July 4, 2023

BSE Limited	**National Stock Exchange of India Ltd.,**
Phiroze Jeejeebhoy Towers,	Exchange Plaza, C/1, G Block,
Dalal Street,	Bandra - Kurla Complex, Bandra (E),
Mumbai – 400001.	Mumbai – 400051.
Scrip ID: BSOFT	**Symbol:** BSOFT
Scrip Code: 532400	**Series:** EQ
Kind Attn: The Manager,	**Kind Attn:** The Manager,
Department of Corporate Services	Listing Department

Subject: - Business Responsibility and Sustainability Report for FY 2022-23

Dear Sir/Madam,

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations & Disclosure Requirements) Regulations 2015, we are submitting herewith the Business Responsibility and Sustainability Report ('BRSR') for FY 2022-23. The BRSR forms part of the Annual Report for the Financial Year 2022-23, submitted to the Exchanges vide letter dated July 4, 2023.

This is for your information and records.

Thanking you.

Yours faithfully,

For **Birlasoft Limited**

Sneha Padve
Company Secretary & Compliance Officer

Encl.:- As mentioned above.

Birlasoft Limited

Registered Office: 35 & 36, Rajiv Gandhi Infotech Park, Phase - I, MIDC, Hinjawadi, Pune (MH) 411057, India
Tel: +91 20 6652 5000 | Fax +91 20 6652 5001 | contactus@birlasoft.com | www.birlasoft.com
CIN: L72200PN1990PLC059594

Business Responsibility and Sustainability Report

SECTION A: GENERAL DISCLOSURES

Details of the listed entity:

Sr. No.	Particulars	Details
1.	Corporate Identity Number (CIN) of the Entity	L72200PN1990PLC059594
2.	Name of the Listed Entity	Birlasoft Limited
3.	Year of Incorporation	December 28, 1990
4.	Registered Office Address	35 & 36, Rajiv Gandhi Infotech Park, Phase-1, MIDC, Hinjawadi, Pune-411057
5.	Corporate Address	Noida
6.	E-mail	contactus@birlasoft.com
7.	Telephone	+91-20-66525000
8.	Website	www.birlasoft.com
9.	Financial Year for which report is being done	April 1, 2022 - March 31, 2023
10.	Name of the Stock Exchange(s) where shares are listed	• The National Stock Exchange of India Limited (NSE) • BSE Limited
11.	Paid-up Capital (INR)	54,97,41,094
12.	Name and contact details (telephone, email) of the person who may be contacted in case of queries on the BRSR report	Sivasubramanian Venkatasubramanian siva.venkat@birlasoft.com +91-20-66525000
13.	Reporting Boundary (Standalone or Consolidated basis)	Standalone

Products and Services:

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

Sr. No.	Description of Main Activity	Description of Business Activity	%Turnover of the entity
1.	Information and Communication	Computer programming, consultancy and related activities	100%

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

Sr. No.	Product/Service	NIC Code	%of total turnover contributed
1.	Computer programming, consultancy and related activities	62011	100%

Operations:

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

Location	Number of Plants	Number of Offices	Total
National	-	8	8
International	-	18	18

17. Markets Served by the Entity:

    1. **Number of Locations:**

Location	Number
National (No. of States)	5
International (No. of Countries)	18

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

    91%

3. **A Brief on types of customers?**

    Industries that are served:

    •   Manufacturing – Help manufactures to expedite their Industry 4.0

    •   Energy and Utilities – Help customers in the Energy and Utilities sectors modernize processes across the value chain.

    •   Life sciences – Help pharmaceutical and medical devices sector to innovate faster and deliver more effective products and services.

    •   Banking, Financial Services and Insurance (BFSI) – Help BFSI sector in core system modernization, business process overhaul, digital technologies, core infrastructure, data management and CRM.

    •   Communications, Media, and Technology – Help customers become leaner, optimize processes and streamline their content value chain by providing holistic design thinking and innovative tactical solutions.

Employees:

18. **Details as at the end of Financial Year 2022-23**

    a. **Employees and Workers**

        Employees (including differently abled)

Sr. No.	Particulars	Total (A)	Male		Female	
			Number (B)	Percentage (B/A)	Number (B)	Percentage (B/A)
1.	Permanent Employees	10,201	7,585	74%	2,616	26%
2.	Other than Permanent Employees	1,049	899	86%	150	14%
3.	Total Employees (1+2)	11,250	8,484	75%	2,766	25%

        Workers (including differently abled)

Sr. No.	Particulars	Total (A)	Male		Female	
			Number (B)	Percentage (B/A)	Number (B)	Percentage (B/A)
4.	Permanent Workers					
5.	Other than Permanent Workers	Birlasoft business does not categorize its workforce as workers, therefore, this is not applicable.				
6.	Total Workers (4+5)					

    b. **Differently abled Employees and Workers**

        Differently Abled Employees

Sr. No.	Particulars	Total (A)	Male		Female	
			Number (B)	Percentage (B/A)	Number (B)	Percentage (B/A)
1.	Permanent Employees	28	27	96%	1	4%
2.	Other than Permanent Employees	1	1	100%	0	0%
3.	Total Employees (1+2)	29	28	97%	1	3%

Differently Abled Workers

Sr. No.	Particulars	Total (A)	Male		Female	
			Number (B)	Percentage (B/A)	Number (B)	Percentage (B/A)
4.	Permanent Workers					
5.	Other than Permanent Workers			Not Applicable		
6.	Total Workers (4+5)					

19. **Participation/Inclusion/Representation of Women**

	Total (A)	Number of Female (B)	Percentage (B/A)
Board of Directors	7	3	43%
Key Management Personnel (KMP)	2	1	50%

Note: The figures in the above table are as of March 31, 2023. Chandrasekar Thyagarajan ceased to be Chief Financial Officer w.e.f. February 2, 2023 and Kamini Shah was appointed in his place w.e.f. April 3, 2023.

20. **Turnover rate for permanent employees and workers:**

	FY 2022- 23				FY 2021-22				FY 2020-21			
	Male	Female	Undisclosed*	Total	Male	Female	Undisclosed*	Total	Male	Female	Undisclosed*	Total
Permanent Employees	28.8%	30.8%	8.7%	28.6%	34.7%	37.3%	11.4%	34.3%	11.7%	12.0%	2.0%	11.6%
Permanent Workers							NA					

*Under this category, employees have not disclosed their gender, therefore grouped under 'undisclosed'.

Holding, Subsidiary and Associate Companies *(including joint ventures)*:

21. **(a). Names of holding/subsidiary/associate companies/joint ventures**

Sr. No.	Name of the holding/subsidiary/ associate company/joint venture (A)	Indicate whether holding/ subsidiary/ associate company/ joint venture	% of shares held by listed entity	Does the entity indicated at Column A, participate in the Business Responsibility initiatives of the entity (Yes/No)
1	Birlasoft Solutions France	Subsidiary	100%	No
2	Birlasoft Solutions Inc.	Subsidiary	100%	No
3	Birlasoft Computer Corporation	Subsidiary	100%	No
4	Birlasoft Consulting, Inc.	Subsidiary	100%	No
5	Birlasoft Solutions ME FZE	Subsidiary	100%	No
6	Birlasoft Solutions GmbH	Subsidiary	100%	No
7	Birlasoft Solutions Ltda.	Subsidiary	100%	No
8	Birlasoft Technologies Canada Corporation	Subsidiary	100%	No
9	Birlasoft Solutions Limited	Subsidiary	100%	No
10	Birlasoft Inc.	Subsidiary	100%	No
11	Birlasoft (UK) Limited	Subsidiary	100%	No
12	Birlasoft Sdn. Bhd.	Subsidiary	100%	No
13	Enablepath, LLC	Subsidiary	100%	No
14	Birlasoft Solutions Mexico, S.A. DE C.V.	Subsidiary	100%	No

As on March 31, 2023, the Company has 14 subsidiaries, including step-down subsidiaries. The Company has two material subsidiaries, namely, Birlasoft Solutions Inc. & Birlasoft Inc.

