

August 30th 2023

The National Stock Exchange of India Ltd.,
Exchange Plaza, 5th Floor,
Bandra-Kurla Complex,
Mumbai-400 051
NSE Symbol - SEPC

BSE Limited
14th Floor, PJ. Towers,
Dalal Street,
Mumbai-400 001
Scrip Code: 532945

Dear Sir/Madam,

Sub: Business Responsibility and Sustainability Report for the Financial Year 2022-23

Pursuant to the requirements of Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we hereby enclosed the Business Responsibility and Sustainability Report (BRSR) for the Financial Year 2022-23 which also forms part of the Annual Report.

We request you to take the same on record.

Thanking you,

Yours truly,
For **SEPC Limited**

T.
Sriraman
T Sriraman
Company Secretary & Compliance Officer

Digitally signed by T.
Sriraman
Date: 2023.08.30
15:12:45 +05'30'

Encl.: a.a.



SEPC Limited
(Formerly Shriram EPC Ltd)
Regd. Office : 'Bascon Futura SV' - 4th Floor,
10/1, Venkatanarayana Road, T.Nagar, Chennai - 600 017. Phone : +91-44-4900 5555
E-mail: info@shriramepc.com Website : www.shriramepc.com
CIN: L74210TN2000PLC045167



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

Business Overview

SEPC Limited (formerly Shriram EPC Ltd) is one of the country's leading service provider of integrated design, engineering, procurement, construction and project management services for water infrastructure, process and metallurgy plants, power plants, and mines and mineral processing. SEPC has a proven track record, having executed some of the most complex and technically challenging projects across the country and overseas. Your Company offers services relating to industrial processes, metallurgy, thermal power plants, biomass power plants, Mines and Mineral processing, water and waste and water management and distribution systems.

The Business Responsibility & Sustainability Report (BRSR) is aligned with the National Voluntary Guidelines (NVGs) on Social, Environmental and Economic Responsibilities of Business, issued by the Ministry of Corporate Affairs (MCA) and is in accordance with clause (f) of sub-regulation (2) of Regulation 34 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended from time to time (Listing Regulations).

Your Company's Business Performance and Impacts are disclosed based on the 9 Principles as mentioned in the NVGs.

Principle 1 Ethics, Transparency & Accountability	Principle 2 Product Life Cycle Sustainability	Principle 3 Employee Well-Being
Principle 4 Stakeholder Engagement	Principle 5 Human Rights	Principle 6 Environment
Principle 7 Policy Advocacy	Principle 8 Inclusive Growth and Equitable Development	Principle 9 Customer Value Creation

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L74210TN2000PLC045167
2	Name of the Listed Entity	SEPC Limited
3	Year of incorporation	12-06-2000

4	Registered office address	Bascon Futura SV, 4th Floor, No.10/1, Venkatanarayana Road, T.Nagar, Chennai 600017
5	Corporate address	Bascon Futura SV, 4th Floor, No.10/1, Venkatanarayana Road, T.Nagar, Chennai 600017
6	E-mail	info@sepc.in / tsr@sepc.in
7	Telephone	044 4900 5555
8	Website	www.sepc.in
9	Financial year for which reporting is being done	April 2022-March 2023
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited & National Stock Exchange of India Ltd.,
11	Paid-up Capital	Rs. 13,21,52,90,180
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	T Sriraman tsr@sepc.in, 044-49005555
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).	Consolidated Basis

II. Products/services

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

S.No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Construction	Engineering, Procurement and Construction of Water Supply and Distribution, Sewage treatment plants, Power plants, Minerals & Metal process plants etc	100%

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

S. No.	Product/Service	NIC Code	% of total Turnover Contributed
1	Construction of sewer systems including sewage disposal plants and pumping stations	42205	82%
2	Construction of roads	42101	10%
3	Project Management activities	7110	5%
4	Installation of Industrial Machinery and equipment	33200	3%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	---	13	13
International	---	1	1

IV. Employees

18. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No.(B)	%(B/A)	No.(C)	%(C/ A)
EMPLOYEES						
1.	Permanent(D)	251	228	91%	23	9%
2.	Other than Permanent(E)	9	9	100%	0	0
3.	Total employees (D+ E)	260	237		23	
WORKERS						
4.	Permanent(F)	0				
5.	Other than Permanent(G)	252	245	97%	7	3%
6.	Total workers (F+G)	252	245		7	

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No.(B)	%(B/A)	No.(C)	%(C/ A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent(D)	2	2	100%	0	0
2.	Other than Permanent(E)	0	0	0	0	0
3.	Total differently abled employees (D+ E)	2	2	100%	0	0
DIFFERENTLY ABLED WORKERS						
4.	Permanent(F)	0	0	0	0	0
5.	Other than Permanent(G)	0	0	0	0	0
6.	Total differently abled workers (F+G)	0	0	0	0	0

19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No.(B)	%(B/A)
Board of Directors	6	1	16.66%
Key Management Personnel	2	-	0%

17. Markets served by the entity:

a. Number of locations

Locations	Number
National(No. of States)	13
International(No. of Countries)	1

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

Nil

c. A brief on types of customers

The Company's business is construction of infrastructure. Some of the major clients include State and Central Government departments, public sector entities, ministries, local municipal bodies.

