



SEC/SE/047/23-24
Chennai, July 18, 2023

BSE Limited,
Phiroze Jeejeebhoy Towers,
P J Towers, Dalal Street,
Mumbai – 400 001
Scrip Code: 533121

National Stock Exchange of India Limited,
Exchange Plaza, C-1, Block G,
Bandra Kurla Complex,
Bandra (East),
Mumbai - 400 051
Symbol: EXPLEOSOL

Sub: Business Responsibility and Sustainability Reporting (BRSR).

Dear Sir/Madam,

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are submitting herewith the Business Responsibility and Sustainability Report for Financial Year (FY) 2022- 23, which also forms part of the Annual Report for FY 2022-23, submitted to the Exchanges vide letter no. SEC/SE/045/23-24 dated July 18, 2023.

You are requested to take the above on record and oblige.

Thanking you,

Yours faithfully,
For Expleo Solutions Limited

S. Sampath Kumar
Company Secretary and Compliance Officer
Membership No. FCS 3838

Encl: As above.

Business Responsibility and Sustainability Report 2022-23

Section A: General Disclosures

I. Details of the listed entity

Sl. No.	Particulars	Details
1	Corporate Identity Number (CIN) of the Listed Entity	L64202TN1998PLC066604
2	Name of the Listed Entity	EXPLEO SOLUTIONS LIMITED
3	Year of incorporation	1998
4	Registered office address	6A, Sixth Floor, Prince Infocity II, No. 283/3 & 283/4, Rajiv Gandhi Salai (OMR), Kandanchavadi, Chennai - 600 096
5	Corporate address	6A, Sixth Floor, Prince Infocity II, No. 283/3 & 283/4, Rajiv Gandhi Salai (OMR), Kandanchavadi, Chennai - 600 096
6	E-mail	cosec.expleosol@expleogroup.com
7	Telephone	+91 44 4392 3200
8	Website	https://investors.expleo.com/
9	Financial year for which reporting is being done	2022-23
10	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited and BSE Limited.
11	Paid-up Capital	Please refer Point Nos. 3 and 6 in the Boards' Report
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Name: Balaji Viswanathan, Managing Director & CEO Telephone: +91 44 4392 3200 Email: balaji.viswanathan@expleogroup.com Name: S. Sampath Kumar, Company Secretary & Compliance Officer Telephone: +91 44 4392 3200 Email ID: sampathkumar.seshadri@expleogroup.com
13	Reporting boundary	Consolidated basis (The previous year figures in the report excludes Bengaluru and Pune Branch which were separate legal entities prior to the merger in FY 2022-23)

II. Products / Services

14. Details of business activities (accounting for 90% of the turnover)			
SR. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Information and Communication	Computer Programming, Consultancy and Related Activities	100%

15. Products / Services sold by the entity (accounting for 90% of the entity's Turnover)			
Sr. No.	Product / Service	NIC Code	% of total Turnover contributed
1	Expleo Solutions Limited is part of the Expleo Group, a global engineering, technology and consulting service provider guiding Leading Organizations through business transformation	62011 - Software Testing Service	100%

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	0	5	5
International	0	8	8

17. Markets served by the entity	
a. Number of Locations	
Locations	Number
National (No. of States)	9
International (No. of Countries)	33
b. What is the contribution of exports as a percentage of the total turnover of the entity?	
75.90%	
c. A brief on types of customers	
Expleo Solutions Limited serves corporate clients across 14 industries, including BFSI, NBFC, and enterprise business to deliver engineering and quality assurance services.	

IV. Employees

18. Details as at the end of Financial Year						
a. Employees and Workers (including differently abled)						
Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1	Permanent (D)	3989	2675	67%	1314	33%
2	Other than Permanent (E)	324	219	68%	105	32%
3	Total Employees (D+E)	4313	2894	67%	1419	33%
WORKERS						
1	Permanent (F)	0	0	0%	0	0%
2	Other than Permanent (G)	0	0	0%	0	0%
3	Total Workers (F+G)	0	0	0%	0	0%

18. Details as at the end of Financial Year						
b. Differently abled Employees and Workers						
Sr. 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 Employees (D+E)	2	2	100%	0	0%
DIFFERENTLY ABLED WORKERS						
1	Permanent (F)	0	0	0%	0	0%
2	Other than Permanent (G)	0	0	0%	0	0%
3	Total Workers (F+G)	0	0	0%	0	0%

