

Ref. No.: ABSLAMCL/PS/54/2024-25

July 12, 2024

**BSE Limited**

Phiroze Jeejeebhoy Towers,  
Dalal Street Mumbai - 400 001  
**Scrip Code: 543374**

**National Stock Exchange of India Limited**

Exchange Plaza, 5th Floor,  
Plot No. C/1, G Block,  
Bandra Kurla Complex,  
Bandra (East), Mumbai – 400 051  
**Symbol: ABSLAMC**

Dear Sir/ Ma'am,

**Sub: Disclosure under Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ('SEBI Listing Regulations')**

Pursuant to Regulation 34(2)(f) of the SEBI Listing Regulations, please find enclosed herewith Business Responsibility and Sustainability Report (BRSR) for the financial year 2023-24. Additionally, the BRSR is also being uploaded on the website of the Company at <https://mutualfund.adityabirlacapital.com/shareholders/annual-reports>.

The BRSR also forms a part of the Annual Report for the financial year 2023-24, submitted with the Stock Exchanges.

This is for your information and records.

Yours sincerely,

For **Aditya Birla Sun Life AMC Limited**

**Prateek Savla**  
**Company Secretary & Compliance Officer**  
**ACS 29500**

Encl: a/a

# Business Responsibility & Sustainability Report

## SECTION A: GENERAL DISCLOSURE

### I. Details of the Listed Entity

1	<b>Corporate Identity Number (CIN) of the Listed Entity</b>	L65991MH1994PLC080811
2	<b>Name of the Listed Entity</b>	Aditya Birla Sun Life AMC Limited (“ABSLAMC” / “the Company”)
3	<b>Year of incorporation</b>	1994
4	<b>Registered office address</b>	One World Center, Tower 1, 17 <sup>th</sup> Floor, Jupiter Mills, Senapati Bapat Marg, Elphinstone Road, Mumbai – 400013
5	<b>Corporate address</b>	
6	<b>E-mail</b>	abslamc.cs@adityabirlacapital.com
7	<b>Telephone</b>	+91 22 4356 8008
8	<b>Website</b>	<a href="https://mutualfund.adityabirlacapital.com">https://mutualfund.adityabirlacapital.com</a>
9	<b>Financial year for which reporting is being done</b>	Financial Year 2023–24 (1 <sup>st</sup> April 2023 to 31 <sup>st</sup> March, 2024)
10	<b>Name of the Stock Exchange(s) where shares are listed</b>	BSE Limited (BSE) and National Stock Exchange of India Limited (NSE)
11	<b>Paid-up Capital</b>	₹ 144.05 Crore
12	<b>Name and Contact Details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report</b>	Mr. Prateek Savla, Company Secretary +91 22 43568008 abslamc.cs@adityabirlacapital.com
13	<b>Reporting Boundary</b> 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).	Disclosures under this report are made on standalone basis for ABSLAMC.
14	<b>Name of assurance provider</b>	Not Applicable
15	<b>Type of assurance obtained</b>	

### 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
1	Financial & Insurance Service	Fund Management Services	100%

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

S.No.	Products/Services	NIC Code	% of total Turnover contributed
1	The Company offers a comprehensive suite of savings and investment products ranging from mutual funds, including both actively managed and passive options, to portfolio management services and alternative investment opportunities catering to the needs of a large and diverse customer base.	66301	100%

### III. Operations

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

Location	No. of Plants	No. of Offices	Total
National		290+ investor service centres	
International	Not applicable*	Through its subsidiaries in Dubai, Mauritius, and Singapore	

\* The Company is into financial services and does not undertake any manufacturing-related activities



## Business Responsibility &amp; Sustainability Report (Contd.)

19	Market served by the entity	Locations	Number
a.	No. of Locations	National (No. of States) International (No. of Countries)	Pan -India Various international markets through its subsidiaries in Dubai, Mauritius and Singapore
b.	What is the contribution of exports as a percentage of the total turnover of the entity?	Not applicable	
c.	A brief on type of customers	ABSLAMC is one of the leading Asset Management Companies (AMCs) in India. Through its services, ABSLAMC currently caters to more than 8.59 Million investor folios. The Company has consistently focused on providing services that cater to customer segments across the spectrum. This includes first-time investors, youth, middle-income groups, NRIs, and global investors. The Company is continuously making efforts to expand its outreach and presence across India through products well suited to its investor (customer) base, with an aim to create long-term customer value.	

## IV. Employees

## 20. Details as at the end of Financial Year (FY24)

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
a.	Employees (including differently abled)					
1	Permanent	1279	930	73%	349	27%
2	Other than Permanent	438	374	85%	64	15%
3	Total Employees	1717	1304	76%	413	24%
b.	Differently abled employees					
1	Permanent	-	-	-	-	-
2	Other than Permanent	-	-	-	-	-
3	Total differently abled employees	-	-	-	-	-

## 21. Participation/Inclusion/Representation of women\*\*

S. No.	Category	Total (A)	No. and percentage of Females	
			No. (B)	% (B/A)
1	Board of Directors	9	2	22.20 %
2	Key Management Personnel	3	1*	33 %

\* Ms. Hemanti Wadhwa ceased to be the Chief Compliance Officer & Company Secretary of the Company w.e.f. 26<sup>th</sup> April, 2024

\*\* The details of Board of Directors and Key Management Personnel is as on 31<sup>st</sup> March, 2024

## 22. Turnover rate for permanent employees

Category	FY24			FY23			FY22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	27%	26%	26%	28%	22%	26%	29%	31%	30%

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

### 23. (a) Names of Holding / Subsidiary / Associate Companies / Joint Ventures

S. No	Name of the holding / subsidiary / associate companies / joint ventures (A) <sup>1</sup>	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.	Aditya Birla Sun Life AMC (Mauritius) Limited	Subsidiary	100%	
2.	Aditya Birla Sun Life Asset Management Company Limited, DIFC, Dubai	Subsidiary	100%	
3.	Aditya Birla Sun Life Asset Management Company Pte Ltd, Singapore (ABSLAMC Singapore)	Subsidiary	100%	Yes <sup>2</sup>
4.	India Advantage Fund Limited (IAFL) <sup>3</sup>	Subsidiary	100%	
5.	International Opportunities Fund – SPC <sup>3</sup>	Subsidiary of ABSLAMC Singapore		

<sup>1</sup> During the financial year under review, Aditya Birla Capital Limited ceased to be the Holding Company of the Company and Grasim Industries Limited ceased to be the Ultimate Holding Company.

<sup>2</sup> The subsidiaries of the Company participate in the Business Responsibility initiatives to the extent applicable to them.

<sup>3</sup> The Company holds 100% management shares of IAFL, having no beneficial interest or ownership on IAFL's income or gains as the same belongs to the investors of Collective Investment Schemes offered by IAFL. Similarly, ABSLAMC Singapore holds 100% management shares of International Opportunities Fund – SPC and by virtue of that it is a subsidiary of the Company.