20. Turnover rate for permanent employees and workers

Particulars	FY 2022-2023 (Turn over rate in current FY)			FY 2021-2022 (Turn over rate in previous FY)			FY 2020-2021 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	23 %	15%	22%	34%	13%	32%	33%	17%	32%
Permanent Workers	--	--	--	--	--	--	--	--	--

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

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

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	%of shares held by listed entity	Does the entity indicated at Column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	SHRIRAM EPC FZE, SHARJAH	Subsidiary	100%	No
2	SHRIRAM EPC ARKAN LLC	Step-down Subsidiary	70%	No
3	SEPC Arabia Company Limited	Subsidiary	100%	No
4	Shriram EPC Eurotech Environmental Pvt Ltd - JV	Joint Venture	NA	No
5	SEPC DRS ITPL JV	Joint Venture	NA	No
6	Mokul Shriram EPC JV	Joint Venture	NA	No

VI. CSR Details

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Not Applicable
(ii) Turnover (in Rs.) 37,884.66 Lakhs
(iii) Net worth (in Rs.) - 1,08,404.21Lakhs

Note: The details from the standalone financial statements are considered for CSR disclosure.

VII. Transparency and Disclosures Compliances

23. Complaints/Grievances on any of the principles (Principles1to9) 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 2022 - 23 Current Financial Year			FY 2021 - 22 Previous Financial Year		
		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	Nil	Nil	Nil	NA	Nil	Nil	NA
Investors (other than shareholders)	Nil	Nil	Nil	NA	No	Nil	NA
Shareholders	http://www.sepc.in/pdf/Community-Grievance-Redress.pdf	1	Nil	Resolved 1	Nil	Nil	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 2022 - 23 Current Financial Year			FY 2021 - 22 Previous Financial Year		
		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
Employees and workers	Yes, http://www.sepc.in/pdf/Employee-Grievance.pdf	Nil	Nil	NA	Nil	Nil	NA
Customers*	No	-	-	-	-	-	-
Value Chain Partners*	No	-	-	-	-	-	-
Other(please specify)	-	-	-	-	-	-	-

* The leadership team conducts meetings with the customers and other value chain partners periodically.

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

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

S. No.	Material issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
01	Ambitious targets for water for all in the country.	Opportunity	The Har Ghar Jal initiative announced by GOI aims to provide every rural household with affordable and regular access to safe drinking water through taps by 2024.	-	Positive
02	Climate Change and environmental & social matters	Opportunity	Stringent regulations on emission norms for the existing / new power plants provides fresh opportunity for bidding Flue Gas Desulfurization (FGD) projects. The prohibition on open cast mining & approval for underground mining as they have lower environmental foot print.	-	Positive
03	Cyclical nature of business	Risk	Any slowdown in domestic or global business infrastructure development will have impact on business sustainability.	Company is present in multiple verticals to deal with any slowdown in one sector will offset with the progress with the other.	Negative
04	Preference for green steel	Risk	At present we do not have technology partner to participate in this segment and it will affect business prospects from steel sector	To look for a qualified technology partner	Negative

SECTIONB: 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)	Y	NA	Y	Y	Y	Y*	Y	Y	Y*
	b. Has the policy been approved by the Board? (Yes/No)	YES								
	c. Web Link of the Policies, if available	http://www.sepc.in/Companies-Act-and-SEBI-Compliances.aspx								
2	Whether the entity has translated the policy into procedures. (Yes / No)	Y	NA	Y	Y	Y	Y	Y	Y	N
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	NA	Y	N	Y	Y	Y	Y	Y
4	Name of the national and international codes/ certifications/ labels/ standards (e.g. Forest Stewardship Council, Fair trade, Rain forest, Alliance, Trustea) standards (e.g. SA8000,OHSAS, ISO,BIS)adopted by your entity and mapped to each principle.	Yes. Third party audit agencies including, TUV-Nord, conduct audits in various businesses on different standards such as ISO 14001:2018, ISO 45001:2018 . During the audit process, they check policy elements, procedures, action plans, review process, etc.								
5	Specific commitments, goals and targets Set by the entity with defined timelines, if any.	NA								
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	NA								
Governance, leadership and oversight										
7	Statement by director responsible for the business responsibility report,highlighting ESG Related challenges,targets and achievements (list edentity has flexibility regarding the placement of this disclosure)	SEPC Limited gives importance to Environment protection, Sustainability and Governance. Imbibing ESG principles in our core business of providing end-to-end solutions to engineering challenges, offering multi-disciplinary design, engineering, procurement, construction and project management services, while striving to deliver reliable and quality services to our clients. The Company employs contract workers and focuses on providing equal opportunity, ensuring diversity and inclusion, workplace safety and well-being for all employees and workers. The Company has fair and transparent governance and disclosure practices, through the Code of Conduct, Whistle-blower Policy and other detailed procedures to ensure compliance and uphold its principles.								
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	The CEO & MD and the Board are the highest authority responsible for implementation and oversight of the Business Responsibility policy								
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.	The CEO & MD and the Board are the highest authority responsible for sustainability related issues								

