



# SUN TV NETWORK LIMITED

Murasoli Maran Towers, 73, MRC Nagar Main Road, MRC Nagar, Chennai - 600 028, TamilNadu, India.  
Tel : +91-44-4467 6767, Fax : +91-44-4067 6161 Email: tvinfo@sunnetwork.in  
Website: www.suntv.in CIN.: L22110TN1985PLC012491

29<sup>th</sup> August 2024

BSE Limited  
Floor No. 25, P J Towers,  
Dalal Street,  
Mumbai - 400 001

National Stock Exchange of India Limited  
Exchange Plaza  
BandraKurla Complex, Bandra (E),  
Mumbai - 400 051

Scrip Code: 532733, Scrip Id: SUNTV      Symbol: SUNTV, Series: EQ

Sir,

**Sub.: Business Responsibility and Sustainability Report for FY 2023-24**

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosures Requirements) Regulations, 2015, we are submitting herewith the Business Responsibility and Sustainability Report for the Financial Year 2023-24, which forms part of the Annual Report for the Financial Year 2023-24.

This is for your information and records.

Thanking you,

For **Sun TV Network Limited**

R. Ravi  
Company Secretary & Compliance Officer

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

### SECTION A: GENERAL DISCLOSURES

#### I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Entity	L22110TN1985PLC012491
2.	Name of the Entity	Sun TV Network Limited
3.	Year of incorporation	1985
4.	Registered office address	Murasoli Maran Towers, 73, MRC Nagar Main Road, MRC Nagar, Chennai Tamil Nadu 600028 India
5.	Corporate address	Murasoli Maran Towers, 73, MRC Nagar Main Road, MRC Nagar, Chennai Tamil Nadu 600028 India
6.	E-mail	tvinfo@sunnetwork.in
7.	Telephone	044 - 44676767
8.	Website	www.suntv.in
9.	Financial year for which reporting is being done	1 <sup>st</sup> April 2023 – 31 <sup>st</sup> March 2024
10.	Name of the Stock Exchange(s) where shares are listed	<ul style="list-style-type: none"> <li>● National Stock Exchange of India Limited</li> <li>● BSE Limited</li> </ul>
11.	Paid-up Capital	Rs. 197,04,23,100/-
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. Mahesh Kumar Rajaraman Managing Director DIN: 05263229 Tel: 044 - 44676767 Email: brsr@sunnetwork.in
13.	Reporting boundary	Standalone basis
14.	Name of assurance provider	Not Applicable
15.	Type of assurance obtained	Not Applicable

#### II. Products/services

##### 16. Details of business activities:

S. No	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Information and Communication	Broadcasting and Programming activities	84%
2.	Other Sports Activities	Other Sports Activities	16%

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

### 17. Products/Services sold by the entity:

S. No	Product/Service	NIC Code	% of total Turnover contributed
1.	Broadcasting services	60100	84%
2.	Other Sports Activities	93190	16%

### 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	Not Applicable	12	12
International	Not Applicable	1	1

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

##### a) Number of locations

Locations	Number
National (No. of States)	Pan India
International (No. of Countries)	18

##### b)

What is the contribution of exports as a percentage of the total turnover of the entity?	6.50%
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##### c)

A brief on types of customers	<p>The Company mainly provides Broadcasting Services and is engaged in the business of broadcasting of general entertainment, news television channels and airing FM Radio Channels. The following is the brief list of customers:</p> <ol style="list-style-type: none"> <li>1. Marketing and Advertising Agencies</li> <li>2. Cable network operators</li> <li>3. DTH subscribers</li> <li>4. Direct Subscribers to OTT platform</li> <li>5. Media Entertainment Viewers both domestic and international</li> <li>6. Cricket Franchisee (BCCI, Sponsors etc.)</li> </ol>
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## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

### IV. Employees

#### 20. Details at the end of the year of financial year:

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

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (c)	% (C / A)
<b>Employees</b>						
1.	Permanent (D)	1048	917	87.5	131	12.5
2.	Other than Permanent (E)	346	266	76.9	80	23.1
3.	Total employees (D + E)	1394	1183	84.9	211	15.1
<b>Workers</b>						
4.	Permanent (F)		Nil			
5.	Other than Permanent (G)					
6.	Total workers (F + G)					

##### b) Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (c)	% (C / A)
<b>Differently Abled Employees</b>						
1.	Permanent (D)	4	3	75	1	25
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total differently abled employees (D + E)	4	3	75	1	25
<b>Differently Abled Workers</b>						
4.	Permanent (F)		Nil			
5.	Other than Permanent (G)					
6.	Total workers (F + G)					

#### 21. Participation / Inclusion / Representation of women:

Category	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	12	3	25%
Key Management Personnel	7	2	29%

