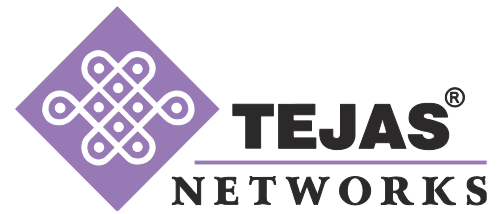


## Tejas Networks Ltd.

Regd. Office: Plot No. 25, 5th Floor  
J.P. Software Park, Electronic City Phase 1  
Hosur Road, Bengaluru 560 100, India  
Tel : +91- 80- 4179 4600/700/800  
Fax: +91- 80- 2852 0201



**May 29, 2023**

The Secretary  
**National Stock Exchange of India Ltd**  
Exchange Plaza, C/1, Block G,  
Bandra Kurla Complex, Bandra (East)  
Mumbai – 400 051  
**NSE Symbol: TEJASNET**

The Secretary  
**BSE Limited**  
P J Towers,  
Dalal Street,  
Mumbai – 400 001  
**BSE Scrip Code: 540595**

Dear Sir/Madam,

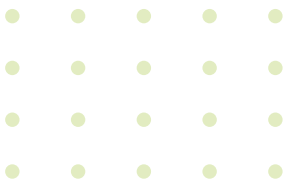
**Re: Business Responsibility and Sustainability Report**

Pursuant to Regulations 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations & Disclosure Requirements) Regulations 2015, we are submitting herewith the Business Responsibility and Sustainability Report for FY 2022-23, which forms an integral part of the Annual Report FY 2022-23, submitted to the Exchanges vide letter dated May 29, 2023.

Kindly take the above information on record.

Yours sincerely  
**For Tejas Networks Limited**

**N R Ravikrishnan**  
**General Counsel, Chief Compliance Officer**  
**& Company Secretary**



BUSINESS  
RESPONSIBILITY  
&  
SUSTAINABILITY  
REPORT





## Annexure I

# BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

## SECTION A: GENERAL DISCLOSURES

### I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L72900KA2000PLC026980
2	Name of the Listed Entity	Tejas Networks Limited
3	Year of incorporation	2000
4	Registered office address	J P Software Park, Plot No 25, Sy. No 13, 14,17,18 Konnapana Agrahara Village, Begur Hobli Bengaluru- 560100, Karnataka
5	Corporate address	J P Software Park, Plot No 25, Sy. No 13, 14,17,18 Konnapana Agrahara Village, Begur Hobli Bengaluru- 560100, Karnataka
6	E-mail	corporate@tejasnetworks.com
7	Telephone	080-41796400
8	Website	www.tejasnetworks.com
9	Financial year for which reporting is being done	FY 2022-2023 (April 1, 2022 – March 31, 2023)
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited and National Stock Exchange of India Limited
11	Paid-up Capital	₹ 171.64 crore (includes ₹ 3.27 crore of forfeited shares)
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	N R Ravikrishnan, General Counsel, Chief Compliance Officer & Company Secretary +91 80 41794608 ravikrishnanr@tejasnetworks.com
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	The disclosures under this report are made on a standalone basis, unless otherwise specified.

Note: In certain cases, data for FY 2021- 22 is not applicable and hence not mentioned. However, the Company started collating the data from FY 2022 - 23.

### 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	Communication Equipment	The company designs, develops and manufactures leading-edge wireless and wireline equipment used predominantly by telecom service providers, utilities, defence and government agencies worldwide. The company has commercialized a wide range of technologies and products for building end-to-end telecom networks that includes 4G/5G mobile broadband, multi-gigabit fiber broadband, terabit-scale optical transmission and high-capacity packet switches.	92.14
2	Communication Software	The company designs and develops software products that enable remote configuration, monitoring, provisioning and management of its products from a central, web-enabled platform. The company's software products can be either hosted on dedicated servers or on the public cloud.	0.54
3	Support Services towards Communication equipment and Services	The company offers a comprehensive portfolio of network services to its customers that includes installation and commissioning of its products, post-sale support, maintenance, upgrades and repair, product training, and network design advisory, audit and optimization services.	7.32



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

S. No.	Product/Service	NIC Code	% of total contributed	Turnover (amount in crore)
1	Manufacture of Communication Equipment	263	92.14	800.76
2	Communication Software	263	0.54	4.70
3	Support Services towards Communication equipment and Services	263	7.32	63.62

### 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	1	9	10
International	Nil	9	9

#### 17. Markets served by the entity:

##### a. Number of locations

Locations	Number
National (No. of States)	28
International (No. of Countries)	75+

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

20%

##### c. A brief on types of customers

The company's customers include leading telecom operators, Internet Service Providers (ISP), Wholesale Bandwidth Providers, Utilities (Power, Railway, Oil & Gas, Smart Cities) and Government & Defence agencies across the globe

### IV. Employees

#### 18. Details as at the end of Financial Year: 2022-2023

##### a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>EMPLOYEES</b>						
1.	Permanent (D)*	1,417	1,214	85.67%	203	14.33%
2.	Other than Permanent (E)	357	320	89.64%	37	10.36%
3.	Total employees (D + E)	1,774	1,534	86.47%	240	13.53%
<b>WORKERS</b>						
4.	Permanent (F)					
5.	Other than Permanent (G)					
6.	Total workers (F + G)					

\* includes permanent employees of Saankhya Labs



## b. Differently abled Employees and workers:

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent (D)	4	4	100%	0	0
2.	Other than Permanent (E)	0	0	0%	0	0
3.	Total differently abled employees (D + E)	4	4	100%	0	0
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)	Not Applicable				
5.	Other than permanent (G)					
6.	Total differently abled workers (F + G)					

## 19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	1	13%
Key Management Personnel	4	0	0

## 20. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2022-2023			FY 2021-2022			FY 2020-2021		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	13.5%	14.6%	13.6%	Not Applicable					
Permanent Workers	Not Applicable								

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

Yes. The Company has five subsidiaries (including three step-down subsidiary) as on March 31, 2023. Refer to Form AOC-1 provided in this Annual Report for information on holding/subsidiary/ associate companies/ 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	Saankhya Labs Private Limited	Majority Owned Subsidiary	64.40	Yes
2	Saankhya Inc	Step – down subsidiary	64.40	Yes
3	Saankhya Strategic Electronics Private Limited	Step – down subsidiary	64.40	Yes
4	Tejas Communication Pte. Limited	Wholly Owned Subsidiary	100	Yes
5	Tejas Communications (Nigeria) Limited	Step-down subsidiary	100	Yes



## VI. CSR Details

### 22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No): Yes\*

		As of March 31, 2023	As of March 31, 2022
(ii)	Turnover (in ₹ crore)	869.08	549.14
(iii)	Net worth# (in ₹ crore)	3,007.27	1,589.60

\* The Company is not required nor obligated to make any contribution in respect of the Corporate Social Responsibility for the year ending March 31, 2023, in view of the average net loss before tax for the last 3 years being ₹ 36.09 crore based on the computation as per Section 135 of the Companies Act, 2013.