19. Participation/Inclusion/Representation of women

	Total (A)	No. and % of Females	
		No. (B)	% (B/A)
Board of Directors	9	1	11.11%
Key Management Personnel	3	0	0%

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

	FY22-23 (Turnover rate in current FY)			FY 21-22 (Turnover rate in previous FY)			FY 20-21 (Turnover rate in the year prior to previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	37%	29%	34%	36%	38%	36%	21%	14%	19%
Permanent Workers	0%	0%	0%	0%	0%	0%	0%	0%	0%

V. 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 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	Expleo Technology Germany GmbH	Holding	71.05%*	No
2	Expleo Solutions Pte Ltd, Singapore	Subsidiary	100%	Yes
3	Expleo Solutions UK Ltd, UK	Subsidiary	100%	Yes
4	Expleo Solutions Inc, USA	Subsidiary	100%	Yes
5	Expleo Solutions FZE, UAE	Subsidiary	100%	Yes

*Expleo Technology Germany GmbH holds 71.05% in Expleo Solutions Limited.

*The increase in percentage is due to allotment of 52,67,254 Equity Shares to Promoter on 9th May, 2023.

VI. CSR Details

22. CSR Details	
(i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
(ii) Turnover (in Rs.)	9,03,29,50,000
(iii) Net worth (in Rs.)	5,30,23,20,000

VII. Transparency & Disclosures Compliances

23. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:							
Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 22-23 Current Financial Year			FY 21-22 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	No	0	0	0	0	0	0
Investors (other than shareholders)	No	0	0	0	0	0	0
Shareholders	Yes**	1	0	0	2	0	0
Employees and workers	Yes**	2*	0	0	0	0	0
Customers	Yes**	13	0	0	15	0	0
Value Chain Partners	No	0	0	0	0	0	0
Other (please specify)	No	0	0	0	0	0	0

* Complaints include only POSH complaints.

**Company has an internal policy of grievance redressal which is communicated to the relevant stakeholder.

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 opportunity
1	<p>To undertake the appropriate advance planning related to critical processes to ensure the ability to recover and maintain business operations in the event of a disruption due to internal, third party, physical or natural circumstances.</p> <p>Information systems critical to business performance are not consistently available or able to be quickly restored following a man-made or natural disaster.</p>	Risk	Failure to have advance planning for critical process in case of business disruption	<p>Business Continuity and Disaster recovery plan in place</p> <p>Redundancy built in infrastructure</p>	Negative
2	Employee Engagement & Satisfaction (direct impact with Attrition).	Risk	Employee retention	<p>Employee retention programmes</p> <p>Periodic Town hall, skip level session, connect with senior management teams etc.,</p> <p>Exclusive Training imparted to the Mid Managers</p>	Negative
3	The mismanagement of “socially responsible” activities (e.g., conducting social responsibility training for management of manufacturers, undertaking environmental programs, participating in community initiatives) resulting in an unfavorable Corporate perception with stakeholders, customers, suppliers, business partners, employees and the regulatory community.	Risk	Absence of CSR activities which would result in non-compliance to regulatory requirements	<p>CSR activities - budgeting as per Companies Act calculation validation by statutory auditors’ stringent process and control before onboarding of NGOs including contracts.</p> <p>Regular monitoring on spending of projects on a regular basis</p>	Negative

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 opportunity
4	Formal standards of employee code of conduct that are intended to direct and influence the way business is conducted, above and beyond the letter of the law.	Risk	Absence of standards for employee code of conduct	Ethics and conduct agreed by employees Disciplinary process - Incident management	Negative
5	To comply with environmental regulations / requirements, carbon footprint reduction expectations, resulting in loss of market or fines.	Risk	Failure to comply with environmental regulations	Business Responsibility Report as part of Annual report, Approved by Board	Negative
6	The risk of diseases and pandemics to adversely impact the workforce and supply chain.	Risk	Risk of pandemic affecting work force	Employee wellbeing monitoring Vaccination follow up and mandated Work from home setup Maintenance of buffer resources in projects Backup plan with delegation - this is yet to be actioned Wellness/Health programmers on every month	Negative
7	Maintain effective processes for capturing and institutionalizing learning across the organization, adequate succession planning resulting in slow response time, duplication, high costs, repeated mistakes or inconsistent skill sets.	Risk	Ineffective learning management	Availability of training resources - 24/7 Self Learning enablement (LMS, Coursera, Udemy) Training need analysis - Annually and addressing adhoc training request on monthly and quarterly. Publishing monthly Learning Dashboards Succession Planning - Management trainings	Negative

