

SEC: JC:271

1st September, 2022

BSE Limited
Phiroze Jeejeebhoy Towers,
Dalal Street,
Mumbai – 400 001
SCRIP CODE: 542333

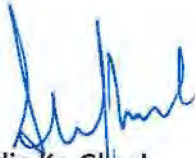
Dear Sir/Madam,

Sub: Submission of Business Responsibility and Sustainability Report

We refer to your email dated September 1, 2022 seeking submission of Business Responsibility and Sustainability Report (“BRSR”) for the Financial Year 2021-22 in pdf and enclose herewith the BRSR in the desired format for your record.

Kindly acknowledge receipt of the same.

Yours faithfully,
For **RPSG Ventures Limited**



Sudip Kr. Ghosh
Company Secretary
ICSI Membership No: A18707

Encl: a/a

Business Responsibility & Sustainability Report

(Annexure 'E' to the Boards Report)

SECTION A: GENERAL DISCLOSURES

I. Details of listed entity

1. Corporate Identity Number (CIN) of the Company	L74999WB2017PLC219318
2. Name of the Company	RPSG Ventures Limited [formerly CESC Ventures Limited]
3. Year of incorporation	2017
4. Registered office address	CESC House, Chowringhee Square, Kolkata – 700001
5. Corporate office address	RPSG House, 2/4, Judges Court Road, Kolkata - 700027
6. E-mail id	rpsgventures@rpsg.in
7. Telephone	033-22256040
8. Website	www.rpsgventuresltd.com
9. Financial year reported	2021-22
10. Name of the Stock Exchanges where shares are listed	1. National Stock Exchange of India Ltd 2. BSE Limited
11. Paid-up Capital	₹ 29,51,14,090/-
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Sudip Kumar Ghosh, Company Secretary & Compliance Officer Contact No. 033-22256040 Email: rpsgventures@rpsg.in
13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	On Standalone basis

II. Products/services

14. 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	Information Technology and information technology related services	Software development support, IT consultancy support and services	100%

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

Sl. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Other information service activities	63999	100%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	-	4	4

17. Markets served by the Company

a. Number of locations

Locations	Number
National (No. of States)	3

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

NA

c. Types of customers : Most of the customers served by the Company are engaged in Power Sector (Generation & Distribution of Power)

IV. Employees

18. Details as at the end of Financial Year, i.e. March 31, 2022:

a. Employees and workers (including differently abled):

Particulars	Total (A)	Male		Female	
		No. (B)	% (B/A)	No. (C)	% (C/A)
Total employees*	85	64	75.29%	21	24.71%

*Includes Officers and Junior Management Staff.

b. Differently abled Employees and workers:

Particulars	Total (A)	Male		Female	
		No. (B)	% (B/A)	No. (C)	% (C/A)
Total differently abled employees	NIL	NIL	NIL	NIL	NIL

19. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	6	1	16.67%
Key Management Personnel	3	0	-

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

Particulars	FY 2022			FY2021			FY2020		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees*	4%	0%	4%	1%	0%	1%	4%	0%	4%

*Includes Officers and Junior Management Staff.

