

20.06.2024

To,
The Manager,
Listing Department,
National Stock Exchange of India Limited,
'Exchange Plaza', C-1, Block – G,
Bandra-Kurla Complex,
Bandra (E), Mumbai – 400 051
Ph. No. 022-26598100
Scrip Code : GEOJITFSL - EQ

To,
The Manager,
Listing Department,
BSE Limited,
Phiroze Jeejeebhoy Towers,
Dalal Street,
Mumbai – 400 001.
Ph. No.022 22721233
Scrip Code : 532285

Dear Sir/Madam,

Sub: Business Responsibility and Sustainability Report – FY 2023-24

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith the Business Responsibility and Sustainability Report for the financial year 2023-24.

This is for your information and records.

Thanking You,
For Geojit Financial Services Limited

Liju K Johnson
Company Secretary

Business Responsibility and Sustainability Report

SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated 12/07/2023

SECTION A : GENERAL DISCLOSURES

I. Details of the listed entity

Sl. No.	Required Information	
1	Corporate Identity Number (CIN) of the Listed Entity	L67120KL1994PLC008403
2	Name of the Listed Entity	Geojit Financial Services Limited
3	Year of incorporation	1994
4	Registered office address	11 th Floor, 34/659-P, Civil Line Road, Padivattom, Kochi - 682024
5	Corporate address	11 th Floor, 34/659-P, Civil Line Road, Padivattom, Kochi - 682024
6	E-mail	companysecretary@geojit.com
7	Telephone	0484-2901000
8	Website	www.geojit.com
9	Financial year for which reporting is being done	2023 - 2024
10	Name of the Stock Exchange(s) where shares are listed	Equity shares are listed on BSE Limited and National Stock Exchange of India Limited
11	Paid-up Capital	₹ 23,91,44,482/-
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Ms. Mini Nair, Chief Financial Officer Phone: 0484-2901075 mini_nair@geojit.com
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 financial, environmental, social and governance disclosures made in this report are on a standalone basis.
14	Name of assurance provider	N/A
15	Type of assurance obtained	N/A

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 entity
1	Financial and Insurance Activities	Stock broking	64%
		Distribution of financial products	25%
		Others	1%

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

Sl. No	Product / Service	NIC Code	% of total Turnover contributed
1	Financial Service Activities	2008 - 661	100%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	Not Applicable	358	358
International	Not Applicable	4	4

19 Market Served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	19 States & 2 Union Territories
International (No. of Countries)	4

b. What is the contribution of exports as a percentage of the total turnover of the entity? Not Applicable

c. A brief on type of customers
 Geojit Financial Services Limited (GFSL) is one of the leading investment services companies in India, with expanding presence in the Middle East. Established in 1987, the Company's history in the Indian Capital Market spans over 35 years and it is a one-stop shop for all investing needs and provides its around 13,89,000-customer base with a comprehensive array of financial products and services. GEOJIT's business model is supported by wide range of customer centric products and services, a well spread distribution network and extensive tech-based applications. GFSL has a client base span across domestic retail customers, NRE/NRO/NROCM customers, HUF, FIIs, Companies, MFs, Insurance companies, Banks, LLPs and NBFCs.

GFSL is a pioneer in the introduction of Internet and mobile trading, internet-based depository transactions, an integrated trading system for both cash and derivative segments, and the introduction of commodity trading in rubber, cardamom, gold, and silver futures. GFSL has a client base span across domestic retail customers, NRE/NRO/NROCM customers, HUF, FIIs, Companies, MFs, Insurance companies, Banks, LLPs and NBFCs.

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)	2568	1755	68.3%	813	31.7%
2	Other than Permanent (E)	129	119	92.2%	10	7.8%
3	Total employees (D+E)	2697	1874	69.5%	823	30.5%

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	1	50%	1	50%
2	Other than Permanent (E)	-	-	-	-	-
3	Total differently abled employees (D+E)	2	1	50%	1	50%

21 Participation/Inclusion/Representation of women:

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	13	1	7.69
Key Management Personnel	6	1	16.67

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

	FY 2023 - '24 (Turnover rate in current FY)			FY 2022-'23 (Turnover rate in previous FY)			FY 2021-'22 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
	Permanent Employees	29%	37%	31%	28%	25%	28%	29%	31%

V. Holding, Subsidiary and Associate Companies (including joint ventures)**23 (a) 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 listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Geojit Credits Private Limited (GCPL)	Subsidiary	94.32	Yes
2	Geojit Technologies Private Limited (GTPL)	Subsidiary	65	Yes
3	Geojit Techloan Private Limited	Subsidiary	100	Yes
4	Geojit IFSC Limited	Subsidiary	100	Yes
5	Qurum Business Group Geojit Securities LLC	Subsidiary	51	No
6	Barjeel Geojit Financial Services LLC	Joint Venture	30	No
7	BBK Geojit Securities Co. K.S.C.C	Associate	30	No
8	Geojit Investments Limited	Subsidiary	100	No

VI. CSR Details

24 (i)	Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
(ii)	Turnover (in ₹)	₹ 58,923.31 lakhs
(iii)	Net worth (in ₹)	₹ 67,864.35 lakhs

VII. Transparency and Disclosure Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (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	-	-	-	-	-	-	-
Investors (other than shareholders)*	Yes. <ul style="list-style-type: none"> GFSL has a comprehensive grievance redressal mechanism in place to address grievances of investors. Investors can register their complaints or grievances at the company's email id, companysecretary@geojit.com. 	Nil	NA (as there are no complaints received on any of these principles)	NA	Nil	NA (as there are no complaints received on any of these principles)	NA
Shareholders*	Yes. <ul style="list-style-type: none"> GFSL has a comprehensive grievance redressal mechanism in place to address grievances of investors. Shareholders can register their complaints or grievances at the company's email id, companysecretary@geojit.com. 	4	0	NA	Nil	NA (as there are no complaints received on any of these principles)	NA
Employees and workers-grievances	Yes. The employees have access to the following options: <ol style="list-style-type: none"> Employees can report any concern or complaints to hrgrievance@geojit.com Employees get prompts about whistle blowing policy in HRMS portal. They can make reporting of wrong doings (If any noticed within the company) confidentially without any fear through the pathway of information provided in HRMS portal. POSH training and certification programs are conducted annually. Email ids of the ICC members are provided in the website. 	Nil	NA (as there are no complaints received on any of these principles)	NA	Nil	NA (as there are no complaints received on any of these principles)	NA

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
Customers	Yes. <ul style="list-style-type: none"> At GFSL, customer satisfaction remains an unwavering goal. The centralized grievance redressal system is managed by the Head of the Department and ensures swift and effective grievance handling. Clients can directly connect with our Head Office via emails (customercare@geojit.com), letters or calls. Complaint emails are posted on branch notice boards and our website. Regular updates and resolutions on complaints are communicated via email. Our commitment is to resolve complaints within 30 days. 	393	2	NA	258	2	NA
Value Chain Partners	Yes. <ul style="list-style-type: none"> The grievances or complaints from value from chain partners can be communicated via emails and calls to the Regional Manager (RM), the State Head and the Partner Relations Head. 	65	0	NA	29	0	NA
Others (Please specify)	-						

* Details of Investors (including Bond Holders) /Shareholder are covered)