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9									
											Policy and management processes								
10	Details of Review of NGRBCs by the Company:																		
	Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/Half yearly/ Quarterly/ Any other – please specify)								
		P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Performance against above policies and follow up action	Y	NA	Y	Y	Y	Y	-	Y	Y	A	A	A	A	A	A	-	A	A
	Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Y	NA	Y	Y	Y	Y	-	Y	Y	A	A	A	A	A	A	-	A	A
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.	<p>The implementation of the Company's Code of Conduct and other policies are reviewed through internal audit/control function. The Quality, Safety & Health and Environmental policies are subject to internal reviews for continuous assessment by the Quality Control Department.</p> <p>Most of the policies adopted by the Company for ensuring the orderly and efficient conduct of business including adherence to Company's policies have been evaluated periodically by an independent external agency as a part of internal financial control requirement.</p>																	
12	If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:																		
	Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9									
	The entity does not consider the Principles material to its business (Yes/No)	-	-	-	-	-	-	-	-	-									
	The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	-	-	-	-	-	-	-	-	-									
	The entity does not have the financial or/human and technical resources available for the task (Yes/No)	-	-	-	-	-	-	-	-	-									
	It is planned to be done in the next financial year (Yes/No)	-	-	-	-	-	-	-	-	-									
	Any other reason (please specify)	-	-	-	-	-	-	-	-	-									

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 maybe 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	4	<ul style="list-style-type: none"> ✓ Operations & Performance ✓ Internal Financial Control ✓ Future Outlook & Strategy ✓ Regulatory Updates (LODR) 	100%
Key Managerial Personnel	5	<ul style="list-style-type: none"> ✓ Critical issues in GST Litigation ✓ ESG Reporting - Investor Approach & Expectations ✓ Latest updates on PIT Regulations & ✓ Structured Digital Database ✓ Regulatory Updates (LODR) 	100%
Employees other than BoDs and KMPs	40	<ul style="list-style-type: none"> ✓ HR Transformation 2022 ✓ Safety Awareness ✓ HR Management & Analytics – IIM ✓ HR Analytics-ILMS ✓ Fire protection- N2 gas injection on SERGI system ✓ POSH- Awareness Programme ✓ Planning for a Net Zero City ✓ Regulatory Changes and Challenges and Liability of Company Secretary & Directors ✓ Fire Mock drill 	96%
Workers	NA	NA	NA

1. 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: Not Applicable

Monetary

	Penalty/Fine	Settlement	Compounding Fee
NGRBC principle	-	-	-
Name of regulatory/ enforcement agencies/ judicial institutions	-	-	-
Amount (INR)	-	-	-
Brief of case	-	-	-
Has an appeal been preferred (Yes/No)	-	-	-

Non - Monetary

	Imprisonment	Punishment	Compounding Fee
NGRBC principle	-	-	-
Name of regulatory/ enforcement agencies/ judicial institutions	-	-	-
Amount (INR)	-	-	-
Brief of case	-	-	-
Has an appeal been preferred (Yes/No)	-	-	-

- 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. – Not Applicable
- 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 forms part of Business Conduct Policy.

Yes, <http://www.sepc.in/pdf/Business-Conduct.pdf>

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

- Details of complaints with regard to conflict of interest:

	FY 2022- 2023 (Current Financial Year)	FY 2021 - 2022 (Previous Financial Year)
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	Nil	Nil

- 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

Leadership Indicators

- 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
1980	Regular training programs are conducted for value chain partners (contractors/ contract workers, etc). This includes pep talks, morning meetings, classroom trainings, etc. Topics covered are related to human rights, EHS, waste management, environmental management, ethics and corporate governance, and other operational topics	70%

- Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? If yes, provide details of the same. NA

PRINCIPLE 2: BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE.