# Excludes ₹ 337.50 crore for FY 2022 pertaining to money received against share warrants.

## VII. Transparency and 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 2022-2023			FY 2021-2022		
		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	A mechanism is in place to interact with community leaders to understand and address their concerns, if any. <a href="https://www.tejasnetworks.com/main-control/download/Whistle-blower-Policy.pdf">https://www.tejasnetworks.com/main-control/download/Whistle-blower-Policy.pdf</a>			Nil			
Shareholders	<a href="https://scores.gov.in/scores/">https://scores.gov.in/scores/</a>			Nil			
Investors (other than shareholders)				Not Applicable			
Employees and workers	<a href="https://www.tejasnetworks.com/main-control/download/Whistle-blower-Policy.pdf">https://www.tejasnetworks.com/main-control/download/Whistle-blower-Policy.pdf</a>			Nil			
Customers	Details including contact no., address and email id for lodging complaints have been specified on products. These complaints are addressed as per the process laid down.			Nil			
Value Chain Partners	<a href="https://www.tejasnetworks.com/main-control/download/Whistle-blower-Policy.pdf">https://www.tejasnetworks.com/main-control/download/Whistle-blower-Policy.pdf</a>			Nil			





## 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 identified issue	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Recycled water	O	Recycled water is been used for Flushing, gardening and road cleaning, thereby reducing the water purchase cost and wastage		Recycled water is been used for Flushing, gardening and road cleaning, thereby reducing the water purchase cost and wastage
2	Renewable energy	O	Using renewable energy for office operation		Solar panel installation – project in pipe line
3	Power management – LED Lamps, Lift	O	Power data has been maintained to track the consumption. Energy efficient LED lighting are being used in the facility. Lift operation is scheduled to ensure minimum power consumption		
4	Air & Water quality & Noise pollution	R		Air & water quality and Noise level test is been done to ensure the parameters are within the limit	

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

The National Guidelines on Responsible Business Conduct (NGRBC) released by the Ministry of Corporate Affairs has updated and adopted nine areas of Business Responsibility. These are briefly as under:

P1	Businesses should conduct and govern themselves with integrity and in a manner that is ethical, transparent and accountable
P2	Businesses should provide goods and services in a manner that is sustainable and safe
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains
P4	Businesses should respect the interests of and be responsive to all its stakeholders
P5	Businesses should respect and promote human rights
P6	Businesses should respect and make efforts to protect and restore the environment
P7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
P8	Businesses should promote inclusive growth and equitable development
P9	Businesses should engage with and provide value to their consumers in a responsible manner

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</b>									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes /No)	Y	Y	Y	Y	Y	Y	Y	Y	Y



c. Web Link of the Policies, if available	<b>Code of Conduct Whistle blower policy</b> <a href="http://www.tejasnetworks.com/policies-codes.php">www.tejasnetworks.com/policies-codes.php</a>								
	<b>Supplier Code of conduct</b> <a href="http://www.tejasnetworks.com/policies-codes.php">www.tejasnetworks.com/policies-codes.php</a>								
	<b>CSR Policy, Whistle Blower Policy</b> <a href="http://www.tejasnetworks.com/policies-codes.php">www.tejasnetworks.com/policies-codes.php</a>								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	GRI Standards	GRI Standards ISO 14001	GRI Standards	GRI Standards	GRI Standards	GRI Standards, ISO 14001	GRI Standards	GRI Standards	GRI Standards, ISO 27001
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Goal: To achieve Net-Zero by year 2035 across Scope 1, 2 & Scope 3 Emissions								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Performance of each of the principles is reviewed periodically by various Committees led by the Management and Board of Directors								

### Governance, leadership and oversight

#### 7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)

The Company is committed to integrating environmental, social and governance (ESG) principles into its businesses which is central to improving the quality of life of the communities it serves. The Company is committed to conducting beneficial and fair business practices to the labour, human capital and to the community. It provides employees and business associates with working conditions that are clean, safe, healthy and fair.

#### 8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).

Mr. Sanjay Nayak, Managing Director and CEO, DIN 01049871 under the guidance of the Board of Directors and its Committees is responsible for implementation and oversight of the Business Responsibility policies.

#### 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, the Company has a Board level Stakeholders' Relationship Committee. This Committee provides valuable direction and guidance to the Management to ensure that Safety and Sustainability implications are duly addressed in all new strategic initiatives, budgets, audit actions and improvement plans.

Member of the Stakeholders' Relationship Committee	Designation	DIN
Prof. Bhaskar Ramamurthi – Chairman	Non-Executive, Independent Director	01914155
Mrs. Alice G Vaidyan - Member	Non-Executive, Independent Director	07394437
Mr. Arnob Roy - Member	Executive, Non-Independent Director	03176672





### 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	P	P6	P7	P8	P9
Performance against above policies and follow up action	As a practice, policies on Business Responsibility of the Company are reviewed periodically or on a need basis by the Senior Leadership Team including the MD & CEO. During the review, the efficacy of the policies is reviewed and necessary changes to policies & procedures are implemented																	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company is in compliance with the existing regulations as applicable and a Statutory Compliance Certificate on applicable laws is provided by the MD & CEO/CFO to the Board of Directors																	

### 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
----	----	----	----	----	----	----	----	----

The Company has various policies in place which are reviewed from time to time by the Board, its Committees and Senior Management. Further, the above policies and processes may be subject to regulatory compliances and changes, as applicable.

### 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)	All Principles are covered by the Policies								
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.