## VI. CSR Details

24. (i)	Whether CSR is applicable as per section 135 of Companies Act, 2013	Yes
(ii)	Turnover (FY24)	₹ 1,330.18 Crore
(iii)	Net worth (FY24)	₹ 3,154.50 Crore

## 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	FY24 (Current FY)			FY23 (Previous FY)		
			Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	Note 1	-	-	-	-	-	-
Investors (other than shareholders)	-	-	-	-	-	-	-	-
Shareholders	Yes	Note 2	4	-	-	16	-	-
Employees	Yes	Note 3	-	-	-	-	-	-
Customers	Yes	Note 4	303	2	-	352	13	-
Value Chain Partners	-	-	-	-	-	-	-	-
Others (Please Specify)	-	-	-	-	-	-	-	-

Note 1 - For communities, the grievance redressal mechanism is managed as part of CSR activities. This is led by the Company's implementation partners (NGOs) and involves, as required, consultations with the beneficiary communities. ABSLAMC's CSR Policy is available on the Company's Website at <https://mutualfund.adityabirlacapital.com/shareholders/corporate-governance/>



## Business Responsibility & Sustainability Report (Contd.)

Note 2 - <https://mutualfund.adityabirlacapital.com/shareholders/contact-us> and <https://smartodr.in/login>

Note 3 - Internal Policies for the Employees are placed on the intranet and the policy guiding Company's Code of Conduct for Board of Directors and Senior Management is available on Company's website at <https://mutualfund.adityabirlacapital.com/shareholders/corporate-governance>

Note 4 - <https://mutualfund.adityabirlacapital.com/help-centre/grievance>

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

Various material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to the Company's business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, are indicated below:

Material Issue Identified	Indicate whether risk or opportunity	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)
Corporate Governance	Risk	In corporate governance, key issues for the AMC sector include those related to ethical and responsible business conduct, anti-bribery measures, and compliance with evolving regulatory requirements and disclosures. The dynamic nature of the regulatory landscape, markets, and product offerings poses a risk of insufficient understanding and prompt response to these changes. Moreover, the growing emphasis on governance, compliance, and ESG disclosures necessitates the company's attention to emerging ESG-related risks.	The company has established a comprehensive framework on corporate governance, featuring well-documented policies, including a whistle-blower policy. With an inclusive code of conduct applicable to all employees, ABSLAMC has cultivated an environment aimed at minimising governance and compliance risks. Additionally, the company conducts regular training sessions and monitors ongoing performance to ensure adherence to these policies. This includes specialised training programs for directors, equipping them with the knowledge of regulatory changes, policies affecting the company's business, and emerging regulatory developments.	Negative: In the event of challenges arising in the management of the company's governance practices and adherence to compliance-based or regulatory requirements, there is a potential for a negative impact on the company, affecting: 1. ESG ratings 2. The ability to attract additional investment in the business from responsible or ESG-aware investors (Including global investors).
Digitalisation	Opportunity	For the AMC sector, digitalisation can contribute towards enhancing efficiency, improving client experiences, enabling access to global markets, and fostering innovation, Embracing digital transformation can prove essential to remain competitive and succeed in an increasingly digitised and interconnected world for long-term success.	The company has continuously invested in adapting its systems in line with technological advancements and established a strong digital infrastructure – including to minimise the use of paper for transactions and communications. This includes e-KYC, e-Sign authentication, and employing analytical models to drive data-informed decisions for investments.	Negative: Issues or limitations in managing digitalisation of processes can adversely affect turnaround time (TAT), grievance resolution, and thus customer satisfaction levels, as well as cyber security risks. Each of these factors can potentially negatively affect the, the reputation of the Company, its customer base, and financial performance.

## Business Responsibility & Sustainability Report (Contd.)

Material Issue Identified	Indicate whether risk or opportunity	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)
Risk Management	Opportunity	The company views effective risk management as a crucial element of business management, essential for achieving business goals and objectives. In the course of business, the company encounters various risks, including strategic, investment, operational, and ESG-related risks and opportunities. Over time, the company has continuously enhanced its Risk Management Framework to monitor and mitigate these risks. There is an ongoing opportunity for the company to continue to update its risk management framework and associated practices and policies, to adapt and align them with regulatory requirements and the evolving landscape of the AMC industry.	Supported by well-established protocols and processes, the company has established a resilient enterprise risk management framework. This framework incorporates strategies and protocols for risk identification, risk assessment, risk response, and an overarching risk management strategy. Through the implementation of this robust risk management framework, the company has showcased its dedication to ethical conduct and good governance across its business and operations. In addition to adhering to regulatory requirements, the company has proactively incorporated industry best practices in risk management. Presently, the company also has a Responsible Investment Policy specifically for the 'Aditya Birla Sun Life ESG Fund'.	Positive: The company's robust risk management framework has enabled it to overcome key risks and challenges across the short, medium and long term. The company also believes that its commitment to address and mitigate ESG-related risks is demonstrated through its initiatives in responsible investing. Through such efforts taken on risk management, the company aims to contribute to its overall financial stability and focus on the sustainability. .
Data Privacy and Cyber Security	Risk	In the realm of data privacy and security management, the Company faces a notable challenge in the form of cybersecurity-related risks. These risks predominantly involve the possibility of weakening or failure of the Company's information technology (IT)-based resources and systems. Given the increasing incidence of cybersecurity threats, some of the identified risks include: <ol style="list-style-type: none"> <li>1. Ransomware</li> <li>2. Phishing</li> <li>3. Associated loss or wiping out of proprietary data or critical information.</li> </ol> The Company continues to recognise these risks as having the potential to significantly impact its operations, reputation, and profitability.	The company has given considerable importance to the issue of data privacy and cybersecurity, taking steps to identify, address, and mitigate associated risks. In line with this commitment, data privacy and cybersecurity risks have been explicitly included in the Risk Management Policy. Furthermore, the company has adopted measures to actively reduce these risks and their potential impact. These measures include regular testing of its IT systems, implementation of effective firewalls, and consistent and thorough reviews of its IT systems, processes, and assets.	Negative: The company faces the potential of incurring increased costs to efficiently oversee and ensure timely updates to its IT infrastructure, systems, and processes, which may include expenses associated with system upgrades.