22. **CSR Details:**

(i) Whether CSR is applicable as per Section 135 of Companies Act, 2013 (Yes/No)	Yes
(ii) Turnover (in INR)	24,172.43 million
(iii) Net Worth (in INR)	12,209.42 million

Transparency and Disclosures Compliances:

23. **Complaints/Grievances on any of the Principles (1-9) under the National Guidelines on Responsible Business Conduct:**

Stakeholder Group	Grievance Redressal Mechanism in place (Y/N) (Provide web-link of policy)	Current Financial Year 2022-23			Previous Financial Year 2021-22		
		Number of complaints filed	Number of complaints pending at close of year	Remarks	Number of complaints filed	Number of complaints pending at close of year	Remarks
Communities	Yes	Nil	Nil	Complaints are addressed on spot	Nil	Nil	Complaints are addressed on spot
Shareholders	Yes The Company provides adequate mechanism to address the grievances of the shareholders. There is a dedicated e-mail ID: grievances@birlasoft.com for redressal of shareholders' grievances. For speedy redressal of grievances & for other requests pertaining to share transfers, correspondence relating to shares, dividend; the details of Compliance Officer & the Registrar & Transfer Agent ("RTA") are available on https://www.birlasoft.com/company/investors. In case of any dispute against the Company and/or RTA on delay or default in processing shareholders' request, the shareholders can file for arbitration with Stock Exchange, as per SEBI circular dated May 30, 2022, the details of which are also given on the said weblink of the Company.	6	0	All complaints were resolved satisfactorily.	2	0	All complaints were resolved satisfactorily.
Employees	The Company has adopted the Whistleblower Policy that lays down the principles and standards governing the actions of the Company and its employees. It encourages all its stakeholders to communicate and raise any behavior or practice, they may be aware of and suspect to be unethical, illegal, or otherwise inappropriate and harmful to the company. Birlasoft is committed to undertaking a prompt examination of any concern or issue raised by employee. The employee who wishes to raise a concern can do so by writing to internal grievance mailbox – mailto:grievanceredressal@birlasoft.com. Also, the employees can reach out for any issues related to workplace at the email id workplacesafety@birlasoft.com	4	1	All complaints were resolved within the stipulated timelines.	1	0	All complaints were resolved within the stipulated timelines.

Stakeholder Group	Grievance Redressal Mechanism in place (Y/N) (Provide web-link of policy)	Current Financial Year 2022-23			Previous Financial Year 2021-22		
		Number of complaints filed	Number of complaints pending at close of year	Remarks	Number of complaints filed	Number of complaints pending at close of year	Remarks
Customers	The customer complaints are technology specific and get resolved at the appropriate level through the defined resolution process, at time of delivery of the Services/ Software before contract closure.	Nil	Nil	-	Nil	Nil	-
Suppliers	Birlasoft has a Supplier Conduct Guidelines and Supplier Management policy. As per the Guidelines, suppliers may report any unethical activity anonymously to the Birlasoft team during the quarterly business review meeting with the supplier.	Nil	Nil	-	Nil	Nil	-

The Policies are available on the website at - https://www.birlasoft.com/company/investors/policies-reports-filings.

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

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

Sr. 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 the opportunity
1.	Data Privacy & Security	Risk	Privacy and protection of personal data is an area of increasing concern globally. Legislations like GDPR in Europe, CCPA in the US and their equivalents in India and elsewhere have severe consequences for non-compliance or breach. Ensuring Data Privacy through every stage of the information life cycle (collection, storage, processing, retention and disposal) has become critical.	The company has a well-defined and mature privacy framework with coherent policies, procedures for diverse privacy requirements and for ensuring requisite compliance. Established governance mechanism exists to measure the efficacy of the privacy program through regular metrics and monitoring. With stringent data-security controls some of the technical and organization measures are -PII Repositories, Privacy Impact Assessment, Incident Management Procedures and Systems, Breach Notification Management, Subject Access Request Management, etc. Additionally, the data privacy controls have been assessed by external experts for compliance in line with requirements with global privacy regulations. The organization is ISO/IEC 27701:2019 certified across functions and client delivery projects which exhibit our ongoing commitment to global data protection requirements.	Negative: Any violation, non-compliance or inadequacy in privacy policies and procedures can result in potential liabilities, penalties, and reputational impact.
2.	Cybersecurity & Information System	Risk	As companies embrace new technologies such as mobile computing, internet of things, cloud computing, etc., Cybersecurity is perceived as important risk. With the dynamic threat landscape of highly technical nature, there are possibilities of sophisticated targeted attacks, increasing ransomware threats, malware, data leakage and other security failures.	The company has a mature information security management system with policies, processes, and controls to minimize Cyber-Security risks. The governance and management of security compliance and risk is reviewed periodically; evident in the sustained ISO 27001:2013 certification and external third-party validation of compliance to NIST Cyber Security framework. The Security Operations Center (SOC), which extends to all our offices globally, continues to track, monitor, and ensure that all the wheels in this cyber framework turn smoothly. We continue to mature the endpoint security controls to provide a high level of resilience to work-from-home devices.	Negative: Cyber-attacks that breach our information network or failure to protect sensitive information of the Company's stakeholders in accordance with applicable laws may impact our operations or result in significant regulatory penalties. This may also result in legal and reputational risks for Birlasoft.

Sr. 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 the opportunity
3.	Corporate Governance	Risk	Corporate Governance essentially involves balancing the interests of various stakeholders of the Company. The achievement of the organization's objective depends on strong corporate governance and any risks may reduce stakeholder confidence, impact the reputation of the Company, and cause a business disruption.	Birlasoft believes that efficient transparent and impeccable Corporate Governance is vital for stability, profitability, and desired growth of the business of any organization. Birlasoft has implemented policies, processes, and systems to guarantee ethical conduct and effective governance. The Code of Business Ethics and Conduct (COBEC) policy is the guiding tool for expected conduct, required to foster healthy business relationships. Birlasoft is committed to be fair and impartial with its stakeholders i.e. employees, customers, vendors, and business partners in all its transactions and dealings. Therefore, by virtue of being part of the Birlasoft family, it is mandatory for all internal and external stakeholders to comply with our COBEC policy.	Negative: Any violation of Corporate Governance rules may result in legal action being taken against the firm, which might have a negative impact on the company's finances and reputation.
4.	Talent Attraction, Retention, Inclusion and Development	Risk & Opportunity	Risk: The nature of the IT services business mandates the Company to recruit and retain professionals with requisite skill sets, adequate to meet customer demands and in alignment of Company's long term business strategy. Opportunity: Birlasoft has made deliberate and continuous effort to create and sustain a culture of equality, self-awareness, authenticity and accountability in the realm of gender, cross-cultural diversity, persons with disabilities and LGBTQ+inclusion. The Company through its various employee engagement initiatives such as BCares, BEngaged and STAR (Special Thanks and Recognition), Birlasoft demonstrates its values and culture of care and appreciation to its employees.	The Company has an effective talent acquisition function, which devises strategies to attract qualified and skilled professionals from multiple talent pools and various sources. Talent acquisition teamwork in close collaboration with business managers to implement a robust selection process which screens and identifies the 'right' skilled resources. The Company has focused learning and development strategy which ensures an appropriate training infrastructure and continuous skill enhancement/competency development for all employees. The Learning and Development team is also geared to take care of any business or project specific skilling needs. To ensure risk mitigation and business continuity, the Company spends significant time in identifying critical roles and doing succession planning for such roles. This happens through an elaborate talent review process which helps the leadership identify development areas, role enhancement and succession opportunities for the identified talent.	Negative: Less or under proficient resources or delayed or absence of availability of the required resources could result in loss of business opportunities or delivery escalations from the customers. Positive: Birlasoft provides employees a fair opportunity to attain full potential in an inclusive environment in which they are valued and treated equally and with respect. These essential components result in increased creativity, productivity, innovation, and better business results.
5.	Customer Engagement and Satisfaction	Risk & Opportunity	Opportunity: The Company is focused on driving growth through existing set of top multi-service accounts with a key focus on client management, monitoring of cross-selling, and business transformation revenues while deepening and expanding the client relationship model. Risk: The Company's strategy is to focus on a select number of industry verticals, geography, customers, and offerings, with a possibility of business being concentrated in a particular area with consequential volatility.	The Company is focusing on widening the service technology offerings that compliment and align with the business imperatives of the customer, which helps in building annuity revenue and long-term client relationships. Strategic tie-ups are also being continuously evaluated with an objective to manage competition, enhance technological competence, and grow inorganically. For understanding our customer's perception of our deliverables & services, we have Voice of Customer ("VOC") process which is driven at two levels i.e. Project and Engagement with a defined frequency of six months. Through this process, we capture customer's verbatim feedback which is analyzed to draw action points that are tracked to closure so that the VOC rating is improved over time.	Positive: The profitability of the company is significantly influenced by consumer retention and happiness. Better business opportunities for growth and expansion can also result from improved customer satisfaction. Negative: In absence of continued customer service and engagement, customers can lose trust in Birlasoft's reliability to provide proposed quality service and will have adverse impact on growth of business