Section B: Management & 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
Policy & Management Processes				
1.a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	<p>1. <u>Whistle Blower Policy</u></p> <p>2. <u>Code of Conduct for BoD</u></p> <p>3. <u>Code of Conduct</u></p> <p>4. Charter and covenants policy</p> <p>5. Supplier Code of Conduct</p> <p>The policies dealing with external stakeholders are available on the website at https://investors.expleo.com/corporate-governance/</p> <p>The policies dealing with internal stakeholders are available in a common folder and access to all the employees of the Company.</p>	<p>1. Information Security Policy</p> <p>2. Policy for Asset Management</p> <p>3. Procedure for Disposal of Information and Media</p> <p>4. Supplier Code of Conduct</p> <p>The policies dealing with internal stakeholders are available in a common folder and access to all the employees of the Company</p>	<p>1. <u>Whistle Blower Policy</u></p> <p>2. Prevention of Sexual Harassment</p> <p>3. Policy for Diversity and Equal Opportunity</p> <p>4. Policy on Health and Safety</p> <p>5. Supplier Code of Conduct</p> <p>The policies dealing with external stakeholders are available on the website at https://investors.expleo.com/corporate-governance/</p> <p>The policies dealing with internal stakeholders are available in a common folder and access to all the employees of the Company.</p>	<p>1. <u>Policy on Corporate Social Responsibility</u></p> <p>2. Policy on Prevention of Sexual Harassment</p> <p>3. <u>Whistle Blower Policy</u></p> <p>4. <u>Code of Conduct for BoD</u></p> <p>5. <u>Code of Conduct</u></p> <p>6. Policy on Ethical Code for Employment</p> <p>7. Supplier Code of Conduct</p> <p>The policies dealing with external stakeholders are available on the website at https://investors.expleo.com/corporate-governance/</p> <p>The policies dealing with internal stakeholders are available in a common folder and access to all the employees of the Company</p>

Disclosure Questions	P5	P6	P7	P8	P9
Policy & Management Processes					
1.a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	<p>1. Policy on Health and Safety</p> <p>2. Policy for Diversity and Equal Opportunity</p> <p>3. Policy for Prohibition of Forced Child Labour</p> <p>4. Policy for Prevention of Sexual Harassment</p> <p>5. Supplier Code of Conduct</p> <p>6. Group Environmental Policy</p> <p>The policies dealing with external stakeholders are available on the website at https://investors.expleo.com/corporate-governance/</p> <p>The policies dealing with internal stakeholders are available in a common folder and access of the same is available to all the employees of the Company.</p>	<p>1. Guideline for Business Conduct</p> <p>2. Policy on Health and Safety</p> <p>The policies dealing with external stakeholders are available on the website at https://investors.expleo.com/corporate-governance/</p> <p>The policies dealing with internal stakeholders are available in a common folder and access of the same is available to all the employees of the Company.</p>	<p>1. Guideline for Business Conduct</p> <p>The policies dealing with external stakeholders are available on the website at https://investors.expleo.com/corporate-governance/</p> <p>The policies dealing with internal stakeholders are available in a common folder and access of the same is available to all the employees of the Company.</p>	<p>1. Policy on Corporate Social Responsibility</p> <p>The policies dealing with external stakeholders are available on the website at https://investors.expleo.com/corporate-governance/</p> <p>The policies dealing with internal stakeholders are available in a common folder and access of the same is available to all the employees of the Company.</p>	<p>1. Information Security Policy</p> <p>2. Privacy Policy</p> <p>3. Guideline for Business Conduct</p> <p>4. Supplier Code of Conduct</p> <p>The policies dealing with external stakeholders are available on the website at https://investors.expleo.com/corporate-governance/</p> <p>The policies dealing with internal stakeholders are available in a common folder and access of the same is available to all the employees of the Company.</p>

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy & Management Processes									
2 Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3 Do the enlisted policies extend to your value chain partners? (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4 Name of the national and international codes/ certifications/ labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	SSAE 18/ ISAE 3402	No	No	ISO 9001: 2015	No	No	No	No	PCI DSS,ISO 27001:2013

