

Ref. No.: UTI/AMC/CS/SE/2024-25/0437

Date: 29th June, 2024

National Stock Exchange of India Limited

Exchange Plaza Plot No. C/1
G Block Bandra – Kurla Complex
Bandra East Mumbai – 400 051.

Scrip Symbol: UTIAMC

BSE Limited

Phiroze Jeejeebhoy Towers
Dalal Street
Mumbai – 400 001.

Scrip Code / Symbol: 543238 / UTIAMC

Sub: Disclosure of Business Responsibility and Sustainability Report for the financial year 2023–24

Dear Sir / Madam,

Pursuant to provisions of Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are forwarding herewith the Business Responsibility and Sustainability Report for the financial year 2023–24.

Thanking you,

For **UTI Asset Management Company Limited**

Arvind Patkar

Company Secretary and Compliance Officer
Membership No. ACS 21577

Encl: As above

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

SECTION A GENERAL DISCLOSURES

I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity

L65991MH2002PLC137867

2. Name of the listed entity

UTI Asset Management Company Limited (UTI AMC)

3. Year of incorporation

14th November, 2002

4. Registered Office Address

UTI Tower 'Gn' Block Bandra-Kurla Complex Bandra (East) Mumbai – 400 051

5. Corporate Address

UTI Tower 'Gn' Block Bandra-Kurla Complex Bandra (East) Mumbai – 400 051

6. E-mail

cs@uti.co.in

7. Telephone

022-6678-6666

8. Website

<https://www.utimf.com>

9. Financial year for which reporting is being done

1st April, 2023 to 31st March, 2024

10. Name of the Stock Exchange(s) where shares are listed

National Stock Exchange of India Limited (NSE) and BSE Limited (formerly Bombay Stock Exchange)

11. Paid-up Capital

₹ 127.26 crores (127,25,61,740.00)

12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report

Mr. Arvind Patkar,
Company Secretary and Compliance Officer
Telephone No.: 022 6678 6666
E-mail address: cs@uti.co.in

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)

Standalone Basis

14. Name of the assurance provider

Not Applicable

15. Type of the assurance obtained

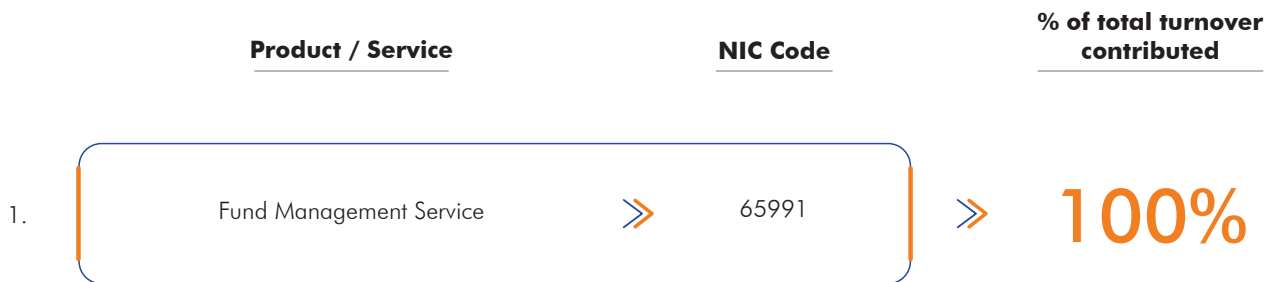
Not Applicable

II. Product / Services

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

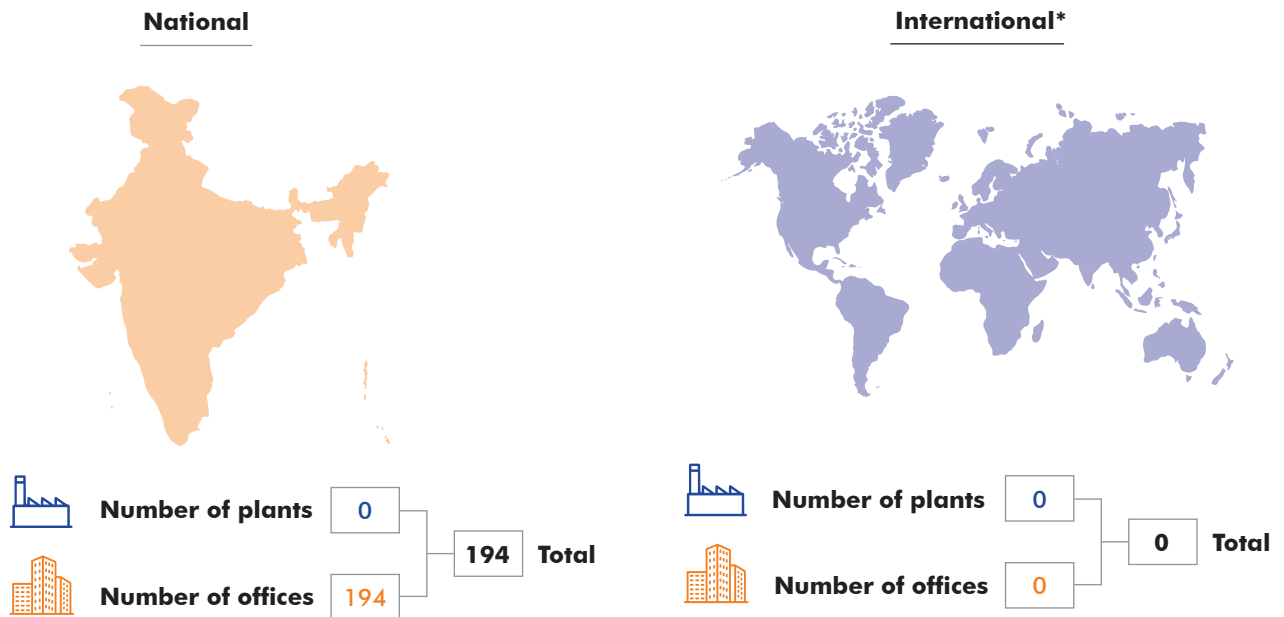


17. Products / Services sold by the entity (accounting for 90% of the entity's turnover):



III. Operations

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



*Please note that the 100% subsidiary of UTI AMC namely UTI International has offices in Singapore, London, Dubai and Paris.



19. Markets served by the entity:

a. Number of locations

28

National (No. of States)

35+

International (No. of Countries)

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

1.60%

c. A brief on types of customers

The Company's clientele comprises of investors who are currently investing or have previously invested in the mutual fund schemes offered by the Company. Additionally, the Company offers discretionary Portfolio Management Services (PMS) to organisations such as the Employees' Provident Fund Organisation (EPFO), the Coal Mines Provident Fund Organisation, the Employees' State Insurance Corporation (ESIC), and the National Skill Development Fund (NSDF). Furthermore, it provides Non-Discretionary PMS to Postal Life Insurance (PLI) and offers Advisory PMS to several offshore accounts.

IV. Employees

Note: As per UTI AMC's policy the entire workforce falls under employees. The worker's category is not applicable to the Company.

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):



Employees



Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
1.	Permanent employees (D)	1,402	1,015	72%	387	28%
2.	Other than permanent employees (E)	3	3	100%	0	0%
3.	Total employees (D+E)	1,405	1,018	72%	387	28%



Workers



Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
4.	Permanent workers (F)	Not Applicable				
5.	Other than permanent workers (G)					
6.	Total Workers (F+G)					

b. Differently abled Employees and workers:



Differently Abled Employees



Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
1.	Permanent (D)	2	2	100%	0	0%
2.	Other than permanent (E)	0	0	0%	0	0%
3.	Total differently abled employees (D+E)	2	2	100%	0	0%



Differently Abled Workers



Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
4.	Permanent (F)	Not Applicable				
5.	Other than permanent (G)					
6.	Total differently abled Workers (F+G)					

21. Participation / Inclusion / Representation of women

	Total (A)	Number of Female (B)	Percentage of Females (B/A)
Board of Directors	10	2	20%
Key Management Personnel	3	0	0%

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

FY 2023-24



Permanent employees

14%	13.8%
Male	Female
13.9%	
Total	

FY 2023-24



Permanent workers

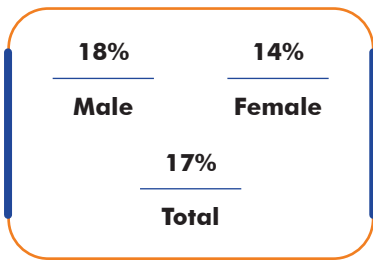
Not Applicable



FY 2022-23



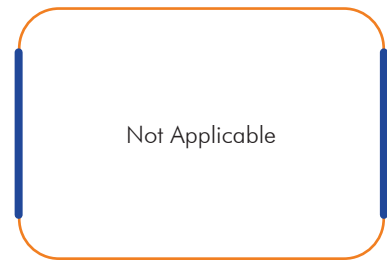
Permanent employees



FY 2022-23



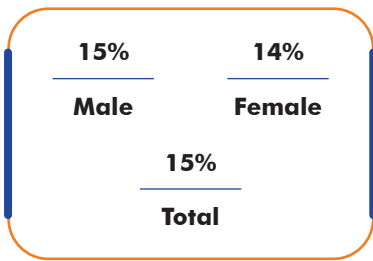
Permanent workers



FY 2021-22



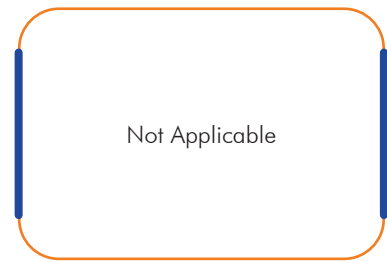
Permanent employees



FY 2021-22



Permanent workers



*Note: Majority of our employee turnover rate is attributed to retirement, as most of the employees fall under Baby Boomers and Gen X categories. The trend will continue over the next few years considering the 60-year-old legacy of the organisation.

Definitions:

- Employee turnover: employees who leave the organisation voluntarily or due to dismissal, retirement, or death in service.
- Baby Boomers: Baby boomers were born between 1946 and 1964. They're currently between 57-75 years old.
- Gen X: Gen X's were born between 1965 and 1979/80 and are currently between 41-56 years old.

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

23. Names of holding / subsidiary / associate companies / joint ventures

	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.	UTI International Limited	Subsidiary	100%	No
2.	UTI Pension Fund Limited	Subsidiary	100%	No
3.	UTI Alternatives Private Limited	Subsidiary	100%	No
4.	UTI Venture Funds Management Company Private Limited	Subsidiary	100%	No

VI. CSR Details

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

Yes

ii) Turnover (in ₹):



₹ 1,341.15 crore (13,41,15,74,284.46)




iii) Net worth (in ₹):

₹ 3,685.02 crore (36,85,02,32,988.65)

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes / No) (If Yes, then provide web-link for grievance redress policy)	2023-24 (Current FY)			2022-23 (Previous FY)		
		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	Yes. The Company implements its CSR initiatives through its implementation partners, who <i>inter-alia</i> ensure and manage effective grievance redressal of the communities, if any. The Company's nature of operation does not have any negative externalities to the local community.	0	0	Nil	0	0	Nil
 Shareholders	Yes. https://www.utimf.com/amc-shareholders/other-filings-with-stock-exchanges	5	0	All complaints were resolved.	4	0	All complaints were resolved.

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2023-24 Current			FY 2022-23 Previous		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
 Employees and workers	Yes. There is a Grievance Redressal Policy for employees, and it is available on the intranet of the Company which is accessible to all its employees.	0	0	Nil	0	0	Nil
 Customers*	Yes. https://www.utimf.com/help-and-support/write-to-us https://www.utimf.com/help-and-support/locate-us	83	0	All complaints were resolved	104	0	All complaints were resolved.
 Value Chain Partners / Contractors	Yes, the grievance redressal mechanism for Mutual Fund Distributors has been enlisted at: https://www.utimf.com/help-and-support/write-to-us	0	0	Nil	0	0	Nil

*The Company's 'Investors (other than shareholders)' are covered under the category 'customers'.

The grievance redressal policy and vigil mechanism of the company provides organised framework for dealing with concerns and grievances. The Company has established Whistle blower policy to enable all the stakeholders to raise their concerns.