Sr. 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 the opportunity
6.	Energy Management	Risk & Opportunity	**Risk:** Data centers consume significant energy resources and emitters of carbon emissions. Birlasoft has analyzed its energy utilization and has found three major areas of energy consumption 1. Air Conditioning – 40% 2. Computers and Servers – 38% 3. Utility – 22% **Opportunity:** Birlasoft continues to invest in building functional capabilities (Digital, Digital Analytics, Platforms, etc.) in desired verticals with swiftness and agility.	Birlasoft has focused on Energy efficiency initiatives and adoption of alternative energy sources that can lower operating expenses while reducing carbon emissions. To mitigate this energy management risk Birlasoft has – 1. Invested for changing PAC system in place of conventional AC used for data Centre at SDB-1 Hinjawadi, Pune office 2. Replaced old HVAC systems with new invertors based VRF technology that results in considerable energy savings vis-à-vis a conventional central AC system 3. Installed 390KVA capacity of Solar system for energy conservation	**Negative:** Birlasoft impact is mainly in the form of data centers, and electricity used in its offices, and direct and indirect GHG emissions (scope 1 and 2) from its activities.
7.	Climate Change	Risk	**Risk:** Physical and transition risks associated with climate change have an impact on our industry. It possesses the potential to change customer behavior, disrupt company operations, wreak havoc on our infrastructure and supply chain, have an adverse effect on the general welfare of our staff, and change our corporate strategy.	As a step towards contribution to a greener environment, in line with Birlasoft's commitment to environmental sustainability we have introduced the EV vehicle for Birlasoft offices transportation fleet to reduce diesel consumption. Increasing the carbon sequestration capacity through planting ~200 trees and distributing seeds at the office premises and nearby local areas. One of the key CSR focus areas identified by Birlasoft is Environment Sustainability. Project Shodhan is a community initiative aims to curb pollution that arises from crop stubble burning. Through this project Birlasoft has covered more than 72,000 acres of farmland and impacted more than 100 villages	**Negative:** Climate change-related extreme weather occurrences put the Company's operations, as well as the safety and well-being of its employees at risk.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies, and processes out 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)	Y	Y	Y	Y	Y	Y	Y	Y	Y
1. b. Has the policy been approved by the Board? (Yes/No)	Y	N	Y	Y	Y	N	Y	Y	N
1. c. Web Link of the policies, if available *	1. Code of Business Ethics and Conduct Policy 2. Whistle Blower Policy	Policies on Intranet 1. Global Supplier Management Policy#	Code of Business Ethics and Conduct Policy Policies on Intranet 1.EHS Policy# 2. Equal Opportunity Policy# 3. Global Supplier Management Policy# 4. Grievance Redressal Policy 5. PoSH Policy 6. Recruitment of relative Policy 7. Secure Workplace Policy	CSR Policy	PoSH and Whistle Blower Policy	Policies on Intranet 1. EHS Policy# 2. Business Continuity Management Policy#	1. Code of Business Ethics and Conduct Policy	CSR Policy	Policies on Intranet 1. Cloud Security Policy# 2.Data Protection Policy# 3. Information Security Policy# 4. Privacy Policy# 5. Information Security Awareness and Training Policy
2. Whether the entity has translated the policy into procedures? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name of the national and international codes/certifications/labels/standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle	ISO 14001:2015 – Environment Management System ISO 45001:2018 – Occupational Health and Safety Management System ISO 27701:2019 – Privacy Information Management System ISO 27001:2013 – Information Security Management System ISO 9001:2015 – Quality Management System ISO 20000:2018 – Information Technology Service Management System								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
5. Specific commitments, goals, and targets set by the entity with defined timelines, if any	The Company is actively developing specific commitments, goals and targets that align with the nine principles with regards to ESG and overall business development and growth. Moreover, the company has identified the below goals and has started working towards it. The progress on these goals shall be disclosed in the next reporting year. 1. To reduce carbon footprint of the Company by adopting energy efficiency initiatives 2. Transition to renewable energy solutions and clean technology 3. Improving gender diversity in workforce 4. Create employee awareness on mental wellbeing and overall health and safety 5. Achieving zero discharge through water conservation and wastewater treatment initiatives								
6. Performance of the entity against the specific commitments, goals, and targets along with reasons in case the same are not met	The Company is in process of setting commitments, goals and targets, against which it will report its progress and performance on an annual basis.								

Governance, Leadership, and Oversight

Disclosure Questions	Response
7. Statement by the director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements (listed entity has flexibility regarding the placement of this disclosure)	Refer to the Message from CEO & MD provided elsewhere as part of the Annual Report.
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies)	Name: Angan Guha Designation: CEO & Managing Director
9. Does the entity have a specified Committee of the Board/Director responsible for decision making on sustainability related issues? (Yes/No). If "Yes", provide details	Risk Management Committee (RMC) oversees ESG related risks, in addition to business, geopolitical, and other operational related risks while formulating the risk management framework. The details of RMC have been provided in the Corporate Governance Report.

*Most of the policies in respect of the aforesaid principles have been approved by the Board. The remaining policies are internal policies, which have been approved by the concerned Department Heads. The policies which have been approved by the Board can be viewed on the website of the Company at https://www.birlasoft.com/company/investors/policies-reports-filings and the remaining policies are internal documents and are available on intranet for all employees.
#Indicate policies that are approved by the leadership team of Birlasoft and not by the Board of Directors.

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director/Committee of the Board/Any other Committee									Frequency (Annually/Half yearly/Quarterly/Any Other- please specify)								
	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	Policies and procedures are periodically reviewed by the Board/Board Committees/Functional Heads, as and when applicable.									Annually	Half-Yearly	Periodically						
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	We comply with all the applicable laws of land where we operate in. The compliance with statutory requirements is reviewed by the Board/Board Committees/Functional Heads of the Company on a periodic basis.																	

11. **Has the entity carried out independent assessment/evaluation of the working of its policies by an external agency? (Yes/No). If "Yes", provide name of the agency**

P1	P2	P3	P4	P5	P6	P7	P8	P9

Birlasoft has not carried out independent assessment of its policies through an external agency.

However, all Company policies are regularly reviewed and updated by respective functional heads, followed by the Board/ Board Committees, as and when need arises due to external environment changes or geopolitical scenarios.