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

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

Sl. No.	Name of the holding/ subsidiary/ associate companies/joint ventures (A)	Indicate whether Holding/Subsidiary/ Associate/Joint Venture	% of shares held by the Company	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the Company (Yes/No)
1	Quest Properties India Limited	Subsidiary	100.00	No
2	Metromark Green Commodities Private Limited	Subsidiary	100.00	No
3	Guiltfree Industries Limited	Subsidiary	100.00	No
4	Apricot Foods Private Limited	Subsidiary	70.00	No
5	Bowlopedia Restaurants India Limited	Subsidiary	100.00	No
6	Herbolab India Private Limited	Subsidiary	100.00	No
7	APA Services Private Limited	Subsidiary	100.00	No
8	Kolkata Games and Sports Private Limited	Subsidiary	89.00	No
9	Rubberwood Sports Private Limited	Subsidiary	76.00	No
10	ATK Mohun Bagan Private Limited	Subsidiary	71.20	No
11	Aakil Nirman LLP	Subsidiary	100.00	No
12	RP SG Unique Advisory LLP	Subsidiary	100.00	No
13	RPSG Sports Private Limited	Subsidiary	51.00	No
14	Firstsource Solutions Limited	Subsidiary	53.66	No
15	Firstsource Process Management Services Limited	Subsidiary	53.66	No
16	Firstsource Solutions UK Limited	Subsidiary	53.66	No
17	Firstsource Solutions S.A.	Subsidiary	53.65	No
18	Firstsource BPO Ireland Limited	Subsidiary	53.66	No
19	Firstsource Group USA, Inc.	Subsidiary	53.66	No
20	Firstsource Business Process Services, LLC,	Subsidiary	53.66	No
21	Firstsource Advantage, LLC	Subsidiary	53.66	No

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)
22	One Advantage, LLC	Subsidiary	53.66	No
23	MedAssist Holding, LLC	Subsidiary	53.66	No
24	Firstsource Solutions USA, LLC	Subsidiary	53.66	No
25	Firstsource Health Plans and Healthcare Services, LLC	Subsidiary	53.66	No
26	Sourcepoint Inc.	Subsidiary	53.66	No
27	Sourcepoint Fulfillment Services, Inc.	Subsidiary	53.66	No
28	Firstsource Dialog Solutions (Private) Limited	Subsidiary	39.71	No
29	PatientMatters LLC	Subsidiary	53.66	No
30	Kramer Technologies, LLC	Subsidiary	53.66	No
31	Medical Advocacy Services For Healthcare, Inc.	Subsidiary	53.66	No
32	American Recovery Service, Incorporated	Subsidiary	53.66	No
33	The StoneHill Group, Inc.	Subsidiary	53.66	No
34	Firstsource Solutions Mexico, S de R.L. de C.V.	Subsidiary	53.12	No
35	RP-SG Ventures Fund-I	Joint Venture	100.00	No
36	RP-SG Ventures Advisory LLP	Joint Venture	99.00	No
37	Nanobi Data and Analytics Private Limited	Associate	11.69	No

VI. CSR Details

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

(ii) Turnover (₹ in Lakhs) : 11,400.00*

(iii) Net worth (₹ in Lakhs): 1,81,638.26*

*Pertains to the Financial Year 2020-21

VII. Transparency and Disclosure Compliances

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

Stakeholder group from whom compliant is received	Grievance Redressal Mechanism in place (Yes/No) (If yes, then provide weblink for grievance redressal policy)	FY 2022			FY2021		Remarks
		No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	
Communities	-	-	-	-	-	-	-
Investors (other than shareholders)	-	-	-	-	-	-	-
Shareholders	Yes	7	-	Grievance redressal is looked after by the Registrar and Share Transfer Agent	2	-	Grievance redressal was looked after by the Registrar and Share Transfer Agent.
Employees and workers	Yes	-	-	-	-	-	-
Customers	-	-	-	-	-	-	-
Value Chain	-	-	-	-	-	-	-
Partners	-	-	-	-	-	-	-
Other (please specify)	-	-	-	-	-	-	-