26. Overview of the entity’s material responsible business conduct issues.



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

Opportunity  Risk 

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Compliance		The frequent regulatory changes make it difficult for the firms to stay compliant. The Company serves within the financial sector, having to deal with vast sets of data. Few instances may lead to mishandling of sensitive client information causing data breaches and thus, non-compliance with data protection regulations.	To mitigate, compliance risk due to regulatory changes, the Company monitors regulatory updates and implements necessary changes promptly. To avoid encounter with data management issues, the company invests heavily in secure IT infrastructure, data encryption measures. Furthermore, the Company provides training to employees for compliance measures, focusing on importance of regulatory adherence and potential consequences of non-compliance.	Negative: Non-compliance with regulations may lead to regulatory fines, or having to pay for legal settlements, and sometimes extensive operational costs.
2	Data protection and information security		The Company heavily relies on its technology infrastructure, with the majority of transactions processed digitally, inherently increasing cyber and information security risks. Managing data privacy and security is crucial, as cybersecurity-related risks pose significant challenges, primarily involving the potential weakening or failure of the Company’s IT-based resources. The growing incidence of cybersecurity threats in the industry has prompted the identification of several key risks: ransomware attacks, phishing attempts, potential loss or compromise of proprietary data and sensitive information, and the risk of losing control over essential IT systems and processes due to third-party attacks. If realised, these risks could significantly impact the Company’s operations, reputation, and profitability. Data protection is crucial for maintaining customer confidentiality, complying with regulations, protecting against data breaches, building investor confidence, ensuring business continuity, and fulfilling ethical responsibilities. Implementing robust data protection and information security measures not only safeguards the Company’s reputation but also enhances its overall business operations. Addressing potential privacy-related concerns of investors is a top priority, as it is essential for maintaining their trust and confidence in the Company.	The Company has developed a “Policy on Privacy and Information Security” that outlines the rights of the Company and users to utilise, secure, and restrict personally identifiable and confidential investor information. Cyber security and information security policies are also in place, and their implementation is reviewed annually and approved by the Board. The implementation of the cyber security policy is overseen by the Information Security Executive Committee (ISEC) and the Technology Advisory Committee of the Company. Additionally, the Company has established a Data Leak Policy and undertakes regular stress testing and Vulnerability Assessment and Penetration Testing (VAPT). A Board-level Digital Transformation Committee (DTC) has been set up, where members meet to discuss digital strategy and guide the Company. To enhance employee awareness, the Company conducts quarterly phishing exercises and emailers related to Information Security awareness to educate employees about increasingly sophisticated cyber-attacks.	Negative: The likelihood of costs for effective management and ensuring updates to the Company’s IT infrastructure.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3	Transparency & disclosures		<p>Transparent operations and comprehensive disclosures can build trust with client, investors and regulators. This trust can enhance the Company's reputation and attract more clients and investments. Adhering to regulatory requirements for transparency ensures compliance, thus reducing fines and penalties. Furthermore, transparent reporting can help identify inefficiencies and areas for improvement within the Company.</p>	<p>Since transparency and disclosures is an opportunity for the Company, no mitigation approach is required.</p> <p>Nevertheless, the Company has strong measures in place for maintaining transparency in their business. The Company has implemented and follows a strong code of ethics to guide decisions for employee and management. Regular meetings are held with stakeholders to discuss strategies or concerns if any. The Company ensures all marketing materials accurately reflect the performance, risks and benefits of investment products.</p>	<p>Positive:</p> <p>Transparent and thorough disclosures can build trust and confidence among investors. This will lead to higher levels of investment, reduced redemptions, and long-term client relationships. Strong reputation will attract new clients, investors and partners by driving business growth and potentially leading to premium pricing for the Company's services.</p>
4	Business ethics & corporate governance		<p>Strong corporate governance is crucial for assessing and managing organisational risks, ensuring that all aspects of stakeholder relationships, compliance, and monitoring are adequately addressed to prevent financial and reputational damage that could affect business continuity. For the asset management Company (AMC) sector, key governance issues include maintaining ethical and responsible business conduct and implementing stringent anti-bribery measures.</p> <p>On the compliance front, adhering to evolving regulatory requirements and disclosures presents significant challenges. The rapid and continuous changes in the regulatory landscape, markets, and product offerings create risks related to understanding and quickly responding to these changes. Additionally, the growing emphasis on governance, compliance, and Environmental, Social, and Governance (ESG) disclosures necessitates that the Company address emerging ESG-related risks effectively.</p> <p>Fostering growth based on the Company's values, principles, standards, and norms of behaviour offers several advantages. These include promoting honesty, moral uprightness, truthfulness, and adherence to codes of conduct and ethics. Such a foundation not only enhances the Company's reputation but also builds investor confidence, supports regulatory compliance, and attracts and retains high-quality talent. By integrating robust corporate governance practices, the Company can better navigate the complexities of the regulatory environment, mitigate risks, and ensure sustainable, ethical growth.</p>	<p>UTI Asset Management Company (UTI AMC) has established a robust framework for corporate governance, supported by well-documented policies such as a whistle-blower policy and a stringent code of conduct applicable across all levels of the organisation. These measures effectively mitigate governance and compliance-related risks. The Company conducts regular training programs and monitors performance to ensure adherence to these standards. Directors participate in training sessions to stay updated on regulatory changes, policies impacting the Company's operations, and other relevant developments.</p> <p>Additionally, UTI AMC has framed a Fiduciary Duty Policy, accessible on its website, which emphasizes the obligation to uphold high standards of integrity and fairness in business conduct, prioritizing the interests of all investors above all else. This policy underscores the Company's commitment to ethical practices and reinforces trust among stakeholders.</p> <p>By integrating these comprehensive governance practices, UTI AMC not only enhances transparency and compliance but also fosters a culture of ethical behaviour and accountability throughout the organisation. This approach not only mitigates risks effectively but also positions the Company positively in the competitive asset management industry, promoting long-term sustainability and stakeholder confidence.</p>	<p>Negative:</p> <p>In case any event arises for the Company to manage governance practices and its alignment with compliance requirements, the likelihood of this impact will affect negatively on ESG ratings and further investments.</p>

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5	Stakeholder engagement		<p>Stakeholder engagement presents numerous opportunities for an asset management company's business by enhancing its reputation, fostering trust, driving growth, and improving overall performance. Effective engagement involves maintaining transparent and consistent communication with stakeholders, including clients, employees, regulators, and the community. This can build stronger client relationships, gain valuable market insights, and improve compliance and risk management practices. Additionally, positive stakeholder engagement can lead to better innovation, corporate social responsibility (CSR) initiatives, and crisis management, ultimately providing a competitive advantage and enhancing financial performance.</p> <p>Equally important is employee engagement, which fosters a motivated and dedicated workforce. Engaged employees are more likely to provide exceptional performance, exhibit innovative thinking, and achieve organisational goals. To attract and retain top talent, the Company should offer learning and development opportunities aligned with market trends, flexible work options, paternity leave, and comprehensive health facilities. These initiatives contribute to a positive work environment, driving employee satisfaction and long-term retention. By integrating robust stakeholder and employee engagement strategies, the Company can support its overall success and growth, creating a resilient and dynamic organisation.</p>	<p>As stakeholder engagement is an opportunity to the Company, no mitigation approach is required.</p> <p>However, the Company regularly engages with its stakeholders through newsletters, reports, meetings.</p> <p>Further, the Company has adopted Employee Engagement & Communication Policy which is available on the Company's website at https://www.utimf.com/amc-shareholders/code-and-policies which sets out the Company's commitment to employee engagement in the workplace. It results in the right conditions for all members of an organisation to give their best each day, committed to their organisation's goals and values, motivated to contribute to organisational success, with an enhanced sense of their own well-being.</p>	<p>Positive: Proactive engagement with stakeholders adds competitive advantage in the market for UTI AMC. Open communication channels having two-way feedback mechanisms have registered inputs from direct and indirect stakeholders and have proven to improve our operational efficiencies, financial management. Timely and transparent stakeholder engagement enables the Company to serve stakeholders efficiently, promoting our brand value.</p>
6	Risk management		<p>Effective risk management is a cornerstone of our Company's operational strategy, crucial for achieving business goals and navigating various risks, including strategic, investment, operational, and emerging Environmental, Social, and Governance (ESG)-related risks. Over the years, we have developed and continually enhanced our Risk Management Framework to address these challenges comprehensively.</p> <p>As part of our commitment to continuous improvement, there remains an ongoing opportunity to refine and innovate our risk management framework, practices, and policies. This ensures alignment with regulatory requirements and the evolving landscape of the asset management industry. Integrating ESG considerations into our risk management approach reflects our proactive stance towards emerging market trends and stakeholder expectations.</p> <p>Recognising the influence of ESG factors on our operating environment, we have incorporated ESG-related risks into our regular risk assessments. Embracing sustainable business practices not only mitigates risks but also enhances operational efficiency, strengthens business resilience, and fosters a motivated and engaged workforce. Moreover, these practices positively impact society, reinforcing our commitment to ethical business conduct and sustainable development.</p>	<p>With well-established protocols and processes, the Company has built a robust enterprise risk management framework. This framework includes strategies for risk identification, assessment, and response, along with a comprehensive risk management strategy. By implementing this framework, the Company demonstrates its commitment to ethical conduct in all business and operational areas. Furthermore, the Company not only ensures regulatory compliance but also integrates industry best practices into its risk management approach.</p> <p>Currently, the Company also has in place a risk management policy for the mechanisms to address risks in operational areas.</p>	<p>Positive: The Company's risk management framework has helped us overcome challenges and risks. UTI AMC also believes that our commitment for addressing ESG risks is well demonstrated through the Company's initiatives.</p>

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
7	Customer protection & satisfaction		Customer protection and satisfaction are crucial for any business, including UTI AMC, as they can significantly influence the Company's reputation, client retention, and overall success.	The Company has established robust compliance frameworks, conducts frequent audits, ensures transparent and accurate information disclosure, maintains stringent internal controls, adheres strictly to regulatory requirements, and emphasises investor education. These measures aim to build trust, promote transparency, and safeguard the interests of investors. Additionally, all advertising activities are conducted in strict compliance with regulatory mandates.	Positive: By prioritisation of customer protection and satisfaction, UTI AMC can build strong reputation for reliability and trustworthiness. This will help retain clients and attract new ones. Satisfied clients will stay with UTI AMC for a longer term which will in turn reduce churn and increase lifetime value.
8	Human capital development efforts		Human capital development efforts present a compelling opportunity for the Company. Investing in human capital development efforts will enhance our ability to attract top talent from competitive asset management industry. Development of employees' skills and knowledge through training programs and educational opportunities can significantly improve our performance. Human capital development fosters a culture of innovation and adaptability within the Company.	Since human capital development efforts is an opportunity, no mitigation is required. Nevertheless, the Company invests in training of employees, educating them about regulatory requirements, ethical standards, and compliance practices. The Company has built a strong organisational culture based on shared values, professionalism, and a commitment to excellence.	Positive: Reduced operational inefficiencies directly contribute to the Company's bottom line by optimising resource utilisation and wastage minimisation. Enhanced client retention rates will lead to higher assets under management and revenue growth. Satisfied clients will entrust with additional funds and recommend the Company to others.



SECTION B

MANAGEMENT AND PROCESS DISCLOSURES

The National Guidelines on Responsible Business Conduct (NGRBC) as prescribed by the Ministry of Corporate Affairs advocates nine principles as P1-P9 as given below:

Principle 1

Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, Transparent and Accountable

Principle 2

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

Principle 3

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

Principle 4

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

Principle 5

Businesses should respect and promote human rights

Principle 6

Businesses should respect and make efforts to protect and restore the environment