12. **If Answer to Question (1) Above is "NO", i.e., not all Principles are covered by a Policy, reasons to be stated:**

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)				Not Applicable					
The entity does not have the financial or human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any Other Reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

Entity demonstrates their performance in integrating the Principles and Core Elements with key processes and decisions.

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 2022-23:**

Segment	Total number of training and awareness programs held	Topics/Principles covered under training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	5	The Company familiarizes the Independent Directors through various programs which include the industry in which it operates, its business model, their roles, rights and responsibilities as Independent Directors, etc. at regular intervals. At meetings of Board of Directors and its Committees the following topics are covered: • Business Highlights, Operations and Strategy • Financial performance, key issues • Corporate Social Responsibility • Enterprise Risk Management • Related Party Transactions • Internal Financial Controls • Regulatory updates.	100%

Segment	Total number of training and awareness programs held	Topics/Principles covered under training and its impact	%age of persons in respective category covered by the awareness programmes
Key Managerial Personnel	6	Code of Conduct and Anti Bribery & Anti-Corruption, Enterprise Risk Management at Birlasoft, Information Security Awareness, Prevention of Sexual Harassment, Prevention of Insider Trading, Privacy Training Certification	100%
Employees other than BoD and KMPs	6	Code of Conduct and Anti Bribery & Anti-Corruption, Enterprise Risk Management at Birlasoft, Information Security Awareness, Prevention of Sexual Harassment, Prevention of Insider Trading, Privacy Training Certification	90%
Workers	Not Applicable. There are no workers in Birlasoft.		

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 Requirements) Regulations, 2015 and as discussed on the entity's website)

Monetary

	NGRBC Principle	Name of the Regulatory/ enforcement agencies/ judicial institutions	Amount (in INR)	Brief of Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine					
Settlement		Nil			
Compounding Fee					

Non-Monetary

	NGRBC Principle	Name of the Regulatory/ enforcement agencies/ judicial institutions	Amount (in INR)	Brief of Case	Has an appeal been preferred? (Yes/No)
Imprisonment		Nil			
Punishment					

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

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

4. **Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide web-link to the policy.**

Yes. Our Code of Business Ethics and Conduct Policy (COBEC) demonstrates our commitment to Ethical Business Standards. Birlasoft has a Zero-Tolerance policy for bribery and corruption, whether it be in the form of a quid pro quo, kickbacks, facilitation payments, donations, or willful blindness. Employees and business partners are expected to be aware of and abide by applicable anti-bribery and anti-corruption laws on a local and international level. Attempting to win or influence businesses through bribery or corruption is against the law, Birlasoft values, and COBEC policy. Birlasoft believes in forgoing the business rather than indulging in unfair and unethical practices. The policy is available at https://www.birlasoft.com/company/investors/policies-reports-filings.

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

	Current Financial Year 2022-23	Previous Financial Year 2021-22
Directors		
Key Managerial Personnel (KMPs)	Nil	Nil
Employees		
Workers		

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

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

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.**

During the FY 2022-23, there was no instance of corruption nor bribery, therefore, no corrective action was required.

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 environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.**

	Current Financial Year 2022-23	Previous Financial Year 2021-22	Details of improvements in environmental and social impacts
R&D	Nil	Nil	-
Capex	9%	7%	Energy Efficiency Initiatives: 1. Replacement of HVAC system with more efficient VRF system. 2. Replacement of CFL with LED lighting for improving energy efficiency Water Conservation Initiatives: 1. Birlasoft has implemented CAMUS-SBT (Continuous Advanced Multistage System – Soil Biotechnology) sewage treated plant which is a unique innovation to treat sewage water using terrestrial ecology for optimum utilization of water.

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

   b. **If "Yes", what percentage of inputs were sourced sustainability?**

   Responsible sourcing is becoming an area of focus for the Company. Birlasoft is committed to conduct its business with the highest standards of ethics and integrity and expects the same level of commitment from its business partners i.e., suppliers, contractors and consultants.

   The 'Suppliers Conduct Guidelines' mandates following ethical standard requirements from its suppliers:

   1. Labor Force and Employment Laws

   2. Non-Discrimination

3.   Statutory dues such as PF, ESI, etc.

4.   Supplier Diversity

5.   Environmental Laws

6.   Environmental Permits and Product Safety

7.   Safety and Health Laws

8.   Freedom of Association

   a.   Intellectual Property and Confidential Information

9.   Privacy and Security

10.   Confidential Information and Privacy

11.   Equipment and Information Security

12.   Integrity of Business Records and Compliance with Accounting Procedures

13.   Laws Relating to Government and Regulatory Agencies and Dealings with public officials, competition laws, Anti-Boycott, Export Control and Anti-Corruption Laws and Conflicts of Interest.

While onboarding strategic suppliers, the above-mentioned factors are rigorously reviewed as part of supplier due diligence checklist by our supplier management team. Finally, the suppliers digitally acknowledge Birlasoft Group Supplier Conduct Guidelines, whereby they conform to comply with the laid down obligations mentioned in the Guidelines. 100% of the inputs are sourced sustainably.

As a step towards sustainability in logistics and transportation, Birlasoft has sourced electric vehicles for day-to-day transport operations in partnership with an industry pioneer in this domain to reduce its carbon emissions in the supply chain activities.

3.   **Describe the processes in place to safely reclaim your products for reusing, recycling, and disposing at the end of life for:**

Plastics (including packaging)	Birlasoft is an IT Consulting Services Company and does not manufacture any products hence this question is not applicable to the Company's operations. Birlasoft has laid down waste management procedures in line with government guidelines to handle all types of waste generated during its business operations. There are defined processes in place for reuse, recycle and safe end-of-life disposal for the products used in its operations.
E- Waste	
Hazardous Waste	
Other Waste	

4.   **Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes/No).**

•   **If "Yes", whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Board?**

•   **If "Not", provide steps taken to address the same.**

Extended Producer Responsibility (EPR) is not applicable to Birlasoft business operations, as the Company does not manufacture product nor engages in packaging business; it is an IT Software Company.

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

Essential Indicators

1. a. **Details of measures for the well-being of Employees:**

Category	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	7,585	7,585	100%	7,585	100%	0	0	7,585	100%	7,585	100%
Female	2,616	2,616	100%	2,616	100%	2,616	100%	0	0	2,616	100%
Total	10,201	10,201	100%	10,201	100%	2,616	26%	7,585	74%	10,201	100%
Other than Permanent Employees											
Male		NA. As other than permanent employees are hired through the vendors who are responsible for providing the well-being measures.									
Female											
Total											

Note: NA-Not Applicable

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

Category	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 Workers											
Male											
Female					NA						
Total											
Other than Permanent Workers											
Male											
Female					NA						
Total											

Note: NA-Not Applicable

2. **Details of retirement benefits, for Current FY 2022-23 and Previous FY 2021-22**

Benefits	Current Financial Year 2022-23			Previous Financial Year 2021-22		
	No. of employees covered as % of total employees	No. of workers covered as % of total workers	Deducted and Deposited with the authority (Yes/No/NA)	No. of employees covered as % of total employees	No. of workers covered as % of total workers	Deducted and Deposited with the authority (Yes/No/NA)
PF	100%	NA	Yes	100%	NA	Yes
Gratuity	100%	NA	Yes	100%	NA	Yes
ESI	1%	NA	Yes	1%	NA	Yes
Others- please specify	Nil	NA	-	Nil	NA	-

Note: NA-Not Applicable

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", then whether any steps are being taken by the entity in this regard.

Yes, the premises/offices of the entity are accessible to differently abled employees, as per the requirements of the Rights of Persons with Disabilities Act, 2016.

Our offices have been designed with a strong emphasis on inclusivity and accessibility, as the office spaces are equipped with wheelchair parking areas, height-adjustable workstations and access ramps at entrances.