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Material Issue Identified	Indicate whether risk or opportunity	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)
Talent Management, Well-being, and Diversity and Inclusion	Opportunity	The Company views talent management, employee well-being, and diversity and inclusion as key priority areas improving organisational sustainability. The company understands employees' role and their interconnectivity with the Company's growth, value creation and long-term sustainability.	The Company consistently invests in the holistic overall well-being of its workforce, and aims to create a diverse and inclusive environment. Our focus remains on fostering a work environment that promotes work-life balance, holistic well-being, and a commitment to nurturing the mental and physical health of its workforce. The company continues to offer comprehensive health and wellness programs to its employees.	Positive: The Company's active interest and investment in talent management, employee well-being, and diversity and inclusion can prove to be a value-add, especially in the long term. A diverse and healthy workforce can help the Company further cement its reputation as an employer of choice, in its succession planning and business growth pursuits, and help it to contribute to the professional and personal well-being and growth of its workforce

**SECTION B: MANAGEMENT AND PROCESS DISCLOSURES**

**The National Guidelines for Responsible Business Conduct (NGRBC) as prescribed by the Ministry of Corporate Affairs advocates the following nine principles referred to as P1 to P9.**

P1 - Business should conduct and govern themselves with integrity and in a manner that is Ethical, Transparent and Accountable

P2 - Businesses should provide goods and services in a manner that is sustainable and safe

P3 - Businesses should respect and promote the well-being of all employees, including those in their value chains

P4 - Businesses should respect the interests of and be responsive towards all its shareholders.

P5 - Businesses should respect and promote human rights

P6 - Businesses should respect and make efforts to protect and restore the environment

P7 - Businesses, when engaged in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

P8 - Businesses should support inclusive growth and equitable development

P9 - Businesses should engage with and provide value to their consumers in a responsible manner

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and Management Processes</b>									
1 a. <b>Whether your entity's policy/ policies cover each principle and its core elements of the NGRBC. (Yes/No)</b>	Yes	N.A.	Yes	Yes	Yes	Yes	No <sup>1</sup>	Yes	Yes
b. <b>Has the policy been approved by the Board? (Yes/No)</b>	Yes (as applicable)								
c. <b>Web Link of the Policies, if available</b>	The Corporate Policies are available on Company's website at <a href="https://mutualfund.adityabirlacapital.com/shareholders/corporate-governance">https://mutualfund.adityabirlacapital.com/shareholders/corporate-governance</a> . Some of the Policies being internal document are available to the employees through the Company's intranet.								
2 <b>Whether the entity has translated the policy into procedures. (Yes / No)</b>	Yes (as applicable)								
3 <b>Do the enlisted policies extend to your value chain partners? (Yes/No)</b>	Yes. The Company expects value chain partners to adhere to the standards of ethics and conduct set by the Company.								

## Business Responsibility & Sustainability Report (Contd.)

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>4 Name of the national and international codes/certifications/ labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.</b>	The Company's Information Security and Cyber Security policies are as per/ in compliance with the requirements of ISO 27001.								
<b>5 Specific commitments, goals and targets set by the entity with defined timelines, if any.</b>	<ul style="list-style-type: none"> <li>(i) The Company has consistently focused on reducing its carbon footprint and impact on the environment through initiatives such as judicious use of resources like water, of electricity, minimising waste generation (dry and wet waste), and limited use of single-waste plastics in office premises.</li> <li>(ii) The Company is currently exploring expanding its ESG/sustainability-linked offerings in finance.</li> <li>(iii) The Company is committed to contributing to community development through its CSR activities, especially in areas such as financial literacy (investor education), digital and financial inclusion (with a focus on women), health, and women's empowerment.</li> </ul>								
<b>6 Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.</b>	<p>The Company has made progress on these commitments through initiatives such as the following:</p> <ul style="list-style-type: none"> <li>(i) At the Company's head office in Mumbai, wet waste, especially the food waste from the cafeteria, has been composted by the property team, by an Organic Waste Compost Machine (OWC).</li> <li>(ii) The Company is in the process of replacing conventional lighting with LED in its offices, to reduce energy consumption.</li> <li>(iii) The Company launched an ESG fund in 2020 and has plans to launch more such funds.</li> <li>(iv) ABSLAMC continues to conduct investor education programs to further promote financial inclusion, including at college campuses and for private corporations.</li> <li>(v) The Company has a Responsible Investment Policy, for its ESG Fund (Aditya Birla Sun Life ESG Fund), with an objective of integrating ESG factors in investment decision-making.</li> <li>(vi) The Company has ongoing CSR projects focusing on themes including food security and nutrition, support for strengthening of school infrastructure to create a holistic learning environment, and creation of sustainable livelihood opportunities for women.</li> </ul>								

### Governance, Leadership and Oversight

#### 7 Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements.

As a responsible, purpose-driven financial institution, we emphasise our dedication to integrate ESG and sustainability factors into our investment decision and business operations. We understand that sustainable development is about creating lasting value for all stakeholders - while safeguarding the interests of future generations.

We recognise the importance of environmental stewardship and are committed to promoting and espousing sustainable practices, resource efficiency, and environmental conservation. This includes a focus on promoting responsible practices in the way we utilise resources, and how we aim to integrate sustainability in our operations. We are dedicated to minimising our carbon footprint and environmental impact through the adoption of sustainable business practices.

As an organisation, we also have a strong focus on contributing to the well-being and holistic growth of our key stakeholders - including employees, customers, investors, and local communities, through investments in employee health and wellness, initiatives to promote diversity and inclusivity, and community development.

Through measures such as offering wide-ranging career development opportunities, ensuring robust workplace safety mechanisms, and fostering a culture that encourages mutual support, we aim to create a vibrant and engaging organisational culture. Our goal is to establish an environment and culture that not only contributes to attracting and retaining top talent but also plays a role in helping us achieve sustained business success and positive social change in the long term.

Our corporate social responsibility (CSR) and community development endeavors are centered around empowering Millions across India through initiatives aimed at promoting women's empowerment, advancing access to quality education, and advancing good health and well-being. With the aim of uplifting and empowering communities, our CSR initiatives have impacted beneficiaries nationwide, including those in aspirational districts.

We are dedicated to delivering high quality services and solutions to our customers and following responsible business practices in doing so. Ensuring high levels of customer satisfaction, and the safety and security of our customers' data and privacy are key priorities for us. Using a broad range of platform-based services, we also aim to address the varied financial needs of customer segments across India, and champion financial inclusion. Our focus remains on continuing to grow our outreach across segments, prioritising customer-centricity, satisfaction, and leveraging digitisation to create value for our stakeholders.





## Business Responsibility &amp; Sustainability Report (Contd.)

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9									
At ABSLAMC, robust corporate governance practices are of utmost importance, and the core of our efforts remain to establish trust, mitigate emerging risks, and generating long-term value. In addition to upholding legal and regulatory obligations, we continue to focus on fostering responsible decision-making and building trust & confidence in our organisation among stakeholders. Through dedicated efforts and active involvement, we continue to embrace best practices in ESG-linked areas, including responsible investment, stakeholder engagement, and operational sustainability, in order to contribute to India's green growth story, and its economic evolution. Echoing the statements of our Group Chairman, Shri Kumar Mangalam Birla, I truly believe that we at ABSLAMC are a purpose-driven entity – an ethos that will help us create a brighter, inclusive and more impactful future.																		
<b>A. Balasubramanian</b> Managing Director & CEO																		
<b>8</b> Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	The Risk Management Committee of the Company is responsible for implementation and oversight of the Business Responsibility policies. The Chief Risk Officer is the highest authority responsible for implementation of the Business Responsibility policy.																	
<b>9</b> Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes. The Risk Management Committee ensures that the Company achieves progress on sustainability and is responsible for decision-making on sustainability-related issues.																	
<b>10</b> Details of Review of NGRBC 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
<b>Performance against above policies and follow up action</b>	The relevant Policies have been approved by the Board, it's Committees or the Senior Management of the Company, wherever applicable.									Policies are reviewed periodically, given factors such as regulatory requirements, or recommendations from relevant industry associations.								
<b>Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances</b>	The Company has the required policies and procedures in place to ensure compliance with laws applicable to the Company.																	
<b>11</b> Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9	The process and compliances are subject to scrutiny by the Audits and Inspections, as applicable. The policies are reviewed on periodic basis by the respective department and updated accordingly.								