Essential Indicators

- 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 – 2022-2023	Previous Financial Year – 2021 -2022	Details of improvements in environmental and social impacts
R&D	Nil	Nil	-
Capex	Nil	Nil	-

- Does the entity have procedures in place for sustainable sourcing? Yes.
The Company has adopted various methodologies for sustainable sourcing. Some of the mechanisms are as follow: • The Company gives priority to social, ethical, and environmental performance of suppliers, while sourcing materials and availing services.
 - If yes, what percentage of inputs were sourced sustainably? 100%
- Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste. – Not Applicable
- 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.

In India, EPR is applicable for plastic waste and electronics waste and recently it is mandated for import of items with plastic packaging. The Company has businesses in EPC projects and Hi-Tech Manufacturing and does not manufacture any plastic products

Leadership Indicators

- Has the entity conducted Life Cycle Perspective/ Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?

NIC Code	Name of Product /Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective /Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/ No) If yes, provide the web-link
Not Applicable					

- 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		

- 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 reused input material to total material	
	FY 2022- 2023 (Current Financial Year)	FY 2021 - 2022 (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:

	FY 2022- 2023 (Current Financial Year)			FY 2021 - 2022 (Previous Financial Year)		
	Re-used	Recycled	Safely disposed	Re-used	Recycled	Safely disposed
Plastics (Including packaging)	Not Applicable					
E waste						
Hazardous waste						
Other waste						

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

Indicate product category	Reclaimed products and their packaging materials as% of total products sold in respective category
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:

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	228	228	100%	228	100%	NA	NA	228	100%	0	0%
Female	23	23	100%	23	100%	23	100%	NA	NA	0	0%
Other than permanent 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
Male	9	9	100%	9	100%	NA	NA	9	100%	0	0%
Female	0	0	0%	0	0%	0	0%	NA	NA	0	0%

- 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	Nil										
Female	Nil										
Other than permanent 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
Male	245	245	100%	245	100%	NA	NA	245	100%	NA	NA
Female	7	7	100%	7	100%	7	100%	NA	NA	NA	NA

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

BENEFITS	FY 2022-2023 Current Financial Year			FY 2021-2022 Previous Financial Year		
	No of Employees covered as a % of total employees	No of workers covered as a % of total workers	Deducted and deposited with the authority Y/N, NA	No of Employees covered as a % of total employees	No of workers covered as a % of total workers	Deducted and deposited with the authority Y/N, NA
PF	88%	100%	Yes	90%	100%	Yes
GRATUITY	100%	100%	Yes	100%	100%	Yes
ESI	100%	94%	Yes	100%	89%	Yes
EDLI Policy	88%	0	NA	90%	0	NA
GPA Policy	100%	0	NA	100%	0	NA
WC Policy	0	100%	NA	0	100%	NA

Note: All eligible employees are covered under the above statutory benefits

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.

Most of the Company's permanent office buildings are accessible to differently abled employees and workers

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 : <http://www.sepc.in/pdf/Equal-Opportunity-to-Persons-with-Disabilities.pdf>

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

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

Note: During the year parental leave has not been availed by any female employees.

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

Employee Grievance Management Policy is made available on the website of SEPC, at following link: <http://www.sepc.in/pdf/Employee-Grievance.pdf>

Yes. Any employee of the company can raise grievance as outlined in the Employees Grievance Redressal Policy for redressal. All employees have been familiarized on the policies and how to escalate the grievance. The grievance can be raised in person or through email with the designated Authority.

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

Category	FY 2022- 2023 (Current Financial Year)			FY 2021-2022 (Previous Financial Year)		
	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	Not Applicable					
- Female	Not Applicable					
Total Permanent Workers						
- Male	Not Applicable					
- Female	Not Applicable					

Note : There are no associations or Unions

8. Details of training given to employees and workers:

Category	FY 2022-23 (Current Financial Year)					FY 2021-22 (Previous Financial Year)				
	Total (A)	On Health & safety Measures		On Skill Upgradation		Total (A)	On Health & safety Measures		On Skill Upgradation	
		No. (B)	%(B/A)	No. (C)	%(C/A)		No. (E)	%(E/D)	No. (F)	%(F/D)
Employees										
- Male	228	171	75%	9	4%	245	215	87%	51	21%
- Female	23	18	78%	12	52%	26	16	61%	9	35%
Other than permanent employees										
- Male	Not Applicable									
- Female	Not Applicable									

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

Category	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Total (A)	No. B	%(B/A)	Total (A)	No. D	%(D/C)
Employees						
- Male	228	205	90%	245	220	90%
- Female	23	17	75%	26	21	80%
Other than permanent employees						
- Male	Not Applicable					
- Female	Not Applicable					

Note: Performance and career development review was carried out for 100% of eligible employees (except new joinees).