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

Yes. The 'Equal Opportunity Employer Policy' of Birlasoft aims to provide a conducive environment for all its employees. In accordance with the provisions of the Rights of Persons with Disabilities Act, 2016 and Rules, it is Company's Policy to ensure that the work environment is free from any discrimination against persons with disabilities. Further, the Company will take all actions to ensure that a conducive environment is provided to persons with disabilities to perform their role and excel in the same. As per the Policy, the Company aims to create systems and processes to ensure:

1. That appropriate facilities and amenities are provided to persons with disabilities to enable them to effectively discharge their duties in the establishment.

2. That provision is made for an accessible environment and of availability of assistive devices as required.

3. That the location HR Head shall oversee the provision of required facilities/amenities for employees with disabilities and the location FLM team shall be responsible for ensuring the required facilities/amenities for employees with disabilities are available.

This Policy is an internal document and is available on Company's intranet for all its employees.

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

Gender	Permanent Employees		Permanent Workers	
	Return to Work Rate	Retention Rate	Return to Work Rate	Retention Rate
Male	100%	87%		
Female	100%	92%	NA	
Total	100%	89%		

Note: NA-Not Applicable

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

Permanent Workers	NA
Other than Permanent Workers	NA
Permanent Employees	Birlasoft is committed to undertake a prompt examination of any concern or issue as raised by employee. The employee who wishes to raise a concern can do so by writing to internal grievance mailbox at grievanceredressal@birlasoft.com.
Other than Permanent Employees	
	Employees can connect with POSH Committee at e-secure@birlasoft.com for any complaints related to harassment and redress their grievance in a stipulated time frame.

Note: NA-Not Applicable

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

Category	Current Financial Year 2022-23			Previous Financial Year 2021-22		
	Total employees/ workers in respective category (A)	No. of employees/ workers in respective category, who are part of Association(s) or Unions (B)	Percentage (%) (B/A)	Total employees/ workers in respective category (A)	No. of employees/ workers in respective category, who are part of Association(s) or Unions (B)	Percentage (%) (B/A)
Total Permanent Employees						
Male	There is no such employee association that is officially recognized by the Company.					
Female						
Total Permanent Workers						
Male	Not Applicable					
Female						

8. **(a). Details of training given to employees and workers on "Health and Safety Measures"**

Category	Current Financial Year 2022-23			Previous Financial Year 2021-22		
	Total (A)	Number (B)	Percentage (%) (B/A)	Total (C)	Number (D)	Percentage (%) (D/C)
Employees						
Male	8,484	-	-	7,889	-	-
Female	2,766	-	-	2,641	-	-
Total	11,250	-	-	10,530	-	-
Workers						
Male						
Female	Not Applicable					
Total						

(b). Details of training given to employees and workers on "Skill Upgradation"

Category	Current Financial Year 2022-23			Previous Financial Year 2021-22		
	Total (A)	Number (B)	Percentage (%) (B/A)	Total (C)	Number (D)	Percentage (%) (D/C)
Employees						
Male	8,484	7,131	85%	7,889	5,948	75%
Female	2,766	2,297	83%	2,641	1,814	69%
Total	11,250	9,428	84%	10,530	7,762	74%
Workers						
Male						
Female	Not Applicable					
Total						

9. **Details of Performance and Career Development reviews of employees and workers:**

Category	Current Financial Year 2022-23			Previous Financial Year 2021-22		
	Total (A)	Number (B)	Percentage (%) (B/A)	Total (C)	Number (D)	Percentage (%) (D/C)
Employees						
Male	8,356	8,356	100%	8,275	8,275	100%
Female	2,726	2,726	100%	2,618	2,618	100%
Not Disclosed*	46	46	100%	179	179	100%
Total	11,128	11,128	100%	11,072	11,072	100%
Workers						
Male						
Female			Not Applicable			
Total						

*The category of employees who preferred not to disclose their gender are grouped under 'Not Disclosed' heading.

10. **Heath and Safety Management System:**

a.	Whether an occupational health and safety management system has been implemented by the entity? (Yes/No) If "Yes", then coverage of the system.	Yes Our Head office at Pune location is certified with ISO 14001:2015 Environment Management System (EMS) and ISO 45001:2018 Occupation Health and Safety (OHS) Management System.
b.	What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis of the entity?	As per ISO 45001 standards.
c.	Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks? (Yes/No)	Yes, employees can report such issues through feedback over mail OR feedback over online Service tool (Service Now).
d.	Do the employees/workers of the entity have access to non-occupational medical and healthcare services? (Yes/No)	Yes, all employees have medical insurance through which there are tie ups with various Hospitals in different localities.

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

Safety Incidents/ Number	Category	Current Financial Year 2022-23	Previous Financial Year 2021-22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
	Workers	NA	NA
Total recordable work-related injuries	Employees	Nil	Nil
	Workers	NA	NA
Number of fatalities	Employees	Nil	Nil
	Workers	NA	NA
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	NA	NA

Note: NA-Not Applicable

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

Employee health and well-being is of paramount importance to the Company and several initiatives have been undertaken to ensure a safe working environment for all employees. We have implemented the best safety procedures, practices, and our Pune office facility is certified with ISO 45001:2018 Occupational Health and Safety (OHS) Management System.

One of the major focus areas from employee safety perspective is commuting to and from office in individual transport or company provided transport.

Some of the safety measures taken are:

- Mandatory Alcohol Tests are carried out for all drivers at the time of departures.

- Annual Medical check-up mandatory for all cab drivers.

- Security escorts provided for lady employees traveling between 20:00 hrs. to 06:00 hrs. and having last drop or 1st pick-up.

- Periodic training sessions planned for all cab drivers on safety, first aid, traffic discipline etc.

- Incident reporting, root cause analysis, CAPA for all major and minor incidents.

- Do's and Don'ts, Emergency Contact Helpline mandatory on all the vehicles.

- Only cabs up to 5 years vintage are used for employee commute.

- Mandatory use of seat belts and helmets within the premises.

- Yoga Sessions for Cab Drivers to ensure they live stress free while driving.

COVID-19 Measures:

During pandemic period, Birlasoft engaged its employees and third-party vendors in various EOHS initiatives held in the Company. The hazard identification and risk assessment were carried out in consultation with relevant stakeholders, employees, and third-party vendors. By considering the pandemic situation, we had undertaken various preventive measures and organized trainings, awareness sessions and other health related programs throughout the year.

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

	Current Financial Year 2022-23			Previous Financial Year 2021-22		
	Filed	**Pending Resolution at end of year**	**Remark**	**Filed**	**Pending Resolution at end of year**	**Remark**
Working Conditions	Nil	Nil	-	Nil	Nil	-
Health and Safety	Nil	Nil	-	Nil	Nil	-

14. **Assessment for the Year (2022- 23):**

	% of plants and offices that were assessed (by entity or statutory authorities or third party)
Health and Safety Practices	35% (In terms of area and number of employees covered)
Working Conditions	35% (In terms of area and number of employees covered)

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

No such incident was recorded during FY 2022-23.

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

Essential Indicators

1. **Describe the process for identifying key stakeholder groups of the entity.**

   As part of our commitment to conduct business responsibly, we work to forge dependable connections with all relevant stakeholders, including employees, government, regulatory authorities, industry associations, local community, investors and shareholders, suppliers, customers, communities and academia. Key stakeholders are keenly engaged in the Company's success since they are most affected by its operations. Similarly, the performance and growth of the firm are frequently dependent on our key stakeholders. We have put in place a systematic management approach to communicate with and learn from our key stakeholders to understand their expectations and concerns and incorporate their feedback into our strategy. These engagements help to improve our collective intelligence, aid in the prioritizing of critical themes, reduce risks, provide resources, and align operations with a strategic goal.