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

### 22. Turnover rate for permanent employees and workers:

(Disclose trends for the past 3 years) (in percentage (%) terms)

	FY 2023-24 (Turnover rate in current FY)			FY 2022-23 (Turnover rate in previous FY)			FY 2021-22 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
<b>Permanent Employees</b>	12%	17%	13%	13%	26%	14%	14%	15%	14%
<b>Permanent Workers</b>	Nil								

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

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

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding / Subsidiary / Associate / Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Kal Radio Limited	Subsidiary	98.18%	No
2.	South Asia FM Limited	Joint Venture	59.44%	

### VI. Corporate Social Responsibility (CSR) details

#### 24.

	Response
(i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
(ii) Turnover (in Rs. Crores)	4148.36
(iii) Net worth (in Rs. Crores)	10353.35

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## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

### 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)	FY 2023-24 (Current Financial Year)			FY 2022-23 (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	0	0	None	0	0	None
Investors (other than shareholders)	Not applicable, as the Company do not have any investor other than the shareholders. (Example Preference Share Holders, Debenture Holders, etc.)						
Shareholders	Yes	26	0	None	18	0	None
Employees and workers	Yes	0	0	None	0	0	None
Customers	Yes	0	0	None	0	0	None
Value Chain Partners	Yes	0	0	None	0	0	None
Others (Please specify)	Yes	0	0	None	0	0	None

The Company has formulated a comprehensive Stakeholder Grievance Redressal Policy with the goal of creating a formal framework for resolving issues and complaints raised by both internal and external stakeholders.

The Company adheres to the policy and minimise conflicts and creates good stakeholder relationships. It is strongly encouraged to use the designated channel to address complaints.

Further, the Stakeholders may also refer to the details available on the website of the Company for Grievance Redressal. Kindly refer: <https://www.suntv.in/policies.html>

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## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

### 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:

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.	Energy Management	Risk	The Company has to control the risk associated with energy consumption since it is in the broadcasting sector, which necessitates the use of electricity on a regular basis.	The business makes use of energy produced by renewable resources like wind and solar. The operating units also have the necessary power generator backups.	<b>Positive</b> The company has taken the necessary precautions to reduce the risk, so the financial implications are under check.
2.	Human Rights & Community Relations	Opportunity	The Company is committed to free and fair employment practices free of any harassment based on race, religion, colour, age, sexual orientation, national origin, disability or any other classification as mandated by local laws.	-	<b>Positive</b> The business looks out for the welfare of its workers and prevents discrimination. The environment is such that the employees of the company have remained in the same employment for more than 29 years.
3.	Data Privacy & Cyber Security	Risk	Data privacy and cyber security is an area that requires the proper handling (consent, notice, and regulatory obligations) of sensitive data including personal information and other confidential data. Potential data breaches and Loss could hamper the reputation and lead to decline in viewership. increase financial loss.	The Company continued to remain vigilant about the evolving cyber security threat landscape. To continue to have robust cyber security processes, the team has remained abreast of emerging cyber security events globally so as to achieve higher compliance and its continued sustenance.	<b>Negative</b> Use cutting edge cyber security solutions to reduce cyber threats to the company and its clients.

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

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)
4.	Digital Media Consumption	Opportunity	With the increasing penetration of smart phones, affordable internet connectivity and changing consumer preferences, there has been a significant shift towards digital media consumption. This presents an opportunity for the Company to expand its digital platforms, engage with a wider audience and deliver content through innovative digital channels.	-	<b>Positive</b> By leveraging this opportunity, the Company can enhance its reach, brand visibility and revenue streams.
5.	Safety of Employees	Risk	Failure to ensure the health, safety and well-being of the Company's workforce can impact productivity. This can consequently affect our business operations, customer satisfaction and profitability. The Company strives to foster a safe working environment and ensure Zero Harm. Hazards and risks are periodically identified, with mitigation plans devised for each.	The Company strives to foster a safe working environment and ensure Zero Harm. Hazards and risks are periodically identified, with mitigation plans devised for each.	<b>Positive</b> Employees are provided insurance coverage, and workplace safety measures are in place. However, taking the right steps to create a happy workplace, care for employees, and appreciate their efforts increases employee happiness and, as a result, productivity.
6.	Product Design & Life Cycle Management	Risk & Opportunity	The process of designing the content by the tag line/story line and the manner of broadcasting is important.	The business considers the designing of the shows with the appropriate titles along with the suitable time slots for broadcasting the same.	<b>Positive</b> Any content with the planned broadcast increases the viewer ship.
7	Business Model Resilience	Risk	The Company is in a line of work that necessitates rapid content and technological updating.	Our team is always attempting to accept the shifts in the business environment, from television broadcasting to the OTT Platform.	<b>Positive</b> The company has expanded its broadcasting operations to a number of other countries and languages.



**BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT**

**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.

S. No	Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>Policy and management processes</b>										
1.	a) Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b) Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Particulars of the Policy	Anti-corruption or Anti-Bribery Policy	Supplier Code of Conduct	Policy on Health, Safety of Employees & Environment	Stakeholder Grievance Redressal Policy	Human Rights Policy	Policy on Health, Safety of Employees & Environment	Policy on Responsible Public Advocacy	Preferential Procurement Policy	Cyber Security Policy
	c) Web Link of the Policies, if available	Policies are uploaded on the Company's intranet portal.								
2.	Whether the entity has translated the policy into procedures. (Yes / No)	Yes, guidelines and procedures have been developed in line covering all the 9 principles related to the respective policy.								
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes, guidelines and procedures have been developed in line covering all the 9 principles related to the respective policy.								
4.	Name of the national and international codes /certifications/ labels / standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest	The Company has no national or international codes/certifications/label standards mapped in line with the Principles of this report.								

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

	Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.																	
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p>Our Company is committed to review and strengthen its standards and processes on a regular basis and plans to focus on the following parameters in the near future:</p> <p><b>1. Diversity and Inclusion:</b> Fostering a diverse and inclusive work environment that respects and values differences in gender, ethnicity, religion, age and other characteristics.</p> <p><b>2. Environmental Sustainability:</b> Setting goals and targets to reduce environmental impact, such as energy consumption, waste generation and water management.</p>																
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same aren't met	The performance towards the above commitments is monitored on a regular basis, and adequate actions are taken, wherever required.																
<b>Governance, leadership and oversight</b>																		
7.	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements	<p>The Company strongly believes that embedding Environmental, Social and Governance (ESG) principles in its business operations is not only a responsible but an essential part of our business. Adherence to these principles helps build resilience, transform culture and long-term value creation to systematically identify opportunities, manage risk and secure the interest of all our stakeholders.</p> <p>Being at the centre of the Company's corporate governance practice, our Board possesses a prudent balance of skills, knowledge and experience. The Company's governance practice is supported by committees to which certain Board responsibilities are delegated and these committees report to the Board.</p>																
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	The Business Responsibility and Sustainability Reporting Committee of the Company is responsible for implementation and oversight of the BRSR policies.																
9.	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details	<p>The Business Responsibility and Sustainability Reporting Committee is responsible for implementation of the Policies.</p> <p>The below is the composition of BRSR Committee:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th>S. No</th> <th>Name of the Member</th> <th>DIN</th> <th>Designation</th> </tr> </thead> <tbody> <tr> <td>1.</td> <td>Mr. C. Praveen - Member</td> <td>-</td> <td>Chief Operating Officer</td> </tr> <tr> <td>2.</td> <td>Mr. S. Kannan – Member</td> <td>-</td> <td>Chief Technical Officer</td> </tr> <tr> <td>3.</td> <td>Mr. R. Ravi – Secretary of the Committee</td> <td>-</td> <td>Company Secretary &amp; Compliance Officer</td> </tr> </tbody> </table>	S. No	Name of the Member	DIN	Designation	1.	Mr. C. Praveen - Member	-	Chief Operating Officer	2.	Mr. S. Kannan – Member	-	Chief Technical Officer	3.	Mr. R. Ravi – Secretary of the Committee	-	Company Secretary & Compliance Officer
S. No	Name of the Member	DIN	Designation															
1.	Mr. C. Praveen - Member	-	Chief Operating Officer															
2.	Mr. S. Kannan – Member	-	Chief Technical Officer															
3.	Mr. R. Ravi – Secretary of the Committee	-	Company Secretary & Compliance Officer															

**BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT**

**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	Yes, the review was undertaken by the BRSR Committee.									Annually								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Yes, we comply with statutory requirements relevant to the principles and there has been no non-compliances and hence rectification of any such non-compliances does not arise.									Quarterly								

**11.**

	P1	P2	P3	P4	P5	P6	P7	P8	P9
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.	Yes, J. Sundharesan & Associates - Compliance, Governance and Sustainability Advisors, has provided a 'limited assurance' on certain Identified Sustainability Indicators based on GRI Standards.								