26 Overview of the entity's material responsible business conduct issues

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

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	Digitization	Opportunity	<p>Opportunity:</p> <ul style="list-style-type: none"> Offer customers improved efficiency and consistent user experience across platforms. Helps to improve operational efficiency and to generate revenue at lower transaction cost. Effective data accessibility and data management to boost business intelligence. <p>Risks:</p> <ul style="list-style-type: none"> Shift from legacy to technology and digital expertise requires huge investments and transition costs. 	<p>GFSL is a pioneer in the introduction of the integrated trading system - Internet and mobile trading and internet-based depository transactions, for both cash and derivative segments.</p> <p>The different products and platforms offered by us uses advanced technology to cater to different clientele. By embracing automation, hybrid cloud solutions, API integrations and other digital advancements, we are equipping ourselves with the necessary tools to thrive in a rapidly evolving digital landscape.</p>	<p>Positive: Digitization at GFSL has positive effects on customer, employees and other stakeholders. It enhances the quality of services and helps the customers in getting personalized services. It is helping the company to provide PAN India services on multiple products at low cost and hence improving the productivity and profitability. In addition, practice of paperless processing ensures reduction in company's operational cost and carbon footprint.</p>
2	Cyber Security and Customer Protection	Risk and Opportunity	<p>Opportunity:</p> <p>Setting up an efficient digital infrastructure by ensuring data privacy and security enables us to create sustainable value for our customers.</p> <p>Risk:</p> <ul style="list-style-type: none"> While digitization expands the access and opportunities, it also exposes our customers to heightened cyber risks. 	<p>The Company has invested in the best quality solutions to ensure data privacy and security of the customer information. We have framed policies with respect to IT/cyber security risk which set forth limits, mitigation strategies and internal control. Information Security Management Policy and Cyber Security Policy are in place for protecting the organisation's cyberspace against cyber-attacks, threats and vulnerabilities.</p> <p>The Company has a Personal Data Protection Standard which aims to create a responsible culture of data protection within Geojit and increase employee awareness of data protection, acceptable data handling practices and applicable requirements in relation to Personal Data.</p>	<p>Positive: Increased trust and credibility of stakeholders, improved data management and protected brand reputation.</p> <p>Negative: Any major lapse will result in reputation loss, loss of customers and revenue and legal consequences.</p>

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)
				We conduct regular internal and external cyber and system audits to get independent assessments of the company's operations, controls, and compliance.	
3	Talent Management	Risk and Opportunity	<p>Opportunity:</p> <p>The company's efforts towards workforce welfare and development directly conveys its resolute commitment towards the upliftment of employees and will help the company to align the employees with the growth of the company.</p> <p>Risk:</p> <p>Talent management parameters such as recruitment, retention, and development are critical as GFSL is a people and technology driven business. Market demand for skilled labour is very high hence continuous investment in growth and development of employees is pertinent. Inability to retain talent can impact the Company's performance.</p>	<p>GFSL focus on hiring and retaining talent through multiple talent development programs along with compensation and other benefits to employees. We invest in initiatives to promote learning & development, performance support, career growth, engagement, diversity and inclusion at the workplace.</p> <p>Our people process focus on the right hiring with due representation of the local population, development for better productivity, and creating an engaged task force. We believe that values are the most critical element that reflects the conduct and ethical practices of an organization.</p> <p>At Geojit, we have developed multiple training modules to cater to the training needs of each function.</p> <p>We have invested in digital collaboration tools and have adopted an online and progressive learning ecosystem to engage with the workforce. Company continues to evolve ways to engage and cross-skill or upskill employees in emerging technologies and skills that are in demand or may potentially come in demand given the evolving business models and customer needs. Company understands the needs of newer generation and strives to offer a work culture that excites and provides greater autonomy and empowerment.</p>	<p>Positive: Our business is people and technology enabled. Hence, talent management is of utmost importance for managing our top line and bottom line. A strong workforce with a blend of experienced staff and the new recruits with diversity in the workforce bring efficiency, experience, and ideas which enable innovation and increased performance.</p> <p>Negative: The inability to meet workforce expectations may result in adverse impacts on workforce productivity.</p>

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)
4	Community Support and Corporate Social Responsibility	Opportunity	Opportunity: Our CSR activities, especially with the employee participation will provide greater opportunities to connect with the community around and it will enhance the reputation and trust of the company among the customers and other key stake holders.	<p>GFSL's CSR initiatives are designed to bring about meaningful and measurable social impact, aligned with the United Nations Sustainable Development Goals (SDGs), in the domains of environment, education, health and social inclusion and women empowerment.</p> <p>The major CSR initiatives of GFSL for year 2023-24 are as follows:</p> <ul style="list-style-type: none"> • Setting up of Geojit - CUSAT Centre of Sustainability Studies (GCCOSS) at Cochin University for Science and Technology (CUSAT) • Implementation of waste management systems for Kochi Corporation • Educational support and awareness programs to mould socially responsible younger generation. • Implementation of JANAL (a digital platform to create digital contents of history & cultural heritage of Kerala). • Community health projects such as SPARSH, UDBODH and supporting differently abled children • Campaign against financial frauds • Livelihood enhancement programs for visually impaired women and awareness on financial education for growth to students of Tier I & III <p>Detailed information on CSR Activities of GFSL are enclosed as Annexure II</p>	<p>Positive: Reputation and trust will increase business opportunities.</p> <p>CSR activities elevate the Company's brand value among the local community members as well as will contribute towards positive social and economic performance.</p>

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)
5	ESG Oversight	Opportunity	<p>Opportunity:</p> <p>Implementation of a governance structure primarily focusing on the ESG parameters of the Company, will augment the overall ESG performance, and reflect the Company's commitment to integrate responsible business practices within its growth model.</p>	<p>The Company has formed an ESG working group to carry out the ESG management work comprehensively under the guidance of the Stake Holder Committee.</p> <p>Stake holder relationship committee has broadened the definition of stakeholders by adding Customers, Employees, Suppliers, Community, Society, Regulators and Shareholders/Investors as stake holders. The Committee has also modified the charter to include ESG as a major agenda item. Stakeholder Relationship Committee acts as the ESG Committee of the Board.</p> <p>Further, we have redefined the Environment, Social, and Governance aspects across organizational levels and this is helping to propel us towards meeting our commitments on carbon footprint, conservation of energy resources, and CSR.</p> <p>The key initiatives taken are as follows:</p> <ul style="list-style-type: none"> • Energy Conservation measures • Water conservation measures • E-waste management systems • Digitization of processes • Conducting Environmental awareness programs • CSR Initiatives 	<p>Positive: Leadership oversight on the ESG strategy, action plan, and performance facilitates effective implementation of ESG strategy. Such involvement also shows the genuine commitment of the company towards the environment and community. It also enables the company to further embed robust monitoring mechanisms across ESG initiatives and business practices.</p> <p>This eventually aids in gaining stake holders' trust and confidence.</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 your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	✓	✓	✓	✓	✓	✓	✓	✓	✓
	b. Has the policy been approved by the Board? (Yes/No)	✓	✓	✓	✓	✓	✓		✓	✓
	c. Web Link of the Policies, if available	The corporate policies of the company can be viewed at the web link https://www.geojit.com/investor-relations . Some of the policies of the company are accessible only to the employees and other internal stakeholders.								
2	Whether the entity has translated the policy into procedures. (Yes / No)	✓	✓	✓	✓	✓	✓	-	✓	✓
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	The Company strives to influence its value chain partners to participate in responsible and sustainable business conduct. Geojit's code of conduct largely adopts the NGRBC principles and it expects its value chain partners to adhere to the same in all their dealings.								
4	Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	At GFSL, the policies are formulated in accordance with the national law and regulations stipulated by the Govt. of India. The policies are accordingly reviewed and updated based on company practices.								
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p>At GFSL, we have a zero-tolerance policy for fraudulence by employees and business associates. As we do not encourage speculative trading, we discourage hard selling of offline intra-day trading and F&O trading.</p> <p>All sales campaigns of our company are verified and approved by the Ethics committee, which consists of independent professionals and senior management from the company. The committee reviews whether the product and contests are designed in line with the company's purpose. In case of any possibilities of mis-selling, approval is given only after getting clarity and conviction.</p> <p>Staffs, especially sales staff, including dealers and Branch Support managers undergoes regular product and process trainings to ensure they understand the product features well. We are also asking staff to get industrial certification from NISM and their promotion and salary increment are linked to the certifications obtained by them at various levels.</p> <p>We focus on areas including education, creating livelihood for economically weaker section, healthcare, women empowerment, and sustainable development through our CSR initiatives.</p>								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
5	<p>We strive to minimize our impact on the environment through our operations and are aware of our responsibility to help mitigate climate change, preserve and protect natural resources, biodiversity and optimize resource usage. We are committed to constantly improving our performance and are in the process developing an efficient internal framework to track and measure our carbon footprint.</p> <p>In year 2023-24, we have set processes to track and control consumption of resources like electricity, paper, etc. and to track the disposal of e-waste in our offices PAN India. We track the Net Promoter Score (NPS) by conducting regular customer surveys. We are taking constant efforts to improve our NPS. We use CRM to track and resolve customer grievances efficiently.</p> <p>In the coming years, we will be investing further in improving our contribution towards reducing Green House Gas Emission and improving the carbon footprint.</p>								
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	We will be tracking the performance of the key parameters.							
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)	At Geojit, we relentlessly work towards maintaining business ethics and are committed to demonstrating the best corporate governance practices to protect the interest of our stakeholders and maximise their long-term returns as well as value creation. Our corporate governance framework is based on an effective and independent Board, which oversees the implementation of our strategies for a sustainable future. The Board also works through various committees constituted to oversee specific functions. Success in achieving the ESG goals outlined in this statement will require a coordinated and whole of organizational response in which the themes and priorities outlined in the statement are embedded into the Company's strategic and operational planning and reporting.							
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	The Board and Stakeholder Relationship Committee of Geojit Financial Services Limited is responsible for the implementation and oversight of the Business Responsibility policy (ies)							
9	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	<p>We have following committees:</p> <ol style="list-style-type: none"> Stakeholder Relationship Committee: The Stakeholders' Relationship Committee represents the Board in defining the Company's strategy relating to ESG matters and we also have formulated a subcommittee for ESG comprising of various function heads as members. This sub-committee meets at regular intervals to evaluate the environmental, social and economic performance of the Company and continues to strengthen the efforts of ESG. The Corporate Social Responsibility (CSR) Committee: Corporate Social Responsibility (CSR) has been a long-established commitment at GFSL. The CSR policy pertains to all activities undertaken by the company towards fulfilling its corporate social responsibility objectives. <p>The CSR committee comprise three or more Directors including at least one independent Director. Overall governance of CSR activities including approving of the CSR policy and projects will be the responsibility of the Board of the Company.</p>							