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

Stakeholder Group	Identified as Vulnerable or Marginalized Group (Yes/No)	Channels of Communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during each engagement
Government, regulatory authorities and industry associations	No	• Industry body/forums • Workshops/Events • Partnerships with industry bodies and associations • Interacting with statutory/regulatory bodies such as stock exchanges, tax departments, SEBI, and pollution control board	Annual	• Ethical governance and Compliance • Statutory and sustainability disclosures • Work in partnership with industry body and associations to solve global challenges
Employees	No	• BCares – A holistic wellness program by Birlasoft to support physical, mental, financial and social wellness of employees. • BEngaged- A gamut of engaging and innovative activities are organized by Birlasoft to bring vibrancy and positive energy at work. Activities includes: talent show, celebrations, games, family engagement, team building activities • Newsletters • Employee satisfaction survey • Career opportunities and Development programs • Trainings and workshops • Rewards and recognitions	Periodic	• Career development • Prospects • Enhance productivity and motivation • Training programs and learning nuggets • Occupational health and safety • Diversity and Inclusion • Employee Assistant program. • Employee Feedback and resolutions of the issues • Formal recognition program across the globe called STAR (Special Thanks and Recognition) with the tagline "Keep Shining" • Employee Volunteering Program

Stakeholder Group	Identified as Vulnerable or Marginalized Group (Yes/No)	Channels of Communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during each engagement
NGO/CSR Implementation Partners	No	• Calls, emails, offline and online meetings	Monthly	• Program management and Governance, Challenges, Areas of Improvement
Volunteers	No	• Offline and Online connects	Monthly	• Engagement, Participation, Trainings
Communities	Yes	• Offline and Online connects	Monthly	• Qualitative and Quantitative impact of Intervention, Challenges • Areas of improvement • Trainings
Investors and shareholders	No	• Analyst calls • AGM • Reports • Investors Presentations • Quarterly Reports and fillings • Press Releases	Quarterly and annually	• Provide an overview of business performance, stability, profitability and desired growth. • Ensure timely and sufficient information • Provide adequate mechanism to address the grievances
Customers	No	• Customer Visits and Meetings • Partnerships • Customer satisfaction surveys • Newsletter • Brochures • Mailers • Social Media	Periodic	• Help customers in running business efficiently • Understand customer's perception of deliverables and services offered through "Voice of Customer" form • Promptly resolve any challenges faced by customers • Support customers by investing into business ready platforms, co-innovation labs, etc.
Suppliers	No	• Emails • Meetings • Supplier/Procurement Escalation mechanism	As and when required	• Supplier Due-Diligence • Supplier Risk Assessment • Financial risk assessment for business-critical suppliers • Performance Evaluation for business-critical suppliers • Query resolution & grievance redressal
Academia	No	• Corporate Academia Partnerships • Apprenticeship programmes	As and when required	• Support research and development • Promote an ecosystem of innovation and foresight

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	Current Financial Year 2022-23			Previous Financial Year 2021-22		
	Total (A)	Number (B)	Percentage (%) (B/A)	Total (C)	Number (D)	Percentage (%) (D/C)
Employees						
Permanent	10,201	10,201	100%	10,122	10,122	100%
Other than permanent	1,049	1,049	100%	408	408	100%
Total Employees	11,250	11,250	100%	10,530	10,530	100%
Workers						
Permanent						
Other than permanent			Not Applicable			
Total Workers						

*100% of Birlasoft employees are trained on Code of Business Ethics and Conduct Policy (COBEC) which is committed to respecting the personal dignity of its employees.

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

Category	Current Financial Year 2022-23					Previous Financial Year 2021-22				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		Number (B)	% (B/A)	Number (C)	% (C/A)		Number (E)	% (E/D)	Number (F)	% (F/D)
Employees										
Permanent										
Male										
Female	All employees and contractors have been paid more than or equal to minimum wage as mandated by the local laws and regulations of the countries we operate in.									
Other than Permanent										
Male										
Female										
Workers										
Permanent										
Male				Not Applicable						
Female										
Other than Permanent										
Male				Not Applicable						
Female										

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

	Male		Female	
	Number	**Median salary/wage of respective category**	**Number**	**Median salary/wage of respective category**
Board of Directors (BoD) (in INR Mn)				
- Executive Directors	1	12.00	-	-
- Non-Executive Directors	3	NA	3	NA
Key Managerial Personnel (in INR Mn)	1	12.00	1	5.99
Employees other than BoD and KMP India (in INR Mn)	7,553	1.47	2,627	1.10
Employees other than BoD and KMP Direct Branches* (In USD Mn)	17	0.14	2	0.12
Workers	Not Applicable			

*Direct Branches include Singapore and Switzerland

Note:

1. There have been changes in the composition of Board of Directors and KMPs during the year, which are detailed in the Board's Report. The number of Directors and KMPs given above is as on March 31, 2023.

2. KMP includes the Executive Director. Hence, the same figure has been repeated.

3. To provide a fair interpretation of the median, the annual Cost To Company (CTC) has been considered and not actual payout during the year, which could vary on account of several reasons, for instance, perquisite value on account of ESOPs allotment.

4. Non-Executive Directors received no remuneration, except sitting fee for attending Board/Committee meetings and an annual commission. Hence these details are not applicable.

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)**

    Birlasoft has set up an internal complaints committee, known as 'Secure Workplace Council' to address harassment issues at workplace, that has a minimum of four members and the Head of the Council is a senior employee. The Council seeks assistance from external bodies who are associated with the cause of workplace safety & security/legal experts during investigation, wherever the council deems it necessary or as required under the law of the land, for the purpose of advice and investigation. Such external bodies/experts must be associated in the field of working on social safety/empowerment or matters dealing with welfare of people, especially in support of women.

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

    The details of the Secure Workplace Council members are available on our intranet portal and at our notice boards. An associate can reach out to the council at e-secure@birlasoft.com for submitting his/her complaint. An associate must report any incident of threat or harassment or grievance to either location HR SPOC or write to the Council as soon as the incident has occurred, but not later than 90 days of the incident. The complaint also may be sent in writing duly signed and dated, addressed to the Head of Secure Workplace Council at the Corporate Office of Birlasoft. If an employee is unable to make a complaint on account of physical/mental incapacity or death, the employee's legal heir or any other person prescribed or who has full knowledge of the incident can submit a complaint on behalf of the employee.

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

	Current Financial Year 2022-23			Previous Financial Year 2021-22		
	Filed during the year	Pending resolution at end of year	Remark	Filed during the year	Pending resolution at end of year	Remark
Sexual Harassment	4	1	Complaints were reviewed and closed appropriately. Actions were initiated as per the POSH Policy.	1	0	Complaints were reviewed and closed appropriately. Actions were initiated as per the POSH Policy.
Discrimination at workplace	Nil	Nil	-	Nil	Nil	-
Child Labour	Nil	Nil	-	Nil	Nil	-
Forced Labour/Involuntary Labour	Nil	Nil	-	Nil	Nil	-
Wages	Nil	Nil	-	Nil	Nil	-
Other human rights related issues	Nil	Nil	-	Nil	Nil	-

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

   The Secure Workplace Council ensures that the particulars of the affected parties are maintained strictly confidential, especially of the complainant (of both the parties). It also ensures that a congenial work environment is maintained and followed by both the parties even after the incident in case strict disciplinary action is not taken against the accused (i.e. if services are not terminated). The Council and HR also ensure that the complainant is not harassed or victimized in any way by anybody in the Company for having made the complaint.

   When an associate formally raises a grievance on the system, confidentiality to the utmost will be respected for all the parties and will remain the basic expectation from all parties. Those intruding confidentiality can be reprimanded basis the severity.

