



17 September 2024

BSE Limited
PJ Towers, 25th Floor,
Dalal Street,
Mumbai 400 001.
Scrip Code: 543933

National Stock Exchange of India Ltd
Exchange Plaza,
Bandra-Kurla Complex, Bandra (E),
Mumbai-400 051.
Scrip Code: CYIENTDLM

Sub: Business Responsibility and Sustainability Reporting (BRSR) FY 24

In compliance with exchange notice no. 20220715-14 dated 15 Jul 2022, please find enclosed the PDF version of BRSR FY24, which was submitted as part of Annual Report FY24.

For **Cyient DLM Limited**

S. Krithika
Company Secretary & Compliance Officer

Cyient DLM Limited

Mysore Office
Plot no.347, D1 &2, KIADB
Electronics City, Hebbal Industrial
Area, Mysore 570 016,
Karnataka, India

Registered Office
Plot No.5G, Survey No.99/1
Mamidipalli Village,
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CIN: L31909TG1993PLC141346

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORTING (BRSR)

SECTION A: GENERAL DISCLOSURES

I. Details of the Listed Entity

1. Corporate Identity Number (CIN) of the Listed Entity	L31909TG1993PLC141346
2. Name of the Listed Entity	Cyient DLM Limited
3. Year of Incorporation	1993
4. Registered Office Address	Plot No.5G, Survey No.99/1, Mamidipalli Village, GMR Aerospace & Industrial Park, Rajiv Gandhi International Airport, Shamshabad, Hyderabad - 500108
5. Corporate Address	Cyient DLM Limited, Plot no.347, D1 &2, KIADB, Electronics City, Hebbal Industrial Area, Mysuru - 570016, Karnataka, India
6. E-mail	company.secretary@cyientdml.com
7. Telephone	8214282222/4004500
8. Website	www.cyientdml.com
9. Financial year for which reporting is being done	FY2023-24
10. Name of the Stock Exchange(s) where shares are listed	NSE; BSE
11. Paid-up Capital	₹79,30,61,240
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. Shrinivas Kulkarni Chief Financial Officer Email - shrinivas.kulkarni@cyientdml.com
13. Reporting boundary Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Consolidated basis
14. Name of Assurance Provider	NA
15. Type of Assurance Obtained	NA

II. Products/services

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

S. No.	Description of main activity	Description of business activity	% of turnover of the entity (FY2023-24)
1	Manufacturing	Electronics and mechanical manufacturing partner and systems supplier to various industries like Aerospace and Defence, Healthcare and Life sciences etc.,	98%

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

Sr. No.	Product/Service	NIC Code	% of Total Turnover Contributed
1	Manufacture of bare printed circuit boards, loading of components onto printed circuit boards; manufacture of interface cards (e.g., sound, video, controllers, network, modems)	26104	100%

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

Location	Number of plants	Number of offices	Total
National	4	0	4
International	0	0	0

19. Markets served by the entity:

a. Number of locations:

Location	Number
National (No. of States/UTs)	2
International (No. of Countries)	0

b. What is the contribution of exports as a percentage of the total turnover of the entity?
46.8%

c. A brief on types of customers

We serve customers from the following industries:

- Aerospace & Defence: We provide specialized sourcing, supply-chain services, IP protection, and regulatory guidance in Aerospace and Defence.
- Healthcare & Lifesciences: Our medical expertise ensures the delivery of quality, affordable solutions, and Electronic Manufacturing Services (EMS).
- Industrial: We facilitate the design, prototyping, and manufacturing of industrial solutions to enhance connectivity within multiple sectors.

IV. Employees**20. Details as at the end of the Financial Year:**

a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	720	590	81.94%	130	18.06%
2.	Other than Permanent (E)	2	2	100%	0	0%
3.	Total employees (D + E)	722	592	81.99%	130	18.01%

WORKERS						
4.	Permanent (F)	0	0	0	0	0
5.	Other than Permanent (G)	887	717	81%	170	19%
6.	Total workers (F + G)	887	717	81%	170	19%

b. Differently abled Employees and worker

Sr. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	10	9	90%	1	10%
2.	Other than Permanent (E)	0	0	-	0	-
3.	Total differently abled employees (D + E)	10	9	90%	1	10%
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	0	0	-	0	-
5.	Other than permanent (G)	0	0	-	0	-
6.	Total differently abled workers (F + G)	0	0	-	0	-

21. Participation/Inclusion/Representation of Women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	1	12.5
Key Management Personnel	4	1	25

22. Turnover rate for permanent employees and workers

Category	FY2023-24			FY2022-23*			FY2021-22*		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	19.5%	11.5%	17.9%	-	-	-	-	-	-
Permanent Workers	N.A	N.A	N.A	-	-	-	-	-	-

*Cyient DLM has been listed with stock exchanges as of 10 July 2023, following its strategic spin-off from Cyient Limited's design-led manufacturing division.