10. Health and safety management system:

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

Yes. The company has adopted and implemented the Health Safety and Environmental Management Systems (HSE) through IMS - Integrated Management System, (ISO Management System for OH&S, EMS, QMS) IMS Policy covers Health and Safety and the company is committed to provide safe and healthy working environment for the prevention of work related injuries and ill health. This is implemented at all our sites and offices.

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

The company has assessed and identified risks relating to all activities through HIRA and have evolved processes to carry out different activities in a safe manner. In order to periodically monitor and review, the company has formed safety committee at all sites and members are encouraged to offer suggestions for improvements. The minutes of the safety committee meetings are reviewed at the corporate level and suggestions for improving the process are evaluated for implementation.

- c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. Yes

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

Yes, all the employees have access to non-occupational medical and healthcare services through tie ups with medical entities in close proximity.

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

Safety Incident/Number	Category	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related Injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

- ✓ Hazards relating to each activity at site have been identified and safe working method to undertake each activity has been developed and implemented at all sites.
- ✓ Personal protective equipments have been provided to all personnel at work site.
- ✓ All high risk construction works are carried out with Work permit only. Before taking up the job while issuing work permit a safety tool box is given to all the personnel concerned on the possible hazards and steps for safe working are explained.
- ✓ Work related hazards discussed in detail in the daily tool box.
- ✓ There is a system to capture all incidents for thorough investigation and corrective actions to avoid future incidents/ accidents.
- ✓ Internal safety audits are conducted periodically
- ✓ Preventive Maintenance is being carried out for construction tools and tackles.

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

	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	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	0	0	-	0	0	-
Health & Safety	0	0	-	0	0	-

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	70% by internal team
Working Conditions	

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

NIL

Leadership Indicators

- Does the entity extend any life insurance or any compensatory package in the event of death of
 - Employees - Yes
 - Workers - NA
- Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

All corporate contracts entered by us with value chain partners require them to comply with the statutory benefits scheme. The compliance is periodically reviewed.

- Provide the number of employees / workers having suffered high consequence work- related injury/ill-health /fatalities (as reported in Q11of 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 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Employees	Nil			
Workers	Not Applicable			

- Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No) YES
- 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	Nil
Working Conditions	Nil

- Provide details of any corrective actions taken or underway to address significant risks/ concerns arising from assessments of health and safety practices and working conditions of value chain partners.
Not applicable

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

Essential Indicators

- Describe the processes for identifying key stakeholder groups of the entity.
SEPC values and recognizes the role and the contribution made by any individual, group or institution that constitute its value chain as a stakeholder. Contribution made by each of one of them is assessed to identify the key stakeholders. This includes employees, community, investors, suppliers, customers etc.,
- List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

Stakeholders group	Whether identified as Vulnerable and marginalized group (Yes/No)	Channel of communication	Frequency of Engagement (Annually/Half/Yearly/ Quarterly/others – please specify)	Purpose and scope of Engagement including key topics and concerns raised during such engagement
Shareholders	No	AGM, Annual reports, periodical dissemination of information through stock exchanges, addressing queries raised, Grievance redressal etc	Annual, Need basis	Keep the shareholders informed and improve governance practices.

Stakeholders group	Whether identified as Vulnerable and marginalized group (Yes/No)	Channel of communication	Frequency of Engagement (Annually/Half/Yearly/Quarterly/others – please specify)	Purpose and scope of Engagement including key topics and concerns raised during such engagement
Employees	No	Employee interaction, Performance appraisal, E mail communication, promotion incentives etc	Regular	Helps build good team, upgrade skills and knowledge and align employees towards organizational goals. Career advancement opportunities and adhere to ethical practices.
Community	No	NA	Need basis	Local development and contribute to better livelihoods
Customers	No	Regular interaction, email communication, meetings held at various levels	Regular, Need basis	Understand their need and strive towards satisfying their needs. Obtain feedback to improve the process. Help customers meet their sustainability goals.
Suppliers	No	Periodical interaction, meetings, email communication	Regular	Improve efficiency through timely supply of quality goods

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.

Consultation with our stakeholders is an ongoing process. We engage with our employees, suppliers and customers regularly during the course of our business. The shareholders have the opportunity to interact with the board members during Annual General Meeting. The Management team reviews the feedback periodically.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes/No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

NO

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

Not Applicable

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	FY2022-2023 Current Financial Year			FY 2021-22 Previous Financial Year		
	Total (A)	No. of employees / workers covered(B)	%(B/ A)	Total(C)	No. of employees / workers covered(D)	%(D/ C)
Employees						
Permanent	251	62	25%	271	74	27%
Other than permanent	9	2	22%	11	2	18%
Total Employees	260	64	25%	282	76	27%
Workers						
Permanent	Nil					
Other than permanent	Not Applicable					
Total Workers						