Principle 7

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

Principle 8

Businesses should promote inclusive growth and equitable development

Principle 9

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
Policy and management processes									
1.a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes / No)	Yes								
b. Has the policy been approved by the Board? (Yes / No)	Yes								
c. Web Link of the Policies, if available	https://www.utimf.com/amc-shareholders/code-and-policies Some policies are available to the employees through the Company's intranet. P1: Code of Ethics Policy, Anti-Bribery Policy, Anti-Fraud Policy & Fraud Response Plan, Whistle Blower Policy and Fiduciary Duty Policy P2: Stewardship Policy and Responsible Investment Policy P3: Employee Engagement & Communication Policy, Diversity & Inclusion Policy and Employee Health & Safety Policy P4 & P8: Corporate Social Responsibility policy and Corporate Communication Policy P5: Equal Opportunity Policy and Policy on Prevention of Sexual Harassment P6: ESG Policy, Climate Action Policy, Water Management & Conservation Policy and Energy Management & Conservation Policy P9: Web Archival Policy, Information Security Policy, Cloud Security Policy and Policy on Privacy and Security of Information								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes (as applicable)								
3. Do the enlisted policies extend to your value chain partners? (Yes /No)	The Company actively encourages the vendors to incorporate ESG practices within their operations. However, the Company does not enforce the adoption of ESG principles on vendors, suppliers, or business partners. Nevertheless, as a part of our vendor onboarding procedure, we do require vendors to provide assurance on anti-bribery measures and statutory compliance.								
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.	The organisation actively includes references to acts, rules, and recommendations in the formulation of its policies and procedures. The National Guidelines on Responsible Business Conduct (NGRBC), the UN Guiding Principles for Business and Human Rights (UNGPs), the UN Sustainable Development Goals (SDGs), the Paris Agreement on Climate Change, the Core Conventions of the International Labor Organization (ILO), and the Indian Companies Act 2013 are just a few of the international frameworks and initiatives that our Business Responsibility & Sustainability Reporting Policy is in line with. In addition, the business is dedicated to Climate Action 100+ and the United Nations Principles for Responsible Investment (UNPRI). We follow the IIRC framework, GRI Standards 2021, and SASB Standards when disclosing our ESG (Environmental, Social, and Governance) performance. These standards thoroughly address factors included in the annual report and in our sustainability report								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<p>5. Specific commitments, goals and targets set by the entity with defined timelines, if any.</p>	<p>Striving to be a preferred wealth manager, the Company prioritises sustainability in all aspects of its business operations. The Company’s constant focus is on making a good difference and enabling inclusive, broad-based growth for all stakeholders. To achieve this:</p> <ul style="list-style-type: none"> ◦ Through our CSR initiatives, aimed at enhancing education, healthcare, and rural development, we continue to prioritise empowering communities. ◦ Through initiatives like investing in renewable energy consumption at the corporate tower, reducing the use of single-use plastics, and implementing responsible waste management (both dry and wet waste) practices, the Company actively works on reducing, minimising, and monitoring its carbon footprint. ◦ In addition to prioritising merit-based hiring, the Company actively fosters a culture of Diversity, Equity, and Inclusion (DE&I) in the workplace. The organisation supports workforce upskilling in order to support employees’ overall growth and to keep up with the changing business landscape. ◦ The Company shows its commitment to the overall health of its employees by launching a number of programmes that are meant to improve their physical and emotional well-being. 								
<p>6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met</p>	<p>Spreading Financial Literacy</p> <ul style="list-style-type: none"> ◦ The Company conducted 414 Investor Awareness Programs with 34,917 registrations. ◦ During the period September to October 2023, the Company ran its digital investor education campaign on Women Investing. This campaign was seen (Impressions) by 8.9 crore people, with total number of Clicks being 7,61,614. <p>Community Development through CSR initiatives</p> <ul style="list-style-type: none"> ◦ In the reporting year, our community development initiatives have positively impacted 28,258 beneficiaries. These efforts encompass a range of programs designed to improve local livelihoods, enhance educational opportunities, and provide healthcare support. ◦ Over 10,498 underprivileged children were supported through our educational initiatives. Out of those, 535 are differently abled wherein specialised support and inclusive educational opportunities were provided. <p>Reducing our environmental impact</p> <ul style="list-style-type: none"> ◦ Material sourcing: Our newly purchased furniture and carpets have a green certificate rating and are manufactured with fully recyclable materials. ◦ We have improved energy efficiency by transitioning to larger or better-designed LED bulbs, improving insulation to reduce heat loss, and monitoring heating through a smart office design. ◦ We have reached the milestone of 100% renewable energy at our corporate office by procuring green energy certificates from the past two years. ◦ Document Management Software: The digital Document Management System (DMS) “UTI E-Way” has been adopted and each year has been through a continuous upgrade and adoption of processes to further the aim of transitioning to a paperless office. ◦ Waste management: In the reporting year, we engaged Clean Geosphere Pvt. Ltd. as our waste management agency to compost 100% of our wet waste and recycle 100% of our paper and plastic waste. Additionally, we have implemented a recycling policy for old computers and laptops, ensuring e-waste is managed through authorised vendors. <p>Diversity, Equity, and Inclusion (DEI)</p> <ul style="list-style-type: none"> ◦ ~28 % of the Company’s work force are women and during FY24, over 50% of campus hiring were female. ◦ Percentage of women in the mid-senior to leadership cadre in FY2023-24 was 19%. ◦ Enrolled six women leaders in a competitive programme designed to propel a cohort of mid-career professional women into managerial and leadership roles: two emerging as winners within the top 10% Club among the 1000 women leaders. <p>Employee Well-being</p> <ul style="list-style-type: none"> ◦ Conducted wellness survey, leading to the findings of the survey organised health carnival (physical check-up) and webinars on physical and mental health featuring experts. 								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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Governance, leadership and oversight

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

At UTI AMC, ethics, good governance, and client-centricity are core values deeply ingrained in our work culture. We prioritise providing responsible solutions, advancing community development, ensuring employee well-being, and promoting environmental sustainability to our stakeholders. Our commitment to Environmental, Social, and Governance (ESG) considerations is central to our long-term sustainability strategy. Through integrated platform-based offerings, we responsibly serve customers across diverse geographies, focusing on community development initiatives in education, healthcare, and rural development. Employee well-being and diversity are fundamental to our organisational ethos, and we emphasize sustainable waste management and resource usage.

Aligned with the goals of the Paris Climate Agreement, UTI AMC’s environmental strategy focuses on reducing our environmental footprint, integrating environmental risk analysis into our investment process, and engaging in community environmental efforts. We have achieved 100% renewable energy at our corporate office, sourced sustainable office materials, installed a sewage treatment plant, and implemented waste reduction and recycling processes. Our Responsible Investment Policy integrates ESG factors into investment decisions, and as a signatory to Climate Action 100+, we engage with high carbon emitters to push for effective transition and decarbonization plans.

UTI AMC is dedicated to addressing stakeholder needs and enhancing social capital. We focus on employee well-being, diversity, and community impact. Our workforce includes 27.74% women, with 50% of recent hires being female. We conduct wellness surveys, health carnivals, and Great Place to Work certification surveys to ensure a supportive work environment. Diversity and inclusion are integral to our corporate ethos, with training programs and initiatives to foster an inclusive workplace. We also conduct Investor Awareness Programs and various CSR initiatives in health, education, and rural development, benefiting over 28,000 lives.

Integrity, transparency, and accountability are the cornerstones of our corporate governance. UTI AMC has an ESG Committee of the Board guiding our ESG journey. We adhere to a Responsible Investment Policy, a formal stewardship code, and a voting policy, with independent inputs from external experts. Our governance framework emphasizes stakeholder engagement, value creation, and protection of stakeholder rights. Employees undergo regular training on ethics, cybersecurity, and regulatory compliance, achieving a 99% completion rate. Our cybersecurity measures ensure a secure digital environment, and we prioritize transparency with customers through various communication platforms, maintaining a high net promoter score of 94.01%.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	Name	Mr. Imtaiyazur Rahman							
	DIN	01818725							
	Designation	Managing Director & Chief Executive Officer							
	Telephone Number	022 6678 6666							
	E-mail id	Investor.relations@uti.co.in							
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	<p>Yes. The Company has in place a board-level ESG committee. The establishment of the Committee underscores our commitment to effectively embedding environmental, social, and governance (ESG) considerations into our business strategy. This committee plays a pivotal role in providing guidance, leadership, and necessary oversight in this regard.</p> <p>Overall, the Board-level ESG Committee serves as a driving force behind our commitment to sustainable and responsible business practices, guiding our efforts towards achieving long-term value creation while addressing the interests of all stakeholders.</p>								

The composition of ESG committee is as below:

Name	Designation	DIN	Category
Mr. Flemming Madsen	Non-Executive Nominee Director	04543	Chairperson
Mr. Narasimhan Seshadri	Non-Executive-Independent Director	03486485	Member
Mr. Rajeev Kakar	Non-Executive-Independent Director	01888608	Member
Ms. Dipali Hemant Sheth	Non-Executive-Independent Director	07556685	Member
Mr. Kiran Kumar Tarania	Non-Executive Nominee Director	09637366	Member

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	Committee of the Board									The policies are reviewed periodically or on an annual basis. Based on the review, changes to procedures are implemented accordingly.								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Committee of the Board									The Company has required policies and procedures in place to ensure compliance with applicable laws. The review is conducted 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
<p>Yes. The policies are reviewed by the Board of UTI AMC at least once every financial year or as per business requirements. During the current financial year, an independent assessment was carried out by M/s Aneja Associates for all corporate level policies.</p> <p>The core objective of the assignment was to ensure adequacy, comprehensiveness and effective implementation of the policies with a view to:</p> <ul style="list-style-type: none"> Ensure that governance standards, as laid out by the Board from time-to-time, are maintained. All regulatory requirements (particularly SEBI) are duly covered with the underlying policy framework expectations. Policies are being effectively followed/complied with by various departments. 								

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

Not Applicable

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
 <p>Board of Directors</p>	10	<p>The topics of trainings were as follows:</p> <ul style="list-style-type: none"> ○ Mutual fund industry and business model of the Company; ○ Various systems and policies adopted by the Company; ○ Indian and Global market update; ○ Corporate governance framework; ○ Risk management framework; and ○ Digitisation of business processes <i>etc.</i> <p>The above training helped to improve the performance and governance level of directors and the Company.</p>	100%
 <p>Key Managerial Personnel</p>	10	<p>The topics of trainings were as follows:</p> <ul style="list-style-type: none"> ○ Disruptive innovation: Strategies for a successful enterprise; ○ POSH sensitisation for senior leaders; ○ Transformational leadership; ○ Information security awareness program; ○ ESG for HoDs; ○ ESG summit-creating value through ESG; ○ Code of ethics; ○ Succession Planning; and ○ Leadership Development Programme 	100%

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
 <p>Employees other than BoDs and KMPs</p>	<p>>></p> <p>57</p>	<ul style="list-style-type: none"> ○ Excel training Program; ○ Leadership for senior executives; ○ Effective report writing program; ○ Fraud risk management for BFSI sector; ○ Private equity bootcamp; ○ Prevention of Sexual Harassment, Anti-money Laundering, Whistler Blower; ○ CII 17th Mutual Fund Summit 2023; ○ Sustainability Summit Award 2023; ○ Induction; ○ Authentic Leader Development; ○ High Impact Presentation; ○ Flame investment lab with the masters; ○ ESG training program; ○ Cases in business and investment analysis; and ○ Diversity, Equity and Inclusion 	<p>73.25%</p>
 <p>Workers</p>	<p>>></p>	<p>Not Applicable</p>	

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:

Monetary					
	NGRBC Principle	Name of the Regulatory/ enforcement agencies/ judicial institutions	Amount (in ₹)	Brief of the Case	Has an appeal been preferred? (yes/ no)
Penalty / Fine	Nil	Nil	0	Nil	No
Settlement	Nil	Nil	0	Nil	No
Compounding Fee	Nil	Nil	0	Nil	No

Non-Monetary				
	NGRBC Principle	Name of the Regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (yes/ No)
Imprisonment	Nil	Nil	Nil	No
Punishment	Nil	Nil	Nil	No

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. UTI AMC is committed to high ethical standards. Our policies on fiduciary duty, anti-money laundering, anti-bribery policy, anti-fraud policy and the clause of giving and accepting gifts in the staff rules set out the principles for countering bribery and corruption and the management of bribery and corruption risks in the Company.

All the policies are approved by the Board. The policies are available on the Company's intranet and the website.

The Company places paramount importance on upholding values such as honesty, integrity, quality, and trust in its dealings with investors and the management of their investments. All employees are obligated to adhere to the policies and follow the instructions outlined therein.

UTI AMC remains steadfast in its commitment to combat illegal payments and corrupt practices. Bribery and unlawful payments are incongruent with the values of UTI AMC and pose significant risks to its stakeholders. Consequently, the Company has integrated the anti-bribery policy into its vigilance and compliance programmes. The anti-fraud policy covers internal fraud, external fraud and any third parties connected directly or indirectly in any manner to the Company. The Anti Money Laundering Policy is in line with the SEBI AML guidelines incorporating salient aspects of the measures and obligations of Mutual Funds under the Prevention of Money Laundering Act, 2002 (PMLA). The Company has formulated guidelines on the giving of and acceptance of gifts under Staff Rules. As per the Policy, the Company prohibits an employee from giving gifts of any value to third parties, including persons associated with a stock exchange, regulatory authority, financial institution, broker, dealer, or the news or financial information media.

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

	Current Financial Year 2023-24	Previous Financial Year 2022-23
Directors	0	0
Key Managerial Personnel (KMPs)	0	0
Employees	0	0
Workers	NA	NA

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

	Current Financial Year 2023-24		Previous Financial Year 2022-23	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	Not applicable	0	Not applicable
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	Not applicable	0	Not applicable

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:

There have been no penalties / fines / actions taken by regulators during the financial year 2023-24.

8. Number of days of accounts payables ((Accounts payable *365) / Cost of goods / services procured)

	Current Financial Year 2023-24	Previous Financial Year 2022-23
Number of days of accounts payables	36.42	43.60

9. Open-ness of Business:

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along with loans and advances & investments, with related parties

Parameter	Metrics	Current Financial Year 2023-24	Previous Financial Year 2022-23
Concentration of Purchases	a. Purchases from trading houses as % of the total purchases	0	0
	b. Number of trading houses where purchases are made from	0	0
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	0	0

Parameter	Metrics	Current Financial Year 2023-24	Previous Financial Year 2022-23
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	0	0
	b. Number of dealers / distributors to whom sales are made	0	0
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	0	0
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	7.03%	7.46%
	b. Sales (Sales to related parties / Total Sales)	2.22%	1.68%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	41.75%	9.02%
	d. Investments (Investments in related parties / Total Investments made)	10.41%	0.98%

▶ Leadership Indicators

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

Total number of awareness programmes held	Topics / Principles covered under the training	% age of value chain partners covered (by value of business done with such partners) under the awareness programmes
28	<ol style="list-style-type: none"> 1. My Life My Dreams (motivational session on goal-based selling); 2. Innovative ways to increase sales; 3. Training on asset allocation; 4. Bazar at 1 Lakh (training on increasing sales in changing market dynamics); 5. UTI Products; and 6. Market Outlook, etc. 	10%*

*We are in the process of providing training programmes that cover various principles of NGRBC. We have covered 2417 mutual fund distributors under awareness programmes for FY-24.

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.