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

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

Sr. No.	Name of the holding/ subsidiary/ associate companies/joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/Joint Venture	% of shares held by listed Entity	Does the entity indicated in column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Cyient Limited	Holding	66	Yes
2	Cyient DLM Inc.	Subsidiary	N.A	N.A

VI. CSR Details

24. (i) Whether CSR is applicable as per Section 135 of the Companies Act, 2013: (Yes/No) - Yes
 (ii) Turnover (in ₹) - 11,91,87,10,000
 (iii) Net worth (in ₹) - 9,08,97,80,000

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 weblink for Grievance Redress Policy)	FY2023-24 Current Financial Year			FY2022-23 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes, Grievance Redressal Mechanism is in place. We have Whistle Blower Policy and Stakeholders Relationship Committee, which also acts as a Grievance Redressal Committee. Cyient_DLM-Whistle_Blower_Policy.pdf	-	-	N.A			
Investors (other than shareholders)		-	-	N.A			
Shareholders		1555	0	N.A			
Employees and workers		-	-	N.A			
Customers		-	-	N.A			
Value Chain Partners		-	-	N.A		-	
Other (please specify)		Cyient_DLM-CG_Policy.pdf	-	-	N.A		

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

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Energy Management	Risk & Opportunity	<p>Risk: Inefficient energy management is a critical risk due to the pressing need to reduce greenhouse gas (GHG) emissions to meet environmental standards and mitigate climate change impacts. It impacts the Company’s sustainability targets and reputation among environmentally conscious consumers and investors.</p> <p>Opportunity: Energy management presents a substantial opportunity to achieve significant cost savings through the adoption of energy-efficient practices and technologies. Moreover, it can enhance the company’s sustainability credentials and competitive advantage in an increasingly eco-conscious marketplace.</p>	To efficiently handle energy usage and emissions, we are scaling up the share of renewable energy within our energy portfolio while simultaneously leveraging energy conservation methods to reduce our consumption.	Negative/Positive
2	Diversity, Equity, and Inclusion	Opportunity	Diversity, Equity, and Inclusion (DEI) offers an opportunity to harness a wide range of perspectives and skills, enhancing creativity and driving innovation in product development. Embracing DEI also strengthens company culture and reputation, which can attract top talent and expand market reach by resonating with a diverse consumer base.	-	Positive

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3	Health & Safety	Risk	Prolonged exposure to hazardous materials can lead to serious employee harm, operational disruptions, and potential legal liabilities. Inadequate health and safety standards can also tarnish the company's reputation and result in costly financial penalties, affecting overall business stability.	We are committed to implementing rigorous safety protocols, providing continuous employee training, and ensuring compliance with industry regulations to address health and safety risks. By adopting advanced safety technologies and fostering a culture of safety awareness, we aim to prevent accidents and safeguard both our associates' well-being and our company's operational integrity.	Negative
4	Supply Chain Management	Risk & Opportunity	<p>Risk: Supply chain disruptions can lead to production halts and inventory shortages, harming the company's ability to meet customer demands and resulting in financial loss. Additionally, reliance on a limited number of suppliers can increase vulnerability to external shocks such as geopolitical tensions or natural disasters.</p> <p>Opportunity: Effective supply chain management can streamline operations, reduce costs, and improve lead times, ultimately enhancing customer satisfaction. It also opens avenues for building stronger, more collaborative relationships with suppliers, which can lead to innovation and a more resilient supply network.</p>	Diversifying the company's supplier base would reduce reliance on a limited number of suppliers and establishment of robust inventory management system will ensure uninterrupted production. Implementation of supply chain risk assessments and development of contingency plans will help in proactive mitigation and adaptation of the risks and bolster long-term supply chain resilience.	Negative/Positive

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

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	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
c. Weblink of the Policies, if available https://www.cyientdlm.com/investors/corporate-governance/									
2. Whether the entity has translated the policy into procedures. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	-	-	-	-	Yes	-	Yes	Yes
4. Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	-	AS9100: 2016 ISO/TS 22163 :2017 ANSI/ESD S20.20-2021	ISO 45001: 2018	-	-	ISO 14001: 2015	-	-	ISO 9001: 2015 ISO/IEC 27001 :2013 ISO 13485 :2016
5. Specific commitments, goals, and targets set by the entity with defined timelines, if any.	<p>We are undergoing sustainability transformation and as part of that we are establishing goals and targets related to Environmental, Social, and Governance (ESG) aspects, such as:</p> <ul style="list-style-type: none"> • Implementing carbon footprint reduction initiatives • Enhancing the use of renewable energy sources • Upholding a zero-violation standard for data privacy • Increasing community engagement programs • Achieve Gender Balance • Continuous employee training & development • Promoting ethical labour practices and fair trade • Strengthening corporate governance and transparency 								

6. Performance of the entity against the specific commitments, goals, and targets along with reasons in case the same are not met.	We are currently establishing goals and targets related to Environmental, Social, and Governance (ESG) aspects.
Governance, leadership, and oversight	
7. Statement by Director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements (listed entity has flexibility regarding the placement of this disclosure)	<p>Our commitment to our clients is unwavering as we deliver Design-led Manufacturing (DLM) solutions through an integrated manufacturing approach that encompasses the entire product lifecycle, from the initial concept to manufacturing and certification. Our approach is one of meticulous attention to detail and excellence. We maintain a relentless focus on ensuring that all products adhere to stringent standards of reliability, safety, and performance. This is achieved through a systematic methodology aimed at enhancing processes, streamlining the supply chain, and designing value-added solutions thereby helping minimize your total cost of ownership.</p> <p>With its international footprint and a firm dedication to delivering value-driven solutions, the company has been instrumental in transforming businesses through innovation and technology. To support this technological advancement, we operate three advanced manufacturing facilities across India. We have a strong team, comprising 722 associates and 887 workers.</p> <p>Through the Cyient Foundation, Cyient DLM's Corporate Social Responsibility initiatives focused on supporting underprivileged children and women without employment by providing them with equal opportunities. These actions were aimed at fostering empowerment, leading towards a dignified life, and contributing to the socio-economic growth of the community. Throughout the year, Cyient DLM also sharpened its focus on environmental sustainability by engaging in Green Interventions and Conservation efforts. We are in the midst of transforming our CSR committee into a broader CSR and ESG Committee, which will focus on a more integrated approach encompassing corporate social responsibility and sustainability.</p>
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy/policies	Anthony Montalbano, CEO
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.	No

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)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against the above policies and follow-up action	Board of Directors									Annually								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Board of Directors									Annually								
11. Has the entity carried out an independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9	No								

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

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

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as “Essential” and “Leadership”. While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally, and ethically responsible.