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy & Management Processes									
5 Specific commitments, goals and targets set by the entity with defined timelines, if any.	Conducting Fire and Emergency Preparedness Training	Planning and budgeting CAPEX items for facility maintenance and advancements as required	Practicing occupational Health and Safety environment	No	No	Measuring and Monitoring Power and Fuel consumption	No	No	No
6 Performance of the entity against the specific commitments, goals and targets along with reasons in case the same are not met.	Once in a year this training is conducted for all Employees and Third-party staff members	Ensuring implementation on Approved CAPEX Budget as per need on yearly basis	Ensuring clean and hygienic workplaces with user friendly and sustainable features and facilities	Not Available	Not Available	Initiating activities that will reduce Carbon Footprint	Not Available	Not Available	Not Available

Disclosure Questions		
Governance, Leadership and Oversight		
7.	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	<p>Expleo Solutions Limited (ESL) is committed to being a sustainable and socially responsible business. For Financial Year 2022-23, we have embarked on the journey of disclosing our sustainability performance through the BRSR.</p> <p>As part of our ongoing aspiration to be a well-governed organisation; going forward our focus is on integrating the key learnings from this year's reporting exercise and define specific ESG targets, adopt and implement robust ESG structures and systems, and align with industry best practices. This would involve aligning our current ESG and Sustainability policies and targets with the Expleo Group Environmental Policy and its targets.</p> <p style="text-align: right;">- Mr. Balaji Viswanathan, Managing Director & CEO</p>
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies)	Mr. Balaji Viswanathan, Managing Director & CEO DIN: 06771242
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	Yes. Mr. Balaji Viswanathan, Managing Director & CEO is responsible for decision making on sustainability related issues.

Disclosure Questions																		
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	Mr. Balaji Viswanathan, Managing Director & CEO									Annually								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Mr. Balaji Viswanathan, Managing Director & CEO									Annually								

11.	Has the entity carried out independent assessment/evaluation of the working of its policies by an external agency? (Yes / No). If yes, provide name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9
		While, the Company has not carried out an independent audit of the policies, the policies are periodically reviewed by the Auditors of respective functions like ISO Auditors, Internal Auditors and Secretarial Auditors, etc. In addition, Expleo is certified for ISO 9001, ISO 27001, SSAE 18 /ISAE 3402, PCI DSS, assessment done by external audit agency. They assess the policies and procedures maintained by the organization, as part of the certification process. The Information security policy, privacy policy and Risk management policy have been reviewed as part of this process. Expleo has documented policies which have been reviewed and approved by Management.								

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)		Not Applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)										
The entity does not have the financial or/human and technical resources available for the task (Yes/No)										
It is planned to be done in the next financial year (Yes/No)										
Any other reason (please specify)										

Section C: Principle Wise Performance Disclosure

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

Essential Indicators			
1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year:			
Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%-age of persons in respective category covered by the awareness programmes
Board of Directors	4	Ethics, Anti- Corruption, Leadership Skill - Principle 1, 3, 5	100%
Key Managerial Personnel	4	Ethics and Code of Conduct, POSH, Skill development, Information security, Fire drills - Principle 1, 3, 4, 9	100%
Employees other than BoD and KMPs	912		100%
Workers	-		-

Essential Indicators					
2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):					
Monetary					
	NGRBC Principle	Name of regulatory/ enforcement agencies/judicial institutions	Amount (in Rs.)	Brief of Case	Has an appeal been preferred (Yes/No)
Penalty / Fine	-	-	-	-	-
Settlement	-	-	-	-	-
Compounding Fee	P1	Registrar of Companies, Karnataka	12,40,000	Non-appointment of Company Secretary in Expleo Technologies India Private Limited from 1 st November, 2020 to 16 th March, 2021	No

Non-Monetary					
	NGRBC Principle	Name of regulatory/ enforcement agencies/judicial institutions	Amount (in Rs.)	Brief of Case	Has an appeal been preferred (Yes/No)
Imprisonment	-	-	-	-	-
Punishment	-	-	-	-	-

Essential Indicators

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

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

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

Yes, it's covered under Business Conduct Guideline (BCG) available internally. The policy states that all Expleo employees must understand and comply with all applicable anti-bribery and anti-corruption laws in the countries where the employees are deployed.

Anti-bribery policy is an internal policy maintained by the company.