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

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Data Security and Privacy	Risk	<ul style="list-style-type: none"> - Customer data privacy is at danger due to cybersecurity vulnerabilities. - The integrity and privacy of data are at risk from unauthorized users and external sources. Phishing, pretexting, data tampering and theft, ransomware etc are some of the potential risks that could have a major impact on the Company's data 	<p>The Company attempts to follow best practises and develop a good governance structure in order to identify possible risks, monitor information systems and security controls and take corrective and preventative steps as needed, including but not limited to:</p> <ul style="list-style-type: none"> - decreasing the threat level by eliminating or intercepting the adversary before any attack, blocking opportunities through enhanced security, or reducing the consequences if an attack should occur; - conducting periodic ITOT security assessments and strengthening the same, identification of a critical information infrastructure, development of a Cyber Crisis Management Plan (CCMP) and compliance with ISO 27001 and ISMS. - providing regular training to its information security professionals to keep them abreast of the prevalent data risks and their mitigation tools; - publishing the Corporate ICT Policy on a regular basis on its intranet website; - collaborating with nodal agencies to develop a Critical Information Infrastructure (CII) architecture and improve its present cyber crisis response strategy; 	<p>Good data governance practises imply a better response to a constantly changing environment and ensures unhindered business continuity.</p> <ul style="list-style-type: none"> - Helps to monitor all environmental parameters related to emission, effluents and air quality in real time which are shared with statutory bodies through dedicated online channels for necessary compliance. - Provides a unique framework to create machine learning analytics, which assists in predicting critical failures and driving efficiencies and safety.
2	Talent Attraction and Development	Opportunity / Risk	<p>Human Resource strategy of RPSG Ventures Limited ('RVL') emphasises talent acquisition, development, employee engagement, incentives and recognition, diversity, inclusion, and adherence to applicable human rights and occupational health and safety requirements.</p>	<p>Unmesh, a summer internship programme for prefinal year students from chosen elite academic institutions, is held with the goal of early talent identification and acquisition.</p> <ul style="list-style-type: none"> - Aptitude, technical, and psychometric exams, as well as personal interviews, are used to assess them. 'Unmesh' gives the organisation the chance to examine the students' proficiency as well as their cultural fit, while the students acquire first-hand experience working in RVL and learning about its culture. - RVL has developed a Campus Connect Cross Functional Team (CFT) comprising young and seasoned graduates from renowned schools who are currently working with RVL in order to recruit the best talent and be regarded as a "Employer of Choice." - RVL believes that successful integration of new recruits is critical to assimilating them into the RVL family and instilling the organization's values and culture. - 'Anweswan' is the name of the induction programme for new fresh graduates entering as Management Trainees, while 'Unmilon' is the name of a different induction programme for new employees joining as Technical Supervisors. - The senior leadership team, which includes the Managing Directors, interacts with new hires and shares viewpoints, experiences, and knowledge in order to inspire and encourage them at the start of their careers 	<ul style="list-style-type: none"> - Fosters a culture of team spirit, leadership and knowledge sharing within the Company. - Helps the Company in enhancing its operational efficiency. - Helps RVL in maintaining a totally dedicated workforce. - Helps in creation and maintenance of strong relationship amongst employees. - Helps in enhancing the employee productivity at the workplace. - RVL believes that keeping people by providing fair and equal chances for growth and development is critical to company continuity and success. - Assists in the formation of a team comprised entirely of individuals who are really interested about the Company's success.
3	Customer Development	Risk	<ul style="list-style-type: none"> - Key operational risks include reliance on a limited number of clients and sectors, keeping up with technology and related advancements. - To stay competitive, the Company needs to attract and retain new customers from power industry outside the group and also look for serving new customers from other industries. 	<p>The Company addresses these risks through a well-structured framework which assigns ownership to monitor and mitigate the risks. It strives to expand its client-base beyond the Group as well as the power sector in the future.</p>	<p>Considering the Company's aim to expand its customers in the power industry outside the group and provide services to top customers of other industries, there is significant possibility of increase in revenue in years to come.</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.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether the Company's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Weblink of the policies, if available	(i) Code of business conduct and ethics for members of the board and senior management officers : http://www.rpsgventuresltd.com/uploads/policies/Code_of_conduct_BPS.pdf (ii) Whistle Blower Policy : http://www.rpsgventuresltd.com/uploads/policies/BPS_Whistle.pdf (iii) CSR Policy: http://www.rpsgventuresltd.com/uploads/policies/CSR_BPS.pdf (iv) Sustainability Policy: http://www.rpsgventuresltd.com/uploads/policies/Sustainability%20Policy.pdf (v) Related Party Policy: http://www.rpsgventuresltd.com/uploads/policies/Policy_statement_on_materiality_and_dealing_with_Related_Parties.pdf (vi) Insider Trading Prohibition Code: http://www.rpsgventuresltd.com/uploads/code_of_conduct/CESC_VENTURES_LIMITED.pdf								
2. Whether the Company has translated the policy into procedures. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to the Company's value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by the Company and mapped to each principle.	The Corporate Data Center of the Company has been granted ISO27001								
5. Specific commitments, goals and targets set by the Company with defined timelines, if any.	The Commitments and Goals wherever required are set by the Company and have been mentioned in respective principle.								
6. Performance of the Company against the specific commitments, goals and targets along with reasons, in case the same are not met.	The Company has achieved the targeted goals and objectives wherein the timelines are set for each parameter and there is no deviation to it.								
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 Board of the Company oversees / reviews the matters related to ESG and business responsibility activities from time to time to ensure seamless and effective implementation of the parameters given in ESG policy of the Company.								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	Name: Mr. Rajeev Ramesh Chand Khandelwal Designation : Whole-time Director								
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.	Yes, CSR Committee of the Board is responsible for decision making on sustainability related issues. Composition of the CSR Committee is as mentioned below:								
	Sl. No.	DIN	Name				Designation		
	1	03486121	Mr. Shashwat Goenka				Chairman		
	2	00139736	Mr. Arjun Kumar				Member		
	3	08763979	Mr. Rajeev Ramesh Chand Khandelwal				Member		