The Company structure specifies the distribution of rights and responsibilities among different participants of the corporation such as the board, managers, shareholders and other stakeholders, and spells out the systems, procedures and practices which ensure that the company is managed in the best interest of all corporate stakeholders and in a manner that is accountable and responsible to the shareholders. In a wider interpretation, corporate governance includes company's accountability to shareholders and other stakeholders such as employees, suppliers, customers and local community. Our corporate philosophy seeks to ensure truth, transparency, accountability and responsibility and is committed to meet the aspirations of all our stake holders. Our code of business principles reflects our continued commitment to ethical business practices, values and compliance to all laws of the land. Corporate governance is not merely compliance but also a philosophy to be professed and its objective is to create and adhere to a corporate culture of transparency and openness and to develop capabilities and identified opportunities that best serves the goal of value creation, thereby creating an outperforming organization.



## 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 awareness the programmes
Board of Directors		During the year, the Board of Directors of the Company invested their time on various updates pertaining to the business, regulations, environmental, social, governance etc. These topics comprise insights on the said Principles	100
Key Managerial Personnel	1	1. Code of Conduct 2. Whistleblower Policy 3. Prevention of Sexual Harassment at the Workplace	100
Employees other than BoD and KMPs	2	1. Code of Conduct 2. Whistleblower Policy 3. Prevention of Sexual Harassment at the Workplace	62
Workers		Not Applicable	

**Note:** All the principles laid down in this Report are covered in the Company's Code of Conduct which is mandatorily adhered to by all employees of the Company.

### 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):

None. There are no 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 for the financial year ended March 31, 2023.

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

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

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

### 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, the Company does have the Code of Conduct which contains the Anti Bribery & Anti- Corruption ('ABAC') policy. The Company has also adopted a Whistleblower Policy and Vigil Mechanism to provide a formal mechanism to the Directors, employees and other external stakeholders to report their concerns about unethical behaviour, actual or suspected fraud or violation of the Company's Code of Conduct. The Policy provides for adequate safeguards against victimisation of employees who avail of the mechanism. No personnel of the Company have been denied access to the Chairperson of the Audit Committee.



The Gift and Hospitality Policy aims to provide guidance to Directors, Officers and Employees or persons who perform services for or on behalf of the Company on what is appropriate and acceptable, and what is not acceptable, for offering, giving and accepting gifts and hospitality. The above Policies require the Company to appoint a senior official as the Compliance Officer who shall be responsible for implementation of the Policies. Under the above Policies, Compliance Officers have a functional reporting about any violation of the Policies to the Chairperson of the Audit Committee. Aggravated cases of breach of the said Policies shall be escalated to the Board of Directors of the Company.

The Whistleblower Policy and Vigil Mechanism ensures that strict confidentiality is maintained in such cases and no unfair treatment is meted out to a Whistleblower. The Company, as a Policy, condemns any kind of discrimination, harassment, victimisation or any other unfair employment practice being adopted against Whistleblowers.

With an aim to create awareness, during the year under review, the Company also undertook a series of communication and training programmes on the values, The company's Code of Conduct and other ethical practices of the Company for internal stakeholders, vendors and distributors, partners, etc.

The Whistleblower Policy as adopted by the Company is available on the Company's website at <https://www.tejasnetworks.com/main-control/download/Whistle-blower-Policy.pdf>.

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

There have been no cases involving disciplinary action taken by any law enforcement agency for the charges of bribery / corruption against directors / KMP / employees / workers that have been brought to our attention.

	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
Directors	Nil	Nil
KMPs		
Employees		
Workers		

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

	FY 2022-2023 (Current Financial Year)		FY 2021-2022 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Not Applicable	Nil	Not Applicable
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

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

Not Applicable

#### Leadership Indicators

1. Awareness programmes conducted for value chain partners on any of the Principles during the financial year:

Total number of awareness programmes held	Topics / principles covered under the training	Percentage of value chain partners covered (by value of business done with such partners) under the awareness programmes
	Nil	

Note: The Company proposes to conduct awareness program for value chain partners in the current financial year.

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same.

Yes, every Director of the Company discloses his/her concern or interest in the Company or companies or bodies corporate, firms or other association of individuals and any change therein, annually or upon any change, which includes the shareholding. Further, a declaration is also taken annually from the Directors under the Code of Conduct confirming that they will always act in the interest of the Company and ensure that any other business or personal association which they may have, does not involve any conflict of interest with the operations of the Company and the role therein. The Senior Management also affirms annually that they have not entered into any material, financial and commercial transactions, which may have a potential conflict with the interest of the Company at large. In the Meetings of the Board, the Directors abstain from participating in the items in which they are concerned or interested. For identifying and tracking conflict of interests involving the Directors / KMPs of the Company, the Corporate Secretarial team maintains a database of the Directors and the entities in which they are interested. This list is shared with the Finance department which flags off the parties in their system for monitoring and tracking transaction(s) entered by the Company with such parties.



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

### Essential Indicators

The Company designs and develops high-performance and cost-effective wireline and wireless equipment that are primarily used to build fixed and mobile broadband networks. Our products have a huge positive impact on society by enabling telecom service providers to bridge the rapidly growing “digital divide” by servicing billions of poor, bottom-of-pyramid consumers in rural and remote areas who would otherwise have been bereft of broadband connectivity for access to modern education, employment, healthcare and financial services. Moreover, the availability of high-speed broadband also has a positive environmental impact by allowing users to cut carbon emissions by teleworking, video conferencing, remote healthcare consultations, e-commerce, online banking, smart metering and other applications that reduce both road and air travel.

As a responsible product company, we give due consideration to environmental issues like global warming, climate change etc. and our products are designed accordingly. As a global supplier of telecom equipment; our products are qualified in various countries including US & Europe to meet strict environmental, emission norms. While selecting components we attempt to choose energy efficient chip sets which consume less power and design our products to minimize the total carbon footprint. In addition, we have designed some of our customer premise devices, especially those which can potentially be deployed in remote areas with power constraints, to support solar powering. Hence, nearly 100% of our R&D and capex investments help improve environmental and social impacts.