**Note:**

<sup>1</sup> The Company may share its expertise to help in the formulation of public policy but it does not directly engage in advocacy activities and hence does not have a specific policy for this purpose. The Company actively engages in investor education programmes for mutual funds in line with AMFI guidelines.

**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)	-	Note*	-	-	-	-	Note**	-	-
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)	-	-	-	-	-	-	-	-	-

**Note**

\*Given the nature of the primary business in financial services, consumption of inputs, materials, and resources has limited applicability. The use of input is limited mainly to running of the company's operations.

\*\*Currently, the Company does not directly engage in policy advocacy activities and hence does not have a specific policy for this purpose. The Company may share its expertise to help in the formulation of public policy, but it does not directly engage in advocacy activities and hence does not have any specific Policy for this purpose. The Company actively engages in investor education programmes for mutual funds in line with AMFI guidelines.

## 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 (BoD)	41 (No. of Hours)	The orientation programmes are conducted for the new Directors wherein the Senior Management of the Company make presentations to familiarise the Directors with the Mutual Fund business/ regulatory changes, industry practice, systems and policies adopted by various departments, especially the governance practices and compliance process adopted by the Company. In addition, at the quarterly Board Meeting, the Directors are updated on the key regulatory changes and performance of the Company's business.	100%
Key Management Personnel (KMP)	3	Modules on Information Security Refreshers, Code of Conduct Guidelines, Prohibition of Insider trading, Prevention of sexual harassment, Whistle blower, etc	100%
Employees other than BODs and KMPs	15	Modules on Information Security Refreshers, Code of Conduct Guidelines, Prohibition of Insider trading, Prevention of sexual harassment, Whistle blower, Prevention of Money Laundering, Organisation Overview, Legal & Compliance do's & don'ts, Risk Management, Wellness, Operations process, Partner portals & Apps, Skill, Behavioural.	96%

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 Requirements) Regulations, 2015 and as disclosed on the entity's website):

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

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
-	-



## Business Responsibility &amp; Sustainability Report (Contd.)

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

Yes, the Company has an Anti-Corruption and Anti-Bribery Policy in place which extends to all the employees of the Company. The Company communicates, creates awareness, and disseminates the Anti-Corruption and Anti Bribery Codes to all its employees, vendors, Suppliers, outlining its zero- tolerance approach to corruption and bribery. The policy is available in the public domain and can be accessed on the Company's website at <https://mutualfund.adityabirlacapital.com/-/media/bsl/files/resources/policies-and-codes/anti-corruption-and-anti-bribery-policy.pdf>.

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

Category	FY24 (Current FY)	FY23 (Previous FY)
Directors	-	-
KMPs	-	-
Employees	-	-

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

Topic	FY24 (Current FY)		FY23 (Previous FY)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	-		-	
Number of complaints received in relation to issues of Conflict of Interest of KMPs	-		-	

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

No corrective actions taken as there were no cases of corruption and conflict of interest.

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

	FY24 (Current FY)	FY23 (Previous FY)
Number of days of accounts payables	-	-

## Business Responsibility & Sustainability Report (Contd.)

### 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	FY24 (Current FY)	FY23 (Previous FY)
Concentration of Purchases	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	-	-
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	-	-
	b. Number of dealers / distributors to whom sales are made	-	-
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	-	-
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	-	-
	b. Sales (Sales to related parties / Total Sales)	-	-
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	-	5.58%
	d. Investments ( Investments in related parties / Total Investments made)	-	-

### LEADERSHIP INDICATORS

- 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
The Company conducts regular product training for its distributors		

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

Yes, the Company has a Code of Conduct for the Board of Directors and Senior Management ("Code of Conduct") pursuant to the provisions of SEBI (LODR) Regulations, 2015. The Board Members and Senior Management, on an annual basis, provide an affirmation that they have complied with the Code of Conduct for the financial year under review and that there are no instances of conflict of interest during the year. Further, in accordance with the Provisions of the Companies Act, 2013, and the relevant provisions of SEBI (Mutual Funds) Regulations, 1996, directors submit the statutory disclosures periodically which includes all entities in which the Directors have interests or concerns, including shareholdings. The Company has also formulated the Policy on Related Party Transactions for providing guidelines in relation to identification of Related Parties. The Company's Code of Conduct is available on the Company's website at <https://mutualfund.adityabirlacapital.com/shareholders/corporate-governance>;



## Business Responsibility &amp; Sustainability Report (Contd.)

**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.

Type	FY24 (Current FY)	FY23 (Previous FY)	Details of improvement in environmental and social impacts
Research & Development (R&D)	The Company is engaged in the service industry hence this disclosure is not applicable.		
Capital Expenditure (CAPEX)	<p>Given the nature of the Company's business, CAPEX investments are largely made in IT hardware and software to enhance the Company's digital ecosystem.</p> <p>The Company intends to continue its commitment to reduce its impact on the environment. To this end, it has consistently invested in technology to enable the creation of a digital environment or ecosystem to best support the Organisation's business needs and priorities.</p> <p>The Company's initiative to shift towards 'green' methods of conducting business, such as shift towards electronic transactions, eliminating paper reports and forms where possible, recycling and reducing waste in all premises, etc., form part of our contribution towards this cause.</p>		

2. a Does the entity have procedures in place for sustainable sourcing? (Yes/No)  
No. Given the nature of the Company's business, the Company sources materials only for running its operations. However, the Company does follow broad-based responsible practices as part of its efforts for sourcing for its operations.
- b. If yes, what percentage of inputs were sourced sustainably? Not applicable
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. Not applicable
4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same. Not Applicable

**LEADERSHIP INDICATORS**

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

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 web-link
Given that the Company's core focus is in the Financial Services sector, this indicator is not applicable					

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

Name of Product / Service	Description of the risk / concern	Action Taken
-	-	-

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

Indicate input material	Recycled or re-used input material to total material	
	FY24 (Current FY)	FY23 (Previous FY)
-	-	-