10 Details of Review of NGRBCs by the Company:

Subject of 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	Relevant policies of the company are reviewed periodically or on a need basis by the concerned Department Head / Senior Management Personnel /Respective committees & placed before the board for approval as and when required. During this assessment, the efficacy of the policies is reviewed and necessary changes to policies & procedures are implemented									Annually								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Status of compliance with all applicable statutory requirements is reviewed on a quarterly / annual basis by the Board. Quarterly Compliance Certificate on applicable laws is provided by respective department heads and placed before the Board by the Company Secretary									Annually								
Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency	P1	P2	P3	P4	P5	P6	P7	P8	P9	<p>The Company's Internal Auditors assesses each department's adherence to their respective policies. In addition, the compliance department monitors the adherence to implementation of policies mandated by Regulator.</p> <p>All policies are evaluated / reviewed internally at defined intervals. Certain identified policies / procedures like the Code of Conduct, privacy, nomination and remuneration policy, and all other concerned policies are reviewed. The Company continues to sustain its commitment to the highest levels of quality, superior service management, robust information security practices, and mature business continuity management.</p>								

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

a. The entity does not consider the Principles material to its business (Yes/No)	
b. The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	All Principles are covered by the Policies. Geojit engages with various industry bodies in reviewing and making recommendations as part of joint industry efforts, as and when such views are sought by the Government in areas covering our industry. As we deal with the industry associates, we engage in policy advocacy in a responsible and transparent manner.
c. The entity does not have the financial or/human and technical resources available for the task (Yes/No)	
d. It is planned to be done in the next financial year (Yes/No)	
e. Any other reason (please specify)	

SECTION C : PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

Essential Indicators

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

Segment	Total number of training and awareness 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		The Directors are regularly updated by the Management on significant developments concerning the company, business model, risk metrics, and mitigation measures.	
		Independent Directors receive an induction session on their appointment to the Board of Directors. They are provided with necessary documents, reports and internal policies to familiarize themselves with the Company’s procedures and practices. The Senior Management makes presentations at the Board and various Committee Meetings on related matters. These presentations cover the company’s strategy, business and performance updates, operations, cyber security, CSR initiatives, regulatory changes, risk management, etc. Updates on the Company’s financial performance, budget and control process are provided to Directors during the quarterly Board Meetings. Board of Directors sign the Code of conduct of the company every year.	
Key Managerial Personnel		KMPs also participates in training and awareness events hosted by professional organizations on a regular basis. The Key Managerial Personnel sign the Code of conduct every year.	
Employees other than BoD and KMPs		At Geojit, we have training programs which are conducted online as well as offline. We have an online learning platform named Bizzi Live, through which mandatory and voluntary certifications are provided. Mandatory modules include Compliance and AML-KYC, Information Security Awareness, POSH, Countering financing of terrorism, Prevention of insider trading, etc. We have developed customized training interventions for the employees at the branches and regions along with Chrysalis. We have also run customized training programs for employees at head office, namely Customer experience and Enablers.	
		Every month, an hour is dedicated to learning and an open book quiz, (which normally is scheduled on the third week of the month). We also organize and conduct training programs to enhance skill and knowledge for employees like email etiquette, excel and Power BI. Every employee who joins Geojit, undergoes a detailed 2-day training program, conducted online, which will familiarize them with various departments and functions of the organization. Employees sign the Code of conduct every year.	

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

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

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	Nil	N/A
Punishment	Nil	Nil	Nil	

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
Not Applicable	Not Applicable

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.
- No.
- The Company has zero tolerance for any form of bribery or corruption and is committed to acting professionally, fairly, and with integrity in all its business dealings.
- Our Code of Conduct and Business Ethics being the part of our Employee Manual, prohibits the employees from taking or giving or offering of bribe of illegal gratification. The company also has strict guidelines with respect to accepting and receiving gifts. Employees or their family shall not accept any offer, payment, gift or authorization to pay any money, gift or anything of value from customers, vendors, consultants or persons associated directly or indirectly with the business of the Company.
- All of these are included in our employee manual, a company-internal document that is accessible to the employees through intranet.
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 (Current Financial Year)	FY 2022-'23 (Previous Financial Year)
Directors	In FY 2023-'24, there were no cases of disciplinary action taken against any Directors/KMPs/employees/workers by any law enforcement agency for the charges of bribery/corruption.	In FY 2022-'23, there were no cases of disciplinary action taken against any Directors/KMPs/employees/workers by any law enforcement agency for the charges of bribery/corruption.
KMPs		
Employees		

6 Details of complaints with regard to conflict of interest:

	FY 2023-'24 (Current Financial Year)		FY 2022-'23 (Previous Financial Year)	
	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 conflicts of interest.

Not Applicable

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 payable	36.62	25.48

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 Sales	a. Sales to dealers / distributors as % of total sales	23%	22.2%
	b. Number of dealers / distributors to whom sales are made	8,647	6,709
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	20.8%	18.3%

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
	Nil	

- 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.
- Geojit has processes in place to avoid / manage conflict of interests involving members of the Board and it is as per the Terms of Appointment of Directors to Board. Geojit has in place a comprehensive "Code of Conduct for Directors and Senior Management."
- The Company's Code of Conduct states that the Board members and Senior Management of the Company needed to abstain themselves from the discussion, voting, or otherwise influencing a decision on any matter in which they have or may have a conflict of interest; restrict themselves from serving as a Director of any Company that is in direct competition with the Company, or must take prior approval from the Company's Board of Directors before accepting such a position. We have a policy on conflict of interest which covers the Board of Directors and Senior Management. Link to the Policy: <https://www.geojit.com/investor-relations>.

PRINCIPLE 2 Businesses should provide goods and services in a manner that is sustainable and safe

Essential Indicators

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

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R & D	<p>The company is progressively investing in the in-house research team to enhance the quality of our products and services, such as PMS, Smart Portfolio research, etc.</p> <p>Given the nature of the business, another predominant investment is in technology to improve customer interface, regulatory compliance, operational efficiency and to meet the data security and data privacy standards. Effective adoption of digital platforms has increased our operational efficiency, reduced the cost per transaction and enhanced the customer experiences and transparency. Technology also helps the company in substantially reducing dependency on paper and adoption of cloud-based infrastructure helps in reducing consumption of electricity.</p>		
Capex	<ul style="list-style-type: none"> • Most of the documents are stored digitally. • Online authentication processes are used for customer on boarding. • Majority of our agreements are digitally signed. • We have adopted cloud services which considerably reduced space utilization for data center, hence electricity consumption is reduced substantially. <p>Share on investments in Information Technology and hardware is 54% of our total addition to the fixed assets in year 2023-'24.</p>		

- 2 a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)
- b. If yes, what percentage of inputs were sourced sustainably?
- Considering the business activities of the Company, this question has limited applicability. As a financial services company, Geojit's use of resources is mainly limited to electricity, office supplies, communication and IT equipment. Being in the financial industry, Geojit is less resource-intensive in terms of material requirements. Despite the limited scope, Geojit ensures responsible sourcing by obtaining certificates of compliance from its vendors.