**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 2022-23	Previous Financial Year 2021-22	Details of improvements in environmental and social impacts
R&D			
Capex		Nil	

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

Yes

**b. If yes, what percentage of inputs were sourced sustainably?**

Yes, the Company has developed a supplier sustainability code and has established process for vendor selection. This includes various principles and guidelines such as Safety, Health and Environment Policy, Legal Compliance, adherence to Tejas Code of Conduct, ISO Certification, etc. The Company has started carrying out a Sustainability assessment of its key suppliers and communicates areas of further improvements to reinforce sustainability principles. We have a comprehensive engagement model, to meaningfully engage with our suppliers on material aspects. Regular capacity building and assessments are conducted for key suppliers.

**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.**

Our integration & testing facility does not produce any hazardous waste. The waste generated is only from packaging etc. Further in line with the requirements of ISO14001 environmental standards we re-use most of the packaging boxes for intermediate packing & movement. We re-use the packaging received from cable vendors & Sheet metal vendors for our Kit packaging. Most of our packaging use carton boxes instead of ply wood/ Hardwood packaging

**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.**

Yes, We have filed the plan of EPR to the pollution control board and are expected to receive the EPR in this financial year





## Leadership Indicators

1. Has the entity conducted Life Cycle Perspective / Assessment (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	Has the entity conducted Life Cycle products (for manufacturing industry) provide details in the following format? Name of Product / Service	% of total Turnover contributed	Perspective / or for its services Boundary for which the Life Cycle Perspective / Assessment was conducted	(Whether conducted by independent external agency (Yes/ No)	Assessments (LCA) for any of its for service industry)? If yes, Results communicated in public domain (Yes/ No) If yes, provide the web-link.
263	Manufacture of Communication equipment	92.14	Not Applicable		No
263	Communication Software	0.54			
263	Support Services towards communication equipment and services	7.32			

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

There are no significant social / environmental concerns and / or risks arising from production. The Company recycles all its plastic waste through authorised vendors.

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

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2022-2023	FY 2021-2022
Nil		

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			FY 2021-2022		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Nil					
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
Nil	



## 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	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
<b>Permanent employees</b>											
Male	1,214	1,214	100%	1,214	100%	0	0%	1,214	100%	951	78%
Female	203	203	100%	203	100%	203	100%	0	0%	186	92%
<b>Total*</b>	<b>1,417</b>	<b>1,417</b>	<b>100%</b>	<b>1,417</b>	<b>100%</b>	<b>203</b>	<b>14%</b>	<b>1,214</b>	<b>86%</b>	<b>1,137</b>	<b>80%</b>
<b>Other than Permanent employees</b>											
Male	320	320	100%	320	100%	0	0%	320	100%	320	100%
Female	37	37	100%	37	100%	37	100%	0	0%	37	100%
<b>Total</b>	<b>357</b>	<b>357</b>	<b>100%</b>	<b>375</b>	<b>100%</b>	<b>37</b>	<b>10%</b>	<b>320</b>	<b>90%</b>	<b>357</b>	<b>100%</b>

\* includes employees of Saankhya Labs

#### b. Details of measures for the well-being of workers:

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
<b>Permanent workers</b>											
Male	Not Applicable										
Female											
<b>Total</b>											
<b>Other than Permanent workers</b>											
Male	Nil										
Female											
<b>Total</b>											

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

Benefits	FY 2022-2023			FY 2021-2022		
	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	100%	Not Applicable	Yes
Gratuity	100%	Not Applicable	Yes	100%	Not Applicable	Yes
ESI	Not Applicable					
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.

Most of our working locations are accessible to differently abled persons





**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.**

The Company is governed by the Code of Conduct whereby all the employees and those eligible are provided with equal opportunities. The Company is committed by an inclusive work culture without any discrimination on the grounds of race, caste, religion, colour, marital status, gender, sex, age, nationality, ethnic origin, disability and such other grounds as prescribed and protected by the applicable laws.

**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	58	100%	Not Applicable	
Female	14	100%		
Total	72	100%		

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Not Applicable
Other than Permanent Workers	
Permanent Employees	Yes
Other than Permanent Employees	

Employees are encouraged to share their concerns with their reporting managers, the HR department and members of the Senior Leadership Team. Apart from this, an Ethics and POSH escalation mechanism is also available including a third party helpline. The Company, on a regular basis, sensitises its employees on the same as well. It is mandatory for new employees to read, understand and affirm to the Company's Code of Conduct document as part of the induction program. Employees can raise their concerns to POSH Committee Members, the Whistleblower channel, and Grievance Redressal channel.

The concern received, if any, is investigated by the authorised persons by gathering, validating and analysing the data. The observations and findings / recommendations are shared with the committee members. The documentation of the action taken is filed for records. Periodically, these concerns are reviewed by the Audit Committee Members. The lessons learnt are also shared during the quarterly Employee Communication meetings.

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

Category	FY 2022-2023			FY 2021-2022		
	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)
<b>Total Permanent Employees</b>	Not Applicable					
Male						
Female						
<b>Total Permanent Workers</b>						
Male						
Female						



## 8. Details of training given to employees and workers:

Category	FY 2022-2023					Total (D)	FY 2021-2022			
	Total (A)	On Health and safety measures		On Skill upgradation			On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)

### Employees

Male	1,214	NA	NA	606	50%	Not Applicable
Female	203	NA	NA	89	44%	
Total*	1,417	875	62%	695	49%	

### Workers

Male	Not Applicable					
Female	Not Applicable					
Total	Not Applicable					

\* includes employees of Saankhya Labs

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

Category	FY 2022-2023			FY 2021-2022		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)

### Employees

Male	1,214	1,214	100%	801	739	92%
Female	203	203	100%	119	106	89%
Total*	1,417	1,417	100%	920	845	92%

### Workers

Male	Not Applicable					
Female	Not Applicable					
Total	Not Applicable					

\* includes employees of Saankhya Labs

## 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?

No, The Company do not have a formal management system on Occupational health & safety, However, the Company is conducting Safety training, Evacuation drills, periodical Employee health check-up, monitoring safety incidents and review of the same.

### 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 a process for Risk Management which is essential for preventing incidents, injuries, occupational disease, emergency control & prevention and business continuity. Considering the hazards associated with operations used, sites have deployed structured Hazard Assessment, Risk Assessment and Management Process - both qualitative and quantitative which is regularly reviewed and mitigation plans are put in place for high-risk areas. The process also considers roles and responsibilities, monitoring control measures, competency training and awareness of individuals associated with such activities. Formal risk assessment training has been provided as appropriate.