## Business Responsibility & Sustainability Report (Contd.)

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

	FY24 (Current FY)			FY23 (Previous FY)		
	Reused	Recycled	Safely Disposed	Reused	Recycled	Safely Disposed
Plastics (including packaging)						
E-waste	Not applicable, given that the Company's core business of financial services does not involve products and packaging material to be reclaimed at the end-of-life stage					
Hazardous waste						
Other waste						

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

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

### 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)
<b>Permanent Employees</b>											
Male	930	930	100%	930	100%	NA	NA	930	100%	-	-
Female	349	349	100%	349	100%	349	100%	NA	NA	349	100%
<b>Total</b>	<b>1279</b>	<b>1279</b>	<b>100%</b>	<b>1279</b>	<b>100%</b>	<b>349</b>	<b>27%</b>	<b>930</b>	<b>73%</b>	<b>349</b>	<b>27%</b>
<b>Other than Permanent Employees</b>											
Male	374	374	100%	374	100%	NA	NA	NA	NA	NA	NA
Female	64	64	100%	64	100%	64	100%	NA	NA	NA	NA
<b>Total</b>	<b>438</b>	<b>438</b>	<b>100%</b>	<b>438</b>	<b>100%</b>	<b>64</b>	<b>15%</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

The Company is persistently dedicated to promoting the overall well-being of its employees. To achieve this objective, the Company is implementing various initiatives. Emphasising a healthy work-life balance is a central focus, and the Company provides wellness services through partnerships, encompassing health check-ups and nutrition coaching.

Additionally, a comprehensive leave package, covering earned annual leaves, sick leave, maternity, and paternity leave, along with medical insurance coverage, is extended to all permanent employees.

- b. Details of measures for the wellbeing of workers – Not applicable
- c. Spending on measures towards well-being of employees (including permanent and other than permanent) in the following format:

	FY24 (Current FY)	FY23 (Previous FY)
Cost incurred on wellbeing measures as a % of total revenue of the company	0.52	0.53



## Business Responsibility &amp; Sustainability Report (Contd.)

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

Benefits	FY24 Current FY		FY23 Previous FY	
	No. of employees covered as a % of total employees	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	Deducted and deposited with the authority (Y/N/N.A.)
Provident Fund	100%	Yes	100%	Yes
Gratuity	100%	NA	100%	NA
Employees' State Insurance	NA	NA	NA	NA

## 3. Accessibility of workplaces: Are the premises / offices of the entity accessible to differently abled employees, 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. While the Company does not currently have any differently abled employees, they have ensured that its premises have the facility for elevators, and / or ramps wherever possible. At the Mumbai office (head office), there is availability of ramps as well as elevators, which has enabled us to create an inclusive built environment and ecosystem. Additionally, the restrooms in all our office premises have been designed to be accessible for the differently abled. The Company is committed to ensuring that its office spaces are in alignment with the guidelines provided in the Act.

## 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.

As a part of the Aditya Birla Group, we adhere to the principles of equal opportunities and strive to offer fair growth and development prospects to everyone, including individuals with disabilities.

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

Gender	Return to work rate	Retention Rate
Male	100%	57%
Female	40%	60%
Total	86%	56%

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

Category	Yes/No	Details of the mechanism in brief
Permanent Employees	Yes	The Company has always followed an open-door policy, wherein any employee irrespective of their role has access to the Business Heads, HR, Legal & Compliance, Senior Management or other such members. In addition to that, a Whistle-Blower Policy has been formulated for employees and Directors to report concerns about unethical behaviour, actual or suspected fraud or violation of the Company's Code of Business Conduct and Ethics Policy.
Other than Permanent Employees*	Yes	The Company has zero tolerance for sexual harassment at the workplace and is compliant with provisions relating to the constitution of Internal Complaints Committee under the Sexual Harassment of women at workplace (Prevention, Prohibition and Redressal) Act, 2013. The Company also has various online training modules and awareness programmes which sensitise its employees on such issues. The Company ensures that it provides various channels of grievance redressal, and safeguards employees against any form of victimisation.

\*Other than Permanent category consists of Fixed term contract employees, interns and outsourced (housekeeping, security, office assistants etc. on the third-party payroll).

## Business Responsibility & Sustainability Report (Contd.)

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

Employees do not have any representative Union or Association.

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

Category	FY24 (Current FY)			FY23 (Previous FY)			
	Total (A)	No. (C)	% (C/A)	Total employees in respective category (D)	No. (F)	% (F/D)	
a. Details of Skill upgradation	Male	1304	811	62.19%	1126	869	77.18%
	Female	413	393	95.16%	401	324	80.80%
	<b>Total</b>	<b>1717</b>	<b>1204</b>	<b>70.12%</b>	<b>1527</b>	<b>1193</b>	<b>78.13%</b>
b. Details of Health and Safety measures	Male	1304	1221	93.63%	1126	954	84.72%
	Female	413	398	96.37%	401	394	98.25%
	<b>Total</b>	<b>1717</b>	<b>1619</b>	<b>94.29%</b>	<b>1527</b>	<b>1348</b>	<b>88.28%</b>

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

Category	FY24 Current FY			FY23 Previous FY		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	%(D/C)
Male	1304	893	96%	1126	836	95%
Female	413	331	95%	401	310	95%
<b>Total</b>	<b>1717</b>	<b>1224</b>	<b>96%</b>	<b>1527</b>	<b>1146</b>	<b>95%</b>

### 10. Health and safety management system:

a.	Whether an occupational health and safety management system has been implemented by the entity? (Yes/No)	Yes
	What is the coverage of such system?	As a part of our commitment to health and safety, we provide our employees with opportunities to get routine medical checks, yoga sessions, and webinars focusing on physical, mental, and emotional well-being. In line with safety norms and requirements, we also offer training sessions on fire safety and the use of firefighting equipment. Furthermore, evacuation drills are conducted periodically in our offices.
b.	What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	This is not directly applicable given the nature of business of the Company.
c.	Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/No)	Given the nature of the business, the Company does not have exposure to work related hazards. Hence, this indicator is not applicable.
d.	Do the employees of the entity have access to non-occupational medical and healthcare services? (Yes/ No)	Yes. The Company has partnered with a health care service provider which offers 24x7 online medical consultations, fitness and well-being programmes. Additionally, the Company offers regular health check-ups and medical consultation services to employees. The Company also provides its employees with group term life and personal accident cover, in addition to medical insurance.

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

Safety Incident/Number	Category	FY24 Current FY	FY23 Previous FY
Lost Time Injury Frequency Rate (LTIFR) (per one Million-person hours worked)	Employees		
Total recordable work-related injuries			
No. of fatalities			
High consequence work-related injury or ill-health (excluding fatalities)			





## Business Responsibility &amp; Sustainability Report (Contd.)

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

The Company is committed to providing a secure and healthy work environment that empowers its employees to perform at their best while fostering a supportive ecosystem. Prioritising the safeguarding of employee rights and adherence to health and safety regulations, the Company is dedicated to addressing the concerns of employees and key stakeholders regarding health and safety.