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

	FY 22-23 (Current Financial Year)	FY 21-22 (Previous Financial Year)
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	-	-

Essential Indicators

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

	FY 22-23 (Current Financial Year)		FY 21-22 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	There are no complaints received in relation to the conflict of interest against Directors and KMPs in the current financial year.	0	There are no complaints received in relation to the conflict of interest against Directors and KMPs in the current financial year.
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0		0	

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest:

Not Applicable

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

Essential Indicators			
1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively			
	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)	Details of improvements in environmental and social impacts
R&D	Not Applicable	Not Applicable	Not Applicable
CAPEX	0.30%	0.36%	In FY 2021-22 and FY 2022-23, capital expenditure was made towards energy efficient appliances such as lights and ACs to lower environmental impact. It also included expenses towards health and well being of employees through fire resistant and ergonomical equipment's .
2.a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)			
Yes			
2.b. If yes, what percentage of inputs were sourced sustainably?			
The Company has put in place a supplier code of conduct which is applicable to all its vendors and suppliers. The policy requires suppliers to adhere to ethical, social and environmental standards set by Expleo, percentage of inputs sourcing not available.			
3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste			
Since we are a service-based business, this is not applicable.			
4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same			
Since we are a service-based business, this is 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:											
% of Employees Covered by											
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	2675	2675	100%	2675	100%	-	-	2675	100%	0	0%
Female	1314	1314	100%	1314	100%	1314	100%	-	-	0	0%
Total	3989	3989	100%	3989	100%	1314	33%	2675	67%	0	0%
OTHER THAN PERMANENT EMPLOYEES											
Male	219	22	10%	203	93%	-	-	0	0%	0	0%
Female	105	11	10%	98	93%	0	0%	-	-	0	0%
Total	324	33	10%	301	93%	0	0%	0	0%	0	0%

Essential Indicators											
1.b. Details of measures for the well-being of workers:											
% of Workers Covered by											
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	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-
OTHER THAN PERMANENT WORKERS											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

Essential Indicators						
2. Details of retirement benefits, for Current FY and Previous Financial Year:						
Benefits	FY 22-23 (Current Financial Year)			FY 21-22 (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/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	Not Applicable	Yes	96%	Not Applicable	Yes
Gratuity	100%	Not Applicable	Yes	97%	Not Applicable	Yes
ESI	0.03%	Not Applicable	Yes	22%	Not Applicable	Yes
Others – please specify	-	-	-	-	-	-
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:						
Our facilities are equipped with accessible restrooms, wheelchair ramps etc. to ensure access for the differently abled.						

Essential Indicators				
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, Expleo believes that diversity in the workplace creates an environment conducive to engagement, alignment, innovation, and high performance. This is achieved by a policy that ensures diversity and non-discrimination across the Company, which is available internally for 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%	72%	0%	0%
Female	95%	77%	0%	0%
Total	97%	74%	0%	0%
*Subsidiaries not included in the above calculation due to data unavailability				

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief:	
	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Not Applicable
Other than Permanent Workers	Not Applicable
Permanent Employees	Yes, the grievance must be raised in the form of a letter / mail to an appropriate manager who is not the subject of the grievance and/or to the following grievance mail address: <ul style="list-style-type: none"> • General Grievances – BFSI.HR@expleogroup.com, Expleo-IndiaGrievanceCommittee@expleogroup.com • Prevention of Sexual Harassment at workplace (POSH) reporting of complaints – POSH-India@expleogroup.com • Whistle Blower / Confidentiality ID Complaints - audit.committee@expleogroup.com, ConfidentiallySpeaking@expleogroup.com
Other than Permanent Employees	

Essential Indicators						
7. Membership of employees and worker in association(s) or Unions recognized by the listed entity:						
Category	FY 2022-23 (Current Financial Year)			FY 2021-22 (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					

Essential Indicators										
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 (D)	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	2894	841	29%	2272	79%	1191	0	0%	1006	84%
Female	1419	357	25%	1114	79%	689	0	0%	595	86%
Total	4313	1198	28%	3386	79%	1880	0	0%	1601	85%
WORKERS										
Male	0	0	0%	0	0%	0	0	0%	0	0%
Female	0	0	0%	0	0%	0	0	0%	0	0%
Total	0	0	0%	0	0%	0	0	0%	0	0%
There were no training conducted in the subsidiaries on health and safety. For FY 2021-22 due to covid no trainings on health and safety were conducted.										