   The respective investigating committee will investigate any concerns raised by any associate and will take appropriate action under the circumstances and as guided by contract or policies upto and including termination of employment. If inappropriate behavior or conduct is substantiated as per the investigation, then the consequences may vary based on the severity as mentioned below-

   • Verbal counselling

   • Additional trainings

   • Reprimand - Warning letters

   • Reverse Reprimand

   • Impact on performance appraisal output and/or financial benefits

   • Termination of employment including impact on any possibilities of rehiring

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

   Yes, Human Rights aspects are covered as part of the Birlasoft Group Supplier Conduct Guidelines which is accepted by the suppliers during the vendor onboarding process. By signing the Supplier Conduct Guidelines, suppliers are expected to comply with all the applicable laws, regulations and Birlasoft's requirements mentioned in the Guidelines.

9. **Assessment for the FY 2022-23:**

	% of plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	Nil Birlasoft does not engage any child labour in the operations and performs internal checks and reviews periodically to ensure compliance at all its offices.
Forced/Involuntary Labour	Nil Birlasoft does not engage any force labour in the operations and performs internal checks and reviews periodically to ensure compliance at all its offices.
Sexual harassment	100% Birlasoft has created POSH Policy to strengthen its core values of Respect and Integrity, to provide a conducive environment free from prejudice, gender bias and sexual harassment at workplace.
Discrimination at workplace	Nil
Wages	Nil

Birlasoft is committed to the dignity of human beings. Its commitments and practices are based on the belief that 'human life and human dignity are inviolable'. Human life is worthy of protection and human dignity worthy of respect of always. Therefore, all Birlasoftians in all their dealings and engagements with their colleagues, customers, vendors, government officials, security and service staff and all human beings, irrespective of their nationality, nativity, religion, caste or color, social status or official positions, shall treat all human beings with dignity and honor. Any violation to this fundamental belief and commitment will be dealt as per the disciplinary policy of the organization.

Birlasoft is also committed to comply with all laws and regulations related to taxation, employment laws, work environment, safety and health standards, environmental laws, labor and employee welfare regulations, wages acts, visa regulations, maternity benefit laws, retirement benefits regulations and/or any such laws and regulations, as applicable to the organization and/or its employees.

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

    Not Applicable

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

Essential Indicators

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

(In terms of GigaJoules-GJ)

Parameter	Current Financial Year 2022-23	Previous Financial Year 2021-22
Total Electricity Consumption (A)	15,518	17,658
Total Fuel Consumption (B)	1,020	705
Energy consumption through Other Sources (C)	1,761	1,866
Total Energy Consumption	18,299	20,229
Energy intensity per rupee of turnover (Total energy consumption (in GJ)/turnover (in million))	0.76	0.99

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Yes/No). If "Yes", name the external agency: NO

2. **Does the entity have any sites/facilities identified as designated consumers (DCs) under the Performance, Achieve, and Trade (PAT) Scheme of the Government of India? (Yes/No)**

   If "Yes", disclose whether targets set under the PAT Scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

   No, we have not adopted the PAT scheme.

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

   Data is restricted to owned premises only, i.e., Pune.

Parameter	Current Financial Year 2022-23	Previous Financial Year 2021-22
Water withdrawal by source (in kilo-litres)		
(i) Surface Water	0	0
(ii) Groundwater	0	0
(iii) Third Party Water	15,252	12,801
(iv) Seawater/Desalinated water	0	0
(v) Others (Please specify)	0	0
Total Volume of water withdrawal (in KL) (i + ii + iii + iv + v)	15,252	12,801
Total volume of water consumption (in KL)	15,252	12,801
Water intensity per rupee of turnover (KL/million) (water consumed/ turnover (in million))	0.63	0.62

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Yes/No). If "Yes", name the external agency: NO

4. **Has the entity implemented a mechanism for Zero Liquid Discharge (ZLD)? If "Yes", provide details of its coverage and implementation.**

   Yes, Birlasoft believes in restoring nature and efficiently utilizing natural resources. This is reflected from our continuous efforts and dedication to invest in sustainable technologies for conserving natural resources. Birlasoft has installed CAMuS-SBT (C-SBT or Continuous Advanced Multistage System – Soil Biotechnology) sewage treatment plant to reduce freshwater consumption and treat wastewater effectively with less energy consumption. 60% of the water gets treated through STP and is recycled & used for gardening purposes. Apart from recycling of water, several other initiatives are also undertaken to reduce consumption of fresh water such as:

   • Installation of sensor-based taps in the washrooms.

   • Maintaining optimum pressure within water lines to reduce water wastage.

   • Regulating water flow at all the outlets of all the toilets.

   • Provision of hot water to the gymnasium and cafeteria kitchen using solar energy.

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

Data is restricted to Pune premises only. There are 6 DGs in the premises.

Parameter	Please specify unit	Current Financial Year 2022-23	Previous Financial Year 2021-22
NOx	mg/NM³ (Average of all 6 DG Sets)	23.98	18.82
SOx	Kg/Day (Average of all 6 DG Sets)	0.38	0.49
Total Particulate Matter	mg/NM³ (Average of all 6 DG Sets)	43.80	44.28
Persistent Organic Pollutant (POP)		NA	NA
Volatile Organic Compounds (VOC)		NA	NA
Hazardous Air Pollutant (HAP)		NA	NA

The DG stack emissions are sampled and analyzed by government approved laboratories and the reports are reviewed by the internal team to ensure compliance. The findings of the DG stack air emission are well within the MPCB (Maharashtra Pollution Control Board) limit.

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Yes/No). If "Yes", name the external agency: NO

Note: NA-Not Applicable

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

Parameter	Please specify unit	Current Financial Year 2022-23	Previous Financial Year 2021-22
Total Scope 1 Emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric Tonnes of CO_2 equivalent ($MTCO_2e$)	75.80	52.38
Total Scope 2 Emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric Tonnes of CO_2 equivalent ($MTCO_2e$)	3,405.38	3,875.00
Total Scope 1 and Scope 2 emissions per rupee of turnover	$MTCO_2$ eq/million	0.14	0.19

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Yes/No). If "Yes", name the external agency: NO

7. **Does the entity have any project related to reducing Greenhouse gas emissions? If "Yes", then provide details.**

Yes. Birlasoft believes that a healthy environment is essential to a healthy and diverse future which is non-negotiable. We are committed to reducing our Scope 1 and Scope 2 GHG emissions and contribute towards UN-Sustainable Development Goal (SDG) 6 and SDG 13. Our EHS policy, outlines strategies and process for a range of environmental impact including energy and carbon emission reduction. Birlasoft believes in improving its environmental footprint by encouraging and acting towards recycling, sustainable living, pollution reduction and usage of renewable resources. Birlasoft has undertaken various initiatives towards GHG emission reduction in last two financial years –

1. Birlasoft has created awareness amongst its employees to use and consume energy and consumables judiciously so that its employees are conscious of the environmental impact. It also analyzes the consumption pattern of various consumables and constantly look at ways of reducing consumption by providing alternative/better options

2. We have installed the solar power plant with capacity of 125 KVA and 265 KVA respectively on two different building names as SDB-I and SDB-II at Pune location

3. Birlasoft has undertaken the initiative of replacing its existing CFL/T5 lamps with LED lights in phased manner (we have ensured to use our existing light fixtures with innovative retrofitting). This shall reduce 60% of lighting load vis-à-vis kWh consumption. Furthermore, the replacement of LED lights will significantly reduce the generation of e-waste

4. We have been one of the early adopters in using technology for transport operations that aims at reducing diesel consumption of the organization. We have introduced the Electronic Vehicle for Bengaluru, Hyderabad and Pune offices of Birlasoft. Operating electric vehicles will help us to achieve sustainability through reduction in our carbon footprint. To be specific, 10,000 electric KMs per month = 24 MT of CO_2 emissions abated per year, which is equal to growing 360 trees per year.