- a) As per the 'Code of Conduct for Board of Directors and Senior Management Personnel', directors and senior management abstain from involvement in any business, relationships, or activities that could conflict with the Company's best interests or tarnish its reputation. This guideline is essential for upholding the Company's integrity and fostering trust among stakeholders.
- b) Pursuant to the code, directors and senior management are required to annually disclose their compliance with the Code, affirming that they are not engaged in any activities conflicting with the Company's interests.
- c) In compliance with Section 184 of the Companies Act, 2013 and relevant provisions of SEBI (Mutual Funds) Regulations, 1996, Directors periodically submit statutory disclosures detailing entities in which they hold interests or concerns, including shareholdings.

- d) The Company’s ‘Policy on materiality of Related Party Transactions and dealing with Related Party Transactions’ categorises entities in which any Director holds interests or concerns as related parties. Consequently, approval from the Committee / Board is obtained before engaging in transactions with such entities. This approach ensures transparency, compliance with regulatory requirements, and effective oversight in dealings with related parties. By adhering strictly to these guidelines and securing necessary approvals, the Company demonstrates its commitment to ethical conduct and robust governance, thereby mitigating conflicts of interest.



PRINCIPLE 2

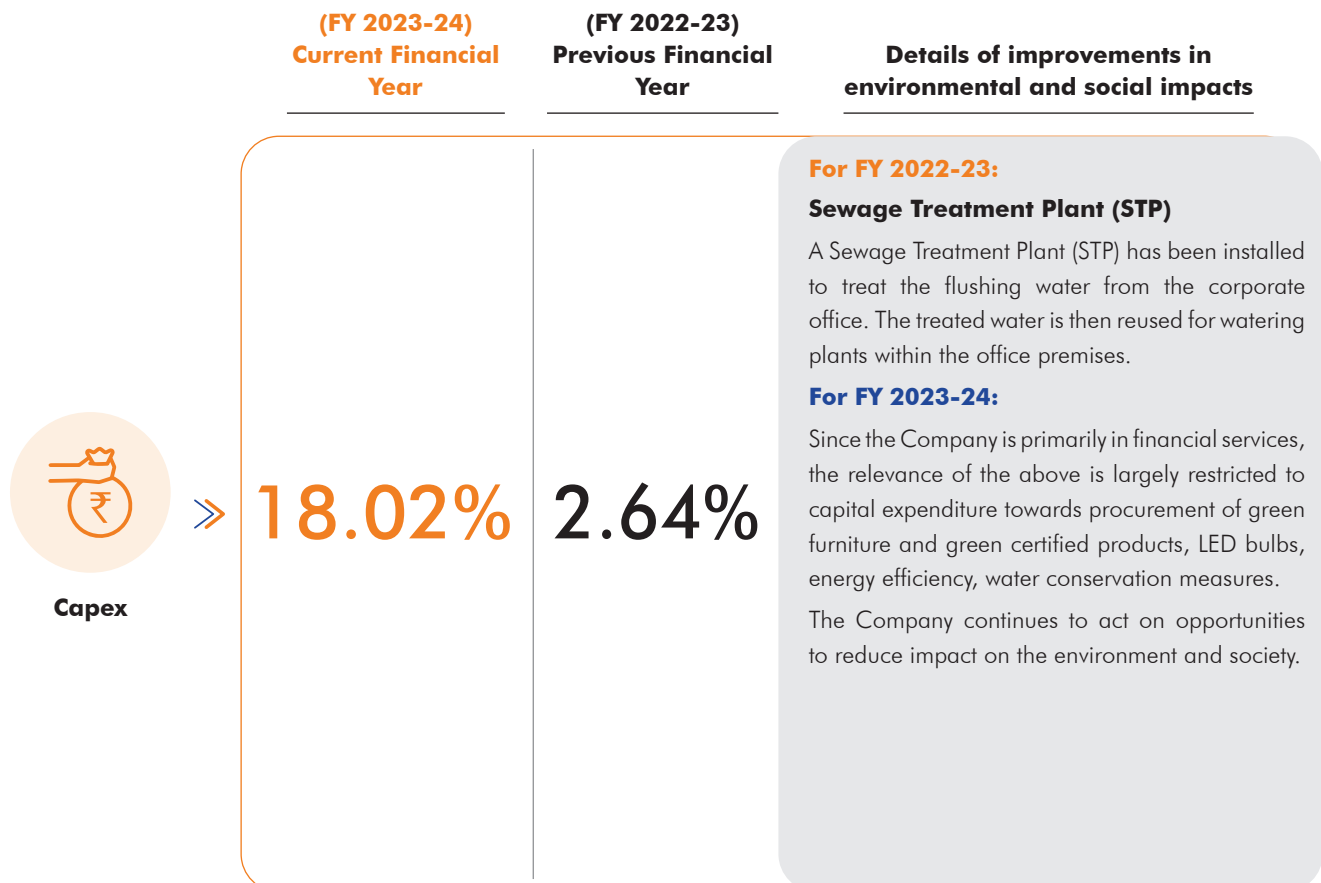
Businesses should provide goods and services in a manner that is sustainable and safe.



Essential Indicators

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

	Current Financial Year (2023-2024)	Previous Financial Year (2022-2023)	Details of improvements in environmental and social impacts
R&D	0	0	As the Company operates in the service industry, this disclosure does not apply.



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

 **NO.**

The Company is in the process of establishing a supplier code of conduct that encourages suppliers to integrate ESG principles into their systems and processes. Nevertheless, UTI AMC promotes a culture of resource conservation and strives to minimize its reliance on natural resources and reduce its environmental impact while achieving operational excellence. The Company adheres to sustainable sourcing practices whenever possible, such as acquiring green infrastructure, using LED bulbs in offices and UFCs, installing green-rated and energy-efficient fittings, opting for glass bottles, and utilising water sensor taps.

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

0%

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**

The Company acknowledges the limited scope it has on certain parameters due to the nature of the business, however, it recognises the urgent need to manage waste in an eco-friendly manner. To achieve these goals, the Company actively promotes reuse / recycling of the waste generated during the business operations of UTI AMC to whatever extent feasible.

The Company has hired a waste management agency to recycle paper and plastic waste to collect waste from

the corporate tower. For e-waste disposal (computers, printers, switches, monitors, modems, and scanners), the Company follows an IT Asset Management policy (available on intranet), outlining the process for information system asset disposal. The Company partners with third-party government authorised vendors for IT asset disposal, ensuring compliance with the policy guidelines and the regulatory norms. The Company provides e-waste collection bins at all the UFCs (branch offices) nationwide.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same

Not Applicable



Leadership Indicators

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

Given that the Company is in the Financial Services sector and is not involved in the production or manufacturing of any products, we have not conducted, Environmental or Social Life Cycle Assessment. However, we might consider conducting LCA of our services in the future.

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

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.

Since the Company is in the Financial Services sector, no social or environmental concerns/risks are associated with the use of its offerings.

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	
	Current Financial Year 2023- 24	Previous Financial Year 2022- 23
Not Applicable		

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

	Current Financial Year (2023-2024)			Previous Financial Year (2022-2023)		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Not Applicable					
E-waste						
Hazardous waste						
Other waste						

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Not Applicable	



PRINCIPLE 3

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



Essential Indicators

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



Permanent 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)
Male	1,015	1,015	100%	1,015	100%	0	0%	1,015	100%	1,015	100%
Female	387	387	100%	387	100%	387	100%	0	0%	387	100%
Total	1,402	1,402	100%	1,402	100%	387	27.6%	1,015	72.4%	1,402	100%



Other than Permanent 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)
Male	3	3	100%	3	100%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
Total	3	3	100%	3	100%	0	0%	0	0%	0	0%

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

*Note: As per UTI AMC's policy the entire workforce falls under employees, worker's category is not applicable to the Company.



Permanent 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)
Male	Not Applicable										
Female											
Total											


Other than Permanent 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)
Male	Not Applicable										
Female											
Total											

c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent)

	Current Financial Year (2023-2024)	Previous Financial Year (2022-2023)
Cost incurred on well-being measures as a % of total revenue of the Company	0.84%	This information is not available with the Company

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

Benefits	Current Financial Year 2023-24			Previous Financial Year 2022-23		
	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	80.3%	0%	Not Applicable	77%	0%	N.A.
 Gratuity	100%	0%	Yes	100%	0%	Y.
 ESI	0%	0%	Not Applicable	0%	0%	N.A.
 Others – Pension	19.7%	0%	Not Applicable	23%	0%	N.A.

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.

 **YES.**

The Company ensures that its offices are accessible to differently abled employees and visitors. Corporate Tower and UFCs (branch) layouts have ramps and elevators (wherever feasible).

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.**

The 'Equal Opportunity Policy' is available on Company's intranet, accessible to all the employees.

The Company's Equal Opportunity Policy is a commitment to promote and conduct its business according to principles of social justice, respect and freedom of expression. The Company is committed to offer equal opportunities without discrimination based on age, color, disability, origin, nationality, religion, race, gender, sexual orientation, or any other characteristics.

Diversity and Inclusion policy is available in the public domain.

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

	 Permanent employees		 Permanent workers	
Gender	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	Not Applicable	Not Applicable
Female	67%	100%		
Total	88%	100%		

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

	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 Company has developed a Grievance Redressal Policy specifically tailored for managerial staff. This policy aims to ensure transparency and sensitivity in handling grievances, with the objective of resolving them promptly and fairly. It is easily accessible to all employees through the Company's intranet. The Company actively maintains an open-door policy, granting all employees access to business heads, HR, Senior Management and other relevant members, regardless of hierarchy. Additionally, it has formulated a Whistle-Blower Policy for employees and directors to report unethical behaviour, suspected fraud, or violations of the Company's Code of Business Conduct and Ethics Policy. The Company maintains zero tolerance for workplace sexual harassment, adhering to provisions under the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013.
Other than Permanent Employees	The grievance redressal for employees is applicable to 'Other than permanent employees' as well.

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

Category	Current Financial Year 2023-24			Previous Financial Year 2022-23		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	1,402	339	24.17%	1,311	354	27%
Male	1,015	182	17.9%	960	194	20.2%
Female	387	157	40.6%	351	160	45.6%
Total Permanent Workers	Not Applicable			Not Applicable		
Male						
Female						

8. Details of training given to employees and workers:

Employees

Category	Current Financial Year 2023-24					Previous Financial Year 2022-23				
	Total (A)	*On Health and safety measures		**On Skill Upgradation		Total (D)	*On Health and safety measures		**On Skill Upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Male	1,018	1,018	100%	315	31%	963	905	94%	792	82%
Female	387	387	100%	309	80%	351	351	100%	180	51%
Total	1,405	1,405	100%	624	44%	1,314	1,256	96%	972	74%


Workers

Category	FY 2023-24 Current Financial Year					FY 2022-23 Previous Financial Year				
	Total (A)	*On Health and safety measures		**On Skill Upgradation		Total (D)	*On Health and safety measures		**On Skill Upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Male										
Female	Not Applicable					Not Applicable				
Total										

*The Company conducts various health and safety awareness campaigns *via* a multi-pronged framework. These includes fire drills, webinars by doctors, webinars by experts on physical and mental wellness.

**The Company's skill upgradation program consists of induction, regulatory, domain specific and behavioural programs conducted through instructor-led training and e-learning modules.

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



Employees

Category	Current Financial Year 2023-24			Previous Financial Year 2022-23		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Male	1,018	883	87%	963	769	80%
Female	387	230	59%	351	191	54%
Total	1,405	1,113	79%	1,314	960	73%



Workers

Category	Current Financial Year 2023-24			Previous Financial Year 2022-23		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Male						
Female						
Total						

Not Applicable

The Company actively conducts an annual performance appraisal process for employees. It establishes and maintains a performance and talent management framework. This framework aims to:

- Ensure alignment with the Company's Key Performance Indicators (KPIs) as set by the Board and promote clarity of purpose across all levels;
- Cultivate a talent pipeline by nurturing high-potential individuals; and
- Provide differentiated rewards and facilitate capability development to retain talent for the future.

10. Health and safety management system:

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

There are no occupational health and safety risks aligning with the nature of the business. The Company prioritises employee well-being. The Company has partnered with various hospitals to organise annual health care checkups. The Company conducts regular wellness webinars covering physical, mental, and emotional health. It provides periodic training on fire safety, firefighting equipment, and evacuation drills.

Furthermore, the Company has implemented an Occupational Health and Safety (OHS) Management System, encompassing all areas within its control or influence that could impact its OHS performance. The primary objective of the OHS system is to ensure a safe, functional, and secure workplace. To achieve this goal, the Company focuses on the following:

- Compliance: Ensuring compliance with statutory and other health and safety obligations through physical security measures, including annual hands-on evacuation



training, fire safety briefings, demonstrations and training on fire extinguisher use, regular inspection and refilling of fire extinguishers, and monthly inspection of detectors/sensors;

- ii. Risk Management: Assessing and mitigating OHS hazards and risks;
- iii. Training: Providing employees with appropriate health and safety training, including orientation and on-the-job training; and
- iv. Collaboration: Encouraging consultation and participation of employees and other stakeholders in annual execution planning for each objective.

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

Given the nature of the business, work-related hazards are not a major concern for the Company. However, the Company actively conducts well-being assessment of employees through a healthcare service provider, evaluating parameters such as physical activity and functioning, bodily pain and its impact on daily routines, emotional well-being, social functioning, energy levels, fatigue, and well-being.