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

Essential Indicators

1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors (BoD)	1	Training was provided on various aspects of corporate governance such as Compliance, Antitrust laws, Anti-Corruption measures, Conflict of Interest, and others, in addition to Interaction with stakeholders	100%
Key Managerial Personnel (KMPs)	1	Training was provided on various aspects of corporate governance such as Compliance, Antitrust laws, Anti-Corruption measures, Conflict of Interest, and others, in addition to Interaction with stakeholders	100 %
Employees other than BoD and KMPs	90	<p>At Cyient DLM, we offer diverse training programs to enhance our associates' technical skills, safety knowledge, crisis handling, operational efficiency, policy comprehension, and soft skills. This holistic development is key to our business achievements and helps us stay agile in the ever-evolving industry landscape, creating a proficient team ready for any challenge or opportunity.</p> <p>Our trainings cover topics like leadership, diversity, customer service, and sustainability, promoting leadership, inclusivity, and environmental stewardship. We aim to shape a technically and ethically skilled workforce. In addition to the above-mentioned trainings, we also provide four trainings on topics like leadership and cross functional team training for our associates above band D.</p> <p>Our interactive trainings involve practical exercises, case studies, and feedback channels to promote retention and practical application. We're committed to a culture of ongoing learning, empowering our associates to grow and contribute to Cyient DLM's success.</p>	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
Workers	90	<p>Our associates undertake targeted training in areas such as technical skills, safety, quality assurance, operational efficiency, EHS awareness, waste management, and behavioural development. This is crucial for staying updated with industry trends and maintaining high-quality standards, leading to superior customer satisfaction. Our commitment to continuously improving and updating our team's capabilities ensures we can effectively meet industry challenges and surpass customer expectations.</p> <p>Moreover, we use feedback mechanisms and regular evaluations to refine our training programs, keeping them relevant and enabling us to quickly adapt to evolving market conditions, thereby maintaining a competitive edge.</p>	100%

2. Details of fines/penalties/punishment/award/compounding fees/settlement amount paid in proceedings (by the entity or by directors/KMPs) with regulators/law enforcement agencies/judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

Monetary					
	NGRBC Principle	Name of the regulatory/ Enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
a. Monetary					
Penalty/ Fine	0	0	0	0	0
Settlement	0	0	0	0	0
Compounding fee	0	0	0	0	0
b. Non-Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)	
Imprisonment	0	0	0	0	
Punishment	0	0	0	0	

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
N.A	

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

Yes. Cyient DLM has zero tolerance for any form of bribery, adhering to compliance with anti-corruption laws including the FCPA and the UK Bribery Act. We've established procedures aimed at identifying, preventing, and addressing any breaches of anti-bribery laws. Our policy clearly outlines the disciplinary actions for both entities and individuals implicated in corruption-related activities.

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

	FY2023-24 Current Financial Year	FY2022-23 Previous Financial Year
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

	FY2023-24 Current Financial Year		FY2022-23 Previous Financial Year	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	0	0	0
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	0	0	0

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

Not Applicable

8. Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured) in the following format:

	FY2023-24 Current Financial Year	FY2022-23 Previous Financial Year
Number of days of accounts payables	81 Days	94 Days

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, in the following format

Parameter	Metrics	FY2023-24 Current Financial Year	FY2022-23 Previous Financial Year
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	0%	-
	b. Number of trading houses where purchases are made from	0	-
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	NA	-
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	0.11%	-
	b. Number of dealers/distributors to whom sales are made	19	-
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributor	0.06%	-
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0.17%	-
	b. Sales (Sales to related parties / Total Sales)	0.08%	-
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	Nil	-
	d. Investments (Investments in related parties / Total Investments made)	Nil	-

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
-	-	-

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

Yes. Cyient DLM has implemented a procedure to prevent or handle conflict of interest among the Board of Directors. Associates must inform local management about any circumstances that may constitute a potential conflict of interest or appear as one. If there's any doubt, associates are encouraged to disclose these circumstances. Additionally, Cyient DLM collects yearly statements from its board members detailing their involvement with other entities, which could vary with time. Further details can be found at: ***Code of Conduct for Board and Senior Management.pdf***

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

Essential Indicators

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

	FY2023-24 Current Financial Year	FY2022-23 Previous Financial Year	Details of improvements in Environmental and Social Impacts
R&D	-	-	-
Capex	0.87 %	-	Promoting energy efficiency by upgrading to LED lighting fixtures and utilizing renewable energy through the implementation of solar-powered street lights.

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

Yes. We have procedures in place for sustainable sourcing.

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

In FY24, we sourced 92% of the products sustainably. Furthermore, all vendors supplying these products were duly certified, holding at least one of the certifications: ISO 45001, SA 8000, or OHSAS 18001, thereby ensuring compliance with relevant environmental and social responsibility standards.

- Describe the processes in place to safely reclaim your products for reusing, recycling, and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste, and (d) other waste**

Not Applicable. We do not engage in manufacturing of the components; therefore, we have no influence over the choice of raw materials used. The products are assembled basis the customer's specification.

- 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.**

No

Leadership Indicators

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

Not Applicable. We do not engage in manufacturing of the components; therefore, we have no influence over the choice of raw materials used. The products are assembled basis the customer's specification.

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the weblink.
N.A					

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.