To establish a secure workspace, the Company has implemented various measures across all its office locations throughout India. These measures include regular periodic fire safety training, managing firefighting equipment, fire drills (twice a year) and quality assurance audits to uphold safety standards in office premises across the country followed by regular health check-ups at site for all employees.

The Company provides comprehensive support to employees and their families which includes assessments of health, safety, and environmental performance, involving sanitisation, and installation of thermal scanners.

The Company remains dedicated to prioritising the creation of a safe and healthy workspace, including by conducting thermographic inspection twice a year for all electrical panels to avoid any electrical hazards.

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

Topic	FY24 (Current FY)			FY23 (Previous FY)		
	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	-	-	-	-	-	-
Health & Safety	-	-	-	-	-	-

**14. Assessments for the year:**

Topic	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	No additional assessment of ABSLAMC offices has been done by statutory authorities or third parties
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.**

Not applicable. Currently, the Company has not encountered or had any safety-related incidents. However, through multiple measures, including as documented above, the Company has ensured that as required, procedures and practices are in place to ensure a safe and healthy workspace.

**LEADERSHIP INDICATORS**

- Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N)  
Yes. The Company provides insurance cover to all its employees in the event of untimely death while employed with the Company.
- Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

Not Applicable. The Value Chain partners are expected to comply with statutory norms as per the contract entered with the Company.

## Business Responsibility & Sustainability Report (Contd.)

3. Provide the number of employees 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:

Category	Total no. of affected employees		No. of employees that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY24 (Current FY)	FY23 (Previous FY)	FY24 (Current FY)	FY23 (Previous FY)
	Employees	-	-	-

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

No. The Company believes in hiring qualified talent & continuously upskills the work force to align with the Changing business environment.

5. Details on assessment of value chain partners:

Topic	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	Not Applicable. Value Chain partners are not assessed by the Company
Working Conditions	

6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners: Not applicable.

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

#### ESSENTIAL INDICATORS

1. Describe the processes for identifying key stakeholder groups of the entity:

At ABSLAMC, stakeholders are individuals or groups contributing to or creating value for the organisation in alignment with its core vision and mission. These key stakeholder groups include employees at all management levels, shareholders, investors, customers, channel and distribution partners, knowledge management partners, regulators, lenders, and communities of beneficiaries linked to CSR programming.

The Company, in collaboration with thematic experts internally and externally, identifies key stakeholder groups. This process considers factors like the nature of partnership, location, statutory compliance requirements, regulatory actions, and the type of programming involved in the Company's initiatives. For instance, in the context of CSR projects, the Company considers factors such as location classification, designating a district as an aspirational district, when determining programming and selecting key stakeholder groups or communities that stand to benefit from these initiatives.



## Business Responsibility &amp; Sustainability Report (Contd.)

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

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly /others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	E-mail, Town hall sessions, Internal team meetings	Ongoing/ need based	Performance appraisal, Employee recognition and awards, Training, and career development opportunities
Shareholders	No	Quarterly earnings calls, emails, SMS, notices, website, Annual General Meeting, intimation to stock exchanges, annual/ quarterly financials and investor meetings/ conferences, investor presentation, press release, annual reports, audio recording of earnings call, transcripts, etc.	Quarterly/ need based	To provide updates on financial performance, address grievance or concerns, if any
Investors	No	Investors calls	Quarterly/ need based	To provide updates on financial performance of the Company
Customers	No	Multiple channels, including: - In-person assistance at branches - Update emails - Customer helplines and toll-free numbers	Ongoing	To provide support and handholding, and information, to customers, as required, on for example product features, and emerging risks
Distribution Partners	No	In-person communication, calls and emails	Ongoing	Providing support and training, as required
Regulators	No	E-mails and one-on-one Meetings	Ongoing/ Need based	Approval and consultations, as required, regarding circulars, guidelines, and amendments
Local Communities (CSR-Programming related)	Yes	In-person meetings, CSR Partnership, Community welfare programs	Ongoing/ need based	Monitoring of community development (CSR) activities

**LEADERSHIP INDICATORS**

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

The Company promotes continuous and proactive interaction with its stakeholders to enhance communication regarding its strategies and performance. The Board is regularly updated on the advancements made by different departments, and feedback on these updates is actively sought from the Directors.

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

Yes. The stakeholder consultations are one of the key inputs to determining the Company's material topics. As part of this process, the Company looked at the aspects each stakeholder highlighted during the engagement and prioritised them using a matrix to arrive at key material topics (different from financial materiality).

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

Not applicable, as currently, the Company has not received complaints or flagging of concerns from vulnerable/ marginalised stakeholder groups.

## PRINCIPLE 5: Businesses should respect and promote human rights.

### ESSENTIAL INDICATORS

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

Category	FY24 (Current FY)			FY23 (Previous FY)		
	Total (A)	No. of employees covered (B)	% (B / A)	Total (C)	No. of employees covered (D)	% (D / C)
Permanent	1279	492	38.47%	1205	540	44.81%
Other than permanent	-	-	-	-	-	-
Total Employees	1279	492	38.47%	1205	540	44.81%

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

Category	FY24 (Current FY)					FY23 (Previous FY)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Permanent Employees										
Male	930	-	-	930	100%	879	-	-	879	100%
Female	349	-	-	349	100%	326	-	-	326	100%
Other than Permanent										
Male	374	97	26%	277	74%	390	240	62%	150	38%
Female	64	33	52%	31	48%	67	48	72%	19	28%

3. Details of remuneration/salary/wages

- a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration / salary/wages of respective category	Number	Median remuneration / salary/wages of respective category
<b>Board of Directors (BoD) <sup>1</sup></b>	7	-	2	-
<b>Key Managerial Personnel (KMP) <sup>2</sup></b>	2	2,85,84,002	1	83,73,102
<b>Employees other than BoD and KMP</b>	928	7,01,658	348	6,18,788

Note 1: Only sitting fees are paid to the Independent Directors for attending the Board and its Committee Meeting.

2: The remuneration details of Key Managerial Personnel includes remuneration of Managing Director & CEO of the Company.



## Business Responsibility &amp; Sustainability Report (Contd.)

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

	FY24 (Current FY)	FY23 (Previous FY)
Gross wages paid to females as % of total wages	19%	19%

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, there are various committees responsible for human rights impacts and issues in the Company. For instance, the organisation maintains a zero-tolerance policy for workplace sexual harassment and adheres to the regulations concerning the establishment of Internal Complaints Committees outlined in the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013 ("POSH Act").

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

The Company has zero tolerance towards and prohibits all forms of exploitative or forced labour, and any type of abuse. The Company has an Internal Committee as per the POSH Act, a Code of Conduct Committee, as well as Whistle-blower Policy to provide redressal on any grievances.