The company source cloud services from Microsoft and AWS.

- 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) Not Applicable

(b) E-waste Not Applicable

(c) Hazardous waste Not Applicable.

Geojit is a financial institution. Hence, the hazardous wastes generated from the institution are negligible

- (d) other waste.
- i. Organic Wastes:
The total average organic waste generated per day is 25 - 35 kg/day. The segregated wastes are collected and processed in an organic waste converter of capacity 50kg/day. The manure obtained is distributed to the employee of the organization, on demand basis.
 - ii. Other wastes such as sanitary pads are segregated and collected in bins and processed in an incinerator with capacity to process 50kg/day

- 4 Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.
- Not Applicable.
Geojit is in the Investment Services business; it does not manufacture products.

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 communi cated in public domain (Yes/No) If yes, provide the web-link.
Not Applicable					

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

Name of Product / Service	Description of the risk / concern	Action Taken
Not Applicable		

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2023-2024 Current Financial Year	FY 2022-23 Previous Financial Year
Not Applicable		

- 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:

Not Applicable

- 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
Not Applicable	

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

Essential Indicators

- 1 a Details of measures for the well-being of employees and workers:

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	1755	1755	100%	1755	100%	-	-	1755	100%	-	-
Female	813	813	100%	813	100%	813	100%	-	-	202	24.85%
Total	2568	2568	100%	2568	100%	813	31.66%	1755	68.34%	202	7.87%
Other than Permanent employees											
Male	119	119	100%	119	100%	-	-	119	100%	-	-
Female	10	10	100%	10	100%	10	100%	-	-	2	20%
Total	129	129	100%	129	100%	10	7.75%	119	92.25%	2	1.55%

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

	FY 2023-2024 Current Financial Year	FY 2022-23 Previous Financial Year
Cost incurred on well-being measures as a % of total revenue of the company	0.55%	0.52%

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

Benefits	FY 2023-'24		FY 2022-'23	
	No. of employees covered as a % of total employees	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	Y	100%	Y
Gratuity	100%	Y	100%	Y
ESI	20%	Y	34%	Y
Others - Please specify (NPS)	0.008 (employee option)	Y	0.006 (employee option)	Y

- 3 Accessibility of workplaces

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

Geojit owned building provide facilities and basic amenities for differently abled employees for having easy access so as to enable them to effectively discharge their duty.

- 4 Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.
- Yes.
Geojit's Code of Conduct outlines its commitment to non-discrimination, by providing equal opportunity to all its employees irrespective of race, color, religion, sex, national origin, ancestry, age, marital status, sexual orientation, or disability. The Company also has a clearly outlined policy "Policy on Equal Opportunity, Diversity and Inclusion."

- 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	100%	100%
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	<p>Yes. The company follows an Open door policy and transparent communication. Employees are encouraged to share their concerns with their superiors, HR department, legal & compliance, or the members of the senior management.</p> <p>In addition, a Whistleblower Initiative (WI) provides a formal platform to share grievances on various matters. The details of the grievance mechanism and WI are shared with employees through a portal with adequate security and confidentiality. New recruits are also sensitized to the WI mechanism and form part of the employee induction program providing guarantee on the confidentiality. HRMS portal regularly provide alerts about the Whistle-blower policy of the company along the email, whistleblowing@geojit.com in which the complaints are to be sent. Whistle blower policy is displayed in the employee portal with details of the appointed vigilance officer.</p>
Other than Permanent Employees	<p>We have a policy on the prevention, prohibition, and redressal of sexual harassment of women at the workplace and have an Internal Complaints Committee (ICC) in compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013. ICC Members list is published in the Notice Board of all our offices. The Company on regular basis sensitizes its employees on the prevention of sexual harassment at the workplace through online training modules and awareness programs which are held on regular basis.</p>

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

Benefits	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						
Male						
Female						
Total Permanent Workers						
Male						
Female						

Geojit recognizes the right to freedom of association in accordance with the laws of the land.
However, we do not have a recognized employee association.

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 up-gradation		Total (D)	On Health and safety measures		On Skill up-gradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. F	% (F/D)
Employees										
Male	3027	40	1.32%	2987	98.68%	1195	12	2	925	77
Female	1005	28	2.79%	977	97.21%	398	39	10	389	98
Total	4032	68	1.69%	3964	98.31%	1593	51	3	1314	82

Note: Geojit has conducted approximately 22 different types of training interventions for behavioral and skill up gradation. It has also conducted a comprehensive Basic Life Support for Geojit's Medical Emergency Response Internal Team (MERIT) and we also focus on giving periodic training on Fire And Safety for its Employees.

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

Category	FY 2023-'24			FY 2022-'23		
	Total (A)	No.(B)	% (B/A)	Total (C)	No.(D)	% (D/C)
Male	1149	1149	100%	1331	1331	100%
Female	538	538	100%	431	431	100%
Total	1687	1687	100%	1762	1762	100%

10 Health and safety management system:

<p>a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?</p>	<p>There are no occupational health and safety risks considering the nature of the business. Employee well-being and psychological safety continue to be a priority of the Company.</p> <ul style="list-style-type: none"> i. Regular trainings on health and safety aspects such as first aid and basic medical assistance in case of medical emergency ii. Periodic trainings on Fire & safety to the employees along with evacuation drills iii. Setting up of a medical emergency response room at the Head Office, equipped with necessary medical supplies and equipment such as wheel chair, stretcher, etc. to handle emergency situations. iv. An Internal team 'MERIT' (Medical Emergency Response Internal Team) to help with any medical exigencies. This voluntary team is provided with external training on how to deal with medical emergencies and necessary life-saving equipment. v. A good housekeeping is maintained in the office building as well as premises to prevent hazards. <p>Geojit believes in promoting employee well-being and providing a supportive environment to all employees and has guidelines on employee health and safety.</p>
<p>b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?</p>	<p>GFSL is a financial organization and hence occupational related hazards are not anticipated. However, Geojit continuously strives to identify and improve measures to minimise hazards at the workplace with measures like Fire/Smoke Sensors, Access Control, CCTV, 24hour Security, water purifiers, AHU etc.</p>
<p>c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N)</p>	<p>Not Applicable</p>
<p>d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)</p>	<p>Yes. All employees are covered under the company's health insurance and personal accident insurance. Also there are several Physical & Mental Wellbeing Sessions conducted from time to time</p>

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

Not Applicable

- 12 Describe the measures taken by the entity to ensure a safe and healthy work place –
- GFSL have set up a medical emergency response room at the Head Office, equipped with necessary medical supplies and equipment such as wheel chair, stretcher, etc. to handle emergency situations. It also has an internal Medical Emergency Response Internal Team (MERIT) to help with any medical exigencies. This voluntary team is provided with external training on how to deal with medical emergencies and necessary life-saving equipment. Offices of GFSL are also equipped with hand free sanitizers, CCTV and fire-extinguishers. Availability of security guards (24x7), fire / smoke detector, installation of water purifiers, AHU, etc. are ensured in the Head Office.

In addition, the other measures taken by GFSL to ensure a safe and healthy work place are as follows:

- Medclaim policy and annual medical check-up facilities for employees
- Maternity leave facility for employees
- Yoga sessions and psychologists' consultations for stress management
- Medical camp organized by Aster Medcity for all employees.
- Cafeteria facilities are being provided with subsidized meals available in Canteen.
- An awareness workshop for stress management, "Holistic Wellness Workshop," conducted on March 2, 2024
- Blood Donation Camp conducted on December 3, 2023
- Conducted an Awareness Talk on "Healthy Heart," on May 6, 2023

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

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

- 14 Assessments for the year:

% of your plants and offices that were assessed (by entity or statutory authorities or third parties)	
Health and safety practices	Periodic internal communication alerts and audits from external agencies are conducted on safety related aspects. Employees on a pan-India basis are given periodic training on basic and advanced fire safety, including evacuation drills.
Working Conditions	Internal permanent control team analysis the office premises and confirm whether the branches and franchisee are complying with the checklist which includes the display of the Signboard, notice board, installation of fire extinguishers, maintenance of registers, etc. Geojit provides safe drinking water through water purifiers and clean sanitation facilities to the employees and also has been using induction cookers and ovens instead of LPG Cylinders at all its offices.