Not Applicable. We do not engage in manufacturing of the components; therefore, we have no influence over the choice of raw materials used. The products are assembled basis the customer's specification.

Name of Product / Service	Description of the risk/concern	Action Taken
N.A		

2. 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	
	FY2023-24 Current Financial Year	FY2022-23 Previous Financial Year
-		

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

Not Applicable

	FY2023-24 Current Financial Year			FY2022-23 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics including packaging)						
E-waste						
Hazardous waste						
Other waste						

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

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

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

Essential Indicators

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

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent employees											
Male	590	590	100%	590	100%	-	-	0	0%	590	100%
Female	130	130	100%	130	100%	130	100%	-	-	130	100%
Total	720	720	100%	720	100%	130	18%	0	0%	720	100%
Other than Permanent employees											
Male	2	2	100%	2	100%	-	-	0	0	2	100%
Female	0	0	-	0	-	0	0	-	-	0	-
Total	2	2	100%	2	100%	0	0	0	0	2	100%

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

Category	Total (A)	% of workers covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent workers											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-
Other than Permanent workers											
Male	717	717	100%	717	100%	-	-	0	0	717	100%
Female	170	170	100%	170	100%	170	100%	-	-	170	100%
Total	887	887	100%	887	100%	170	19%	0	0	887	100%

c. Spending on measures towards the well-being of employees and workers (including permanent and other than permanent) in the following format:

	FY2023-24 Current Financial Year	FY2022-23 Previous Financial Year
Cost incurred on wellbeing measures as a % of the total revenue of the Company	0.13%	0.15%

2. Details of retirement benefits

Benefits	FY2023-24 (Previous Financial Year)			FY2022-23 (Current Financial Year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	98.61%	100%	Y	98.89%	100%	Y
Gratuity	98.61%	100%	N.A	98.89%	100%	N.A
ESI	10%	100%	Y	10.5%	100%	Y
Others	N.A	N.A	N.A	N.A	N.A	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.

Our facilities are designed to be accessible for associates with disabilities, in compliance with the Rights of Persons with Disabilities Act, 2016. This demonstrates the company's dedication to cultivating inclusive work environments that are supportive of each individual.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a weblink to the policy.

At Cyient DLM, we are committed to ensuring equal opportunities for everyone. We offer equal employment chances irrespective of gender, religion, race, colour, age, national origin, marital status, or physical disability, and we actively endorse and implement these principles across all our facilities in accordance with legal standards. Our Code of Business Ethics emphasizes the importance of equal employment opportunities.

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	-	-	N.A*	
Female	100%	N.A		
Total	100%	-		

* In FY 24, Cyient Limited had spun off its Design-led Manufacturing (DLM) into a separate division, Cyient DLM.

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 Employees	Yes. The Company has established three essential committees, namely the Works Committee, Workmen Welfare Committee, and Canteen Committee, each with a specific focus on addressing human rights impacts or issues resulting from our business activities. Committees play a vital role in ensuring that we maintain a responsible and ethical approach to our operations, safeguarding the well-being and rights of the associates, workers, and others involved in our business sphere.
Other than Permanent Employees	
Permanent Workers	N.A
Other than Permanent Workers	The respective Committee plays a vital role in addressing grievances concerning human rights and safeguarding the interests of our internal stakeholders as per the Grievance Redressal Policy & Problem Resolution Policy

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

Category	FY2023-24 Current Financial Year			FY2022-23 Previous Financial Year		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	720	0	-	0	0	-
Male	590	0	-	0	0	-
Female	130	0	-	0	0	-
Total Permanent Workers	-	0	-	0	-	-
Male	-	0	-	0	-	-
Female	-	0	-	0	-	-

8. Details of training given to employees and workers:

Category	FY2023-24 Current Financial Year					FY2022-23 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)
Employees										
Male	592	591	99.8%	591	99.8%	-	-	-	-	-
Female	130	130	100%	130	100%	-	-	-	-	-
Total	720	721	99.8%	720	99.8%	-	-	-	-	-

Workers										
Male	717	717	100%	717	100%	-	-	-	-	-
Female	170	170	100%	170	100%	-	-	-	-	-
Total	887	887	100%	887	100%	-	-	-	-	-

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

Category	FY2023-24 Current Financial Year			FY2022-23 Previous Financial Year		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	592	534	90.2%			
Female	130	116	89.2%			
Total	722	650	90.02%			
Workers						
Male						
Female						
Others						
Total						

10. Health and safety management system:

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

Yes, Cyient DLM accords the highest priority to its employee's well-being and safety. Our Occupational Health & Safety Management System at Mysore and Hyderabad office are certified to ISO 45001:2018 (Occupational Health & Safety Management System).

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

In accordance with the requirements of the ISO 45001:2018 Occupational Health and Safety Management System, Cyient DLM has established and maintains a formalized process to evaluate potential hazards and risks associated with all standard and non-standard tasks performed at any given site.

We undertake a Hazard Analysis and Risk Identification on an annual basis as well as when changes in processes and new equipment or services are introduced. We also record all near misses and injuries and conduct a Root Cause Analysis (RCA) to take control measures and eliminate the same. If any risk or hazard is identified, the severity of the incident/hazard is evaluated, and the necessary controls to be employed are determined.

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

Yes, our organization has established an Incident Management Protocol along with a digital platform for reporting incidents related to Environmental, Health, and Safety (EHS). Whenever an incident occurs, our fire and safety departments receive immediate notifications. Individuals who submit incident

reports are automatically notified via email upon the initiation of the investigation and receive consistent updates regarding the measures being implemented. The procedure is deemed officially concluded when all relevant stakeholders have been apprised of the findings.

d. Do the employees/workers of the entity have access to non-occupational medical and healthcare services?