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

	FY24 (Current FY)			FY23 (Previous FY)		
	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	1	1	-	-	-	-
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:

	FY24 (Current FY)	FY23 (Previous FY)
Total Complaints reported under POSH Act	1	-
Complaints on POSH as a % of female employees	0.003	-
Complaints on POSH upheld	-	-

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

The Company has an Internal Committee, in line with the POSH Act. For POSH concerns, the Internal Committee manages cases and ensures that all complaint made are kept confidential.

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

Yes, the Company has included Human Rights in business agreements and contracts, where relevant.

## Business Responsibility & Sustainability Report (Contd.)

### 10. Assessments for the year:

	<b>% of your plants and offices that were assessed (by entity or statutory authorities or third parties)</b>
Child labour	
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: No significant risks observed, therefore, not applicable.

### LEADERSHIP INDICATORS

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

As there were no Human Rights issues recorded, no business process was modified or introduced due to this.

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

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?

The company has ensured that all its facilities, including communal spaces like restrooms, are designed to be accessible for individuals with disabilities. Moreover, the company's offices are equipped with ramps and lifts to facilitate convenient movement for individuals with disabilities.

4. Details on assessment of value chain partners:

	<b>% of value chain partners (by value of business done with such partners) that were assessed</b>
Sexual harassment	
Discrimination at workplace	The Company expects its value chain partners to uphold the same values, principles and ethics as followed by the Company in all its dealings.
Child Labour	
Forced/involuntary Labour	
Wages	Currently, no formal assessment of value chain partners has been conducted.
Others - please specify	

5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above: Not applicable in view of point no. 4

## 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:

Parameters	FY24 (Current FY)	FY23 (Previous FY)
<b>From renewable sources</b>		
Total electricity consumption (A) (GJ)	1487.68*	1247.70*
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)		
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>1487.68*</b>	<b>1247.70*</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D) (GJ)	-	-



## Business Responsibility &amp; Sustainability Report (Contd.)

Parameters	FY24 (Current FY)	FY23 (Previous FY)
Total fuel consumption (E) (GJ)	-	-
Energy consumption through other sources (F)	3.14	3.49
Total energy consumed from non-renewable sources (D+E+F) (GJ)	3.14	3.49
Total energy consumed (A+B+C+D+E+F) (GJ)	1490.82	1251.19
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.0000001121	0.000000099
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	0.00000256	0.00000227
Energy intensity in terms of physical output	0.87	0.82
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

\*Details for calculating figures for principles 6 on emissions, electricity consumption, and fuel consumption covers the ABSLAMC Head Office in Mumbai.

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

- 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. Not Applicable
- Provide details of the following disclosures related to water, in the following format:

Parameter	FY24 (Current FY)	FY23 (Previous FY)
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	-	-
Total volume of water consumption (in kilolitres)	-	-
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	-	-
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	-	-
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, given the nature of the Company's business, the usage of water is restricted to human consumption purpose only. Efforts have been made to consume water judiciously in the office premises. The supply of water comes under CAM at India Bull building. The Company has installed sensors and aerator taps in most of the offices. However, there is no water meter installed at any floor of the office. Water conservation, optimal utilisation and management of water are seen by the Company as not only vital for economic development but also for the survival of living beings.

## Business Responsibility & Sustainability Report (Contd.)

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

Parameter	FY24 (Current FY)	FY23 (Previous FY)
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) To Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
<b>Total water discharged (in kilolitres)</b>	<b>-</b>	<b>-</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

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

Considering the nature of business, the Company's usage of water is restricted to human consumption purpose only. However, the building has their own STP for implementing a mechanism for zero liquid discharge to consume water judiciously.

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

Parameter	FY24 (Current FY)	FY23 (Previous FY)
NOx		
SOx		
Particulate matter (PM)	Not applicable, as the Company is in the service industry and there are no process emissions. The Company is into service-oriented business primarily involved in flow of information and financial transactions and at the same time realises the adverse impact of direct and indirect emissions to the environment.	
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





## Business Responsibility & Sustainability Report (Contd.)

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

Parameter	Unit	FY24 (Current FY)	FY23 (Previous FY)
Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	0.23	0.26
Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	-	-
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	tCO <sub>2</sub> e	-	-
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	tCO <sub>2</sub> e/Crore ₹	-	-
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)		0.00000000040	0.0000000005
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 emission? If Yes, then provide detail

No. Currently, the Company does not have any project related to reducing Green House Gas emissions.

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

Parameter	FY24 (Current FY)	FY23 (Previous FY)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	0.16	0.3
E-waste (B)	0.14*	1
Bio-medical waste (C)	0.19	-
Construction and demolition waste (D)	-	-
Battery waste (E)	-	0.11
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	Glass - 0.04MT	-
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	Paper – 6.43 MT* Metal – 0.3 MT* Misc. – 0.3 MT* Total – 6.91 MT*	-
Total (A + B + C + D + E + F + G + H)	7.44	1.41
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.0056	
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.0000000128	0.0000000027
Waste intensity in terms of physical output	0.00433	0.00092
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 tonnes)		
Category of waste	-	-
(i) Recycled	-	-

## Business Responsibility & Sustainability Report (Contd.)

Parameter	FY24 (Current FY)	FY23 (Previous FY)
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
<b>Total</b>	-	-
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
<b>Category of waste</b>	-	-
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
<b>Total</b>	-	-

Please note\*: Details for waste generated cover the ABSLAMC Head Office in Mumbai.

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, the Company is in a service-oriented business primarily involved in flow of information and financial transactions, and at the same time realises the adverse impact of direct and indirect emissions to the environment.

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.

The Company works closely and actively with our vendor, ViaGreen and Pad Care to recycle waste. On recycling certain amounts of waste, we earn nature or Swachh Bharat points. These nature points can then be redeemed by the Company to take up eco-friendly activities, such as tree plantation or for the purchase of recycled products such as notebooks.

With respect to strategy adopted to reduce usage of hazardous and toxic chemicals in products and processes – this is not applicable, given that the core operations of the Company’s business do not involve the usage of toxic and hazardous chemicals.

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.
-	-	-	-
-	-	-	-

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 the project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web Link
-	-	-	-	-	-
-	-	-	-	-	-



## Business Responsibility &amp; Sustainability Report (Contd.)

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, the Company is compliant with all applicable environmental laws, regulations, guidelines.

**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	Not Applicable	
(ii) Nature of operations	Not Applicable	
(iii) Water withdrawal, consumption and discharge in the following format:		
Parameter	FY24 (Current FY)	FY23 (Previous FY)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal (in kilolitres)</b>	-	-
<b>Total volume of water consumption (in kilolitres)</b>	-	-
<b>Water intensity per rupee of turnover (Water consumed / turnover)</b>	-	-
<b>Water intensity (optional) – the relevant metric may be selected by the entity</b>	-	-
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) Into Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) Into Groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) Into Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
<b>Total water discharged (in kilolitres)</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 & Sustainability Report (Contd.)