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

Category	FY 22-23 Current Financial Year					FY 21-22 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	%(E / D)	No. (F)	%(F / D)
Employees										
Permanent										
Male	228	0	0%	228	100%	245	0	0%	245	100%
Female	23	0	0%	23	100%	26	0	0%	26	100%
Other than Permanent										
Male	9	0	0%	9	100%	11	0	0%	11	100%
Female	-	-	-	-	-	-	-	-	-	-
Workers										
Permanent										
Male						Nil				
Female						Nil				
Other than Permanent										
Male	245	245	100%	0	0%	220	220	100%	0	0%
Female	7	7	100%	0	0%	1	1	100%	0	0%

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	3	6,015,000	--	--
Key Managerial Personnel	2	3,448,260	--	--
Employees other than BoD and KMP	225	504,828	23	525,360
Workers			--	

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

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

We have exclusive committees constituted to redress grievances relating to human rights issues.

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

Category	FY 2023-22 Current Financial Year			FY 2022-21 Previous Financial Year		
	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	
Discrimination at Workplace		Nil			Nil	
Child Labour		Nil			Nil	

Category	FY 2023-22 Current Financial Year			FY 2022-21 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Forced Labour / Involuntary Labour	Nil			Nil		
Wages	Nil			Nil		
Other human rights related issues	Nil			Nil		

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

The complaints of discrimination and harassment are addressed in a fair manner. The identity of the complainant is not disclosed unless required. Post the resolution, protection is given to the complainant to avoid any vindictive consequences.

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

Clauses related to various aspects of human rights are part of the contracts with suppliers, partners, etc

9. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	Employing child labour is prohibited by SEPC. – 100%
Forced / involuntary labour	Aligning with the applicable amended labour codes, SEPC has an excellent track record insofar as engaging labourers is concerned. It never encourages any forced or involuntary labour. – 100%
Sexual harassment	The Company has a well defined policy for Prevention of Sexual Harassment at the workplace. The Company has a defined system to receive complaints from the employees at any point of time and a Committee consisting of top management representative to review such cases, if any, reported and deliver punishment to erring employees, if so warranted. Thus far the Company has a good track record in this area too. – 100%
Discrimination at workplace	The Company boasts of a good track record as it firmly believes with conviction to bestow equal rights with equal remuneration to all workmen based on performance without any discrimination. This holds good for all its site offices too. – 100%
Wages	So far as payment of wages is concerned, the Company is fully compliant in terms of the relevant rules under the Payment of Wages Act, equal remuneration act, payment of minimum wages act, etc. The Company stands to have a good record here again with absolutely no complaints against it from any of its offices / site offices. – 100%
Others – please specify	The Company's internal operations are subjected to Audit with particular reference to statutory compliances every year before the IMS Certification. The company has passed all such audits / verifications with NO DEVIATION / NIL NON CONFORMANCE so far. The Company ensures that before starting any of its operations, the pre-required clearances, approvals, Licences ,etc are obtained. The Offices of SEPC are also subjected to surprise inspections by the Labour Officers. So far there has been no issues from any such surprise inspections from the Government Officials. – 100%

10. Provide details of any corrective actions taken or underway to address significant risks/

Concerns arising from the assessments at Question 9above.

No significant risk/concern raised

Leadership Indicators

- Details of a business process being modified/introduced as a result of addressing human rights grievances/complaints.-
No complaint received in FY2022-23 for human rights violation.
- Details of the scope and coverage of any Human rights due-diligence conducted.
The scope and coverage of human rights due diligence extends to the Company's offices including contractual workers. This assessment covers aspects such as child labour, forced/involuntary labour, wages, sexual harassment, discrimination at workplace, health and safety, working conditions and grievance mechanism.
- 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?
Most of the permanent facilities and office buildings are accessible to differently abled visitors.
- Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	Nil
Discrimination at workplace	Nil
Child Labour	Nil
Forced Labour/Involuntary Labour	Nil
Wages	Nil
Others – please specify	Nil

Note: Most of our value chain partners are reputed Corporate companies who have their own policies and mechanism to monitor for compliance of all matters relating to human rights and ethical practices.