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

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

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

### SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

#### PRINCIPLE 1: BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY, AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE

##### ESSENTIAL INDICATORS:

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	2	<ul style="list-style-type: none"> <li>● Sustainability initiatives</li> <li>● Changes/developments in the domestic /global corporate and industry scenario</li> <li>● Navigating Insider trading regulations: Directors Guide</li> </ul>	100%
Key Managerial Personnel	2	<ul style="list-style-type: none"> <li>● Code of Conduct which covers aspects such as Corporate Governance &amp; Good Corporate practices.</li> <li>● Navigating Insider trading regulations: Directors Guide</li> <li>● Whistle blower Policy of the Company</li> <li>● Sustainability practices of the Company</li> </ul>	100%
Employees other than BOD and KMP's	2	<ul style="list-style-type: none"> <li>● Code of Conduct which covers aspects such as Corporate Governance &amp; Good Corporate practices.</li> <li>● Whistle blower Policy of the Company</li> <li>● Sustainability practices of the Company</li> <li>● Navigating Insider trading regulations</li> </ul>	100%
Workers	<b>Not Applicable</b>		

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:

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

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

NON-MONETARY				
Particulars	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment				
Punishment				
			Nil	

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
NONE	Nil

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, our code of conduct and ethics adheres to all applicable laws and regulations, including those that prohibit bribery and corruption. The policy is effectively communicated to all stakeholders and employees with regular training and monitoring to ensure compliance. It includes reporting and investigating suspected corruption with consequences of violation. We also have an Anit-Bribery and Anti-Corruption policy (available in the Company intranet) which provides the requirements around ABAC in detail.

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directors		
KMPs		
Employees	Nil	Nil
Workers		

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

	FY 2023-24 (Current Financial Year)		FY 2022-23 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	-	Nil	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	-	Nil	-

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

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 account payable ((Accounts payable \*365) / Cost of goods/services procured) in the following format:

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Number of days of accounts Payables</b>	72.27	80.55

9. Open-ness of Business

Provide details of Concentration of purchase and sales with trading houses, dealers, and related parties along -with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Concentration of purchases</b>	a. Purchases from trading houses as % of total purchases	-	-
	b. Number of Trading houses where purchases are made from	-	-
	c. Purchases from top 10 Trading houses as % of total purchases from trading houses	-	-
<b>Concentration of Sales</b>	a. Sale to dealers / distributed as % of total sales	-	-
	b. Number of dealers / distributions to whom sales are made	-	-
	c. Sales upto 10 dealers / distributors as % of total sales to dealers / distributors	-	-
<b>Share of RPTs in</b>	a. Purchases (Purchases with related parties / Total Purchases)	10.61%	10.59%
	b. Sales (Sales to related parties / Total Sales)	12.09%	11.63%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	-	-
	d. Investments (Investments in related parties / Total Investments made)	10.09%	12.67%

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

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

#### ESSENTIAL INDICATORS:

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)	Details of improvements in environmental and social impacts
<b>R&amp;D</b>	Nil	Nil	Not Applicable
<b>Capex</b>	Nil	Nil	Not Applicable

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

Yes, the Company ensures that around 100% of the content for the respective language programs are sourced from the small producers and local vendors thereby identify and also encourage the available regional budding talents.

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

100%

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.**

Given the nature of business, there is limited scope for reusing or recycling of products, however we have following practices for below mention waste categories.

- (a) Plastics (including packaging) - The Company generally engages with a vendor partner who collects our wet and dry waste generated in normal operations to compost/recycle it in an eco-friendly manner.
- (b) E-waste - Our E-waste broadly includes computers and accessories, scanners, batteries, air conditioners etc. All such E-wastes are being disposed-off through registered E-waste vendors.
- (c) Hazardous waste – Our services do not involve producing or disposing hazardous waste of any kind. Hence this is not applicable.
- (d) Other waste - There are no other kinds of waste generated in our office other than listed above.

4. **Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the wastecollection 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.

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

### PRINCIPLE 3: BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS

#### ESSENTIAL INDICATORS:

##### 1. A) Details of measures for the well-being of employees:

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent employees</b>											
Male	917	639	70%	559	61%	Nil	Nil	Not Available	Nil	Not Available	Nil
Female	131	64	49%	60	46%	131	100%	Not Available	Nil	Not Available	Nil
<b>Total</b>	1048	703	67%	619	59%	131	13%	Not Available	Nil	Not Available	Nil
<b>Other than Permanent employees</b>											
Male	266	58	22%	68	26%	Nil	Nil	Not Available	Nil	Not Available	Nil
Female	80	15	19%	16	20%	80	100%	Not Available	Nil	Not Available	Nil
<b>Total</b>	346	73	21%	84	24%	80	23%	Not Available	Nil	Not Available	Nil

##### B) Details of measures for the well-being of workers: Not Applicable

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



## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

### C) Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format –

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Cost incurred on well-being measures as a % of total revenue of the Company	0.06%	0.06%

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

Benefits	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	Not Applicable	Y	100%	Not Applicable	Y
Gratuity	100%	Not Applicable	Y	100%	Not Applicable	Y
ESI	15.7%	Not Applicable	Y	21%	Not Applicable	Y
Others, please specify	-	-	-	-	-	-

### 3. Accessibility of workplaces:

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

Yes

### 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 Company has equal opportunity policy in place and strongly believes in providing equal opportunity to all, irrespective of their race, caste, religion, colour, ancestry, marital status, gender, sexual orientation, age, nationality, ethnic origin, disability or any other category protected by applicable law.