The Company employs various processes to identify workplace risks, including routine inspections and walkthroughs to visually assess equipment types, work practices, and potential threats that may pose risks to employees. Routine and non-routine actions are carried out through e-surveillance, including responding to alerts from branches (UFCs), random monitoring of branches

for fire or other hazards, and providing support during emergencies. While it's acknowledged that eliminating all risks is not feasible, the Company prioritises the identification of significant risks and takes all reasonably practical measures to safeguard employees from harm.

Additionally, the Company conducts regular fire drills to educate employees on risk identification and mitigation. Security guards deployed at the premises are trained in fire safety equipment usage, and advisories are issued on safety-related aspects.

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)

This is not directly applicable given the nature of business.

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

To provide access to non-occupational medical and healthcare services, the Company prioritises initiatives such as health insurance and health check-up campaigns. The Company offers facilities such as medical consultations and regular health check-ups. Furthermore, it provides group term insurance and personal accident insurance, along with medical insurance, for its employees. These efforts aim to further enhance the well-being of employees and their families by ensuring they have comprehensive healthcare coverage and opportunities for preventive care. Through these initiatives, the Company strives to promote a culture of wellness and support the overall health and happiness of our workforce.

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

Safety Incidents / Number	Category*	Current Financial Year 2023-24	Previous Financial Year 2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	NA	NA
Total recordable work-related injuries	Employees	0	0
	Workers	NA	NA
Number of fatalities	Employees	0	0
	Workers	NA	NA
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	NA	NA

*Including in the contractual workforce



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

UTI AMC diligently adheres to a comprehensive compliance framework designed to protect its workforce from potential workplace accidents or injuries. This commitment is encapsulated in our Employee Health & Safety Policy, ensuring a secure and safe environment for all employees. To maintain a safe workplace, we implement various measures, including risk assessments, enhancement of safety equipment, fire safety training and drills, safety inspections, and risk mitigation during UFC (branch) visits.

Additionally, UTI AMC prioritises employee physical and psychological well-being. The Company organises regular health check-ups and provides term life insurance, personal accident coverage, and medical insurance for all employees. New employees undergo comprehensive health screenings, with biennial screenings for those over 40. To uphold safety standards, the Company conducts fire drills and quality assurance checks regularly.

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

Current Financial Year 2023-24



Working Conditions

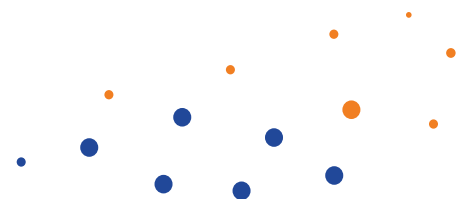
0	0	Not applicable
Filed	Pending Resolution at end of year	Remarks

Current Financial Year 2023-24



Health and Safety

0	0	Not applicable
Filed	Pending Resolution at end of year	Remarks



Previous Financial Year 2022-23



Working Conditions

0	0	Not applicable
Filed	Pending Resolution at end of year	Remarks

Previous Financial Year 2022-23



Health and Safety

0	0	Not applicable
Filed	Pending Resolution at end of year	Remarks

14. Assessments for the year:

**% of your plants and offices that were assessed
(by entity or statutory authorities or third parties)**



Health and safety practices



100%

*The entity conducts periodic assessments of health and safety practices and working conditions of all the UFCs (branch offices) which includes firefighting equipment, appropriate lighting and ventilation, cleanliness, comfortable temperature, ergonomic furniture.



Working Conditions

*The Company conducts internal assessments.

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.

Based on internal assessment no corrective action taken or significant risks / concerns arising during the FY.



Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of

 Life Insurance	 Employees (Y/N)	→ Yes
	 Workers (Y/N)	→ Not Applicable

▶ YES.

The Company provides its employees with Term Life Insurance, Personal Accident Cover, Gratuity Benefit, Provident Fund Benefit and Medical Insurance. Benefits such as provident fund, gratuity, leave encashment, etc., are settled on a priority basis. The Company's Gratuity offerings surpass statutory prescribed limits significantly. Furthermore, in the event of death, all stock options immediately vest in the employee's successors in line with the Company's Employee Stock Option Scheme. These benefits are extended to all employees.

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 has contractually obligated its value chain partners to fully meet their statutory requirements. The Company incurs GST charges from vendors. To ensure continuous access to input tax credit, it conducts quarterly vendor-wise reconciliations. If any discrepancies are identified, the Company promptly communicates with the respective vendors to address and resolve such issues. Moreover, the Company has implemented statutory and internal audit policies and procedures to monitor compliance with these obligations.

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 rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

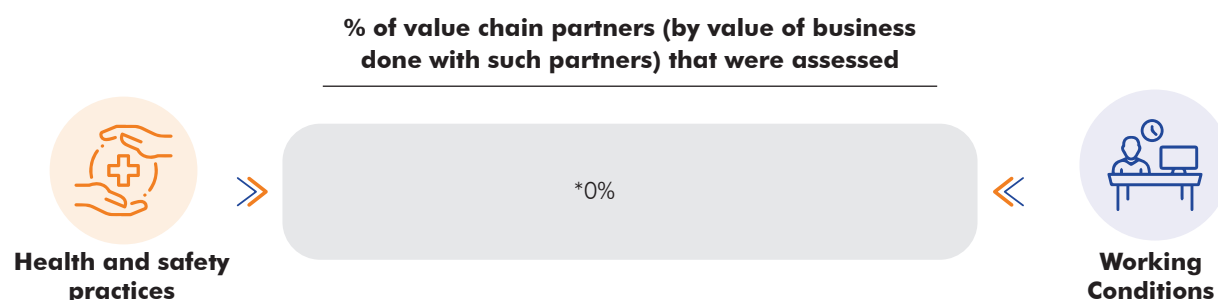
	Total Number of affected employees / workers		No. of employees / workers that are rehabilitated or whose family member have been placed in suitable employment	
	FY 2023-24 (Current Financial Year)	FY 2022- 23 (Previous Financial Year)	FY 2023-24 (Current Financial Year)	FY 2022- 23 (Previous Financial Year)
Employees	0	0	0	0
Workers	NA	NA	NA	NA

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.

The Company hires highly qualified talent on merit and continuously upskills its workforce. As such, we do not anticipate the need for transition assistance programs and have avoided retrenchments due to business exigencies or skill gaps. However, if necessary due to changes in the business environment or force majeure circumstances, we will consider such actions in line with applicable laws.

5. Details on assessment of value chain partners:



*The Company currently does not conduct any assessment for its value chain partners. However, certain governance (anti-bribery certificates and statutory dues) parameters are covered in the vendor onboarding contracts.

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



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.

Stakeholders are integral to the Company’s journey towards success and growth, with actions closely linked to their progress and well-being. Through robust engagement processes, the Company addresses stakeholders’ concerns, maintains transparency in current and future plans, and creates shared value.

At UTI AMC, stakeholders are defined as individuals or groups contributing value in alignment with the organisation’s core vision and mission. These groups include employees across management levels, unitholders, banks, custodians, distributors, independent financial advisors, business associates, shareholders, regulators, and communities, among others.



The entity prioritises maintaining robust relationships with all its stakeholder groups. Key stakeholders are identified based on their potential to contribute value to the Company’s business.

As a result, the key stakeholders identified are as follows:




- a. Shareholders;
- b. Employees;
- c. Unitholders/Customers;
- d. Business Partners;
- e. Regulatory bodies and Associations;
- f. Communities and NGOs; and
- g. RTA;

Regular engagement with stakeholders allows the Company to understand their needs, expectations and feedback, which are prioritised in decision-making regarding risk management, strategy formulation, business planning, or execution. The Company employs multiple formal and informal channels to engage with stakeholders, tailored to meet the unique needs of each stakeholder group.

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 & Marginalised 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/ Investors	No	<ul style="list-style-type: none"> ✦ Email; ✦ SMS; ✦ General meetings; ✦ Website; ✦ Stock exchange websites; ✦ Newspaper; ✦ Advertisement; ✦ Investors calls/ presentations; ✦ Quarterly earnings calls; ✦ Audio recording of earnings call; ✦ Registrar and Transfer Agent as point of contact. 	Quarterly	<p>To stay updated on developments of the Company, performance within the Company and the sector, and to address concerns / grievances. Key topics of engagement have been highlighted below:</p> <ul style="list-style-type: none"> ✦ Registration / updation of KYC details; ✦ Declaration / payment of dividend; ✦ Notice of general meetings / Postal Ballot; ✦ Board meeting intimation / outcome; ✦ Quarterly, half yearly and annual financial statements; ✦ Other disclosures; ✦ Demat Campaign; ✦ Corporate Governance Policies; Regulatory updates concerning their rights <i>etc.</i>
 Unitholders / Customers	Yes*	<ul style="list-style-type: none"> ✦ UTI MF Offices (Branch assistance); ✦ Website – www.utimf.com; ✦ Contact Centre (Toll Free number / self-service IVR, Non-Toll-Free SMS Service); ✦ Email; ✦ Advertisements; ✦ WhatsApp; ✦ Chatbot; ✦ Missed Call number; ✦ UTI Buddy App;; ✦ UTI MF Advisors; ✦ Customer Satisfaction/ feedback surveys; 	Regularly	<p>Customer feedback plays a crucial role in improving processes, enhancing quality, optimising service performance, and managing costs.</p> <p>Supporting customers post-engagement and addressing grievances effectively are integral aspects of customer service. Key topics of engagement have been highlighted below:</p> <ul style="list-style-type: none"> ✦ Scheme information; ✦ Education / awareness programs; ✦ Statutory fund performance report; ✦ Regulatory updates concerning their rights; ✦ New Fund Offers; ✦ KYC updation / completion <i>etc.</i>; ✦ Grievance resolution; and ✦ Post engagement support

Stakeholder Group	Whether identified as Vulnerable & Marginalised 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
 Employees	No	<ul style="list-style-type: none"> ○ One-on-one or group meetings; ○ Email; ○ Intranet website; ○ Engagement surveys; ○ Audio-video calls; ○ Cloud-based human resource solution; ○ Training Platform; ○ Sales meets; ○ Recorded training / awareness materials <i>etc</i>; ○ Grievance redressal mechanisms; ○ Employee engagement activities; and ○ Senior management visits to UFCs (branches) 	Regularly	<p>Our employees are the cornerstone of our operations, contributing their collaborative skills and expertise essential for our growth.</p> <p>The Company aims to keep employees informed about key Company developments, involve them in decision-making processes, align them with the Company’s vision, values, and business strategy, and empower them to deliver on the employee promise. Key topics of engagement have been highlighted below:</p> <ul style="list-style-type: none"> ○ Cross functional interaction; ○ Seeking feedback; ○ Quizzes; ○ Programmes on wellness and health; ○ Knowledge sharing; Inductions; ○ Training and development; ○ Office circulars / orders; ○ Awareness programs; ○ Policies and Rules; ○ Cultural events etc.
 Vendors, Mutual Fund Distributors, National Distributors (Banks), and others in the value chain	No	<ul style="list-style-type: none"> ○ Physical meetings; ○ Emails, SMS, Website; ○ Other physical and digital channels; ○ Mutual Fund Distributor Training; and ○ Partner meets; 	Regularly	<p>To improve reach and deliver sales training. To service existing business, higher penetration of the products and product knowledge updation.</p>
 Regulatory Bodies	No	<ul style="list-style-type: none"> ○ Emails; ○ One-on-one meetings; ○ Conference calls; ○ Video conferencing; ○ Website; ○ Upload on SEBI’s portal and physical filings; and ○ Quarterly and Annual compliance reports / regulatory filings 	Regularly	<p>The discussions involve policy regulations, various approvals, circulars, guidelines, suggestions, amendments, etc. The Company shares performance and compliance reports. The relationship is key for ensuring compliance, interpretation of regulations and uninterrupted operations.</p>

Stakeholder Group	Whether identified as Vulnerable & Marginalised 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
 AMFI	No	<ul style="list-style-type: none"> ✦ Emails; ✦ Physical meetings; ✦ Conference calls; ✦ Video conferencing; ✦ Website; and ✦ Upload on AMFI portal and physical filing 	Regularly	Our senior management officials are members of various committees of AMFI. The discussions are pertaining to various guidelines / investor education and reporting.
 Communities & Implementing Agencies/ NGOs	Yes	<ul style="list-style-type: none"> ✦ Emails, SMS; ✦ Physical meetings & conference calls; and ✦ Website 	Regularly	To monitor & implement CSR projects and activities. To conduct impact assessments of CSR interventions and perform monitoring and evaluation.
 Registrar and Transfer Agent	No	<ul style="list-style-type: none"> ✦ Physical and digital meetings; and ✦ Emails and other digital platforms 	Regularly	Engagement is essential for seamless operations, maintaining data integrity, and ensuring compliance.

*It could vary based on demographics.

▶ 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 ensures effective communication of its strategies and performance with the Board through various platforms like the Annual General Meeting (AGM), quarterly earnings calls, and designated emails. Stakeholders can interact with the Board and Management during the AGM and pose questions. Analysts and investors are engaged through earnings conference calls on financial results.