- Provide details of any corrective actions taken or under way 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

- Details of total energy consumption (In Mega Joules or multiples) and energy intensity, in the following format

Parameter	FY 2023-22 (Current Financial Year)	FY 2022-21 (Previous Financial Year)
Total electricity consumption (A)(MJ)	15,496,600	3,544,736
Total fuel consumption(B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumption (A+B+C)(MJ)	15,496,600	3,544,736
Energy intensity per rupee of turnover	0.0041	0.0012
(Total energy consumption/ turnover in rupees)	-	-
Energy intensity(optional)– the relevant metric may be selected by the entity	-	-

Note: Indicate if any independent assessment / evaluation/ assurance has been carried out by an external agency?(Y/N) If yes,name of the external agency. - No

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

No

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

Parameter	FY 2023-22 (Current Financial Year)	FY 2022-21 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	Nil	Nil
(ii) Groundwater	Nil	Nil
(iii) Third party water	Nil	Nil
(iv) Seawater/ desalinated water	Nil	Nil
(v)Others	Nil	Nil
Total volume of water withdrawal (in kilolitres) (i+ii+iii+iv+v)	Nil	Nil
Total volume of water consumption (in kilolitres)	Nil	Nil
Water intensity per rupee of turnover (Water consumed/ turnover)	Nil	Nil
Water intensity (optional) – the Relevant metric may be selected by the entity	Nil	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

4. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.
NA
5. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:

Parameter	Please specify Unit	FY 2023-22 (Current Financial Year)	FY 2022-21 (Previous Financial Year)
NOx	-	Not applicable as there are no emissions from the process	
Sox			
Particulate matter (PM)			
Persistent organic pollutants (POP)			
Volatile organic compounds (VOC)			
Hazardous air pollutants(HAP)			
Others – please specify			

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

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

Parameter	Unit	FY2022-23 (Current Financial Year)	FY 2022-21 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	Nil	Nil
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	Nil	Nil
Total Scope 1 and Scope 2 emissions per rupee of turnover		Nil	Nil
Total Scope 1 and Scope 2 emission intensity (optional) –the relevant metric may be selected by the entity		Nil	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

7. Does the entity have any project related to reducing Green House Gas emission? No

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	-	-
E-waste (B)	-	-
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste. 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)	-	-
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	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	-	-
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
Total	-	-

Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. No.

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.

NA

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

S. 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.
NIL			

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

The Company does not conduct Environmental Impact Assessment (EIA) since it falls under the purview of its clients.

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
NIL					

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 there under(Y/N). If not, provide details of all such non-compliances, in the following format: YES

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

Leadership Indicators

1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:

Parameter	FY 2023-22 (Current Financial Year)	FY2022-21 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A)	15,496,600	3,544,736
Total fuel consumption(B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	15,496,600	3,544,736
From non-renewable sources		
Total electricity consumption (D) (MJ)	-	-
Total fuel consumption(E)	-	-
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F) (MJ)	-	-

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

No

2. Provide the following details related to water discharged: Not Applicable

Parameter	FY 2022-23 (Current FinancialYear)	FY 2022-21 (Previous FinancialYear)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	Not Applicable	
- No treatment		
- With treatment – please specify level of Treatment		
(ii) To Groundwater		
- No treatment		
- With treatment–please specify level of Treatment		
(iii) To Seawater		
- No treatment		
- With treatment–please specify level of Treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment–please specify level of Treatment		
(v) Others		
- No treatment		
- With treatment–please specify level of Treatment		
Total water discharged (in kilolitres)		

Note: Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. No

3. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres): Not Applicable

For each facility/ plant located in areas of water stress, provide the following information:

- (i) Name of the area
- (ii) Nature of operations
- (iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2023-22 (Current Financial Year)	FY 2022-21 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	Not Applicable	
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater/ desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres)		
Total volume of water consumption (in kilolitres)		
Water intensity per rupee of turnover (Water consumed/ turnover)		
Water intensity (optional) – the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in kilolitres)		

Parameter	FY 2023-22 (Current Financial Year)	FY 2022-21 (Previous Financial Year)
(i) Into Surface water	Not Applicable	Not Applicable
- No treatment		
- With treatment – please specify level of treatment		
(ii) Into Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) Into Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		

Note: Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency?(Y/N)If yes, name of the external agency. - No

4. Please provide details of totale missions&its intensity, in the following format:NA

Parameter	Unit	FY 2023-2022 (Current Financial Year)	FY 2022-21 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	-	-	-
Total Scope 3 emissions per rupee of turnover	-	-	-
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

Note: Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. No

5. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.
No

6. 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
Not Applicable			

7. Does the entity have a business continuity and disaster management plan? Give details in 100 words.

We have an Emergency Preparedness plan to deal with contingencies and to protect our personnel and assets to quickly restore operations when a disaster strikes. All our employees are continuously trained by conducting mock drills to handle disasters.

To prevent any loss of data in the event of a disaster, periodical back up is taken. Critical data are stored in the cloud platform which can be retrieved anytime.

8. 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.

Most of our value chain partners are reputed companies who have adopted sustainable business practices and there is no significant adverse impact to the environment.

9. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts. NA

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

S.No.	Name of the trade and industry chambers / associations	Reach of trade and industry chambers / associations (State / National)
1	Madras Chamber of Commerce & Industry	Both State and National level

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.