Disclosure Questions P1 P2 P3 P4 P5 P6 P7 P8 P9

10. Details of review of NGRBCs by the Company:

Subject for review	Indicate whether review provided below taken by Director/Committee of the Board/any other Committee									Frequency (Annually/Half yearly/Quarterly/Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Performance against above policies and follow up action	CSR Committee of the Board and senior management of the Company									Annually							
Compliance with Statutory requirements of relevance to the principles and rectification of any non-compliance	CSR Committee of the Board and senior management of the Company									Annually								

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.

The evaluation of CSR activities undertaken by RVL and its subsidiaries are in line with the CSR policy. CSR Committee(s) constituted in terms of the provisions of the Act are responsible to oversee the progress and ensure the compliance thereof.

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)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/ principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	Nil*	Nil*	Nil*
Key Managerial Personnel	3	Principles 1-3	33%
Employees other than Board of Directors and KMPs	30	Principles 1-9	61.18%

*In view of the pandemic, training and awareness programme could not be held.

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:

	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Monetary		Has an appeal been preferred? (Yes/No)
			Amount (In ₹)	Brief of the Case	
Penalty/ Fine	Nil	Nil	NA	NA	NA
Settlement	Nil	Nil	NA	NA	NA
Compounding fee	Nil	Nil	NA	NA	NA

	Non-Monetary			
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	Nil	Nil	NA	NA
Punishment	Nil	Nil	NA	NA

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
Punishment	Nil

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.

RVL has in place a "Code of Business Conduct and Ethics" to serve as a source of guiding principles for the Directors and Senior Management Team.

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

None

6. Details of complaints with regard to conflict of interest

	FY 2021-22		FY 2020-21	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors				
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	None		None	

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.

Not Applicable

Leadership Indicators

1. Awareness programmes conducted for value chain partners on any of the Principles during the 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
		NA

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.

Board of Directors of the company are governed by code of business conduct and ethics which also provide for detailed provisions on conflict of interest.

Principle 2: Business 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 products and processes to total R&D and capex investments made by the entity, respectively.

Segment	FY 2022	FY2021	Details of improvements in environmental and social impacts
R&D*	-	-	
Capex*	-	-	

* Not relevant to the Company's business-providing IT and IT related services.