- 15 Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.
- Not Applicable

Leadership Indicators

1 Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).	<p>Yes, the Company provides its employees with, personal accident cover, future service gratuity benefit in addition to health insurance cover. We provide health insurance cover for the retired employees and their family, unless there is any specific conflict of interest.</p> <p>Benefits like provident fund, gratuity, etc., are settled on a priority basis. The Company has, in select cases, extends financial support to dependent family members of deceased employees (in the form of continued monthly pay equivalent to the deceased person's salary) for a period of one year among other case-to-case benefits.</p> <p>We have a group term life insurance (GTLI) plan, which offers a lump sum payment (ranging from 5 Lacs to 75 lacs in 5 categories based on wage grade), to the employee's beneficiary in case of death for employees to cover against death and protect the family.</p>
---	---

2 Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.	<p>The Company takes great care to ensure that the statutory dues applicable are deducted and deposited by the value chain partners. We ensure that all supply chain partners also adhere to it without fail. We continue long term relationships only with vendors who ensure compliance of statutory requirements. We verify whether PF payment of contract employees is remitted by the employer without delay. If any inconsistencies are noticed, we terminate the agreement with the specific vendor.</p>
---	---

- 3 Provide the number of employees / workers having suffered high consequence work related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been 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	None of the employees from Geojit suffered high-consequence work-related injury / ill-health / fatalities during 2023-'24. Hence, not applicable.			
Workers				

- | | |
|---|----------------|
| 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) | Not Applicable |
|---|----------------|

- 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	Geojit always prefers to get associated with suppliers who are following best practices in Health & Safety and provide better working conditions to its employees and workers. The company takes a declaration from the existing and prospective vendors stating that they do not allow child labor and the labor law regulations are followed strictly. If any deviation is observed, the vendor will be immediately terminated.
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. | No risk identified hence no corrective action was taken. |
|---|--|

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders

Essential Indicators

- 1 The key stakeholders identified include Customers, Employees, Business Partners (Suppliers and Vendors), Community, Investors, and Government Bodies. Our approach towards responsible and sustainable business practices undergoes a systematic mapping through regular engagement with its internal and external stakeholders. This practice helps the Company to prioritize key sustainability issues in terms of relevance to its business and stakeholders, including society and clients.

Throughout the year, we engage formally and informally with our stakeholders to explore ESG focus areas, along with trends and developments relevant to our industry. We endeavor to consider the views of our stakeholders when we make business decisions by acknowledging their viewpoints and demonstrating respect for our shared priorities. We believe this approach reflects our commitment to transparency and accountability, and ultimately contributes to long-term value. We communicate with our team members through numerous platforms and channels, including town halls, meetings, the internet, internal messages, social media, blog posts, and newsletters that report on Geojit's sustainability efforts and other key business activities. We conduct employee surveys to gauge our team members' views of the company's vision and strategy, the work environment, work relationships, and job satisfaction. Policies on grievances redressal mechanism whistle blower mechanism, customer complaints/grievances, HR Employee grievances, etc. are delegated through presentations in every quarter.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
1 Shareholders & Investors	No	Annual General Meeting, Shareholder meets, email, Stock Exchange (SE) intimations, investor/analysts meet/conference calls, annual reports, quarterly results, media releases and Company website	Ongoing	Business performance, Dividends, profitability and financial stability, cyber risks, growth prospects.
2 Employees	No	Senior leaders' communication, employee portal performance appraisal review, wellness initiatives, engagement survey, email, intranet, websites, poster campaigns, circulars, a quarterly publication, and newsletters	Ongoing	Fair pay, transparent performance evaluation process, Training, and Development initiatives that support career growth, Safe and healthy working conditions, Non-discrimination on the basis of colour, gender, race, sexual orientation, or caste, Prompt grievance redressal mechanisms.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
3 Customers	No	Website, complaints management, helpdesk, conferences, customer surveys, face-to-face meetings, E-mail, Customer feedback, advertisement, newspapers and other digital platforms, customer helpline	Ongoing	All client information is driven through CRM which has been implemented across our offices and functions. We make use of business intelligent tools to provide efficient customer service and personalized business reports. Geojit has conducted 8 Investor and client education program in this financial year.
4 Suppliers/ Value Chain Partners	No	Vendor meets, Virtual modes such as e-mail, telephonically, physical meetings, website and other digital platforms	Ongoing	Fair and accountable supply chain practices, Supplier financial health, reputation, and service quality, Access to knowledge on sustainable supply chain practices
5 Regulators	No	Meetings, phone calls, e-mail, Letters	Ongoing	Discussions with regard to various regulations and amendments, inspections, approvals
6 Communities	Yes	Meets of community / local authorities / location heads, community visits and projects, partnership with local charities, volunteerism, seminars/ conferences.	Ongoing	We work closely with the community through our various CSR initiatives. One such project is SPARSH which is a community health program with employees recommending cases of poor patients within their community for financial aids.

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.

We aim to create value for all our stakeholders. Our key stakeholders include employees, shareholders, customers, partners and vendors, Government and regulatory bodies, and the community. We engage with key stakeholder groups to understand their perspectives and cater to their needs. These ongoing engagements help us identify and monitor key economic, environmental, and social trends that can be incorporated into our overall business strategy.

At Geojit, the stakeholder engagement mechanism is a key driving force towards strengthening and diversifying the stakeholder relationship, which further facilitates the identification of key material issues impacting the Company's growth.

As part of the Company's efforts to continually engage with internal and external stakeholder groups for the identification of key material issues impacting them, the stakeholder engagement exercise undergoes periodic review.

- 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.

Yes.

Geojit has always maintained a regular and proactive engagement with the Company's key stakeholders, allowing it to effectively work on its ESG strategies and be transparent about the outcomes. In response to current regulations and interactions with stakeholders, the Company performs periodic evaluations to update and reissue policies as needed.

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

Please refer to the following link for information about the Company's community work <https://www.geojit.com/csr-policy>

PRINCIPLE 5 Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 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)
Permanent	Geojit's Code of Conduct and various HR policies demonstrate our commitment to the protection of Human Rights in employment and across the value chain and upholding the highest level of ethical business practices. Our Code of Conduct reiterates its commitment to human rights. We made significant progress in strengthening our culture of diversity and inclusion at Geojit. That commitment continues to drive our ability to Identify and develop the best talent to create an inclusive culture where our workforce can thrive, advocate inclusive behavior, and integrate diversity and inclusion into our policies and practices.					
Other than permanent						
Total Employees						
Geojit's policies and processes on human rights are explained in detail to the employees during their induction trainings.						

- 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	2568	0	0	2568	100%	2198	0	0	2198	100%
Male	1755	0	0	1755	100%	1545	0	0	1545	100%
Female	813	0	0	813	100%	653	0	0	653	100%
Other than permanent	129	0	0	129	100%	237	0	0	237	100%
Male	119	0	0	119	100%	176	0	0	176	100%
Female	10	0	0	10	100%	61	0	0	61	100%

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

- a. Median remuneration / wages

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)				
Key Managerial Personnel				
Executive Directors				
Non-Executive Directors				