Not Applicable

Name of Authority	Brief of the case	Corrective action taken

Leadership Indicators

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

S.No.	Public policy advocated	Method of reported for such advocacy	Whether information available in public domain (Yes/No)	Frequency of review by Board (Annually/Half Yearly/ Quarterly/Others)	Web Link, if available
Not Applicable					

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. NA

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
-	-	-	-	-	-
-	-	-	-	-	-

The Company does not conduct Social Impact Assessment (SIA) since it falls under the purview of the clients

Parameter	FY 2023-22 (Current Financial Year)	FY 2022-21 (Previous Financial Year)
(i) Into Surface water	Not Applicable	
- No treatment		
- With treatment – please specify level of treatment		
(ii) Into Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) Into Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		

Note: Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency?(Y/N)If yes, name of the external agency. - No

4. Please provide details of totale missions&its intensity, in the following format:NA

Parameter	Unit	FY 2023-2022 (Current Financial Year)	FY 2022-21 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	-	-	-
Total Scope 3 emissions per rupee of turnover	-	-	-
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

Note: Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. No

5. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.
No

6. 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
Not Applicable			

7. Does the entity have a business continuity and disaster management plan? Give details in 100 words.

We have an Emergency Preparedness plan to deal with contingencies and to protect our personnel and assets to quickly restore operations when a disaster strikes. All our employees are continuously trained by conducting mock drills to handle disasters.

To prevent any loss of data in the event of a disaster, periodical back up is taken. Critical data are stored in the cloud platform which can be retrieved anytime.

8. 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.

Most of our value chain partners are reputed companies who have adopted sustainable business practices and there is no significant adverse impact to the environment.

9. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts. NA

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

S.No.	Name of the trade and industry chambers / associations	Reach of trade and industry chambers / associations (State / National)
1	Madras Chamber of Commerce & Industry	Both State and National level

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.

Not Applicable

Name of Authority	Brief of the case	Corrective action taken

Leadership Indicators

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

S.No.	Public policy advocated	Method of reported for such advocacy	Whether information available in public domain (Yes/No)	Frequency of review by Board (Annually/Half Yearly/ Quarterly/Others)	Web Link, if available
Not Applicable					

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. NA

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
-	-	-	-	-	-
-	-	-	-	-	-

The Company does not conduct Social Impact Assessment (SIA) since it falls under the purview of the clients

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
-	-	-	-	-	-	-
-	-	-	-	-	-	-

The Company does not undertake R&R as it falls under the ambit of the clients

3. Describe the mechanisms to receive and redress grievances of the community. – Not Applicable

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

	FY2023-22 Current Financial	FY2022-21 Previous Financial Year
Directly sourced from MSMEs/small producers	---	---
Sourced directly from within the district and Neighboring districts	100%	100%

Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above): Not Applicable

Details of negative social impact identified	Corrective action taken
-	-

2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies: NOT APPLICABLE

S.No.	State	Aspirational District	Amount spent (inr)
-	-	-	-

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized/ vulnerable groups?(Yes/ No) NO

(b) From which marginalized/vulnerable groups do you procure? NA

(c) What percentage of total procurement (by value) does it constitute? NA

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity(in the current financial year), based on traditional knowledge: NA

S.No.	Intellectual property based on traditional knowledge	Owned/Acquired (Yes/No)	Benefit Shred (Yes/No)	Basis of calculating benefit share
-	-	-	-	-

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved. - NA

Name of Authority	Brief of the case	Corrective action plan
-	-	-

6. Details of beneficiaries of CSR Projects: NA

S.No.	CSR Project	No. of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
-	-	-	-

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

Essential Indicators

- Describe the mechanisms in place to receive and respond to consumer complaints and feedback.
- The nature of the business and product is such that the consumer complaints and feedback may not be relevant for the Company
- Turnover of products and/services as a percentage of turnover from all products/service that carry information about: NA

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

- Number of consumer complaints in respect of the following Nil

	FY2023-22 (Current Financial Year)		Remarks	FY2022-21 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Other	-	-	-	-	-	-

- Details of instances of product recalls on account of safety issues: NA

	Number	Reasons for recall
Voluntary recalls	-	
Forced recalls		

- Does the entity have a frame work/policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy. YES : <http://www.sepc.in/pdf/Cyber-Security.pdf>
- 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

Leadership Indicators

- Channels /platforms where information on products and services of the entity can be accessed (provide web link, if available). NA
- Steps taken to inform and educate consumers about safe and responsible usage of products and/or services. NA
- Mechanisms in place to inform consumers of any risk of disruption/ discontinuation of essential services. NA
- 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 carryout 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) NA
- Provide the following information relating to data breaches:
 - Number of instances of data breaches along-with impact - NIL
 - Percentage of data breaches involving personally identifiable information of customers - NA