As part of our commitment to ensuring the holistic health and safety of our workforce, we offer a comprehensive range of medical check-ups and health monitoring services. These services are part of our annual health program for associates, designed to prevent occupational health risks and promote a proactive approach to personal health management. We extend Employee Annual Health check-ups, premedical check-ups, X-rays, audiometry, eye check-ups, PFT Lead, and Blood tests as part of employee health services.

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

Safety Incident/Number	Category	FY2023-24 (Current Financial Year)	FY2022-23 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

We diligently implement comprehensive measures to safeguard employee health and safety. We perform regular Hazard Identification and Risk Assessments along with thorough safety training during employee induction, continuous regular monitoring of air quality, and systematic health screenings for all staff members. Additionally, we conduct regular training sessions on machinery safety and maintain robust electrical safety protocols. Essential personal protective equipment (PPE), such as hand gloves and masks, is provided to all associates to further ensure their well-being and safety in the workplace.

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

	FY2023-24 Current Financial Year			FY2022-23 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	0	0	0	0
Health & Safety	0	0	0	0	0	0

14. Assessments for the year

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

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

During the health and safety audit one minor non-conformity was noticed, and it was duly addressed.

Leadership Indicators

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

Yes, Cyient DLM extends life insurance and compensatory packages in the event of the death of an associate or worker. This includes Group Term Life Insurance, Group Medical Coverage, and Group Personnel Accident Insurance. The company also has an Employee Compensation Policy.

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

Our vendor agreement includes a clause requiring suppliers to adhere to all relevant laws and regulations. The entity has established a compliance program, which includes regular audits and monitoring systems to verify that value chain partners comply with all applicable laws and regulations.

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 no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY2023-24 Current Financial Year	FY2022-23 Previous Financial Year	FY2023-24 Current Financial Year	FY2022-23 Previous Financial Year
Employees	0	0	0	0
Workers	0	0	0	0

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)

Yes, Cyient DLM does provide transition assistant programs. When an employee's career ends due to retirement or termination of employment, the company assesses the employee based on business criticality. Based on criticality, a few associates would be considered to convert into contractual associates.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety conditions	3%
Working conditions	3%

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.

There were no significant risks/concerns arising from the assessments of health and safety practices and working conditions of value chain partners.

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.

Cyient DLM has determined its key internal and external stakeholders through an exhaustive approach that included both, the Board, and the Management teams. The selection involved reviewing different stakeholder groups and considering their influence on the Company's success. Key aspects like ongoing interaction, contribution to business continuity, industry significance, and overall effect on the company were evaluated. Continuous engagement and vigilant monitoring are key to long-term success and strong stakeholder relationships, enabling Cyient DLM to align with stakeholder expectations, maintain a solid reputation, and support sustained growth.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investors	No	<ul style="list-style-type: none"> • Annual General Meeting • Quarterly Meetings • Annual Report • Shareholder information on the website • Timely response to shareholder queries • Press release 	Quarterly/ Need Basis	Performance of the organization
Employees	No	<ul style="list-style-type: none"> • Employee surveys • Annual Report Press release 	Quarterly/ Continuous	Employee Engagement, Learning & development
Senior Management	No	<ul style="list-style-type: none"> • Employee surveys • Annual Report 	Quarterly/ Need Basis	Board Evaluation, Discussions
Local Community	Yes	<ul style="list-style-type: none"> • Community workshops • Press releases 	Quarterly/ Need Basis/ Continuous	Education & IT Literacy, Skill Development, Innovation & Infrastructure, Healthcare, Community Development
Suppliers	No	<ul style="list-style-type: none"> • Supplier Workshops • Annual Report 	Quarterly/ Need Basis/ Continuous	Business-related discussions, awareness

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.

At Cyient DLM, we engage stakeholders in dialogue on economic, environmental, and social issues to fully inform our Environmental, Social, and Governance (ESG) initiatives. We incorporate the valuable perspectives and feedback from these interactions into our decision-making. This process ensures our business goals are in harmony with our stakeholders' vital interests and wider societal objectives, leading to sustainable and responsible economic, environmental, and social actions.

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 the policies and activities of the entity.

Yes, we use stakeholder consultation to support the identification and management of environmental and social topics. This includes creating an extensive list of ESG issues, examining how these issues relate to our business goals, conducting a thorough risk assessment, engaging with stakeholders for their perspectives, and prioritizing the issues based on their criticality and our ability to address them.

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

Cyient DLM consistently interacts with the community, concentrating on community growth, environmental efforts, skill-building, and IT education. We respond to and resolve any emerging issues in a timely manner.

Principle 5: Businesses should respect and promote human rights

Essential Indicators

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

Category	FY2023-24			FY2022-23		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	720	720	100%	-	-	-
Other than permanent	2	2	100%	-	-	-
Total employees	722	722	100%	-	-	-
Workers						
Permanent	0	0	0	-	-	-
Other than permanent	887	887	100%	-	-	-
Total workers	887	887	100%	-	-	-

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

Category	FY2023-24 Current Financial Year						FY2022-23 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)
Employees										
Permanent										
Male	590	0	-	590	100%	-	-	-	-	-
Female	130	0	-	130	100%	-	-	-	-	-
Total	720	0	-	720	100%	-	-	-	-	-