### c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Yes/ No)

Yes. Incident management process has been established. Any kind of incidents are recorded. Root cause and appropriate action are taken immediately in such cases. Process and procedures have been established and complied.

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

Yes, all employees are covered under health insurance scheme.



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

Safety Incident/Number	Category	FY 2022-2023 Current Financial Year	FY 2021-2022 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	
	Workers	Not Applicable	
Total recordable work-related injuries	Employees		
	Workers		
No. of fatalities	Employees	Nil	
	Workers		
High consequence work-related injury or ill-health (excluding fatalities)	Employees		
	Workers		

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

The Company is committed to continuously employing Safety, Health and Environment ('SHE') practices through benchmarking with the companies that are best in the business. The Company has a Board level Stakeholders Relationship Committee, chaired by an Independent Director. The Committee reviews and monitors the sustainability, safety, health and environmental policies and activities of the of the company on behalf of the Board to ensure that the Company is in compliance with appropriate laws and legislation. This Committee also provides valuable direction and guidance to the Management to ensure that Safety and Sustainability implications are duly addressed in all-new strategic initiatives, budgets, audit actions and improvement plans.

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

	FY 2022-2023			FY 2021-2022		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil					
Health & Safety						

### 14. Assessments for the year: 2022-2023

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100%
Working Conditions	100%

### 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.

There was no safety related incidents or significant risk concerns highlighted during this submission period. The Company follows Safety Incident Investigation guidelines. The Incident Investigation process describes a structured approach to identify, assess and control various hazards and risks and support the system to achieve the goal of 'Zero Harm' along with other business goals of zero defects, zero legal non-compliance etc. in a systematic and auditable manner. The investigation process outlines a structured approach to list and investigate the process of safety incidents and near misses, work out the root cause(s), with possible corrective or preventive action and to follow up closure of these actions identified. All incidents are investigated by a cross-functional team and all critical factors involved in the incident are determined through root cause analysis with proper corrective and preventive actions to prevent a recurrence. The learnings are shared and training is conducted for better understanding & better implementation of processes across all locations. A Report prepared by a process of collating all the safety incidents (critical near miss, safety parameters, process safety, fire incidents, etc.) through a safety cross functional team forms the basis for the monthly report which is sent to the senior leadership team.



## Leadership Indicators

**1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).**

Yes. The Company has systems in place to provide financial assistance to the legal dependents of the employees in case of death while in service.

**2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.**

The Company monitors and tracks the compliance related to statutory dues by contractors supplying third party resources as a part of regular checks while processing the invoices. Periodic audits are also conducted to ensure compliance

**3. Provide the number of employees / workers having suffered high consequence work related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:**

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2022-23	FY 2021-2022	FY 2022-2023	FY 2021-2022
Employees	Nil			
Workers				

**4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)**

No

**5. Details on assessment of value chain partners:**

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	100
Working Conditions	100

**6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.**

Not Applicable.No audit was conducted during FY 2022-23.



## 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.

Internal and external group of stakeholders have been identified. Presently, the given stakeholder groups have the immediate impact on the operations and working of the Company. This includes Employees, Shareholders, Customers, Communities, Suppliers, Partners and Vendors.

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

Tejas has identified key stakeholders based on certain parameters, and the engagements with each of them are provided in the Summary of Stakeholder Engagement in the Corporate Governance Section of the Annual Report. Tejas has annual engagements with its employees.

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
Shareholders	No	Annual General Meeting, Shareholder meets, email, Stock Exchange intimations, investor/ analysts meet/ conference calls, annual report, quarterly results, media releases and Company/SE website	Ongoing	Share price appreciation, dividends, profitability and financial stability, growth prospects
Employees	No	Senior leaders' communication/talk / forum, Employee Communication, goal setting and performance appraisal meetings/ review, wellness initiatives, engagement survey, email, intranet, websites, poster campaigns, circulars, quarterly publication and newsletters	Ongoing	Responsible Care, innovation, operational efficiencies, improvement areas, long-term strategy plans, training and awareness, brand communication, health, safety and engagement initiatives
Customers	No	Website, distributor / direct customer, senior leader-customer meets / visits, customer plant visits, Dealer's meet, trade body membership, complaints management, helpdesk, conferences, customer surveys.	Ongoing	Product quality and availability, responsiveness to needs, after sales service, responsible guidelines / manufacturing, climate change disclosures, Safety awareness.
Suppliers / Partners	No	Prequalification/ vetting, communication and partnership meets, plant visits, MoU and framework agreements, professional networks, contract management/ review, on site presentations, satisfaction surveys	Ongoing	Quality, timely delivery and payments, ESG consideration (sustainability, safety checks, compliances, ethical behaviour), collaboration and digitalisation opportunities



Communities	No	Meets of community / local authorities / location heads, community projects, partnership with local charities, volunteerism, seminars/ conferences, CSR Partner's meet	Ongoing	Community development, disaster relief, Education, Skill development, etc.
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## 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.

The Company's Policy on Human Rights covers not only the Company but extends to its subsidiaries. The Company encourages its suppliers, contractors and others to follow the principles laid down in the five principles of its values and beliefs. Respecting human rights is fundamental to the Company's policies and business dealings and the Company is equally focussed on building awareness around promotion of human rights with every associate and supply chain partners. All employees and contractors are required to respect the human rights of fellow workers and communities where we operate. The Company does not employ child labours and does not permit any occurrence of forced or compulsory labour, conducts proper checks and audits to ensure that our contractors follow the same. The Company's business relationship with its Vendors/ contractors encourages its vendors/contractors to comply with the relevant laws safeguarding labour rights and human rights

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

Yes, the Stakeholders in this case is the customer, vendor, neighbour, regulators and the Company considers inputs from its employees, business associates, customers, shareholders/investors and communities surrounding its operations and regulatory authorities as its key stakeholders to arrive at the policies and activities. The Company complies with the requirements of ISO14001 environmental standards and meets all the statutory & regulatory requirements on environmental aspects. Necessary reports are generated & maintained. We do the study on aspect & impact analysis on activity we do in Tejas. Risks are adequately mitigated. All components selected based on ROHS compliancy and regulatory requirement. We have provided employee safety gears at the rework stations & provided suction units for fumes. Tejas has initiated various initiatives towards energy efficiency. The few to mention are atrium in factory premises to use natural light, save water and save electricity campaign with various teasers and visuals, Tejas also recommends compliance to ISO 14001 standard to its suppliers. Many of the Tejas suppliers are ISO 14001 certified. In addition, we have designed some of our customer premise equipment, especially those which can potentially be deployed in remote areas with power constraints, to support solar powering.