Two key committees, the ESG Committee and the Corporate Social Responsibility (CSR) Committee, support the Board in overseeing environmental, social, and governance matters. These committees meet regularly to

ensure responsible business practices, with discussions communicated to the Board.

Regular discussions between the Board, committees, management, and relevant departments help address stakeholder concerns and align business priorities. The Stakeholder Relationship Committee oversees grievance mechanisms and aligns stakeholder priorities with business strategy, reviewing the Company's ESG obligations.

The Board receives updates on various topics, including industry overview, customer service, digital initiatives, financial performance, and CSR projects. The Nomination and Remuneration Committee ensures fair employee compensation, while the Audit Committee monitors compliance. The ESG and CSR Committee informs the Board on sustainability matters. Directors are regularly briefed on regulatory developments and provide feedback.

- 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 strategy involves integrating social responsibility into the core functions of the Company's business by translating ESG commitments into policies.

The Company conducts root cause analysis on customer complaints, grievances, and suggestions to improve its services. Key ESG focus areas are identified through a materiality assessment exercise, conducted in consultation with internal and external stakeholders. Engagement with consultants and experts in this field helps to better understand stakeholder expectations. Identified key material issues are prioritised and included in the ESG roadmap development, assisting in strategic and operational decisions for promoting climate resilience. Feedback received through continued stakeholder engagement is incorporated into policies and practices. Interaction with investors and analysts helps understand their expectations, which are incorporated into the ESG framework, leading to various initiatives focusing on responsible investing, equal opportunity, diversity and inclusion, privacy, human capital, environmental impact, and sustainability risks.

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

The Company has reduced the minimum subscription amount for digital SIP and lump-sum transactions to ₹ 100 on specific scheme(s), targeting bottom-of-the-pyramid customers. To engage with socially and economically weaker customers, the Company offers personalised service through representatives at branches, call centers, and other platforms, with support provided in vernacular languages. Most CSR projects focus on aiding vulnerable and marginalised sections of society, as detailed in the Annexure of the Annual Report. The CSR Policy is available on the Company's website at <https://www.utimf.com/amc-shareholders/code-and-policies>

Engagements with marginalised communities include:

- ◊ Disclosures of the CSR policy and programmes;
- ◊ Updates to the CSR Committee and Board;
- ◊ Community support programs in partnership with CSR partners; and
- ◊ Awareness campaigns conducted *via* social media, intranet, and email.

Actions taken to meet the needs of these communities focus on education, health, and rural development.





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:



Employees

Category	Current Financial Year 2023-24			Previous Financial Year 2022-23		
	Total (A)	No. of employees covered (B)	% (B / A)	Total (C)	No. of employees covered (D)	% (D / C)
Permanent	1,402	1,402	100%	1,311	1,311	100%
Other than permanent	3	3	100%	3	3	100%
Total Employees	1,405	1,405	100%	1,314	1,314	100%





Workers

Category	Current Financial Year 2023-24			Previous Financial Year 2022-23		
	Total (A)	No. of workers covered (B)	% (B / A)	Total (C)	No. of workers covered (D)	% (D / C)
Permanent						
Other than permanent						
Total Employees						

Not Applicable

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

 Employees										
Category	FY 2023-24 Current Financial Year					FY 2022-23 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)
Permanent	1,402	196	14%	1,206	86%	1,311	36	3%	1,275	97%
Male	1,015	134	13%	881	87%	960	26	3%	934	97%
Female	387	62	16%	325	84%	351	10	3%	341	97%
Other than Permanent	3	0	0%	3	100%	3	0	0%	3	100%
Male	3	0	0%	3	100%	3	0	0%	3	100%
Female	0	0	0%	0	0%	0	0	0%	0	0%

 Workers										
Category	FY 2023-24 Current Financial Year					FY 2022-23 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)
Permanent	Not Applicable									
Male										
Female										
Other than Permanent	Not Applicable									
Male										
Female										

3. a. 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	30,00,000*	2	26,00,000
Key Managerial Personnel	3	1,54,51,657	0	0
Employees other than BoD and KMP	1,009	19,06,863	387	20,88,557
Workers	Not Applicable			

*The remuneration of Board of Directors includes the remuneration paid to Executive Director and the sitting fees paid to the Independent Directors.

b. Gross wages paid to females as % of total wages paid by the entity

	Current Financial Year 2023-24	Previous Financial Year 2022-23
Gross wages paid to females as % of total wages	23%	21%

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



The Company has established several committees tasked with addressing human rights impacts and issues. For example, the Company maintains a zero-tolerance policy towards sexual harassment in the workplace and complies with the requirements for constituting Internal Committee (IC) under the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013. Under the oversight of the Group Head of HR, the Company promptly addresses any human rights-related matters arising from its operations.

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

The Company is committed to upholding labor dignity and safeguarding the fundamental and human rights of its employees. It has implemented an 'Equal Opportunity Policy' for all employees, contractors, and

visitors to prevent discrimination based on individual characteristics. Additionally, an Internal Committee (IC) has been established to address grievances related to sexual harassment.

Various mechanisms, including POSH, Whistleblower, Grievance Redressal, Equal Employment Opportunity, and the Code of Conduct, are in place to protect human rights. These policies are thoroughly communicated, trained, and disseminated electronically. All aspects of employment, benefits, facilities, and services are periodically reviewed to prevent unlawful discrimination. The Company maintains an inclusive open-door policy, fostering a collaborative work environment where grievances are addressed and resolved, mostly at the supervisory level.

Stakeholders are encouraged to report any human rights violations through the Internal Committee and Whistleblower policy. The detailed process for reporting grievances is outlined in publicly available policies on the Company's intranet. To proactively address employee needs, the Company regularly engages in interactions and conducts comprehensive exit interviews. These practices reflect the Company's commitment to a supportive environment and effective communication within its workforce.

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

	Current Financial Year 2023-24			Previous Financial Year 2022-23		
	Filed during the year	Pending resolution at end of year	Remarks	Filed during the year	Pending resolution at end of year	Remarks
Sexual Harassment	0	0	Not Applicable	0	0	Not Applicable
Discrimination at workplace	0	0	Not Applicable	0	0	Not Applicable
Child Labour	0	0	Not Applicable	0	0	Not Applicable
Forced Labour/ Involuntary Labour	0	0	Not Applicable	0	0	Not Applicable
Wages	0	0	Not Applicable	0	0	Not Applicable
Other human rights related issues	0	0	Not Applicable	0	0	Not Applicable



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

	Current Financial Year 2023-24	Previous Financial Year 2022-23
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0	0
Complaints on POSH upheld	0	0

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

The Company actively upholds a safe and harmonious business environment and workplace for all individuals, regardless of ethnicity, region, sexual orientation, race, caste, gender, disability, work designation, or any other parameters. It ensures sensitisation to critical social factors such as diversity and inclusion, workplace practices, and the prohibition of economic, racial, or physical inequalities. Striving to support, protect, and promote human rights, the Company has established committees and policies to address grievances and complaints related to human rights issues, such as the Internal Committee under the Sexual Harassment of Women at Workplace and the Whistleblower Policy. Details regarding these committees and policies are readily available on the Company’s intranet. The Policy, IC Members’ details, and the penal consequences of violating the said Act/Policy are prominently displayed at all offices/UFCs. Regular

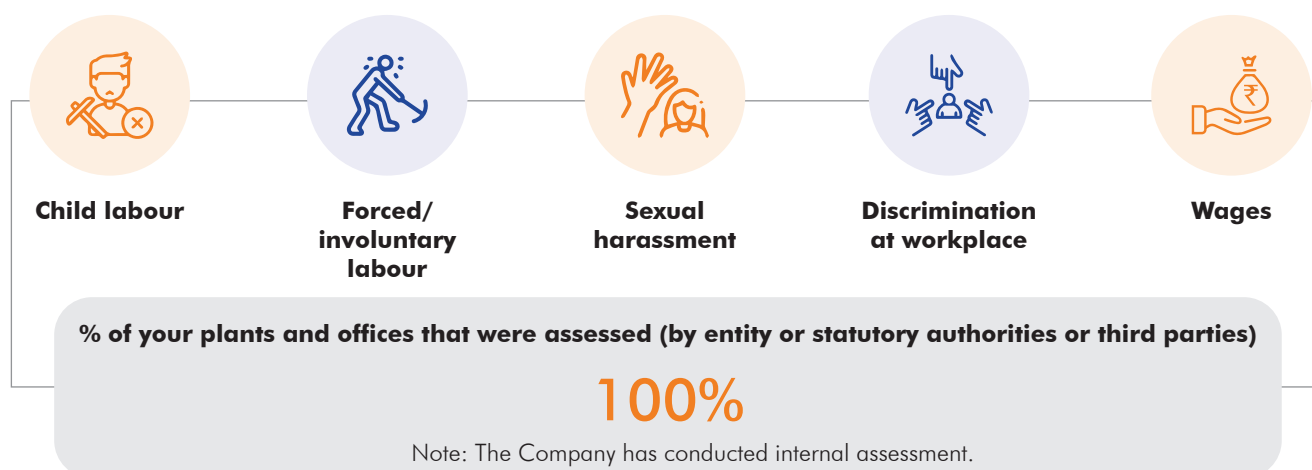
employee awareness sessions are conducted to educate employees about the policy, reporting mechanisms, and the prevention of sexual harassment in the workplace.

The Company has established a ‘Whistleblower Policy’ to denounce any form of discrimination, harassment, victimisation, or unfair practices such as retaliation, threats, or intimidation regarding termination, suspension, disciplinary actions, or any biased behaviour. This policy ensures that individuals making protected disclosures are not obstructed from performing their duties and functions, and the Company takes necessary steps to minimise any difficulties they may encounter. It encourages stakeholders to report issues without fear of subsequent victimisation, discrimination, or disadvantage.

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

Yes, wherever applicable in the context of services.

10. Assessments for the year:



11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above.

Based on internal assessment no corrective actions taken or significant risks / concerns arising during the FY.



Leadership Indicators

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

Continuous monitoring and ensuring adherence to human rights in the organisation are integral. Compliance policies like the code of conduct (Code of Ethics, Whistleblowing, Anti-money laundering), Prevention of Sexual Harassment, Cyber Security, etc., are incorporated into our learning and development efforts. We ensure employees undergo this training continuously to build awareness and sensitivity through an annual certification process.

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

Not Applicable.

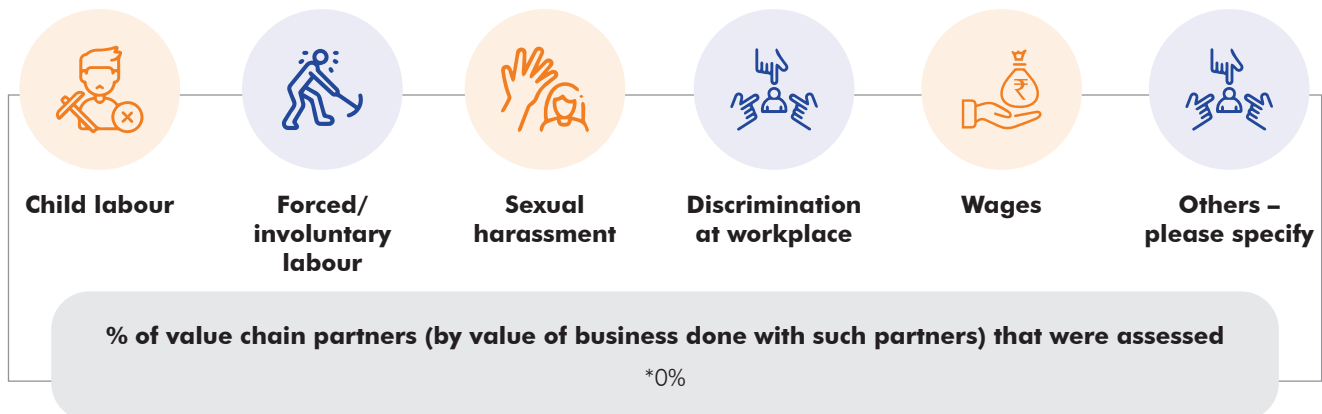
The Company does not conduct human rights due diligence, however, all employees have access to the redressal mechanism in the event of facing or identifying such issues. It conducts internal audits to oversee the governance process of the Company.

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 the offices are situated in commercial premises either on the ground floor or equipped with elevators and ramps for differently abled persons.

4. Details on assessment of value chain partners:



*The Company does not conduct human rights assessment for its value chain partners.

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

Not Applicable.





PRINCIPLE 6

Businesses should respect and make efforts to protect and restore the environment



Essential Indicators

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

Parameter	Current Financial Year 2023-24**	Previous Financial Year 2022-23*
From 'Renewable Sources'		
Total Electricity Consumption (A) (in Giga Joule)	7727.64	7774.42
Total Fuel Consumption (B)	0	0
Energy consumption through Other Sources (C)	0	0
Total Energy Consumption from renewable sources (A+B+C) (in Giga Joule)	7727.64	7774.42
From 'Non-Renewable Sources'		
Total Electricity Consumption (D)	20876.84	9336.44
Total Fuel Consumption (E)	92.48	101.28
Energy consumption through Other Sources (F)	0	0
Total Energy Consumption from non-renewable sources (D+E+F) (in Giga Joule)	20,969.31	9,437.72
Total Energy Consumed (A+B+C+D+E+F) (in Giga Joule)	28,696.95	17,212.14
Energy intensity per rupee of turnover <i>(Total energy consumption in GJ / Revenue from operations in INR Crore)</i>	30.23	18.94
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) <i>(Total energy consumed / Revenue from operations adjusted for PPP) (GJ / Million USD)</i>	67.03	42.74
Energy intensity in terms of physical output (Total Energy consumed in GJ / Full Time Employee)	20.42	13.10
Energy intensity (optional)- the relevant metric may be selected by the entity		

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

*The energy and emission numbers have been updated for FY23 which is attributed to changes in calculation methodology and emission factors.