The policy is available on the Company's intranet.

### 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	-	-	Not Applicable	Not Applicable
Female	100%	100%	Not Applicable	Not Applicable
Total	100%	100%	Not Applicable	Not Applicable

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

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

	Yes/No (If Yes, then give details of the mechanism in brief)
<b>Permanent Workers</b>	Not Applicable
<b>Other than Permanent Workers</b>	Not Applicable
<b>Permanent Employees</b>	Yes. On the receipt of any concern through email, letter, web-helpline, oral etc., it is registered by the Human Resource head and a sanity check is done. The investigator conducts investigation by gathering the data, validating, analysing and gives his observations and recommendations.
<b>Other than Permanent Employees</b>	Grievances if any, can be raised with concerned HR Business Partners and respective functional heads.

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

Benefits	FY 2023-24 (Current Financial Year)			FY 2022-23 (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)
<b>Total Permanent Employees</b>	Not Applicable					
Male						
Female						
<b>Total Permanent Employees</b>	Not Applicable					
Workers						
Female						

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

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

Category	FY 2023-24 (Current Financial Year)					FY 2022-23 (Previous Financial Year)				
	Total (A)	On Health and safety		On Skill upgradation		Total (A)	On Health and safety measures e		On Skill upgradation	
		Number (B)	% (B/A)	Number (C)	% (C/A)		Number (E)	% (E/D)	Number (F)	% (F/D)
<b>Employees</b>										
Male	917	391	43%	348	38%	950	392	41%	204	21%
Female	131	71	54%	56	43%	136	61	45%	36	26%
<b>Total</b>	<b>1048</b>	<b>462</b>	<b>44%</b>	<b>404</b>	<b>39%</b>	<b>1086</b>	<b>453</b>	<b>42%</b>	<b>240</b>	<b>22%</b>
<b>Workers</b>										
Male	Not Applicable									
Female										
<b>Total</b>										

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

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Total (C)	Number (D)	% (D/C)	Total (C)	Number (D)	% (D/C)
<b>Employees</b>						
Male	917	917	100%	950	950	100%
Female	131	131	100%	136	136	100%
<b>Total</b>	<b>1048</b>	<b>1048</b>	<b>100%</b>	<b>1086</b>	<b>1086</b>	<b>100%</b>
<b>Workers</b>						
Male	Not Applicable					
Female						
<b>Total</b>						

### 10. Health and safety management system:

S.no	Particulars	Response
a)	Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?	There are no occupational health and safety risks considering the nature of the business. Employee well-being and psychological safety continue to be a priority of the company. Periodic training on fire safety and fire-fighting equipment are provided along with the evacuation drills.
b)	What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	The Company has implemented a comprehensive hazard identification process that spans across all departments. This process involves regular assessments and evaluations to proactively identify potential hazards.

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

S.no	Particulars	Response
c)	Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)	NotApplicable
d)	Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)	Yes

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

Safety Incident/Number	Category	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
	Workers	Nil	Nil
Total recordable work-related injuries	Employees	Nil	Nil
	Workers	Nil	Nil
No. of fatalities	Employees	Nil	Nil
	Workers	Nil	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	Nil	Nil

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

Employee health and safety continue to be a priority for the Company. The Company has taken substantial measures to ensure that its offices are secure and conducive to good health. The Company assessed the health, safety and environment performance across all offices which included-

- Safety committee meeting
- Mock drill
- Safety training
- Electrical Safety

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

	FY 2023-24 (Current Financial Year)			FY 2022-23 (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	Nil			Nil		
Health & Safety						

**BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT**

**14. Assessments for the year:**

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

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

While there were no reportable safety related incidents in the financial year. However, the Company undertake numerous initiatives to ensure the safety and security of employees and workers by undertaking following actions:

- Conduct regular audits and safety checks to ensure smooth and safe running of operations of Company.
- Employees are given regular fire safety and emergency evacuation training to deal with any kind of emergency where they would need to safely evacuate large numbers of people with varying abilities.
- Periodic safety performance evaluation of service providers.

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**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**

Key Stakeholder groups are identified based on their materiality to the Company’s business operations along with the impact of their association with the Company and the community at large. The major categories of internal and external stakeholders identified by the Company include (i) Employees; (ii) Consumers; (iii) Suppliers; (iv) Investors, Shareholders, and Lenders; (v) Government and Regulatory Authorities; (vi) Media (vii) Local Communities and (viii) NGOs.

