	Nil	-	Nil	Nil	-
Other	Nil	Nil	-	Nil	Nil	-

Note: There were no consumer complaints in respect of these indicators.

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

	Number	Reasons for recall
Voluntary recalls	Nil	Not Applicable
Forced recalls	Nil	Not Applicable

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

The Company has the consideration of risk related to data privacy and cyber security in its Risk management Policy. The Company also has a defined approach to identify and assess potential risks arising from various IT issues that can impact the assets and mitigate them.

Web-link: [Risk Management Policy](#)

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

Not Applicable

7. Provide the following information relating to data breaches:

	Provide the following information relating to data breaches:
a. Number of instances of data breaches along-with impact	Nil
b. Percentage of data breaches involving personally identifiable information of customer	Not Applicable
c. Impact, if any, of the data breaches	Not Applicable

Leadership Indicators

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

The Company's products and service information can be accessed on <https://www.exicom.in/>, through the following:

<https://www.exicom.in/newsroom>

<https://www.exicom-ps.com/>

<https://www.exicom-cp.com/>

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

The Company provides information and educate to the clients on safe and responsible usage of products based on their request. The usage of products and services is outlined in manuals and videos available on the Company's platforms.

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

The marketing team takes its responsibility seriously, ensuring timely communication with clients regarding

any disruptions or discontinuations of essential services. Despite the absence of prior instances, the team remains vigilant and committed to promptly informing clients from the date of installation.

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. 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 whole? (Yes/No)**

Yes, the Company ensures that its product information adheres not only to local laws but also exceeds those requirements. The Company product labels provide essential details on safe usage, recycling, and disposal. These labels align with the regulations of all jurisdictions where the Company's products are sold.

Additionally, the Company actively conducts customer satisfaction surveys to gather feedback from its valued stakeholders. This valuable input drives data analytics and enhances the quality of product and service delivery.