Other than Permanent										
Male	2	0	-	2	100%	-	-	-	-	-
Female	0	0	-	0	-	-	-	-	-	-
Total	2	0		2	100%	-	-	-	-	-
Workers										
Permanent										
Male	N.A									
Female										
Total										
Other than Permanent										
Male	717	694	96.79%	23	3.21%	-	-	-	-	-
Female	170	170	100%	0	-	-	-	-	-	-
	887	864	97.4%	23	2.59%	-	-	-	-	-

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

a. Median remuneration/wages:

	Gender	Total Number	Median remuneration/salary/wages of the respective category (₹)
Board of Directors (BoD)	Male	7	5,00,000
	Female	1	12,00,000
Key Managerial Personnel	Male	3	2,44,15,959
	Female	1	18,17,526
Employees other than BoD and KMP	Male	588	8,51,161
	Female	130	6,87,222
Workers	Male	717	2,50,000
	Female	170	2,50,000

b. Gross wages paid to females as % of total wages paid by the entity, in the following format:

	FY2023-24 Current Financial Year	FY2022-23 Previous Financial Year
Gross wages paid to females as % of total wages	19.69%	-

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

Yes, at Cyient DLM we have a focal point responsible for addressing human rights impacts, or issues caused or contributed to by the business. Our Grievance Redressal Policy, Discipline Policy, and Problem Resolution Policy have been created to include the addressal of human rights impact.

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

At Cyient DLM, an effective complaint redressal strategy has been laid out to guarantee that consistent rules and concerns regarding human rights are upheld throughout the Company. Our Grievance Redressal Policy, Discipline Policy, and Problem Resolution Policy help to effectively redress grievances. The Stakeholder Relationship Committee shall also function as the Grievance Redressal Committee. Additionally, we have an effective Whistle-Blower Policy in place that allows our associates, including those in subsidiaries, to confidentially report any unethical behaviour or suspected fraud to the Ombudsperson. Please refer to our policy - [Cyient_DLM-Whistle_Blower_Policy.pdf\(cyientdml.com\)](#)

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

	FY2023-24 Current Financial Year			FY2022-23 Previous Financial Year		
	Filed during the year	Pending Resolution at the end of year	Remarks	Filed during the year	Pending Resolution at the end of year	Remarks
Sexual Harassment	0	0	0	0	0	0
Discrimination at workplace	0	0	0	0	0	0
Child Labour	0	0	0	0	0	0
Forced Labour/ Involuntary Labour	0	0	0	0	0	0
Wages	0	0	0	0	0	0
Other human rights related issues	0	0	0	0	0	0

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

	FY2023-24 Current Financial Year	FY2022-23 Previous Financial Year
Total Complaints reported under the Sexual Harassment 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.

We undertake efforts to ensure that all relevant stakeholders are aware of Cyient DLM's POSH Policy and are aware that any complaint that violates those policies will be investigated. We are dedicated to fostering an environment at work where associates can do their jobs without fearing discrimination, gender bias, or sexual harassment. All associates have the right to be treated with respect, and if sexual harassment occurs at work or elsewhere that involves associates, it is a serious offence that must be punished.

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

Yes. We expect our vendors to uphold and promote the protection of internationally recognized human rights principles and to abstain from any actions that violate these principles.

10. Assessments of the year

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	0
Forced/involuntary labour	0
Sexual harassment	0
Discrimination at workplace	0
Wages	0

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

Not Applicable

Leadership Indicators

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

Not Applicable

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

Assessment not conducted.

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, all Cyient DLM offices and premises are accessible to differently abled visitors as per the requirements of the Rights of Persons with Disabilities Act, 2016. This demonstrates the company’s dedication to cultivating an inclusive work environment that is supportive of everyone.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	-
Discrimination at workplace	
Child labour	
Forced/involuntary labour	
Wages	
Others – please specify	

5. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from the assessments in 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	Unit of Measurement	FY2023-24 Current Financial Year	FY2022-23 Previous Financial Year
From renewable sources			
Total electricity consumption (A)	GJ	5,306	5,635
Total fuel consumption (B)	GJ		
Energy consumption through other sources (C)	GJ		
Total energy consumed from renewable sources (A+B+C)	GJ	5,306	5,635
From non-renewable sources			
Total electricity consumption (D)	GJ	11,067	7,005
Total fuel consumption (E)	GJ	148	165
Energy consumption through other sources (F)	GJ		
Total energy consumed from non-renewable sources (D+E+F)	GJ	11,215	7,170
Total energy consumed (A+B+C+D+E+F)	GJ	16,521	12,805
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	GJ/INR Cr	13.86	15.39
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	GJ/INR Cr	23.95	-
Energy intensity in terms of physical output	-	-	-
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-	-

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

No

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

No, the entity is not classified as Designated Consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India

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

Parameter	FY2023-24 (Current Financial Year)	FY2022-23 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water		
(ii) Groundwater	13,294	11,462
(iii) Third party water (Municipal water supplies)	5,696	5,229
(iv) Seawater / desalinated water		
(v) Others (Rainwater Storage)		
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	18,990	16,691
Total volume of water consumption (in kiloliters)	22,387	14,616
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	15.93	20.06
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/Revenue from operations adjusted for PPP)	32.45	-
Water intensity in terms of physical output	-	-
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 (Y/N). If yes, name of the external agency.

No

4. Provide the following details related to water discharged:

Parameter	FY2023-24 (Current Financial Year)	FY2022-23 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)-		
(i) To Surface water		
- No treatment		
With treatment – please specify the level of treatment		
(ii) To Groundwater		
- No treatment		
With treatment – please specify the level of treatment		
(iii) To Seawater		
- No treatment With treatment – please specify the level of treatment		
(iv) Sent to third parties		
- No treatment	2,500	2,000
With treatment – please specify the level of treatment		
(v) Others		
No treatment		
With treatment (7 to 7.5 pH treated water is used to water plantations)	5,897	5,525
Total water discharged (in kilolitres)	8,397	7,525

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

No

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

No. We have a Sewage Treatment Plant (STP) at the Mysuru facility to recycle the wastewater produced. The treated wastewater is used for gardening.