Essential Indicators						
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 (C)	No. (D)	% (D/C)
EMPLOYEES						
Male	2675	2000	75%	1191	468	39%
Female	1314	1085	83%	689	289	42%
Total	3989	3085	77%	1880	757	40%
Note: The ESL conducts employee performance review for period ending November, 2022, whereas the employee headcount reported in BRSR is for financial year end (31st March, 2023).						
WORKERS						
Male	0	0	0%	0	0	0%
Female	0	0	0%	0	0	0%
Total	0	0	0%	0	0	0%

Essential Indicators
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 ensures access to hygienic sanitation facilities for men, women and differently-abled employees. In addition, we also provide emergency access to dormitory, first aid and ambulance services. The workplace is equipped with ergonomic seating arrangements as well as adequate light and air. We also provide conduct regular fire and emergency drills to create awareness amongst employees.
b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?
Data Not Available
c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)
Not Applicable
d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)
Yes, Employees have been provided with medical insurance benefits.

Essential Indicators			
11. Details of safety related incidents, in the following format:			
Safety Incident / Injury	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	Not Applicable	Not Applicable
Total recordable work-related injuries	Employees	0	0
	Workers	Not Applicable	Not Applicable
No. of fatalities	Employees	0	0
	Workers	Not Applicable	Not Applicable
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	Not Applicable	Not Applicable
12. Describe the measures taken by the entity to ensure a safe and healthy workplace:			
Yes, The company ensures access to hygienic sanitation facilities for men, women and differently-abled employees. In addition, we also provide emergency access to dormitory, first aid and ambulance services. The workplace is equipped with ergonomic seating arrangements as well as adequate light and air. We also provide conduct regular fire and emergency drills to create awareness amongst employees.			

Essential Indicators						
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 the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working Conditions	0	0	-	0	0	-
Health & Safety	0	0	-	0	0	-
14. Assessments for the year:						
	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)					
Health & Safety Practices	0%					
Working Conditions	0%					
15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions:						
Not Applicable						

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

Essential Indicators
1. Describe the processes for identifying key stakeholder groups of the entity:
<p>Investors are key stakeholders for the entity. We engage with them on a regular basis and ensure timely communication of important information as well as compliance with required laws. Meeting customer needs is the cornerstone of our business model. We ensure regular client connects, quality services and protection of client information to deliver customer satisfaction. Our efforts are supported by a diverse and skilled employee base. We undertake several employee engagement, well-being and career development activities to provide our employees with the best opportunities to grow and flourish their careers. At Expleo, CSR is at the heart of the strategy and is driven from at the highest level of the company. We put our technological expertise at the service of our customers and society, creating innovative solutions for a greener, safer, and better tomorrow. We are committed to the highest ethical standards in performing business, in every location we operate. We consider that the service we provide is not just the result of our work, but also of how we achieve it. Regulators are key stakeholders across all geographies that we operate in.</p>

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group:				
Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	Websites, Client connects, Marketing connects, CSAT	Ongoing	To meet the expectations of the customers so that they are satisfied with the service outcome. Customer satisfaction level is tracked through CSAT survey
Employees	Yes	HR connect initiatives, townhalls, mass mailers, employee satisfaction surveys	Ongoing	The objective is to have a transparent communication. To make aware of the mission, and values of Expleo. Keep the employees updated on progress of the business. Employee satisfaction level is being monitored through GPTW survey. Policies provide guidance, consistency, accountability, efficiency, and clarity on how Expleo operates.
Vendors	No	Mails, Meetings & Phone Calls	Ongoing	To perform services and supply of material to Expleo based on the agreed contract & commercial. Supplier evaluation is done annually to know the concerns on the services provided.

Shareholders	No	Annual general meetings, Investor calls, Email, Newspaper Advertisement, Website	Ongoing	Uploading of Regulatory Compliances as per SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015
Communities	Yes	Meeting with NGOs, Site visits	Ongoing	To implement CSR initiatives across key areas of Education and Environmental sustainability
Regulators	No	Compliance with required laws, participate in industry bodies and associations	Ongoing	To comply with required regulations at each location, to participate in policy advocacy for the benefit of the industry

PRINCIPLE 5: Businesses should respect and promote human rights

Essential Indicators						
1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:						
Category	FY 2022-23 (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	3989	3989	100%	1880	1770	94%
Other than Permanent	324	316	98%	307	305	99%
Total Employees	4313	4305	100%	2187	2075	95%
WORKERS						
Permanent	-	-	-	-	-	-
Other than Permanent	-	-	-	-	-	-
Total Workers	-	-	-	-	-	-

2. Details of minimum wages paid to employees and workers, in the following format:										
Category	FY 2022-23 (Current Financial Year)					FY 2021-22 (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	2675	0	0%	2675	100%	1191	43	3.61%	1148	96%
Female	1314	0	0%	1314	100%	689	22	3.19%	667	97%
Other than Permanent										
Male	219	0	0%	219	100%	196	169	86.2%	27	14%
Female	105	0	0%	105	100%	111	107	96.4%	4	4%
WORKERS										
Permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Other than Permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Other than permanent employees include Retainership or Consulting assignments and for fixed term period.										