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No) : Yes
b. If yes, what percentage of inputs were sourced sustainably?

The Company is dealing with the approved vendors who are working with the Company for a long time and hence 100% procurement is to be considered as sustainable.

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

Essential indicators:

1. Details of measures for the wellbeing of employees:

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Male	64	64	100	64	100	NA	NA	NA	NA	NA	NA
Female	21	21	100	21	100	21	100	NA	NA	NA	NA
Total Employees*	85	85	100	85	100	21	24.71	NA	NA	NA	NA

*Includes Officers and Junior Management Staff.

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

Benefits	FY2022			FY2021		
	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%	NA	100%	100%	NA
ESI	Exempted	NA	NA	Exempted	NA	NA
Others - (Leave Encashment, Post Retirement Medical Benefit)	100%	100%	100%	100%	100%	100%

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.

Facilities for differently abled employees are existing in key locations.

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.

At present, there is no structured policy that is accessible through web-link. However, the company fosters a culture that practices a state of fairness in which different stakeholders are treated similarly, unhampered by artificial barriers, prejudices or preferences, except when particular distinction can be explicitly justified.

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

Gender	Permanent Employees	
	Return to work rate	Retention Rate
Male	NA	NA
Female	100%	100%
Total	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 employees	Grievances of employees are addressed through the joint committees existing between employees and management

7. Details of training given to employees and workers:

Category	FY2022					FY2021				
	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)
Male	64	4	6.25%	37	57.81%	68	1	1.48%	44	64.70%
Female	21	0	0%	15	71.43%	19	0	0.00%	17	89.47%
Total Employees	85	4	4.71%	50	58.82%	87	1	1.15%	61	70.11%

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

Category	FY2022			FY2021		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Male	64	64	100%	68	68	100%
Female	21	21	100%	19	19	100%
Total Employees	85	85	100%	87	87	100%

9. Health and safety management system:

- Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?
No
- What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?
Nature of jobs doesn't call for any significant work-related health and safety hazards. Hence, no structured processes are used to assess the probable risks
- Whether you have processes for workers to report work related hazards and to remove themselves from such risks. (Y/N):
No. As there is no worker, the above process is out of the present scope of reporting of work-related hazards.
- Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No):
Yes, Permanent Employees of the Organisation are provided with medical support for any nonoccupational health care need through the Medical Department and / or company provided third party medical insurance coverage

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

Safety Incident /Number	Category	FY 2022	FY2021
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)			
Total recordable work-related injuries		NIL	
No. of fatalities			
High consequence work-related injury or ill-health (excluding fatalities)			

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

Nature of job does not call for any work related health and safety hazard.

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

	FY2022			FY2021		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working Conditions	Nil	Nil	N.A	Nil	Nil	N.A

13. Assessments for the year:

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

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

1. Describe the processes for identifying key stakeholder groups of the Company.
 - i. Customers:
Presently, the Company provides its services to entities engaged in power section (Generation & Distribution of Power). All the customers are considered as key stakeholders
 - ii. Investors: All shareholders of the Company are the key stakeholders
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
1. Customers of the Company	No	Email, Website, Customer Meets	Need based and as per agreement.	1. To keep the customers aware about our service delivery. 2. Provide guidance and support to customers.
2. Investors	No	Email, Website, Newspaper publication, Notice board, Annual Reports, etc.	As per requirements of applicable law	To provide upto date and correct information on Company's working.

Principle 5: Business should respect and promote human rights

Essential Indicators

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

Category	FY2022			FY2021		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Total Employees	85	4	4.71%	87	37	42.53%

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

Category	FY2022						FY2021			
	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										
Total Employees*	85	0	0%	85	100%	87	0	0%	87	100%
Male	64	0	0%	64	100%	68	0	0%	68	100%
Female	21	0	0%	21	100%	19	0	0%	19	100%

*Includes Officers and Junior Management Staff.