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

### 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
Shareholders	No	<ul style="list-style-type: none"> <li>● Annual General Meeting</li> <li>● Shareholder meets</li> <li>● Email</li> <li>● Stock Exchange(SE) intimations</li> <li>● Investor/analysts meet</li> <li>● Annual report</li> <li>● Quarterly results</li> <li>● Media releases and Company</li> <li>● Stock Exchange website</li> </ul>	Quarterly, Half yearly, Annually and needbased.	To update the Investors on the organisation's performance and to clarify the questions raised by the investors
Government/ Regulatory authorities	No	<ul style="list-style-type: none"> <li>● Reporting / Filings;</li> <li>● Submissions/Applications;</li> <li>● Conclusion of Assessments;</li> <li>● Representations in person</li> </ul>	On periodical basis as provided under relevant legislation	To ensure compliance as well as seek approval wherever necessary
Customer	No	<ul style="list-style-type: none"> <li>● Periodical Meets / Reviews</li> <li>● Mailers</li> <li>● Brochures</li> <li>● Satisfaction Surveys</li> </ul>	Periodical	Service quality and availability, responsiveness to needs.
Employees	No	<ul style="list-style-type: none"> <li>● Meetings</li> <li>● Team Engagement</li> <li>● Celebrations during special occasion</li> <li>● Engagement through Health Programs</li> <li>● Internal Portal</li> </ul>	Ongoing	<ul style="list-style-type: none"> <li>● Empowered and engaged workforce drives to achieving business targets and serve as a key for successful business</li> <li>● Satisfied and motivated talent have higher productivity</li> <li>● Right Talent gives a competitive advantage</li> </ul>
Communities	No	Meets of community / local authorities/ location heads, community visits and projects, partnership with local charities, volunteerism, seminars/ conferences, CSR Partner's meet	Periodically	Integrated water management, clean water, Natural Resource Management, community development, livelihood support, etc.

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

### 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:

Benefits	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	1048	109	10%	1086	92	8%
Other than permanent	346	223	64%	230	48	21%
<b>Total Employees</b>	<b>1394</b>	<b>332</b>	<b>24%</b>	<b>1316</b>	<b>140</b>	<b>11%</b>
<b>Workers</b>						
Permanent	Not Applicable					
Other than permanent						
<b>Total Workers</b>						

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

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	
		Number (B)	% (B/A)	Number (C)	% (C/A)		Number (E)	% (E/D)	Number (F)	% (F/D)
<b>Employees</b>										
<b>Permanent</b>										
Male	917	0	0%	917	100%	950	0	0%	950	100%
Female	131	0	0%	131	100%	136	0	0%	136	100%
<b>Other than Permanent</b>										
Male	266	0	0%	266	100%	181	0	0%	181	100%
Female	80	0	0%	80	100%	49	0	0%	49	100%
<b>Workers Permanent</b>										
Male	Not Applicable									
Female										
<b>Other than Permanent</b>										
Male										
Female										

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

### 3. Details of remuneration/salary/wages:

#### a. Median remuneration /wages:

Category	Male		Female	
	Number	Median remuneration/ salary/wages of respective category	Number	Median remuneration/ salary/wages of respective category
<b>Board of Directors (BoD)</b>	9	4,40,000	3	1,21,23,876
<b>Key Managerial Personnel</b>	5	1,41,53,208	2	44,35,75,014
<b>Employees other than BoD and KMP</b>	1013	4,55,550	154	4,77,912
<b>Workers</b>	Not Applicable			

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Gross wages paid to females as % of total wages</b>	24.9%	24.8%

#### 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.

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

The Company is committed to provide safe and positive work environment. Employees have various forums where they can highlight matters or concerns faced at workplace. This is achieved through a well-established and robust grievance resolution mechanism. The concerns are handled with sensitivity, while delivering timely action and closure. The details of the internal mechanisms are in place to redress grievances related to human rights issues are mentioned in the Human Rights Policy and the policy is made available on the Company's intranet.

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## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

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

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (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	Nil			Nil		
Discrimination at workplace						
Child Labour						
Forced Labour / Involuntary Labour Wages						
Other human rights related issues						

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

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

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

The Company prohibits its employees from engaging in retaliation or intimidation that is directed against a whistle-blower/ complainant. Employees who engage in retaliation or intimidation are subjected to disciplinary action, which may include dismissal. Regardless of the outcome of the complaint made in good faith, the complainant and any person providing information or any witness are protected from any form of retaliation.

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

Yes.

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

### 10. Assessments for the year:

Category	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

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

Nil

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## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

### PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

#### ESSENTIAL INDICATORS:

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

	FY 2023-24 (Current Financial Year) (In Giga joules)	FY 2022-23 (Previous Financial Year) (In Giga joules)
<b>From Renewable Sources</b>		
Total electricity consumption (A)	26,724	20,415
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
<b>Total energy consumption (A+B+C)</b>	26,724	20,415
<b>From Non-Renewable Sources</b>		
Total electricity consumption (D)	12,326.74	16,571
Total fuel consumption (E)	580.09	181.96
Energy consumption through other sources (F)	NIL	
Total energy consumed from non-renewable sources (D+E+F)	12,906.83	16,752.96
<b>Total energy consumed (A+B+C+D+E+F)</b>	39,630.83	37,167.96
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	8.50	10.15
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumption / Revenue from operations adjusted for PPP)	4.26	4.57
<b>Energy intensity in terms of physical output</b>		
<b>Energy intensity (optional) – the relevant metric may be selected by the entity</b>	-	-

\*The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published by the IMF- for India. For the years ended March 31, 2024, and March 31, 2023, it is 22.401 and 22.167, respectively.