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

The Company is responsive to the requirements of all its Stakeholders and this is enshrined in our Corporate Values & Beliefs of Integrity, Passion, Quality, Respect and Responsibility. These values require that the Company acts as a responsible corporate citizen and change lives for the better and this is to be done in a manner that reflects humility. These values require us to provide everyone equal opportunities to progress and grow. The Company considers its employees, business associates, customers, shareholders/investors and communities surrounding its operations and regulatory authorities as its key stakeholders. The Company continues its engagement with them through various mechanisms such as consultations with local communities, supplier/vendor meets, customer/employee satisfaction surveys, investor forums, etc.. The Company has mapped its internal and external stakeholders. It uses both formal and informal mechanisms. engage with various stakeholders to understand their concerns and expectations

### 4. Out of the above, has the company identified the disadvantaged, vulnerable & marginalized stakeholders?

The Company identifies underprivileged communities around its business locations as disadvantaged, vulnerable and marginalised stakeholders and continuously engages with all such stakeholders identifying their needs and priorities so as to serve these needs accordingly





## 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 2022-2023 Current Financial Year			FY 2021-2022 Previous Financial Year		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent*	1,417	875	62	Not Applicable		
Other than permanent	NA	NA	NA			
<b>Total Employees</b>	1,417	875	62			
<b>Workers</b>						
Permanent	Not Applicable					
Other than permanent						
<b>Total Workers</b>						

\* includes permanent employees of Saankhya Labs

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

Category	Total (A)	FY 2022-2023 Current Financial Year				Total (D)	FY 2021-2022 Previous Financial Year			
		Equal to Minimum Wage		More than inimum Wage			Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
<b>Employees</b>										
<b>Permanent*</b>	1,417	0	0%	1,417	100%	801	0	0%	801	100%
Male	1,214	0	0%	1,214	100%	119	0	0%	119	100%
Female	203	0	0%	203	100%	920	0	0%	920	100%
<b>Other than Permanent</b>	357	0	0%	357	100%	0	0	0%	0	Not Applicable
Male	320	0	0%	320	100%	0	0	0%	0	
Female	37	0	0%	37	100%	0	0	0%	0	
<b>Workers</b>										
<b>Permanent</b>	Not Applicable									
Male										
Female										
<b>Other than Permanent</b>	Not Applicable									
Male										
Female										

\* includes permanent employees of Saankhya Labs

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

in ₹ crore

	Number	Male		Female	
		Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category	Number
Board of Directors (BoD)*	7	2.27	1	-	-
Key Managerial Personnel	2	1.46	-	-	-
Employees other than BoD and KMP	1,116	0.11	185	0.08	-
Workers	-	-	-	-	-

\* Only Executive Directors are considered for median calculation.



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

Yes, The Company's Policy on Human Rights covers not only the Company but extends to its subsidiaries. The Company encourages its suppliers, contractors and others to follow the principles laid down in the five principles of its values and beliefs. Respecting human rights is fundamental to the Company's policies and business dealings and the Company is equally focussed on building awareness around promotion of human rights with every associate and supply chain partners. All employees and contractors are required to respect the human rights of fellow workers and communities where we operate. The Company does not employ child labours and does not permit any occurrence of forced or compulsory labour, conducts proper checks and audits to ensure that our contractors follow the same. The Company's business relationship with its Vendors/ contractors encourages its vendors to comply with the relevant laws safeguarding labour rights and human rights

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

The Company has a policy in place for Business & Human Rights. The Company is committed to maintain a safe and harmonious business environment and workplace for everyone and believes that every workplace shall be free from harassment and / or any other unsafe or disruptive conditions. Accordingly, the Company has in place an ethics framework comprising a team of ethics counsellors for redressal of grievances related to ethics / human rights as well as a team of POSH committee members for redressal of such related issues. Additionally, a third party helpline is also in place.

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

	FY 2022-2023 Current Financial Year			FY 2021-2022 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						
Discrimination at workplace						
Child Labour						
Forced Labour / Involuntary Labour						
Wages						
Other human rights related issues						

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

- As part of Whistleblower Policy and POSH Policy, the Company has a section mentioned on the protection of identity of the complainant. All such matters are dealt in strict confidence.
- Also, as part of its Code of Conduct, the Company does not tolerate any form of retaliation against anyone reporting legitimate concerns. Anyone involved in targeting such a person will be subject to disciplinary action.

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

Yes

- The Company has specific clauses as part of the Code of Conduct included in the business agreements and contracts / purchase orders. Human rights form a part of the Code of Conduct. The Company does not employ children at its workplaces and does not use forced labour in any form.
- The Code of Conduct can be accessed at <https://www.tejasnetworks.com/policies-codes.php>

#### 9. Assessments for the year: 2022-2023

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

#### 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



## Leadership Indicators

### 1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.

Not Applicable. The Company has Grievance Redressal Channel. No such grievance has been raised

### 2. Details of the scope and coverage of any Human rights due-diligence conducted.

None.

### 3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Yes, most of our locations are accessible to differently-abled visitors.

### 4. Details on assessment of value chain partners:

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

Note: Declaration of adherence to the Supplier Code of Conduct on the above is obtained from the value chain partners as part of their contract / purchase orders. The contracts are not renewed or they are terminated in case of non-adherence to the Code of Conduct agreed upon.

<https://www.tejasnetworks.com/policies-codes.php>

### 5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.

Not Applicable. However, the declaration of adherence to the Supplier Code of Conduct on the above is obtained from the value chain partners as part of their contract / purchase orders. The contracts are not renewed or they are terminated in case of non-adherence to the Code of Conduct agreed upon. <https://www.tejasnetworks.com/policies-codes.php>

## 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: T Co2 e (Ton)

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total electricity consumption (A)	5,936,706 Kwh	4,283,101 Kwh
Total fuel consumption (B)	163,634 Kwh	194,510 Kwh
Energy consumption through other sources (C)	Nil	
Total energy consumption (A+B+C)	61,00,340 Kwh	44,77,611 Kwh
Energy intensity per rupee of turnover (Total energy consumption/ turnover in ₹)	0.000701931	0.000815386
Energy intensity (optional) – the relevant metric may be selected by the entity	Not Applicable	

The Company has not made independent assessment/ evaluation/assurance has been carried out by an external agency

**Note:** Total electricity consumption for all excluding International locations and Total fuel consumption considered for two Bangalore locations (Corp office and Plant).