Please refer to our Annual Report for FY 2023-'24

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	25%	25%

- 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)
- The Company has formulated a Grievance Redressal in Employee Manual which states that the employees can address their complaints or grievances to the Human Resources department or to the Senior Management. There shall be no retaliation or reprisal taken against any employee or associate who raises concerns in accordance with the policy.
- Employees can also express their grievances using the email id provided and the details are available in the employee portal.
- All sales campaigns of our company are verified and approved by the Ethics committee, which consists of independent professionals and senior management from the company. The committee reviews whether the product and contests are designed in line with the company's purpose. In case of any possibilities of mis-selling, approval is given only after getting clarity and conviction.
-
- 5 Describe the internal mechanisms in place to redress grievances related to human rights issues.
- The Company regards respect for human rights as one of its fundamental and core values and strives to support, protect and promote human rights to ensure that fair and ethical business and employment practices are followed. The Company is committed to maintaining a safe and harmonious business environment and workplace for everyone, irrespective of ethnicity, region, sexual orientation, race, caste, gender, religion, disability, work, designation, and other parameters.
- Employees are encouraged to share their concerns with their superiors HR department, legal & compliance, or the members of the senior management. Employees can also send their concerns to the email id hrgrievance@geojit.com and the designated officer will take the required action well in time.
- In addition, the Whistle-blower initiative (WI) provides a formal platform to share grievances on various matters. The details of the grievance mechanism and WI are shared with employees through a portal with adequate security and confidentiality. New recruits are also sensitized to the WI mechanism forms part of the employee induction program providing guarantee on the confidentiality. HRMS portal regularly provide alerts about the Whistle-blower policy of the company along the email whistleblowing@geojit.com in which the complaints are to be sent. Whistle blower policy is displayed in the employee portal with details of the appointed vigilance officer.
- We have a policy on the prevention, prohibition, and redressal of sexual harassment of women at the workplace and have an internal complaint committee (ICC) in compliance with the Sexual Harassment of Women at Workplace (Prevention, prohibition and redressal) Act 2013. ICC Member list along with email ids are published in the Notice Board of all our offices. The Company on regular basis sensitizes its employees on the prevention of sexual harassment at the workplace through online training modules and awareness programs which are hold on regular basis.
- The Company believes that every workplace shall be free from violence, harassment, intimidation, and/or any other unsafe or disruptive conditions, either due to external or internal threats. Accordingly, Company has aimed to provide reasonable safeguards for the benefit of employees at the workplace, while having due regard for their privacy and dignity. The company also has zero tolerance towards and prohibits all forms of violence or physical, sexual, psychological, or verbal abuse. As a matter of policy, Company does not hire any employee or engage with any agent or vendor against their free will.

6 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 year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	Nil	Nil	Nil	Nil	Nil	Nil
Discrimination at workplace	Nil	Nil	Nil	Nil	Nil	Nil
Child Labour	Nil	Nil	Nil	Nil	Nil	Nil
Forced Labour/ Involuntary Labour	Nil	Nil	Nil	Nil	Nil	Nil
Wages	Nil	Nil	Nil	Nil	Nil	Nil
Other Human rights related issues	Nil	Nil	Nil	Nil	Nil	Nil

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

Category	FY 2023-'24	FY 2022-'23
Total complaints reported under Sexual Harassment on Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil
Complaints on POSG as a % of female employees / workers	Nil	Nil
Complaints on POSH upheld	Nil	Nil

- 8 Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases
- For effective redressal of employee grievances, the Company has in place the Code of Conduct, Employee manual, and the Whistle Blower Policy. Every month when an employee uses HRMS, the system prompts about the importance of whistle blowing and reminds him/her about their rights.
- The Company also has a Policy against Sexual Harassment at the workplace in adherence to the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013. Employees are given training about POSH during their induction. Also, the company has mandated every employee to undergo the POSH self-certification program in digital platform.
- 9 Do human rights requirements form part of your business agreements and contracts? (Yes/No)
- Currently, Geojit includes human rights requirements in the agreement and contracts as and when required. We get certification from vendors stating that they follow the applicable labor rules and do not practice child labor during vendor empanelment. The same is ensured through vendors' declarations.

10 Assessments for the year:

% of your plants and offices that were assessed (by entity or statutory authorities or third parties)	
Child labour	The Company is in compliance with the laws, as applicable
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others - please specify	

11 Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 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 is of the belief that it has upheld the basic principles of human rights in all its dealings. The Company regularly sensitizes its employees on the Code of Conduct through various training programs as well. We get certification from vendors stating that they follow the applicable labor rules and do not practice child labor during vendor empanelment.

2 Details of the scope and coverage of any Human rights due-diligence conducted. Not Applicable

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? Geojit ensures that Geojit owned building provide facilities and basic amenities for differently abled employees for having easy access so as to enable them to effectively discharge their duty.

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	The Company expects its value chain partners to adhere to the same values, principles, and business ethics upheld by the Company in all their transactions.
Forced Labour/Involuntary Labour	
Wages	
Others - please specify	

5 Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above. Not Applicable

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

Essential Indicators

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

Parameter	FY 2023-'24	FY 2022-'23
From Renewable sources		
Total electricity consumption (A) (GJ)	13827.6	13184.35
Total fuel consumption (B) (GJ)	Nil	Nil
Energy consumption through other sources (C)	Nil	Nil
Total energy consumption (A+B+C) (GJ)	13828	13435
From Non-renewable sources		
Total electricity consumption (D) (in GJ)	Nil	Nil
Total fuel consumption (E) (in GJ)	331	251
Energy consumption through other sources (F)	Nil	Nil
Total energy consumed from non-renewable sources (D+E+F)	331	251
Total energy consumed (A+B+C+D+E+F) (GJ)	14159	13435.35
Energy intensity per rupee of turnover (Total energy consumption/ turnover from operations) (GJ/million turnover)	2.4	3.19
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumption/ turnover from operations adjusted for PPP)	N/A	N/A
Energy intensity in terms of physical output	N/A	N/A
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 / Considering the nature of the business, this is not applicable for us

2 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)		
Water withdrawal by source (in kiloliters)		
(i) Surface water	N/A	Not Applicable
(ii) Groundwater	N/A	Not Applicable
(iii) Third party water (tanker) (KL)	4410.97	3552
(iv) Seawater / desalinated water	N/A	N/A
(v) Others - Rainwater	2560.5	3244
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	4410.97	3552
Total volume of water consumption (in kiloliters)	6971.47	6796

Parameter	FY 2023-'24	FY 2022-'23
Water intensity per rupee of turnover (Water consumed / turnover) (KL/million turnover)	1.18	2.76
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/ turnover from operations adjusted for PPP)	N/A	N/A
Water intensity in terms of physical output	N/A	N/A
Water intensity (optional) - the relevant metric may be selected by the entity	N/A	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

Geojit is primarily a service-oriented company that does not engage in manufacturing activities. Hence this is not applicable to us. However, The Company's use of water is limited to human consumption and has taken measures to conserve water in its offices. We have a sewage treatment plant with a water recycling facility. We use rainwater harvesting to optimize the usage of water.

3 Provide the following details related to water discharged:

Parameter	FY 2023-'24	FY 2022-'23
Not Applicable		

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

Not Applicable

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

Parameter	Unit	FY 2023-'24	FY 2022-'23
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tons of CO2 equivalent	49.76	17.92
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tons of CO2 equivalent	2731	2678
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total scope 1 & 2 GHG Emissions / Revenue from operations)	Metric tons of CO2 per million rupees of turnover	0.47	0.69
Total scope 1 & 2 emission intensity per rupee of turnover adjusted for purchasing power parity (PPP) (Total scope 1 & 2 GHG Emissions / revenue from operations adjusted for PPP)		N/A	
Total Scope 1 & 2 emission intensity in terms of physical output		N/A	
Total scope 1 & 2 emission intensity (optional) - the relevant metric may be selected by the entity		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

- 6 Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.
- Geojit believes in reducing the environmental footprint. Our corporate office is a LEED-certified green building, which ensures energy performance better than the base case by more than 25% optimization. Other measures taken as part of green initiatives are as follows:
1. Reduction in paper consumption through introduction of e-forms and digitization processes and documents
 2. Energy conservation through the following:
 - i. Optimal use of air-conditioning
 - ii. Introduction of electric vehicle (replacement of old vehicle - 4 wheeler & 2 - wheeler) with provision of charging points at free of cost to its employees
 - iii. Provision of charging points
 - iv. Introduction of virtual storage infrastructure (cloud storage space) to reduce power and cooling requirements.
 - v. Installation of solar panels (73 kwp)
 3. Water Conservation through the following:
 - i. Implementation of rainwater harvesting system to substantiate water demand from external sources.
 - ii. Implementation of dual plumbing system in the building to reuse the treated wastewater from the sewage treatment plant (STP). The STP has a capacity to treat 40KLD wastewater per day. The treated wastewater is reused in flushing, landscape and in chiller.
 4. E-waste is recycled and disposed of in an eco-friendly manner through government-certified waste disposal agencies.
 5. Refurbishment instead of replacement of UPS battery
 6. Proper waste management practices

- 7 Provide details related to waste management by the entity, in the following format:

Parameter	FY 2023-'24	FY 2022-'23
Total Waste generated (in metric tonnes)		
Plastic waste (A)	0.907	Nil
E-waste (B) (MT)	6.16	2.38
Bio-medical waste (C)		
Construction and demolition waste (D)		
Battery waste (E)		
Radioactive waste (F)		
Other Hazardous waste (Oil-soaked cotton waste, DG filters, paint cans, chemical cans, paint residue, oil sludge, DG chimney soot, coolant oil and used oil) . Please specify, if any. (G)		
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)		
Total (A+B + C + D + E + F + G + H)	7.07	2.38