**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.

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

2. Does the entity have any sites/facilities identified as designated consumers (DC's) 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 Company has not been identified as Designated Consumers (DCs) under the PAT scheme of the Government of India.

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

In FY 2023-24, Sun TV's total water intake was 37,817 Kilolitres (KL)

Parameter	FY 2023-24 (Current Financial Year) (In Giga joules)	FY 2022-23 (Previous Financial Year) (In Giga joules)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	36,197	15,784
(ii) Groundwater	-	-
(iii) Third party water	1,620	21,684
(iv) Seawater / desalinated water	-	-
(v) Others	23,531	17,023
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	61,348	54,491
<b>Total volume of water consumption (in kilolitres)</b>	61,348	54,491
<b>Water intensity per rupee of turnover (Total Water consumed / turnover)</b>	1.47	1.48
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)</b>	0.0066	0.0067
<b>Water intensity in terms of physical output</b>	-	-
<b>Water intensity (optional) - the relevant metric may be selected by the entity</b>	-	-

**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.

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

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

Parameter	FY 2023-24 (Current Financial Year) (In Giga joules)	FY 2022-23 (Previous Financial Year) (In Giga joules)
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water		
-No treatment	Nil	Nil
-With treatment – please specify level of treatment	Nil	Nil
(ii) To Groundwater		
-No treatment	Nil	Nil
-With treatment – please specify level of treatment	Nil	Nil
(iii) To Seawater	Nil	Nil
-No treatment	Nil	Nil
-With treatment – please specify level of treatment		
(iv) Sent to third parties	Nil	Nil
-No treatment	Nil	Nil
-With treatment – please specify level of treatment	Nil	Nil
(v) Others	Nil	Nil
-No treatment		
-With treatment – please specify level of treatment	Nil	Nil
<b>Total water discharged (in kilolitres)</b>	Nil	Nil

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

No.

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

Yes, the entity has implemented a mechanism for Zero Liquid Discharge. We are devoted to minimising our negative effects on the environment and protecting the earth for future generations. In order to completely eliminate all liquid waste from our activities, we have created a zero liquid discharge programme. The treated water is used in the flushes and gardens at the corporate office of the Company towards a green cover initiative.

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

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

Category	Please specify unit	FY 2023-24 (Current Year)	FY 2022-23 (Previous Year)
NOx	Not Applicable	Not Applicable	Not Applicable
SOx			
Particulate matter (PM)			
Persistent organic pollutants (POP)			
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others – please specify			

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

No.

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format: The Company is putting in place systems to identify GHG Emissions.

Category	unit	FY 2023-24 (Current Year)	FY 2022-23 (Previous Year)
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	<b>Metric tonnes of CO<sub>2</sub> equivalent</b>	Nil	Nil
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	<b>Metric tonnes of CO<sub>2</sub> equivalent</b>	2246.13596	2915.43527
<b>Total Scope 1 and Scope 2 emissions intensity per rupee of turnover</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	<b>Metric tonne of CO<sub>2</sub>/rupee of turnover</b>	Nil	Nil
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)		Nil	Nil
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b>		Nil	Nil
<b>Total Scope 1 and Scope 2 emission intensity</b> (optional) – the relevant metric may be selected by the entity		Nil	Nil

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

No.

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

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

No.

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

Parameter	FY 2023-24 (Current Year)	FY 2022-23 (Previous Year)
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	0.64	0.54
E-waste (B)	0.03	0.00
Bio-medical waste (C)	0.00	0.00
Construction and demolition waste (D)	0.00	0.00
Battery waste (E)	0.07	0.00
Radioactive waste (F)	0.00	0.00
Other Hazardous waste. Please specify, if any. (G)	1.00	0.51
Other Non-Hazardous waste generated (H). Please specify, if any. 1) Cardboard 2) News Paper 3) White Paper 4) Colour Paper 5) File Carton 6) Book (Break-up by composition i.e. by materials relevant to the sector)	29.36	6.07
<b>Total (A+ B + C + D + E + F + G + H)</b>	31.10	7.12
<b>Waste intensity per rupee of turnover</b> (Total waste generated / Revenue from operations)	7.49	-
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total waste generated / Revenue from operations adjusted for PPP)	3.34	-
<b>Waste intensity in terms of physical output</b>	-	-
<b>Waste intensity (optional)</b> – 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 tonnes)**