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

Parameter	Please specify unit	FY2023-24 (Current Financial Year)	FY2022-23 (Previous Financial Year)
NOx	mg/Nm ³	486.24	-
SOx	mg/Nm ³	148.23	-
Particulate matter	mg/Nm ³	201.25	-
Persistent organic pollutants (POP)			
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			

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

No

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

Parameter	unit	FY2023-24 (Current Financial Year)	FY2022-23 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tons of CO ₂ equivalent	11.04	12.29
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 tons of CO ₂ equivalent	2,200	1,392
Total Scope 1 and Scope 2 emissions	Metric tons of CO ₂ equivalent	2,211	1,405
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations)	Metric tons of CO ₂ equivalent/ INR Cr.	1.85	1.69
Total Scope 1 and Scope 2 GHG emission/revenue from operations adjusted for Purchasing Power Parity (PPP)	Metric tons of CO ₂ equivalent/ INR Cr.	3.20	-
Total Scope 1 and Scope 2 emission intensity in terms of physical output		-	-
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 (Y/N). If yes, name of the external agency.

No

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

Yes, the entity is actively engaged in projects aimed at reducing Greenhouse Gas (GHG) emissions. We have a strategic plan in place to consciously mitigate our carbon footprint. Our initiatives include utilizing 50% renewable energy at our Mysuru facility, with a commitment to increase this percentage in the future. Additionally, we are investing in various energy efficiency measures across our facilities to minimize our environmental impact.

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

Parameter	FY2023-24 (Current Financial Year)	FY2022-23 (Previous Financial Year)
Total Waste generated (in metric tons)		
Plastic waste (A)	13.56	21.86
E-waste (B)	10.06	1.30
Bio-medical waste (C)	0.003	0.007
Construction and demolition waste (D)	0	0.007
Battery waste (E)	0	0.61
Radioactive waste (F)		
Other Hazardous waste -excluding e-waste and biomedical waste (G)	1.5	0.56
Other Non-hazardous waste generated (H) - excluding plastic waste	20	12.5
Total (A+B + C + D + E + F + G + H)	45.13	36.84
Waste intensity per Rupee of Turnover (Total waste generated/Revenue from operations)	0.038 MT/₹ Cr	0.044 MT/₹ Cr
Waste intensity per Rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/Revenue from operations adjusted for PPP)	0.065 MT/₹ Cr	-
Waste intensity in terms of physical output	-	-
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tons)		
Category of waste		
(i) Recycled		
(ii) Re-used		
(iii) Other recovery operations		
Total		
For each category of waste generated, total waste disposed by nature of disposal method (in metric tons)		
Category of waste		
(i) Incineration		
(ii) Landfilling		
(iii) Landfilling after incineration		
Total		

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

No

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.

At Cyient DLM, environmental stewardship is at the forefront of our operations. Our facility is equipped with clearly marked segregated bins for different waste streams, which are collected and processed by vendors authorized by the Pollution Control Board, ensuring compliance with environmental regulations. To manage liquid waste, our infrastructure includes secondary containment trays, and we are fully prepared for any contingencies with spill kits on hand to address potential spills swiftly and efficiently.

Used solvents are also carefully managed; they are sent to certified facilities for safe incineration under strict regulatory oversight, mitigating environmental impact. Furthermore, we have established our Sewage Treatment Plant (STP), which treats all wastewater to conform with environmental standards before discharge, thereby upholding our responsibility towards water conservation and contributing to the ecological balance.

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:

No, the entity does not have any operations or offices in or around ecologically sensitive areas where environmental approvals or clearances are required. We are strongly committed to adhering to environmental regulations and consciously refrain from engaging in activities within regions deemed vital for ecological preservation.

Sr. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
N.A			

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

Not Applicable. Our operations have not undergone Environmental Impact Assessments (EIA).

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

13. Is the entity compliant with the applicable environmental laws/regulations/guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment Protection Act, and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

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

Yes, we are compliant with all applicable environmental regulations in India.

Leadership Indicators

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

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

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

Not applicable as none of our sites are in areas of water stress.

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

Parameter	Unit	FY2023-24 (Current Financial Year)	FY2022-23 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	-	-
Total Scope 3 emissions per Crore of turnover		-	-

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

No

3. With respect to the ecologically sensitive areas reported in 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 as none of our facilities are situated in ecologically sensitive areas.

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 the outcome of such initiatives, as per the following format:

Sr. No.	Initiatives Undertaken	Details of the Initiative (Weblink, if any, may be provided along with a summary)	Outcome of the Initiative
1	Adoption of Renewable Energy in operation	The Mysuru facility has successfully integrated Renewable Energy sources, harnessing solar electricity for 50% of its operations, reflecting our commitment to sustainability. With a strong commitment towards environmental stewardship, we aim to exceed 80% in the near future, further reducing our carbon footprint and promoting clean energy operations.	The integration of Renewable Energy into our operations has resulted in a marked decrease in carbon emissions and substantial cost savings. This strategic shift not only aligns with global sustainability goals but also enhances our corporate responsibility toward a cleaner, renewable future.
2	Installation of LED Light Fixtures	95% of the lighting fixtures across our facilities have been upgraded to energy-efficient LEDs, bolstering our energy conservation efforts, and benefiting from the extended lifespan of these lighting solutions.	This widespread adoption of LED technology significantly reduces our energy consumption and maintenance costs, reflecting our dedication to sustainable practices.
3	Rainwater Harvesting System	All of our sites are equipped with rainwater harvesting pits, ensuring that the collected rainwater is effectively channelled into these designated catchment areas.	This system not only promotes the conservation of water resources but also plays a crucial role in recharging the groundwater levels at our facilities.
4	Improving Water Efficiency	To enhance water efficiency, we have installed sensor-based taps in all washrooms, effectively minimizing excess water usage through their smart operation. Moreover, with the implementation of Sewage Treatment Plants (STPs) at our office, we are able to recycle wastewater, utilizing it for gardening and furthering our commitment to sustainable water management.	The implementation of sensor-based taps and Sewage Treatment Plants (STPs) has significantly reduced our dependency on and usage of groundwater by establishing effective water consumption controls. These initiatives contribute to a more sustainable use of water resources, ensuring long-term ecological balance and operational efficiency.
5	Adopting Circularity	We have formulated a strategic plan to decrease plastic use throughout our operations and have already achieved a substantial reduction. In addition, we convert garden and food waste into vermicompost, which is then utilized as fertilizer for gardening.	Utilizing food and garden waste as compost enriches the soil with vital nutrients. It decreases reliance on synthetic fertilizers and also diverts organic materials from landfills.

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

Cyient DLM is equipped with a Business Continuity and Disaster Management Plan, affirming its commitment to resilience and operational integrity in times of adversity. This strategic framework meticulously outlines the procedures for risk assessment, ensuring that the organization can effectively identify potential threats and vulnerabilities. Essential functions are prioritised to guarantee that the Company's core operations continue without significant interruptions, even during unexpected disruptions. We have ingrained a culture of preparedness through regular employee training and by conducting drills that simulate various emergency scenarios. Communication protocols have been streamlined for clarity and efficiency, while robust data protection and backup systems are in place to secure critical information.

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?

No, there weren't any significant adverse impacts to the environment, arising from the value chain of the entity.

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

We are in the process of incorporating environmental parameters in the assessment of our supply chain partners.

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 and industry chambers/ associations.

The Company is a member of two trade and industry chambers/ associations.

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Electronics and Computer Software Export Promotion Council	National
2	Software Technology Parks of India	National

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
-	-	-

Leadership Indicators

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

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

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 details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Weblink
-					

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

Sr. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY2022-23 (In ₹)
NA						

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

All of our corporate social responsibility efforts are driven and led by the Cyient Foundation. Our interventions span various domains, such as education, healthcare, social innovation, and community enhancement, with impacts that often amplify across multiple interconnected facets. To address and document community concerns effectively, we uphold registers at every centre to ensure that grievances are recorded and duly addressed.

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

Parameter	FY2023-24 Current Financial Year	FY2022-23 Previous Financial Year
Directly sourced from MSMEs/ small producers	4.43%	-
Sourced directly from within the district and neighboring districts	36.35%	-

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 a percentage of total wage cost:

Location	FY2023-24 Current Financial Year	FY2022-23 Previous Financial Year
Rural	14%	-
Semi-urban	11%	-
Urban	48%	-
Metropolitan	27%	-

(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 Actions Taken
NA	

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 ₹)
-			

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)
No
- (b) From which marginalized /vulnerable groups do you procure?
Not Applicable
- (c) What percentage of total procurement (by value) does it constitute?
Not Applicable

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

Sr. No.	Intellectual Property based on traditional knowledge	Owned/Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
NA				

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

Name of authority	Brief of the Case	Corrective action taken
	NA	

6. Details of beneficiaries of CSR Projects:

Sr. No.	CSR Project	No. of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Promoting Gender Equality and Women's empowerment	510	74.3%
2	Education and Digital Literacy	1341	81.7%

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.

We have a system in place to manage customer queries, it includes clear channels for complaints and feedback, ensuring prompt and effective resolution.

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

Parameter	As a percentage to total turnover
Environmental and social parameters relevant to the product	Not applicable, since Cyient DLM is an electronic manufacturing service provider to OEMs, and we do not manufacture the final product.
Safe and responsible usage	
Recycling and/or safe disposal	

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

	FY2023-24 (Current Financial Year)		Remarks	FY2022-23 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	N.A	-	-	N.A
Advertising	0	0	N.A	-	-	N.A
Cyber-security	0	0	N.A	-	-	N.A
Delivery of essential services	0	0	N.A	-	-	N.A
Restrictive Trade Practices	0	0	N.A	-	-	N.A
Unfair Trade Practices	0	0	N.A	-	-	N.A
Other	0	0	N.A	-	-	N.A

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

	Number	Reasons for recall
Voluntary recalls	Not applicable, since Cyient DLM is an electronic manufacturing service provider to OEMs, and we do not manufacture the final product.	
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 weblink of the policy.

Yes, we have a Data Privacy policy that aligns with EU-GDPR Regulations, and our Information Security Management System (ISMS) is ISO/IEC 27001:2013 certified. We also have an Information security & privacy requirement for our suppliers. The effectiveness of the system is checked quarterly by the Information Security and Data Privacy Council.

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.

Not Applicable

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 - 0%
- c. Impact, if any, of the data breaches - Not Applicable

Leadership Indicators

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

Information about our products can be accessed through the company website - www.cyientdml.com

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

Not applicable, since Cyient DLM is an electronic manufacturing service provider to OEMs, and we do not manufacture the final product.

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

Not Applicable

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 regards 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)

Not applicable, since Cyient DLM is an electronic manufacturing service provider to OEMs, and we do not manufacture the final product.