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

	Male		Female	
	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category
Board of Directors (BoD)*	1	5,35,82,723	-	-
Key Managerial Personnel (KMP)	2	82,51,780	-	-
Employees other than BoD and KMP	61	15,18,168	21	20,00,802

*Does not include any payment to Non-Executive Directors

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, the right of employees is protected through joint committees existing between employees and management.

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

Yes, the right of employees is protected through Joint Committees existing between employees and management.

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

Category	FY2022			FY2021		
	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						
Discrimination at workplace						
Child Labour						
Forced Labour/Involuntary Labour						NA
Wages						
Other Human rights related issues						

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

Joint committee exists between employees and management.

8. Do human rights requirements form part of your business agreements and contracts?

Yes, Joint committee exists between employees and management.

9. **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			
Forced Labour/Involuntary Labour			
Sexual Harassment			
Discrimination at workplace			Nil
Wages			
Other- please specify			

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

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

No corrective actions were required to be taken.

Principle 6: Business should respect and make efforts to protect and restore the environment

Essential Indicators

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

Parameter	FY 2022	FY2021
Total electricity consumption (A)	Since the Company operates in service sector it does not require high levels of energy.	
Energy consumption through other sources (C)	Appropriate steps have been initiated by using energy-efficient computers and related equipment with the latest technologies for conservation of energy. Since the cost of energy consumed in carrying out day to day operations forms a miniscule portion of the total costs, the impact of changes in energy cost on total costs is insignificant.	
Total energy consumption (A+B+C)		
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)		

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

N.A.

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

Parameter	FY 2022	FY2021
Water withdrawal by source (in kilolitres)	Since, the company operates in service sector, it does not required any significant use of water	

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

Parameter	FY 2022	FY2021
	Total Waste generated (in metric tonnes)	
E-waste		Insignificant
Category of waste		
(i) Recycled		
(ii) Re-used		
(iii) Other recovery operations		
Total		

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

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

N.A.

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

LEADERSHIP INDICATORS -

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.

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. 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.

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

None

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

Nil

Principle 8: Businesses should promote inclusive growth and equitable development

Essential Indicators

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

At present, no data pertaining to the above are maintained.

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

	FY 2022	FY2021
Directly sourced from MSMEs/small producers		
Sourced directly from within the district and neighbouring districts		N.A.

Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments

Details of negative social impact identified	Corrective action taken
Nil	

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

S. No.	State	Aspirational District	Amount spent (In ₹ Lakhs)
1)	West Bengal	Kolkata	56.00

3. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
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The CSR Committee and the Board of Directors of the Company have identified School Project undertaken by the RP – Sanjiv Goenka Group CSR Trust as an Ongoing Project. Since the project is yet to be completed, the beneficiaries are not readily identifiable.

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.

Constant touch with customers for any deficiency or grievance apart from holding periodic meetings as per the agreed terms. All customer complaints receive top priority, since the customers are engaged in providing essential services

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	N.A.
Recycling and/or safe disposal	

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

Category	FY2022		Remarks	FY2021		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	NA	Nil	Nil	NA
Advertising	Nil	Nil	NA	Nil	Nil	NA

Category	FY2022		Remarks	FY2021		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Cyber- security	Nil	Nil	NA	Nil	Nil	NA
Delivery of essential services	606	8	-	266	4	-
Restrictive Trade Practices	Nil	Nil	NA	Nil	Nil	NA
Unfair Trade Practices	Nil	Nil	NA	Nil	Nil	NA
Other (product related)	Nil	Nil	NA	Nil	Nil	NA

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

	Number	Reasons for recall
Voluntary recalls		
Forced recalls		N.A.

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.

A Comprehensive Cyber Security Policy covering both IT & OT has been published on the internal portal of the Company.

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

None.

On behalf of the Board of Directors

Dr. Sanjiv Goenka

Chairman

DIN:00074796

Place: Kolkata

Date: May 13, 2022