Given the nature of the business, we don't produce these kinds of wastes, hence not applicable

Parameter	FY 2023-'24	FY 2022-'23
Waste intensity per rupee of turnover (Waste generated / turnover) (MT/Crore turnover)	0.0120	0.0057
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste consumption/ turnover from operations adjusted for PPP)		N/A
Waste intensity in terms of physical output		N/A
Waste intensity (optional) - the relevant metric may be selected by the entity		N/A
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		Nil
(ii) Re-used		Nil
(iii) Other recovery operations		Nil
Total		Nil
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration		Nil
(ii) Land filling (In MT)		Nil
(iii) Other disposal operations		Nil
Total		Nil

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

- 8 Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes
- Wastes generated are segregated in color coded bins. (green bins for organic/ biodegradable wastes and blue bins for recyclable wastes)
- i. Geojit being in the financial services sector does not manufacture any products related to Plastics. However, measures have been taken to reduce the usage of plastics, such as the replacement of plastic bottles with glass bottles and the use of bio-degradable plastic bags. Further plastic waste if any, are segregated, collected and stored in a temporary storage area in the basement of the building. The wastes are then handed over to registered recyclers on a monthly once/twice basis.
 - ii. The type of e-wastes generated includes batteries, UPS, Electrical fittings, Mobile Phones, Laptops, Desktops, Modems etc. The e-waste is generated are collected and stored in a temporary storage area in the basement of the building and handed over to registered recycling vendors for final processing and disposal.
 - iii. Organic Wastes.
The total average organic waste generated per day is 25 - 35 kg/day. The segregated wastes are collected and processed in a organic waste converter of capacity 50kg/day. The manure obtained is distributed to the employee of the organization, on demand basis.
Other wastes such as sanitary pads are segregated and collected in bins and processed in an incinerator with capacity to process 50kg/day.

- 9 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			

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

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

- 11 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 there under (Y/N). 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 noncompliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
The Head Office of Geojit Financial Services Limited is located in a LEED Certified building.				

Leadership Indicators

- 1 Water withdrawal, consumption and discharge in areas of waste stress (in kiloliters)

(i) Name of the area: Kochi

(ii) Nature of operations: Financial Services

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

Parameter	FY 2023-'24	FY 2022-'23
Water withdrawal by source (in kiloliters)		
(i) Surface water	Not Applicable	Not Applicable
(ii) Groundwater	Not Applicable	Not Applicable
(iii) Third party water (tanker) (KL)	4410.97	3552
(iv) Seawater / desalinated water	Not Applicable	Not Applicable
(v) Others - Rainwater	2560.5	3244
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	4410.97	3552
Total volume of water consumption (in kiloliters)	6971.47	6796
Water intensity per rupee of turnover (Water consumed / turnover) (KL/million turnover)	1.18	2.76
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/ turnover from operations adjusted for PPP)		N/A
Water intensity in terms of physical output		N/A
Water intensity (optional) - the relevant metric may be selected by the entity		N/A

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)	Metric tonnes of CO ₂ equivalent	57.85	46.4
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO ₂ equivalent	0.01	0.01
Total scope 3 emission intensity (optional) - the relevant metric may be selected by the entity		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

3 With respect to the ecologically sensitive areas reported at Question 9 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 has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Reduction in paper consumption through introduction of e-forms and digitization processes and documents	The company has digitized its operations through introduction of e-forms and digitization of documents to reduce consumption of paper in the Offices	Reduction in carbon footprint
2	Energy conservation through the following: i. Optimal use of air-conditioning ii. Introduction of electric vehicle (replacement of old vehicle - 4 wheeler & 2 - wheeler) with provision of charging points at free of cost to its employees iii. Provision of charging points iv. Introduction of virtual storage infrastructure (cloud storage space) to reduce power and cooling requirements. v. Installation of solar panels (73 kwp)	Geojit's corporate Office building is a Green Certified (LEED Certification) building. Apparently, the building consumes 20% less energy than conventional buildings. In addition to that, the organization has taken various initiatives to reduce the energy consumption, including installation of solar panels of 73kwp.	Energy conservation

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
3	<p>Water Conservation through the following:</p> <ul style="list-style-type: none"> i. Implementation of rainwater harvesting system to substantiate water demand from external sources ii. Implementation of dual plumbing system in the building to reuse the treated wastewater from the sewage treatment plant (STP). The STP has a capacity to treat 40KLD wastewater per day. The treated wastewater is reused in flushing, landscape and in chiller. 	<p>Geojit's corporate Office building is a Green Certified (LEED Certification) building. The building is installed with dual plumbing facility for reuse of treated wastewater. It also equipped with rainwater harvesting facility to utilize rainwater from rooftop during the monsoon season.</p>	<p>Water recycling, reuse and conservation</p>
4	<p>E-waste is recycled and disposed of in an eco-friendly manner through government-certified waste disposal agencies.</p>	<p>E-wastes generated in the Office are collected and stored temporarily in a temporary storage area and handed over to registered recyclers for further management and disposal</p>	<p>Ensure safe management and disposal of E-Wastes</p>
5	<p>Refurbishment instead of replacement of UPS battery</p>	<p>To reduce waste generation that ultimately results in landfills, the company has taken initiatives to replace the UPS battery instead of refurbishment</p>	<p>Reduction in Waste Generation</p>
6	<p>Proper waste management practices</p>	<p>Organic and Inorganic wastes generated in the company are segregated in separate waste collection bins. The organic food wastes are processed in a compost unit on a daily basis. Inorganic wastes such as paper, cardboard, paper, etc. are collected separately and stored in a temporary waste storage area. The wastes are then handed over to registered recyclers for further management.</p>	<p>Proper waste management</p>
7	<p>Environmental Awareness Programs</p>	<p>RESTORE Program to encourage product recycling and reuse. The store provided a different perspective on responsible recycling and restoring scarce resources of our environment. RESTORE was an excellent initiative that encouraged responsible recycling and made a positive impact on the environment. The RESTORE community store was a significant step towards creating a more sustainable future.</p>	<p>Awareness creation</p>

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
8	Plant Exchange Program to build the culture of nurturing nature and advocating the cause for greener neighborhood	The program was organized at HO and for all branches of Geojit Pan India. Participants brought their own plants to exchange with others, or they chose to donate a plant to the program. By doing so, it encouraged people to be more conscious of their role in preserving the environment and taking steps towards a more sustainable future.	Awareness creation
9	Theme of Sustainable Christmas to use recycled /upcycled materials for decoration.	Awareness creation through encouraging sustainable Christmas through use of recycled / upcycled materials for decoration	Awareness creation
10	Upcycling workshop using old T-shirts/glass bottles, etc.	Awareness creation using programmes such as use of old T-shirts/glass bottles, etc.	Awareness creation

5	Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.	<p>Yes, the Company recognizes the importance of business continuity in its business and has put in place policies to ensure mission-critical operations continue in the event of an interruption</p> <p>The business continuity plan of Geojit defines the governance of business continuity management systems which is responsible for meeting requirements of stakeholders during disaster.</p> <p>It outlines how a business will continue operating during an unplanned disruption in service. This can include short or long-term disasters or other disruptions, such as fires, floods, earthquakes, extended power interruptions, and other natural or man-made disasters. It's more comprehensive than a disaster recovery plan and contains contingencies for business processes, assets, human resources and business partners - every aspect of the business that might be affected.</p> <p>The priorities in a disaster situation are to:</p> <ul style="list-style-type: none"> • Ensure the safety of employees and visitors in the office buildings • Mitigate threats or limit the damage that threats can cause • Have advanced preparations to ensure that critical business functions can continue • Have documented plans and procedures to ensure the quick, effective execution of recovery strategies for critical business functions.
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	Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.	Not Applicable

PRINCIPLE 7 Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

Essential Indicators

- 1 a Number of affiliations with trade and industry chambers/associations. The company is a member and associated with 6 trade and industry chambers/associations
- b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

Sl. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State / National)
1	The Confederation of Indian Industry (CII)	National
2	Kerala Management Association (KMA)	National
3	The Cochin Chamber of Commerce & Industry	National
4	Association of National Exchanges Members of India	National
5	Bombay Brokers Association	National
6	ASSOCHAM Membership	National

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

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

Leadership Indicators

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

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
The Company through trade bodies and associations puts forth a number of suggestions with respect to the economy in general and the financial services sector in particular.				