5. Air conditioning ('AC') system consumes almost 40% of power of the total consumption of Birlasoft Pune office, which is the highest compared to any other resources. Major investments were carried out for replacement of old HVAC system at SDB-II and Innovarium with new inverter based VRF technology.

6. Increasing the carbon sequestration capacity through planting ~200 trees and distributing seeds in Pune and PCMC.

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

This data is restricted to owned premise only, i.e., Head office at Pune.

Parameter	Current Financial Year 2022-23	Previous Financial Year 2021-22
Total Waste Generated (in metric tonnes)		
Plastic Waste (A)	0.10	0.16
E-Waste (B)	20.00	75.00
Bio-medical Waste (C)	0	0
Construction and Demolition Waste (C&D) (D)	4.00	0
Battery Waste (E)	0	0
Radioactive Waste (F)	0	0
Other Hazardous Waste generated (G) (Please specify, if any)	0	0
Other Non-Hazardous Waste generated (H) (Please specify, if any)	0	0
Total Waste Generated (A+B+C+D+E+F+G+H)	**24.10**	**75.16**
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category Waste Name:		
(i) Recycled	8.14	10.23
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	**8.14**	**10.23**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category Waste Name:		
(i) Incineration	0	0
(ii) Landfilling	2.77	2.73
(iii) Other disposal operations	0	20.82
Total	**2.77**	**23.55**

Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Yes/No). If "Yes", name the external agency: NO

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

Being an IT company, Birlasoft has been keeping a pace with latest technology trends to keep a close track on all electronic equipment which have completed their useful life or have become end of life. The management and disposal of waste of various categories are done by empaneled maintenance and facility management organizations. The waste categorization is done at the collection stage and disposal stage. Disposal of waste is done at the areas and sites dedicated by the local authorities for the purpose. Birlasoft not only ensures that there is proper method for categorization, management and disposal of waste, but also it emphasizes reduction in generation of waste through continuous improvements in processes, better design, innovation, by working with NGO's and organizations which manages and recycles waste. Continuous awareness is also created amongst employees to ensure that they are conscious of consumption, generation of less waste and potential damage to the eco system if these are not properly used and managed.

Disposal of e-waste, if any, is done as per the e-waste disposal process through authorized and certified e-waste management organizations. The company stores e-waste in identified areas which are disposed off periodically through these identified organizations and vendors. Birlasoft's e-waste management procedure is the defining guidelines for handling all types of e-waste and complying with Governments and Maharashtra Pollution Control Board (MPCB) guidelines.

Disposal of generated e-waste will be done through government authorized handlers/recyclers. Hazardous wastes are disposed-off through authorized agencies as per the guidelines of Ministry of Environment and Forests (MOEF). Additionally, all used printer cartridges are sent back to manufacturers and manufactures recycle/dispose-off as per government guidelines.

10. **If the entity has operations/offices in & around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones, etc.) where environmental approvals/ clearances are required, please specify details in the following format:**

Sr. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/ clearance are being complied with? (Yes/No) If "No", the reasons thereof and corrective action taken, if any.
1	Hinjawadi, Pune	IT software development	Yes, we have a consent from MPCB.

11. **Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year 2022-23**

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

12. **Is the entity compliant with the applicable environmental law/regulations/guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment Protection Act and Rules thereunder (Yes/No).**

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

Sr. No.	Specify the law/regulation/guidelines which is not compliant	Provide details of the non-compliance	Any fines/penalties/ action taken by regulatory agencies such as pollution control board or by courts	Corrective action taken, if any
1	We have complied all the guidelines as per state pollution control board	Nil	Nil	Not required

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.**

    4

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

Sr. No.	Name the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/National)
1.	The National Association of Software and Service Companies (NASSCOM)	National
2.	Mahratta Chamber of Commerce Industries and Agriculture (MCCIA)	State
3.	Hinjawadi Industries Association, Pune (HIA)	State
4.	Society for Cyberabad Security Council (SCSC)	State

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

Name of authority	Brief of the Case	Corrective action taken
Nil		

Principle 8: Businesses should promote inclusive growth and equitable development

Essential Indicators

1. **Details of Social Impact Assessments (SIA) projects undertaken by the entity based on applicable laws, in the current financial year 2022-23:**

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

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

Sr. No.	Name of the project for which R&R is ongoing	State	District	No. of project affected families (PAFs)	%of PAFs covered by R&R	Amounts paid to PAFs in the FY (in INR)
Not Applicable						

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

    Council, committee, volunteers, and implementation partners work in close cooperation on development areas. Birlasoft conducts concurrent monitoring of the project at various levels and required areas like beneficiary monitoring, financial monitoring, milestone monitoring, etc. Activities identified under Birlasoft CSR are implemented on the ground by selected Specialized Agencies or selected internal groups/committees, approved by Steering Committee. Steering Committee monitors and governs the project to ensure its continuity in the right direction as per timelines and milestones. Monthly connects with community by Birlasoft and implementation partners are conducted to gauge project performance or any grievance, if any. And a team of volunteers is also deputed on-ground for physical audits and for grievance redressal.

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

	Current Financial Year 2022-23	Previous Financial Year 2021-22
Directly sourced from MSMEs/Small producers	19.36%	21.76%
Sourced directly from within the district and neighboring districts	Birlasoft engages with suppliers across pan-India.	

Principle 9: Business 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.**

    At Birlasoft, we take pride in keeping our customers happy. For understanding our customer's perception of our deliverables & services, we have Voice of Customer ("VOC") process which is driven at two levels i.e. Project and Engagement with a defined frequency of six months. Through this process, we capture customer's verbatim feedback which is analyzed to draw action points that are tracked to closure so that the VOC rating is improved over time. Best practices from Projects and Engagements receiving High VOC score are shared with Sr. Management and delivery leaders. Root cause analysis along with action plan for Low VOC score is also shared with higher management and delivery leaders to ensure that timely appropriate corrective action is taken. Customer satisfaction is determined by Project VOC rating which is from 1 to 5 and WOW (Rating 1 being for dissatisfied and WOW being above 5 rating where customer is delighted with delivery which is beyond expectation). For the Engagement VOC rating is from 1 to 10 (Rating 1-6 is Detractor, 7-8 is Neutral & 9-10 is Promoters). As per the performance of last cycle, 96% customers have rated us either WOW, very satisfied/satisfied, overall VOC score is 4.56 out of 5, with 60% of response rate.

    The customer complaints are technology specific and get resolved at the appropriate level through the defined resolution process, at time of delivery of the Services/Software before contract closure. There are no customer complaints that are material in nature, as on the end of financial year.

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

	As percentage to total turnover
Environmental and social parameters relevant to the product	Not applicable to Birlasoft business, as we are a software service sector Company.
Safe and responsible usage	
Recycling and/or safe disposal	

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

	Current Financial Year 2022-23		Remarks	Previous Financial Year 2021-22		Remarks
	Received	Pending at end of year		Received	Pending at end of year	
Data Privacy	Nil	Nil	-	Nil	Nil	-
Cyber-security	Nil	Nil	-	Nil	Nil	-
Delivery of essential services	Nil	Nil	-	Nil	Nil	-
Unfair Trade Practices	Nil	Nil	-	Nil	Nil	-
Restrictive Trade Practices	Nil	Nil	-	Nil	Nil	-
Advertising	Nil	Nil	-	Nil	Nil	-

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

	Number	Reasons for recall
Voluntary Recalls		Not Applicable to our business.
Forced Recalls		

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

    The Company has a mature information security management system with policies, processes, and controls to minimize Cyber-Security risks. The governance and management of security compliance and risk is reviewed periodically; evident in the sustained ISO 27001:2013 certification and external third-party validation of compliance to NIST Cyber Security framework.

    The organization is ISO/IEC 27701:2019 certified across functions and client delivery projects which exhibit our ongoing commitment to global data protection requirements.

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

    Nil