#### 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 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	Nil	
(ii) Groundwater	Nil	
(iii) Third party water	5,596 KL	5,020 KL
(iv) Seawater / desalinated water	Nil	
(v) Others	Nil	
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	5,596 KL	5,020 KL
<b>Total volume of water consumption (in kilolitres)</b>	5,596 KL	5,020 KL
<b>Water intensity per rupee of turnover</b> (Water consumed / turnover)	0.00000064393	0.0000009143
<b>Water intensity</b> (optional) – the relevant metric may be selected by the entity	Not Applicable	

The Company has not made independent assessment/ evaluation/assurance has been carried out by an external agency

**Note:** Drinking water for all excluding International locations and Domestic water for two Bangalore locations (Corp office and Plant) are considered here.

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

Yes – for Bangalore location (Corp office), the sewage treated water is been re-used for flushing, Gardening and basement & periphery area cleaning purpose. At the plant sewage treated water is been re-used for gardening and periphery cleaning purposes

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

Parameter	Please specify unit	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
NOx	mg / Nm <sup>3</sup>	1.8	15
SOx	mg / Nm <sup>3</sup>	16	4.1
Particulate matter (PM)	mg / Nm <sup>3</sup>	32	32
Persistent organic pollutants (POP)	Not Applicable		
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others – please specify			

The Company has not made independent assessment/ evaluation/assurance has been carried out by an external agency

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

Parameter	Unit	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	718.81	470.80
Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	4,281.73	3,760.47
Total Scope 1 and Scope 2 emissions per rupee of turnover			0.00000071751
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity			

The Company has not made independent assessment/ evaluation/assurance has been carried out by an external agency



**7. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.**

Yes. Installation of Solar panel at Bangalore offices is in pipeline

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

Parameter	FY 2022-2023	FY 2021-2022
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	Nil	
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)	Nil	150 Kg (Used oil)
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	29,532 Kg	4225 Kg
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>29,532 Kg</b>	<b>4375 Kg</b>
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	Nil	
(ii) Re-used	Nil	
(iii) Other recovery operations	Not Applicable	
<b>Total</b>		
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
Category of waste	18629	2971
(i) Incineration	Nil	
(ii) Landfilling	Nil	
(iii) Other disposal operations	22431 Kg	2971
<b>Total</b>	<b>22431 Kg</b>	<b>2971</b>

The Company has not made independent assessment/ evaluation/assurance has been carried out by an external agency

Note: Non Hazard Waste data considered for two Bangalore locations (Corp office and Plant). The other excluding International locations (covering 23 % of total office area)

**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.**

The Company has an established process to cater to handle General, Plastic, e-waste, Hazardous, etc. All wastes have been segregated at its source and send it to the authorized recyclers as and when required / its desired quantity achieved

**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:**

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.
Not Applicable			



### 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
Not Applicable					

### 12. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (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
Not Applicable				

## 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 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
<b>From renewable sources</b>		
Total electricity consumption (A)	Nil	
Total fuel consumption (B)		
Energy consumption through other sources (C)		
<b>Total energy consumed from renewable sources (A+B+C)</b>		
<b>From non-renewable sources</b>		
Total electricity consumption (D)	59,36,706 Kwh	42,83,101 Kwh
Total fuel consumption (E)	163,634 Kwh	194,510 Kwh -
Energy consumption through other sources (F)		Nil
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	61,00,340 Kwh	44,77,611 Kwh

The Company has not made independent assessment/ evaluation/assurance has been carried out by an external agency

**Note:** Total electricity consumption for all excluding International locations and Total fuel consumption considered for two Bangalore locations (Corp office and Plant). The other locations (covering 23 % of total office areas)

### 2. Provide the following details related to water discharged:

Parameter	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water	Nil	
- No treatment		
- With treatment – please specify level of treatment		
(ii) To Groundwater		
- No treatment		
- With treatment – please specify level of treatment		





(iii) To Seawater	Not Applicable	
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties	Nil	
- No treatment		
- With treatment – please specify level of treatment		
(v) Others	8,143 KL	
- No treatment		
- With treatment – please specify level of treatment	15,537 KL	
<b>Total water discharged (in kilolitres)</b>	<b>8,143 KL</b>	<b>15,537 KL</b>

The Company has not made independent assessment/ evaluation/assurance has been carried out by an external agency

**Note:** Water discharge data considered for two Bangalore locations (Corp office and Plant). The other excluding International locations (covering 23 % of total office area)

### 3. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

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

(i) Name of the area : Not Applicable

(ii) Nature of operations : Not Applicable

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

Parameter	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)	
<b>Water withdrawal by source (in kilolitres)</b>			
(i) Surface water	Nil		
(ii) Groundwater			
(iii) Third party water	5,596 KL	5,020 KL	
(iv) Seawater / desalinated water			
(v) Others	Nil		
<b>Total volume of water withdrawal (in kilolitres)</b>	<b>5,596 KL</b>	<b>5,020 KL</b>	
<b>Total volume of water consumption (in kilolitres)</b>	<b>5,596 KL</b>	<b>5,020 KL</b>	
<b>Water intensity per rupee of turnover (Water consumed / turnover)</b>	<b>0.00000064393</b>	<b>0.0000009143</b>	
<b>Water intensity (optional) – the relevant metric may be selected by the entity</b>	<b>NA</b>	<b>NA</b>	
<b>Water discharge by destination and level of treatment (in kilolitres)</b>			
(i) Into Surface water	Nil		
- 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			Nil
- With treatment – please specify level of treatment			8,143 KL
<b>Total water discharged (in kilolitres)</b>	<b>8,143 KL</b>	<b>15,537 KL</b>	

The Company has not made independent assessment/ evaluation/assurance has been carried out by an external agency



#### 4. Please provide details of total Scope 3 emissions & its intensity, in the following format:

Parameter	Unit	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
<b>Total Scope 3 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent		
<b>Total Scope 3 emissions per rupee of turnover</b>			Excluded
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	Excluded		

The Company has not made independent assessment/ evaluation/assurance has been carried out by an external agency

#### 6. 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.

Not Applicable

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/ web link.