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

Essential Indicators

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

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

Geojit is a financial institution and hence it has not undertaken social impact assessment of all its CSR project. However, the company's projects have created positive impact in the society in the following ways:

GFSL's CSR initiatives are designed to bring about meaningful and measurable social impact, aligned with the United Nations Sustainable Development Goals (SDGs), in the domains of environment, education, health and social inclusion and women empowerment.

The CSR department of the Company/Geojit Foundation is undertaking the impact assessment of the major projects. Feedback taken from the beneficiaries is reviewed and corrective measures are taken wherever required.

Impact Assessment:

- i. The Company shall, on exceeding the average CSR obligation in the 3 immediately preceding financial years, by 10 Crore rupees or more, undertake impact assessment, through an independent agency, of its CSR projects having outlays of 1 Crore rupees or more, and which have been completed not less than one year before undertaking the impact study
- ii. The impact assessment reports shall be placed before the Board and shall be annexed to the annual report on CSR.
- iii. The expenditure towards the impact assessment may be booked in the expenditure towards CSR for that financial year, which shall not exceed 5% percent of the total CSR expenditure for that financial year or 50 lakh rupees, whichever is less.

- 2 Describe the mechanisms to receive and redress grievances of the community.
- The Company has a CSR committee that carries out CSR activities that will bring direct benefits to the marginalized, disadvantaged, poor, and deprived sections of the community. The CSR Committee shall take a half yearly review of the CSR strategy and implementation progress and may recommend new focus areas and projects as and when required to the Board. The Board of Directors shall review the progress of CSR activities at least half yearly. The activities of the Geojit Foundation shall be overseen by the Trustees of the Foundation. The Committee interacts with the community to understand and address their concerns. After interacting with the community Geojit makes a plan on how the issues can be sorted out. If Geojit feels that the issue can be addressed by the company financially, Geojit provides its assistance otherwise the issue is being notified to the relevant government authorities.

Leadership Indicators

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

Sl. No.	State	Aspirational District	Amount spent (In ₹)
1	Kerala		₹ 2,06,78,521.0
2	Tamil Nadu		₹ 27,05,915.0

- 2 (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)
- (b) From which marginalized /vulnerable groups do you procure?
- (c) What percentage of total procurement (by value) does it constitute?
- No, the Company does not have any preferential procurement policy focusing on suppliers from marginalized/vulnerable groups. The Company believes in an equal and fair opportunity for all vendors including marginalized/vulnerable employees.

- 3 Details of beneficiaries of CSR Projects:

Sl. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Educational support to underprivileged children of 7 Panchayaths of Kerala	865	100%
2	Student Police Cadet Project (to mould younger generation through awareness camps on drug abuse, waste management, character formation, social responsibility) at 10 schools of Kerala.	528	100%
3	Implementation of JANAL, a digital platform to create digital contents of history and cultural heritage of Kerala, to build a strong research base to act as an outreach platform of Kerala Museum	379 visitors in person and 5975 through online	100%
4	Setting up of Geojit-CUSAT Centre of Sustainability Studies (GCCOSS), which eventually lead to establishment of Centre of ESG Studies in CUSAT	0 the space for the centre allotted within the CUSAT campus is getting ready	0%
5	Financial assistance towards operation of Mobile Blood Bank Van.	7000	100%
6	UDBODH: A community-based care and support for people with Dementia.	10 to 15	100%
7	Construction of a Organic Waste Converter (OWC) for Kochi Corporation (in Stadium Road).	0 in progress	0%
8	Education Promotion including Scholarships (Rajesh Nair Memorial Scholarship Scheme	106	100%
9	ProdiG-Financial Education for Growth, by NISM, a course conducted for Tier II & III Colleges of Southern Tamil Nadu. The objective of the course is to create awareness on personal finance framework, self-employment opportunities as investment advisors, capacity building for evaluation of investment opportunities in securities markets, etc	7200	100%

Sl. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
10	Campaign against Financial Fraud - A visual media campaign against financial frauds by placing hoardings in 226 different locations across Kerala.	10,00,000	100%
11	Support to purchase and install an elevator at Snehanilayam (a school for differently abled children).	135	100%
12	Community Health Projects, SPARSH: Financial assistance for patients who require kidney transplantation, liver transplantation, bone marrow transplantation, heart surgery, chemo surgery. GFSL has also supported patients referred from Karunyam Medical Camp for their hospital expense related to surgery.	42	100%
13	Livelihood Enhancement Project for Visually Impaired Women; Financial assistance to purchase raw materials for making products such as sanitary lotions, umbrellas, plastic caning of chairs, etc. Pothanikkad	20 to 25	100%
14	Implementation of Thumboormuzhi waste management system at Ernakulam South (Ward 62)	10,000	100%
15	Good morning Ernakulam-First Meal Project - Providing nutritious breakfast to 8000 needy students from 38 government and aided schools of Ernakulam	400	100%
16	A lift to the 1 st floor of the Special School, Snehanilayam, for the use of disabled children'	135	100%

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

Essential Indicators

- 1 Describe the mechanisms in place to receive and respond to consumer complaints and feedback. “Customer satisfaction is a top priority at Geojit and we have established several mechanisms to address customer queries, complaints, and suggestions. Our Customer Care Department can be reached through email (customercare@geojit.com) or toll-free numbers (1800-425-5501 / 1800-103-5501). All queries are promptly recorded and forwarded to the relevant departments for resolution.

We also maintain a centralized Register of Complaints at our Head Office, which captures complaints received directly from clients or forwarded by Exchanges and Depositories. The register follows the prescribed format of Exchanges and provides comprehensive information on complaints and their redressal. Complaints are recorded in real-time via email or letter to the dedicated email address grievances@geojit.com.

For complaints related to Depository Participant services, we maintain a separate register at our HO DP and route all complaints received from clients, NSDL, or CDSL to the Depository division. Clients can also reach out to us via dp_grievances@geojit.com for depository-related grievances.

We follow a regulatory norm escalation matrix, which is available on our website, and discuss critical and sensitive cases with our regional and zonal heads. Regular feedback is shared with the Operations team to initiate corrective action where required. We also conduct periodic reviews and analyses of complaint types and their origin to take appropriate corrective measures. All grievances related to broking and DP services are presented before the audit committee/board on a quarterly basis”.

- 2 Number of consumer complaints in respect of the following:

Category	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						
Advertising	Nil	Nil	N/A	Nil	Nil	N/A
Cyber-security						
Delivery of Products	458	2	N/A	287	2	N/A
Quality of Products						
Restrictive Trade Practices	Nil	Nil	N/A	Nil	Nil	N/A
Unfair Trade Practices						
Other						

- | | | |
|---|---|--|
| 3 | Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy. | Yes, A Privacy Policy has been implemented which provides support, management direction, and documents how Information Security is managed throughout Geojit; it outlines the appropriate measures through which the Company will facilitate the secure and reliable flow of information, both within the Company and externally. The policy sets out the principles and an overarching framework for Information Security. It also details the supporting policies and guidelines, which will address the aspects of security - https://www.geojit.com/termsandguidelines . |
| 4 | 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. No penalties/regulatory action has been levied or taken on the above-mentioned parameters. |
| 5 | 1. Provide the following information relating to data breaches:
a) Number of instances of data breaches
b) Percentage of data breaches involving personally identifiable information of customers
c) Impact, if any, of the data breaches | Nil |

Leadership Indicators

- | | | |
|---|--|--|
| 1 | Channels / Platforms where information on products and services of the entity can be accessed (provide web link, if available). | Geojit's website has information about all of the products it offers. The web-link for the site is https://www.geojit.com/ |
| 2 | Steps taken to inform and educate consumers about safe and responsible usage of products and/or services. | The Important Terms and Conditions provide extensive information and ensure transparency on products. The Code of Practices and Procedures for Fair Disclosure of Unpublished Price Sensitive Information is accessible on the Company's website.

At Geojit, we firmly believe in responsible business and we do not encourage gambling or speculative trading practices. |
| 3 | Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services | The customers are informed through Emails, Call centers, Media, Website, and SMS. |
| 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 a whole? (Yes/No) | Yes, we provide product information on the website over and above what is mandated as per local laws. The Company conducts customer satisfaction surveys and the same is utilized as an effective tool to understand customer requirements and to provide better services. |