**Electricity (non-renewable energy) consumption for UFCs (branch offices) has been estimated based on the currency paid for electricity supply. The average per unit price of ₹ 8.63 has been considered to calculate the units. This unit price has been derived from the average of per unit prices across Indian grid. https://cea.nic.in/wp-content/uploads/fs__a/2023/11/Book_2022.pdf – Table 2(g)

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	Current Financial Year 2023-24*	Previous Financial Year 2022-23
Water withdrawal by source (in kilo litres)		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	32,683.25	25,488
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in Kilolitres)	32,683.25	25,488
Total volume of water consumption (in Kilolitres)	6,536.65	6,644.25
Water intensity per rupee of turnover (Water consumed / Revenue from operations) (KL / INR Crore)	6.89	7.31
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP) (Metric Tonnes / Million USD)	15.27	16.50
Water intensity in terms of physical output (Water Consumed in KL / Full Time Employee)	4.65	5.06
Water intensity (optional) – the relevant metric may be selected by the entity		

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

*Water consumption by third parties is estimated based on the document by the Central Ground Water Authority, which specifies that an office employee consumes 45 liters per day per head. For FY 2023-24, UTI Tower and the UFCs (branch offices) were included in the reporting. Reference link for CGWA document- [https://cgwa-noc.gov.in/landingpage/Guidlines/NBC2016WatRequirement.pdf](https://cgwa-noc.gov.in/landingpage/Guidelines/NBC2016WatRequirement.pdf)

4. Provide the following details related to water discharged:

Parameter	Current Financial Year 2023-24*	Previous Financial Year 2022-23
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface Water		
- No treatment	0	0
- With treatment- please specify level of treatment	0	0
(ii) To Ground Water		
- No treatment	0	0
- With treatment- please specify level of treatment	0	0
(iii) To Seawater		
- No treatment	0	0
- With treatment- please specify level of treatment	0	0
(iv) Sent to Third Parties		
- No treatment	0	0
- With treatment- please specify level of treatment	0	0
(v) Others		
- No treatment	9,135.40	11,627.58
- With treatment- please specify level of treatment	17,011.20	8,305.00
Total water discharged (in kilolitres)	26,146.60	19,932.58

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

*For water discharge at UTI Tower and UFCs (branch offices) we have assumed that 80% of the water supplied for domestic use,

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

Yes, Sewage Treatment Plant (STP) has been set up for treatment of discharged water.

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

Parameter	Please specify unit	Current Financial Year 2023-24	Previous Financial Year 2022-23
NO _x	Tonnes/Year	0	0
SO _x	Tonnes/Year	0	0
Particulate matter (PM)	Tonnes/Year	0	0
Persistent organic pollutants (POP)	Tonnes/Year	0	0
Volatile organic compounds (VOC)	Tonnes/Year	0	0
Hazardous air pollutants (HAP)	Tonnes/Year	0	0
Others – please specify	Tonnes/Year	0	0

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

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity:

Parameter	Please specify unit	Current Financial Year 2023-24	Previous Financial Year 2022-23
Total Scope 1 Emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ if available)	Metric tonnes of CO ₂ equivalent	6.74	7.43*
Total Scope 2 Emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ if available)	Metric tonnes of CO ₂ equivalent	5,689.11	1,856.91*
Total Scope 1 and Scope 2 emissions per rupee of turnover	(MTCO ₂ e / INR Crore)	6.00	2.05*
Total Scope 1 and Scope 2 emissions per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 & 2 emissions/ Revenue from operations adjusted for PPP)	(MTCO ₂ e / Million USD)	13.30	4.63*
Total Scope 1 and Scope 2 emission intensity in terms of physical output	(MTCO ₂ e/ Full Time Employee)	4.05	1.42*
Total Scope 1 and Scope 2 emission intensity (optional)- the relevant metric may be selected by the entity			

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

*The energy and emission numbers have been updated for FY 23 which is attributed to changes in calculation methodology and emission factors.

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

▶ YES.

The company has undertaken following initiatives:

- **Energy efficiency:** The energy saving measures taken include selecting and designing offices to facilitate maximum natural light utilisation, video-conferencing facilities across all offices to reduce the need of employee travel and digital learning initiatives for employees. The Company replaced all lighting in corporate and branch offices with LED lights that are energy-efficient, and monitors insulation and heating. This has helped the Company save power, reduce electricity bills, and increase the life of lighting equipment.
- **Energy Audit:** Based on the energy audit conducted by Tata Power, a capacitor bank is maintained to get the ideal power factor. The Company has also carried out thermographic study to analyse summer and winter operative temperature changes in occupied spaces.
- **Smart office design:** The Company embraces smart office technology, like automatically adjusting HVAC systems and motion-sensing light bulbs, using GreenGuard/OEKO-TEX certified Aluminium Grade fabric Roller Blinds with 3% Openness factor to avoid the heat of sun entering the building, which helps to reduce the heat waste to keep the office area at a regulated temperature more consistently.
- **Energy friendly air-conditioning system:** Use of environment-friendly R-134A refrigerant gas in 2x300 TR Chiller plants of our air-conditioning systems, which is compliant with Energy Conservation Building Code (ECBC) equipment efficiency. These chiller plants are designed in a way that help save energy. Also, the Variable Frequency Drive (VFD) Compressors in AC Chiller Plants operate on part load for limited employees/location or Night Hours.
- **EV Charging:** We provide EV charging stations to employees at the corporate office.
- **Renewable Energy:** The Company is proud to receive the Green Energy Certificate and has reached the milestone of 100% renewable energy at the corporate office through TATA Power.

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

Parameter	Current Financial Year 2023-24	Previous Financial Year 2022-23
Total Waste Generated (in metric Tonnes)		
Plastic Waste (A)**	0	0
E-Waste (B)	1.19	2.36
Bio-medical Waste (C)	0	0
Construction and Demolition Waste (C&D) (D)	0	0
Battery Waste (E)	0	0
Radioactive Waste (F)	0	0
Other Hazardous Waste generated (G) <i>(Please specify, if any)</i>	0	0
Other Non-Hazardous Waste generated (H) <i>(Please specify, if any)</i>	106.44	26.73
Total Waste Generated (A+B+C+D+E+F+G+H)	107.64	29.09
Waste intensity per rupee of turnover <i>(Total waste generated/ Revenue from operations) (Metric Tonnes / INR Crore)</i>	0.11	0.03
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) <i>(Total waste generated/ Revenue from operations adjusted for PPP) (Metric Tonnes / Million USD)</i>	0.25	0.07
Waste intensity in terms of physical output (Metric Tonnes / Full Time Employee)	0.08	0.02
Waste intensity (optional)- the relevant metric may be selected by the entity		

Parameter	Current Financial Year 2023-24	Previous Financial Year 2022-23
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For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)

Category Waste		
(i) Recycled (Dry waste: paper and plastic)	22.15	19.44
(ii) Re-used	0	0
(iii) Other recovery operations (composting of wet waste)	7.71	0
Total	29.85	19.44

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

Category Waste		
(i) Incineration	0	0
(ii) Landfilling	76.59	0
(iii) Other disposal operations (E-Waste)	1.19	0
Total	77.78	0

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

*The total 'Other Non-Hazardous Waste Generated' is estimated based on the total waste (dry and wet waste) produced per employee at the UTI Tower and then extrapolated according to the total employee headcount of UTI AMC for FY 23-24.

**Plastic waste has been included in Other Non-Hazardous waste category since bifurcated data of dry waste was not available.

10. 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.

- I. The Company, specialising in asset management services, does not produce any hazardous or toxic chemical waste.
- II. Waste generated at the Corporate Office undergoes segregation into wet and dry categories before being collected by municipal authorities for proper disposal.
- III. To responsibly handle IT assets, the Company has enlisted the services of an e-waste vendor authorised by the Central Pollution Control Board, Government of India, ensuring scientific and organised handling.
- IV. The Company has partnered with a wet waste management agency to process and decompose dry and wet bio waste from the corporate office. The waste collected is processed in an environmentally friendly manner.

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

Sr. No.	Location of operations / offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Yes / No) If "No", the reasons thereof and corrective action taken, if any.
Not Applicable			

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

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

13. 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 is not compliant	Provide details of the non-compliance	Any fines/ penalties/ action taken by regulatory agencies such as pollution control board or by courts	Corrective action taken, if any
Yes				

▶ Leadership Indicators

1. **Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):**
Each facility/ plant located in areas of water stress, provide the following information:
- Name of area;
 - Nature of operations; and
 - Water withdrawal, consumption, and discharge in the following format:

Parameter	Current Financial Year 2023-24	Previous Financial Year 2022-23
Water withdrawal by source (in kilo litres)		
(i) Surface Water		
(ii) Ground Water		
(iii) Third Party Water		
(iv) Seawater/ Desalinated Water		
(v) Others		
Total volume of water withdrawal (in Kilolitres)	Not Applicable, none of the office locations are in water stress zone.	
Total volume of water consumption (in Kilolitres)		
Water intensity per rupee of turnover (water consumed/ turnover)		
Water intensity (optional) – the relevant metric may be selected by the entity		

Parameter	Current Financial Year 2023-24	Previous Financial Year 2022-23
Water discharge by destination and level of treatment (in Kilo litres)		
(i) To Surface Water	Not Applicable, none of the office locations are in water stress zone.	
- No treatment		
- With treatment- please specify level of treatment		
(ii) To Ground Water		
- No treatment		
- With treatment- please specify level of treatment		
(iii) Sent to Third Party Water		
- No treatment		
- With treatment- please specify level of treatment		
(iv) Into Seawater		
- No treatment		
- With treatment- please specify level of treatment		
(v) Others		
- No treatment		
- With treatment- please specify level of treatment		
Total water discharged (in kilolitres)		

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

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

Parameter	Please specify unit	Current Financial Year 2023-24	Previous Financial Year 2022-23
Total Scope 3 Emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ if available)	Metric tonnes of CO ₂ equivalent	0	3.006
Total Scope 3 emissions per rupee of turnover		0	0.003

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

3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Not Applicable

4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

Sr. No.	Initiative undertaken FY 2023-24	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Waste management	The Company hired a waste management agency in FY24 within their corporate office for composting and recycling 100% of their wet, paper, and plastic waste respectively. Furthermore, the Company has implemented a recycling policy for old computers and laptops.	100% waste recycled and composted for the corporate office.
2.	Renewable energy	The Company achieved 100% renewable energy milestone for its corporate office by procuring green energy certificates from Tata Power.	100% renewable energy within the corporate office.
3.	Energy efficiency – UFCs	The Company has undertaken energy saving measures for UFC offices by replacing traditional lights with LEDs and using smart office designs that maximise natural light.	Energy efficiency
4.	Sustainable sourcing	The Company has procured green furniture to further its sustainable sourcing approach.	Sustainable sourcing maximised

5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.

 **YES.**

UTI AMC Limited has a Business Continuity and Disaster Recovery Policy approved by the Board of UTI AMC Limited (available on intranet). The policy outlines operational procedures to guide the organisation’s response, recovery, and resumption to a predefined level of operation following a disruption. In the event that the primary working site, such as the UTI Tower, is partially or fully unavailable, alternate working procedures have been established. Additionally, in cases of applications outage at the UTI Tower data center, a Disaster Recovery (DR) site is available, allowing access to applications over the Internet.

The Company’s business continuity and disaster recovery strategies and plans are developed, implemented, tested, maintained, and operated to support all critical service lines and processes. These initiatives are managed in alignment with the objectives outlined in the policy document.

6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.

Not Applicable.

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

The Company has not carried out any assessment of its value chain partners during the reporting period.





PRINCIPLE 7

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



Essential Indicators

1. a. Number of affiliations with trade and industry chambers / associations.

The Company is a member of 7 trade and industry associations.

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

	Name of the trade and industry chambers / associations	Reach of trade and industry chambers/ associations (State / National)
1.	Association of Mutual Funds in India (AMFI)	National
2.	Confederation of Indian Industry (CII)	National
3.	Institute of Banking & Finance	National
4.	Indian Chamber of Commerce	National
5.	Centre of Corporate Governance, New Delhi	National
6.	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
7.	Bombay Chamber of Commerce & Industry	State

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

Name of authority	Brief of the Case	Corrective action taken
Nil	Not applicable	Not applicable

There have been no cases on any issues relating to anti-competitive conduct during the financial year 2023-24.