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)	8	2,34,61,771	1	0
Key Managerial Personnel	3	87,47,009	0	0
Employees other than BoD and KMP	2682	8,70,917	1320	7,50,241
Workers	0	0	0	0
Number of BoDs and KMPs are considered of Expleo Solutions Limited and Employees other than BoD and KMP are inclusive of Pune, Bengaluru and Subsidiaries.				
*The median remuneration estimate for employees other than BoD and KMP based on remuneration data available across the cohort.				

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Yes. Mr. Balaji Viswanathan, Managing Director & CEO

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

Yes, the grievance must be raised in the form of a letter / mail to an appropriate manager who is not the subject of the grievance and/or to the following grievance mail address BFSI.HR@expleogroup.com, Expleo-IndiaGrievanceCommittee@expleogroup.com

6. 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 the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	2	0	-	0	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	Not Applicable	0	-	Not Applicable	0	-
Forced Labour/ Involuntary Labour	Not Applicable	0	-	Not Applicable	0	-
Wages	Not Applicable	0	-	Not Applicable	0	-
Other human rights related issues	Not Applicable	0	-	Not Applicable	0	-

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

The prevention of sexual harassment policy contains a clause prohibiting retaliation against employees bringing bona fide complaints or providing information about harassment.

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

Yes, Human rights requirements forms part of Expleo's business conduct guidelines. The vendor agreements includes a clause that all vendor personnel shall adhere to the policies and procedures of Expleo.

9. Assessments for the year:	
	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	0%
Forced Labour/Involuntary Labour	0%
Sexual Harassment	0%
Discrimination at workplace	0%
Wages	0%
Other human rights related issues	0%
10. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 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:		
Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total electricity consumption (in MJ) (A)	7470567.97	1660497.52
Total fuel consumption (in MJ) (B)	813826.93	150793.30
Energy consumption through other sources (in MJ) (C)	1675857.60	1793329.20
Total energy consumption (in MJ) (A+B+C)	9960252.50	3604620.01
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0.0011	0.0009*
Energy intensity (optional) – the relevant metric may be selected by the entity	--	--
*It is based on standalone financial statement of ESL as subsidiaries are not included.		
Note: Does not include overseas branches viz. Malaysia, Philippines, Belgium and Israel and the subsidiaries as this is currently not tracked/available		
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 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	0.00	0.00
(ii) Groundwater	2742.00	1117.00
(iii) Third party water	9738.18	1413.43
(iv) Seawater / desalinated water	0.00	0.00
(v) Others	0.00	0.00
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	12480.18	2530.43
Total volume of water consumption (in kilolitres)	12480.18	2530.43
Water intensity per rupee of turnover (Water consumed / turnover)	0.00000138	0.00000063*
Water intensity (optional) – the relevant metric may be selected by the entity	--	--

*It is based on standalone financial statement of ESL as subsidiaries are not included.

Note: Does not include overseas branches viz. Malaysia, Philippines, Belgium and Israel and the subsidiaries as this is currently not tracked/available

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.

No. Water treatment plant is available at Prince office location and Coimbatore location, but it is maintained/ operated by the associated builders.

5. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:			
Parameter	Please Specify Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
NOx	Tonne	0.6384	0.1864
SOx	Tonne	0.0413	0.0115
Particulate matter (PM)	Tonne	0.0456	0.0140
Persistent organic pollutants (POP)	Tonne	NA	NA
Volatile organic compounds (VOC)	Tonne	0.0100	0.0028
Hazardous air pollutants (HAP)	Tonne	NA	NA
Others – please specify	Tonne	NA	NA
Note: Does not include overseas branches viz. Malaysia, Philippines, Belgium and Israel and the subsidiaries as this is currently not tracked/available			
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency			
No			

6. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:			
Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric Tonnes of CO2 equivalent	162.76	56.52
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric Tonnes of CO2 equivalent	2147.89	730.33
Total Scope 1 and Scope 2 emissions per rupee of turnover	Metric Tonnes per INR	0.00000026	0.00000019*
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	--	--	--
*It is based on standalone financial statement of ESL as subsidiaries are not included.			
Note: Does not include overseas branches viz. Malaysia, Philippines, Belgium and Israel and the subsidiaries as this is currently not tracked/available			
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? If Yes, then provide details.			
No			

8. Provide details related to waste management by the entity, in the following format:		
Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	Not available	Not available
E-waste (B)	12.15	0.96
Bio-medical waste (C)	Not applicable	Not applicable
Construction and demolition waste (D)	Not applicable	Not applicable
Battery waste (E)	0.18	0.70
Radioactive waste (F)	Not applicable	Not applicable
Other Hazardous waste. Please specify, if any. (G)	Not applicable	Not applicable
Other Non-hazardous waste generated (H)		
Please specify, if any (Break-up by composition i.e., by materials relevant to the sector)	7.19	4.57
Total (A + B + C + D + E + F + G + H)	19.52	6.23
Note: Does not include overseas branches viz. Malaysia, Philippines, Belgium and Israel and the subsidiaries as this is currently not tracked/available		
Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of Waste		
(i) Recycled	8.25	N.A.
(ii) Re-used	N.A.	N.A.
(iii) Other recovery operations	N.A.	N.A.
Total	8.25	N.A.
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of Waste		
(i) Incineration	N.A.	N.A.
(ii) Landfilling	11.27	4.57
(iii) Other disposal operations	N.A.	1.66
Note: Does not include overseas branches viz. Malaysia, Philippines, Belgium and Israel and the subsidiaries as this is currently not tracked/available		
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.		
N.A.		

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? (Y/N) If no, the reasons thereof and corrective action taken, if any.
N.A.	N.A.	N.A.	N.A.
--	--	--	--

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

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

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

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

Note: Does not include overseas branches viz. Malaysia, Philippines, Belgium and Israel and the subsidiaries as this is currently not tracked/available

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.		
Expleo Solutions Limited is a member of the NASSCOM association, and our Managing Director and CEO, Mr. Balaji Viswanathan, representing the organization in the India Leadership Council driven by the Economic Times Group.		
1.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.		
SR No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers / associations (State/National)
1	NASSCOM	National

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

Name of Authority	Brief of the Case	Corrective Action Taken
-	-	-

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

Essential Indicators						
1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.						
Name & 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	
No such project requiring SIA has been undertaken in the current or previous reporting year.						
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 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.						
Nil						
4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:						
			FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)		
Directly sourced from MSMEs/ small producers			85%	Not applicable		
Sourced directly from within the district and neighboring districts			14%	Not applicable		

*This data considers sourcing IT equipment's purchased for Bengaluru in FY '23.

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

Essential Indicators
1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.
<p>1. Whenever there is a customer complaint, the delivery and the sales manager jointly addresses the same and provides remedial steps to ensure the same is addressed. Also, the Customer complaints and feedback at project and account level including escalations are recorded, presented and discussed in the MMM meetings and tracked to closure.</p> <p>2. CSAT at Group level and entity level is also done to capture customer feedback and the same is addressed via a detailed plan and tracked at the Management level.</p>

2. Turnover of products and / services as a percentage of turnover from all products/service that carry information about:	
	As a percentage to total turnover
Environmental and social parameters relevant to the product	Not Applicable
Safe and responsible usage	
Recycling and/or safe disposal	

3. Number of consumer complaints in respect of the following:						
	FY 2022-23 (Current Financial Year)		Remarks	FY 2021-22 (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	No	0	-	No	0	-
Advertising	No	0	-	No	0	-
Cyber-security	No	0	-	No	0	-
Delivery of essential services	No	0	-	No	0	-
Restrictive Trade Practices	No	0	-	No	0	-
Unfair Trade Practices	No	0	-	No	0	-
Other	13	0	-	15	0	-

4. Details of instances of product recalls on account of safety issues:		
SR No.	Number	Reasons for Recall
Voluntary Recalls	Not Applicable	Not Applicable
Forced Recalls	Not Applicable	Not Applicable

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

Yes. See Expleo web page <https://expleo.com/global/en/data-protection/>.

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.

There were no security occurrences /re- occurrences relating to advertising, delivery of essential services, cyber security and data privacy of customers which led to penalty / action taken by regulatory authorities on safety of products / services.