Tejas Networks recognizes that a significant threat exists to its ability to continue normal business operations following a serious unexpected disruptive incident. The organization has a high level of dependency upon its automated systems and processes and this creates risks, which need to be mitigated. The organization further recognizes that it needs to recover from disruptive incidents in the minimum possible time and that this necessity to ensure a speedy restoration of services requires a significant level of advance planning and preparation. This Business Continuity Plan has been prepared to assist the organization to manage a serious disruptive crisis in a controlled and structured manner. It contains information on emergency contact details, strategies to mitigate impact, procedures to be implemented and communication processes to be followed in response to a serious disruptive event.

Tejas as a Company positioned to operate in the global markets believes that its operations should have processes and systems in place to address any kind of exigencies within and outside of Tejas that affects its operations, including employees, property of the Company, manufacturing processes and customer support. This Business Continuity Plan seeks to address

- A need for establishing systems and processes in the Company to address emergencies
- To establish guidelines for the Company to ensure quicker turnaround from a break in operations
- To ensure that managers/employees are geared to meet an exigency in the absence of senior management guidance

#### 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.

No such incidents has happened which affected the business.

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

100%



## 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

Seven (7)

#### 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	TEPC (Telecom Export Promotion Council)	National
2	VOICE (Voice of Indian Communication Technology Enterprises)	
3	TEMA (Telecom Equipment Manufacturer Association)	
4	CII	
5	FICCI	
6	SITARA	
7	ICEA	

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

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

### Leadership Indicators

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

The Company is not involved in influencing directly any Government schemes or its policy. Whenever a policy is made or Government wants to come up with some scheme to support the domestic OEM, the inputs are asked from the associations generally. The Company as a part of this associations and actively give its inputs. Further the Company attends meetings at various forums, Committee or Taskforce where the Company express its views.

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly /Others – please specify)	Web Link, if available
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.

The Company shall make CSR contributions to projects or programs of Healthcare, Education, Disaster Management including COVID relief measures and other areas in accordance with the CSR Policy of the Company. The projects shall be implemented or executed through implementing agencies that are duly registered under Companies Act, 2013 and other applicable regulations

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
Not Applicable					

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

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)
Not Applicable						



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

The Company has a focussed group comprising the Senior Leadership who interacts with the community leaders to understand and address their concerns. Further, the Company also has a Whistleblower Policy in place for all its stakeholders to file their grievances. Same can be accessed at <https://www.tejasnetworks.com/main-control/download/Whistle-blower-Policy.pdf>

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

	Amount in INR					
	2022-23		2021-22		2020-21	
	Material	Service	Material	Service	Material	Service
Total Purchases	9,16,96,61,801	52,28,42,116	4,15,91,65,122	39,25,20,431	2,33,33,27,709	23,01,46,145
MSME Purchases	65,13,23,920	11,50,08,619	41,81,33,596	11,07,34,623	26,04,19,610	9,67,84,390
% of MSME Purchases	7.10%	22.00%	10.05%	28.21%	11.16%	42.05%
Purchase from Local Vendors*	1,68,51,81,274	14,00,39,898	57,68,67,715	8,94,38,173	60,49,32,597	7,56,47,417
% of Purchase from Local Vendors	18.38%	26.78%	13.87%	22.79%	25.93%	32.87%

\*Within Bangalore District  
 Note: These amounts do not include Capex Purchases as requested.  
 Note: This includes purchases from Contract Manufacturers

## 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):

Details of negative social impact identified	Corrective action taken
Not Applicable	

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

S. No.State	Aspirational District	Amount spent (In INR)
Not Applicable		

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

No (Procurement is done based on competitiveness). However we encourage marginalised and vulnerable groups.

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

If such a vendor is available, the Company prefers the vendor, if competitive.

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

Not Applicable

### 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:

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes / No)	Benefits Shared (Yes / No)	Basis of calculating benefit share
Not Applicable				

### 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.:

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

### 6. Details of beneficiaries of CSR Projects:

S. No	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
Not Applicable			



## 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.

The Company has Trouble Ticket process for customer to raise complaints and respond to customer complaints. the Company provides the Technical Support Centre numbers (24x7) and email id for customers to raise complaints/feedback. the Company has Problem Report process (Bugzilla) to track the customer complaints and work on resolution in line with contractual SLA. Further, the Company also has a customer survey process to capture and analyze customer feedback proactively

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

	As a percentage of total turnover
Environmental and social parameters relevant to the product	Not Applicable
Safe and responsible usage	Not Applicable
Recycling and/or safe disposal	Not Applicable

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

	FY 2022-2023		Remarks	FY 2021-2022		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	Nil	Nil		Nil	Nil	
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Others (Product Issues)						

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

	Number	Reasons for recall
Voluntary recalls	Nil	Not Applicable
Forced recalls		

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

Yes, Tejas is committed to protecting the privacy of individuals whose personal data it holds, and processing such personal data in a way that is consistent with applicable laws and ensures safety and security of data including where it has presence in several overseas jurisdictions including Singapore, the United States of America, Mexico and UAE, and is committed in ensuring compliance with applicable laws across these jurisdictions. Tejas has an integrated and centralized strategy for achieving data privacy compliance across all jurisdictions

#### 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.

No issue were reported as on March 31, 2023.

### Leadership Indicators

#### 1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).

Information relating to all products of the Company are available on the website at [www.tejasnetworks.com](http://www.tejasnetworks.com)

#### 2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.

The Company conducts meetings to educate its customers on responsible usage of our products as well as safe disposal of the products as well provide various user manuals along with the company products.

**3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.**

The Company has a End of Life/End of Sales process and customer communication process to inform customer on End of Life/End of Service for its products. Besides, the Company maintain key contacts in customer operations team /Network Operating Centre team and communicate to them of any risk of disruption/discontinuation of essential services due to maintenance activities (usually scheduled in maintenance window with customer approved downtime).

**4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)**

No, the Company publishes information as per the regulatory norms, and also the Company conducts customer satisfaction survey every year on the major products of Tejas

**5. Provide the following information relating to data breaches:****a. Number of instances of data breaches along-with impact**

There were no data breaches as on March 31, 2023.

**b. Percentage of data breaches involving personally identifiable information of customers**

Not Applicable