Leadership Indicators

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain (Yes/No)	Frequency of Review by Board	Web Link, if available
1.	<p>The Association of Mutual Funds in India (AMFI) is dedicated to fostering the growth of the Indian mutual fund industry. The Company is a proud member of AMFI.</p> <p>AMFI has various objectives, including:</p> <ul style="list-style-type: none"> i. Encouraging the adoption of best business practices and a code of conduct among members and other entities involved in mutual fund and asset management activities, as well as those connected with or operating in the capital markets and financial services sector. ii. Safeguarding the interests of investors and unit holders. 	<p>The Company’s officials participate in various committees established by AMFI, focusing on matters such as financial literacy, certified distributors, exchange-traded funds, operations, compliance risk, and valuation.</p>	Yes	Regularly	https://www.amfiindia.com/aboutamfi





PRINCIPLE 8

Businesses should promote inclusive growth and equitable development



Essential Indicators

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

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

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

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

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

Given the nature of the business, the Company's core operations do not have a direct impact on the community. Additionally, the Company conducts its CSR activities through various implementing agencies. Projects are implemented in partnership with credible agencies mandated by MCA, involving the community in the planning and execution process. Nevertheless, the CSR team regularly interacts with stakeholders by conducting site visits to address any challenges faced by the community.

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

Parameter	Current Financial Year 2023-24	Previous Financial Year 2022-23
Directly sourced from MSMEs / small producers	8.32%	1.94%
Sourced directly from within the district and neighbouring districts	97.58%	21.92%

5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost

Location	Current Financial Year 2023-24*	Previous Financial Year 2022-23
Rural	0%	Data not available.
Semi-Urban	0.9%	
Urban	8.8%	
Metropolitan	90.2%	

*Place to be categorized as per RBI Classification System- rural / semi-urban / urban / metropolitan.



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:

Sr. No.	State	Aspirational District	Amount spent (in ₹)
1.	Rajasthan	Jaisalmer	99,97,320

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalised / vulnerable groups? (Yes / No)
- (b) From which marginalised / vulnerable groups do you procure?
- (c) What percentage of total procurement (by value) does it constitute?

No. UTI AMC, being a financial service provider, does not engage in major procurement for its services. Nevertheless, the Company aims to source locally, sustainably, and from marginalised or vulnerable suppliers, including MSMEs. Preference is given to local suppliers of goods and services to foster economic opportunities locally.

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:

Sr. No.	Intellectual Property based on traditional knowledge	Owned / Acquired (Yes / No)	Benefit 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 Case	Corrective action taken
Not Applicable.		

6. Details of beneficiaries of CSR Projects:

CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
1. UTI AMC Scholarship and Co-building Ashoka	9	55%
2. Inclusive School for Differently abled Children	225	100%
3. Sponsorship of Holistic Education, Lodging & Boarding of visually impaired students	40	100%

	CSR Project	No. of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
4.	Enhancing Water Security and Health in Thar Desert (EWSH)	17,681	100%
5.	The Municipal School Project – Natwar Nagar Mumbai Public School	454	100%
6.	Clinical Services for children with developmental disabilities	270	100%
7.	Paediatric & Adult Cardiac Diseases – Screening & Treatment Program	77	100%
8.	Book Bank	9,500	100%
9.	Cancer Cure	2	100%



RESPONSIBILITY

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.

Grievance resolution for Investors and Advisors:

It is the Company’s vision to be the most preferred asset manager. We endeavour to achieve this mission by striving to provide best-in-class customer service continuously. We continuously strive to elevate these standards to truly reflect the essence of our brand. In a landscape where customers are increasingly well-informed, it is essential that our frontline service support remains agile, well-trained, and customer focused. To achieve this, the Company diligently educates its staff on these objectives. Investors, being our valued partner in progress, it is also our attempt to make available multiple touch points and channels for them to be in touch with us.

To ensure the highest standards of service and product quality, the Company believes it is crucial for our customers to have seamless access to provide feedback

or voice grievances. Therefore, the Company has established a comprehensive mechanism available on its website for investor complaints and feedback at <https://www.utimf.com/help-and-support/write-to-us> which inter-alia contains the following:

- i. Suggested process for resolution of grievances by Investors & Mutual Fund Distributors; the document details various mechanisms to address the grievances / concerns;
- ii. Reporting of cyber security incidence; the email addresses of the Chief Risk Officer and Chief Information Security Officer have been mentioned on the web-link;
- iii. Grievance resolution for Investors and Advisors; For any service issues the Investors and Advisors can contact Toll free number 18002661230;
- iv. Mail the feedback, enquiries, complaints service@uti.co.in;
- v. Advisors / Investors can also visit the nearest UTI Financial Centre (UFC) for registering complaints or feedback; One can find UFC locations from the following URL as

available on our website- <https://www.utimf.com/help-and-support/locate-us>;

- vi. Reaching Registrar and Transfer agent with queries; the address of the RTA agent has been mentioned on the link.
- vii. Lodging complaints at www.utimf.com; and
- viii. Timelines for responding to queries: Timelines for various types of queries and concerns have been highlighted in the link

The Company's website also has an online form for submitting feedback / suggestion / complaint / query at <https://www.utimf.com/help-and-support/locate-us>.

SEBI Complaints Redressal System (SCORES) is a centralised web-based platform established by SEBI for addressing investor complaints. It enables online submission of grievances by investors and provides real time updates on the status of complaints and actions taken.

The SCORES platform maintains a centralised data base of member complaints and companies can electronically upload reports detailing the actions taken in response. The SEBI has amended the process of investor grievances against the entities and has established a mechanism which shall link the SCORES portal to a new platform i.e., Online Dispute Resolution (ODR) platform. Accordingly, the Company has registered itself on the ODR Portal and the grievances of the shareholders including the arbitration and conciliation process shall be redressed as per the framework and timelines as defined in the SEBI circular nos. SEBI/HO/OIAE/OIAE_IAD1/P/CIR/2023/131, SEBI/HO/OIAE/OIAE_IAD1/P/CIR/2023/135, SEBI/HO/OIAE/IGRD/CIR/P/2023/156, SEBI/HO/OIAE/IGRD/CIR/P/2023/183 and SEBI/HO/OIAE/OIAE_IAD-3/P/CIR/2023/191 dated 31st July, 2023, 4th August, 2023, 20th September, 2023, 1st December, 2023 and 20th December, 2023.

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	

*The Company specialises in asset management services and produces Scheme Information Documents (SID) and Key Information Memorandums (KIM), offering comprehensive details about the mutual fund schemes it introduces. Additionally, the Company adheres to all disclosure obligations outlined by SEBI and AMFI. Its services are devoid of any environmental or social ramifications.

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

	FY 2023-24 Current		Remarks	FY 2022-23 Previous		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	Not Applicable	0	0	Not Applicable
Advertising	0	0	Not Applicable	0	0	Not Applicable
Cyber-security	0	0	Not Applicable	0	0	Not Applicable
Delivery of essential services	Not Applicable					
Restrictive Trade Practices	0	0	Not Applicable	0	0	Not Applicable
Unfair Trade Practices	0	0	Not Applicable	0	0	Not Applicable
Other	100	95	Entails investor complaints and consumer cases.	120	129	Entails investor complaints and consumer cases.

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

	Number	Reasons for recall
Voluntary recalls		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.**

- i. The Company has established Information Security (IS) and Cyber Security and Cyber Resilience (CSR) policies, both of which are accessible to all employees via the Company’s intranet;
- ii. Privacy policy is available on Company’s website at <https://www.utimf.com/about/disclaimer/privacy-policy>; and
- iii. UTI AMC has an information and cyber security policy in place, which is hosted on intranet, accessible only to internal users.

Information security policies intend to protect UTI AMC information assets from unauthorised access, use, disclosure, disruption, modification, recording or destruction and the safety of its human resources. The policy ensures that confidentiality, integrity and availability of information assets are reasonably protected. The Information Security Policy is the living document for achieving and maintaining security controls and standards as well as compliance with the applicable legal, regulatory, and contractual requirements for the information systems.

The Information Security Policy provides full and effective security concerning the information used in UTI AMC

business operations, at all geographic locations. They reserve the right to change, amend, suspend, withdraw, or terminate any or all of the policies, in whole or in part, at any time after obtaining approval from the appropriate authority.

UTI AMC has a strong cyber security framework wherein cyber risks and its mitigations are monitored by the Technology Advisory Committee, Information Security Executive Committee and Risk Management Committee (AMC and Trustee).

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 have been no cases on any issues relating to advertising, and delivery of essential services; cyber security and data privacy, instances of product recalls of customers during the financial year 2023-24.

7. Provide the following information relating to data breaches:

- a. Number of instances of data breaches: Nil
- b. Percentage of data breaches involving personally identifiable information of customers: Nil
- c. Impact, if any, of the data breaches: Nil

 **Leadership Indicators**

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

Information on each of the UTI AMC’s schemes is made available on multiple platforms including website, B2C app and B2B app. The information is also available at our 193 UFCs (UTI Financial Centres). Further, the Company offers full-fledged call centre services to help investors with relevant information and aims to achieve maximum customer satisfaction. Following is the summarised information:

-  Website of the Company- www.utimf.com
-  Contact Centre: Toll Free no on 1800-266-1230 (8 am to 8 pm, Toll free self-service with IVR)
-  SMS Service- SMS to 5676756 – to receive a call back from us.
-  Email – service@uti.co.in
-  WhatsApp number: 7208081230
-  Missed Call number: 7208085692 / 8655097225 / 8655019940

- UTI MF App - iOS / Android



- Buddy App:



- UTI MF Branches (UFCs): <https://www.utimf.com/help-and-support/locate-us>
- Official point of acceptance: <https://www.utimf.com/help-and-support/locate-us>

The Company's website endeavours to provide scheme level information across all its offerings. The scheme related information on the Company's website inter-alia includes the following:

- All the statutory disclosures relating to mutual fund schemes / business is available at <https://www.utimf.com/statutory-disclosures>;
- All the media related disclosures are available at <https://www.utimf.com/media>;
- The disclosures related to risk metrics, investment purpose and horizon, exit load *etc.* are available at <https://www.utimf.com/mutual-funds> *etc.*; and
- Investors can access downloadable documents called product guides and standalone scheme presentations on each of the scheme pages which provide comprehensive information of the schemes. <https://www.utimf.com/mutual-funds>.

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

In 2009, the Company launched one of the largest investor education initiatives called 'UTI Swatantra'. The initiative was conceived to educate India about wealth creation which can help them achieve their financial goals. Under this initiative the Company creates communication to increase awareness about mutual funds, their benefits and suitability *etc.*

The Company does specific investment category associated communication on categories like large cap, mid-caps, active investing, passive investing *etc.* with an intention to educate about the features of the category, its suitability *etc.* with an aim to aid investors to make an apt decision while investing. The communication is done *via* different mediums (like paid media, social media, emailers, SMS, WhatsApp *etc.*) and formats such as Television, Print, AVs, GIFs, infographics, listicles, articles *etc.* On the product front, the Company always puts in its best effort to ensure that there is complete transparency in terms of all the know-how of its products. It places strong emphasis on product fundamentals which are periodically communicated to investors. The Company ensures compliance with all disclosure requirements concerning its products and services, following AMFI / SEBI guidelines on product labelling within risk and disclosure categories. Monthly disclosures of Riskometers, covering scheme-wise risks, are provided by the Company and made available on its website. Additionally, the Riskometer is promptly updated whenever warranted by the scheme, with an addendum issued accordingly. Product literature containing Riskometer information for various product schemes is also maintained. It ensures that the investors are clearly communicated about the risk-grade of every product.



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

The Company has developed a robust Disaster Recovery (DR) and Business Continuity Plan (BCP) that encompasses its entire operations. For any disruption of services either planned or unplanned, related to Digital platforms (Website, Mobile App, Chatbot, etc.), we inform the customers with expected time of resolution. We also proactively inform the customers of the availability of other channels.

Depending on the magnitude of the issue, various communication channels, including digital and offline mediums, are utilised. Primary modes include letters, branch network information, SMS, emails, websites, mobile applications, and social media handles.

We also update our contact centre agents regarding any planned/unplanned outage, so that they can handle customer queries.

The Company maintains a robust mechanism for communicating any risk of disruption or discontinuation of essential services to consumers.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes / No / Not Applicable) If yes, provide details in brief. Did your entity

carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes / No)

 **YES.**

The Company prioritises transparency with its customers by furnishing all relevant details through various platforms such as emails, website, apps. The Company prepares SID and KIM which provides information about the mutual fund schemes launched by it. Furthermore, it complies with all the disclosure requirements prescribed by SEBI and AMFI. The Company ensures accessibility to the following documents on its website: Fact sheets and Product literature.

The Company actively seeks feedback from customers at different stages, and customer complaints / grievances undergo root cause analysis to enhance service quality. Through the contact centre, customer satisfaction (CSAT) surveys are conducted after voice or non-voice interactions with the investor and gauge the Company's net promoter score. During FY 2023-24, the average net promoter score stood at 94.01%. Subsequently, customers who provide low ratings are contacted to solicit feedback on areas for improvement.

The form for submitting feedback / suggestion is available on Company's website at <https://www.utimf.com/help-and-support/write-to-us>

Arvind Patkar

Company Secretary and Compliance Officer
(Membership No.: ACS 21577)

Imtaiyazur Rahman

Managing Director & Chief Executive Officer
(DIN: 01818725)