Category of waste	
(i) Recycled	The Company is in the service industry and the amount of waste is minimum. Nevertheless, the company is in process of establishing a data collection, tracking and monitoring system to formally report on the requirement.
(ii) Re-used	
(iii) Other recovery operations	
<b>Total</b>	

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

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

Category of waste	
(i) Incineration	The Company belongs to service industry and the amount of waste is minimum. Nevertheless, the company is in process of establishing a data collection, tracking and monitoring system to formally report on the requirement.
(ii) Landfilling	
(iii) Other disposal operations	
<b>Total</b>	

**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.**

As the Company is into service industry, the business does not discharge any effluent or waste. The company is not a manufacturing organization and hence there are no hazardous or toxic chemicals in our services. However, the Company has adopted the following practices to reduce waste/ emissions-

1. The Company has a mechanism where the food wastes are converted into manure, fertilizer and soil conditioner after bio composting.
2. Zero Liquid discharge facility has been adopted by the Company consisting of biological treatment, reverse osmosis at the registered office.

- 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:**

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

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not Applicable					

- 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:**

Yes.



## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

### 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 maintained active memberships with five trade and industry chambers/associations during the year.

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

S. No.	Name of the trade and industry chambers / associations	Reach of trade and industry chambers/ associations (State/National)
1.	Indian Broadcasting Foundation	National
2.	News Broadcasters Association	National (Karnataka, Kerala Tamil Nadu, Andhra Pradesh, Telangana, Maharashtra and West Bengal)
3.	Internet and Mobile Association of India	National
4.	IDMIF (Indian Digital Media Industry Foundation)	National
5.	BCCC (Broadcasting Content Complaints Council)	National

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

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

### PRINCIPLE 8: BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT

#### ESSENTIAL INDICATORS:

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

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

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
Not Applicable						

None of the Company's operations or units have resulted in community displacement. And hence, no project was required under the Rehabilitation and Resettlement (R&R) in the reporting year.

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

The Company has a process to receive and redress concerns/grievances received from the community. The Company through their employee interacts with the community on a variety of matters including health care, education, disaster relief, rural development, art and culture, receives the concerns (written/verbal) and works towards their redressal. In addition, the Company proactively engages with the community as a part of the development work. Throughout the year, a number of informal and formal sessions are conducted which help interactions with the community apart from program specific meetings to facilitate working together. Please also refer to the response given in Question No 2 (Principle 4). Web-link of the policy is available on the Company's intranet.

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

Category	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	Nil	Nil
Sourced directly from within the district and neighbouring districts	Nil	Nil

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	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Rural	-	-
Semi- Urban	-	-
Urban	-	-
Metropolitan	100%	100%

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

### 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.**

An effective system of handling customer complaints exists within the Company. On receipt of a complaint, it is acknowledged within 48 to 72 hours and thereafter handled by the technical teams systematically. Effective correction, corrective or preventive actions are taken as may be deemed appropriate. These actions initiated are communicated to the Customer. All the complaints were resolved with appropriate corrections and counter measures / corrective / preventive actions based on the Root Cause Analysis. There are multiple channels to receive consumer complaints and feedback..

They are

- a. General customer complaints can be addressed to - [contact@sunnxt.com](mailto:contact@sunnxt.com)
- b. Second level of escalation can be addressed to - [grievanceofficer@sunnxt.com](mailto:grievanceofficer@sunnxt.com)
- c. Content related complaints can be addressed to [contentgrievanceofficer@sunnxt.com](mailto:contentgrievanceofficer@sunnxt.com)

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

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

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

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Received during the year	Pending resolution at the end of year	Remarks	Received during the year	Pending resolution at the end of year	Remarks
Data privacy	Nil	Nil	-	Nil	Nil	-
Advertising	Nil	Nil	-	Nil	Nil	-
Cyber-security	Nil	Nil	-	Nil	Nil	-
Delivery of essential services	Nil	Nil	-	Nil	Nil	-
Restrictive Trade Practices	Nil	Nil	-	Nil	Nil	-
Unfair Trade Practices	Nil	Nil	-	Nil	Nil	-
Other	50260	290	Closed the pending 290 complaints in April 24.	22669	186	Closed the pending 186 complaints in April 23.

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

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

Particulars	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, the web-link where the policy is available in the Company's intranet portal.

In addition, we follow industry best practices related to Cyber Security and regularly update our system to mitigate risks associated with Data Privacy.

### 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

NotApplicable

### 7. Provide the following information relating to data breaches:

Particulars	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Number of instances of data breaches	Nil	Nil
Percentage of data breaches involving personally identifiable information of customers	Nil	Nil
Impact, if any of the data breaches	Nil	Nil

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