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

Parameter	Unit	FY24 (Current FY)	FY23 (Previous FY)
Total Scope 3 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent		
Total Scope 3 emissions per rupee of turnover		Currently, the Company does not estimate its Scope 3 emissions.	
Total Scope 3 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

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

The Company does not have any operations in ecologically sensitive areas, and therefore, no impacts to report or remediation required.

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

Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
-	-	-

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

Yes. The Company has a comprehensive Business Continuity Policy or Plan (BCP) which covers people, process and technology requirements to continue the business in the event any unforeseen threats, including but not limited to natural disasters, operational breakdowns, and damage to critical information technology systems.

The BCP DR (Disaster Recovery) plan comprises of various BCP DR strategies (for e.g. WFH model, Operating from Alternate Site etc.), BCP Policy, Crisis Management Plans, Business Impact Analysis, Functional Recovery Plan and BCP Testing & Maintenance. The plans are updated either on an annual basis or on as and when basis. The updated set of documents are accordingly placed to the Risk Management Committees for approval.

### 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?

Given the nature of the business, no significant adverse impact to the environment is created. Thus, this indicator is not applicable.

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

During the reporting period, the Company has not conducted any assessment of value chain partners.



## Business Responsibility &amp; Sustainability Report (Contd.)

**PRINCIPLE 7: Businesses when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent****ESSENTIAL INDICATORS**

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

The Company is member of 3 (three) trade and industry chambers/ associations.

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

S. no	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Association of Mutual Funds in India - AMFI	National
2	Indian Association of Alternative Investments Funds (IAAIF)	
3	Association of Portfolio Managers in India	

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
Not applicable, as no issues related to anti-competitive conduct by the entity were raised by regulatory authorities.		

**LEADERSHIP INDICATORS**

1. Details of public policy positions advocated by the entity

S. no	Public policy advocated	Method resort for such advocacy	Whether the information is available in public domain? (Yes/No)	Frequency of review by board (Annually/ Half yearly/ Quarterly/ Other- please specify)	Web Link, if available
1	The Company actively engages in investor education programme for mutual funds, in line with AMFI guidelines.	The Company has advocated, through AMFI, various governance, administration, economic and educational reforms. The Company's membership at industry associations such as AMFI serves as a medium for such advocacy.	Yes	-	-
2	The Company is the Member of APMI which strives to protect and promote the interest of the Portfolio Manager industry and its Investors.	Senior Management Team of the Company takes active part in the various forums.	Yes	-	-

**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.

No Social Impact Assessment has been carried out in the financial year 2023-24.

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

Not Applicable. No such projects where Rehabilitation and Resettlement is being undertaken.

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

The company implements the CSR project/s in partnership with credible project implementing agency, as mandated by MCA. Implementation is done through participative approach, by engaging all key stakeholders of the project, so making community part of project plan and execution process. This helps to build project ownership within the community and ensure project sustenance. CSR team engages with various stakeholders which facilitates resolution of challenges if any. This builds an institutional mechanism through which the community or any other stakeholder can reach out to the company in case of any grievances.

4. Percentage of input material (inputs to total inputs by value) sourced from local or small-scale suppliers:

	FY24 (Current FY)	FY23 (Previous FY)
Directly sourced from MSMEs/ Small producers		
Directly from within India	Not Applicable	

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

Location	FY24 (Current FY)	FY23 (Previous FY)
Rural	1%	1%
Semi-urban	-	-
Urban	22%	21%
Metropolitan	77%	78%

(Place to be categorised as per RBI Classification System - rural / semi-urban / urban / metropolitan)

**LEADERSHIP INDICATORS**

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

Details of negative social impact identified	Corrective action taken
Not Applicable	



## Business Responsibility &amp; Sustainability Report (Contd.)

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

S. No.	State	Aspirational District	Amount Spent (In ₹)
1	Uttar Pradesh	District Name: Siddharth Nagar Activity: Improving quality of education through Strengthening school infrastructure for conducive learning environment	63,69,971
2	Uttar Pradesh	District Name: Shravasti Activity: Improving quality of education through Strengthening school infrastructure for conducive learning environment	36,81,806
3	Jharkhand	District Name: Latehar Activity: Sustainable livelihood opportunity for women, ensuring food security	36,22,800
4	Jharkhand	District Name: Gumla Activity: Sustainable livelihood opportunity for women, ensuring food security	11,377,200
5	Odisha	District Name: Kalahandi Activity: Support to orphanages towards better facility for WASH and education	3,91,990
6	Odisha	District Name: Karaput Activity: Support to orphanages towards better facility for WASH and education	10,354

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalised /vulnerable groups? (Yes/No): No  
 (b) From which marginalised /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.

Sl No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes/No)	Basis of calculating benefit share
		Not Applicable		

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved. Not Applicable

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

6. Details of beneficiaries of CSR Projects.

S.no	CSR Project	No of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalised group
1	Health		
	1. Diagnosis, treatment, nutrition and other support to cancer patients		
	2. Cancer Care Units strengthening	1,46,336	51%
	3. Awareness and Screening for Mental Health		
	4. Counselling and treatment support		
2	Education		
	1. Upgrading school infrastructure	50,560	58%
	2. Improving enrolment		
	3. Mobile Science labs catering to schools for experiential science learning		
3	Women Empowerment and Sustainable Livelihood		
	1. Women Entrepreneurship training and financial literacy		
	2. Goatery based livelihood program for women	64,850	100%
	3. Soil & Water Conservation		
	4. Women SHG strengthening		
	5. Women Farmer training		

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

**ESSENTIAL INDICATORS**

**1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.**

The Company has a robust mechanism in place for managing customer complaints and grievances. All complaints and grievances are tracked and managed in the CRM system. The system has a provision to capture all types of complaints raised by a customer. Turnaround time is defined at a sub type level of the complaints. There is a proper escalation matrix as well defined in the system for automatic escalation of grievances to the next level.

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

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

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

	FY24 (Current FY)			FY23 (Previous FY)		
	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	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Other ( Consumer Complaints filed before Consumer Courts)	1	1	-	4	3	-

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

	Number	Reasons for recall
Voluntary recalls		
Forced recalls	Not Applicable	Not Applicable

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

Yes, the Company has a strong risk management framework wherein risk and its mitigation are monitored by the Risk Management Committee. The Privacy Policy of the Company is available on website of the Company at <https://mutualfund.adityabirlacapital.com/privacy-policy>;





## Business Responsibility & Sustainability Report (Contd.)

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. Since no such incidents were reported, currently, the Company has not taken corrective action.

7. Provide the following information relating to data breaches:

- a. Number of instances of data breaches - NIL
- b. Percentage of data breaches involving personally identifiable information of customers - NIL
- c. Impact, if any, of the data breaches - Not applicable, since there were no data breaches.

### LEADERSHIP INDICATORS

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

The information on various products of the Company is available on

- <https://mutualfund.adityabirlacapital.com/>
- All leading Fintech Platforms
- Distributors
- MF Center: [www.mfcenter.com](http://www.mfcenter.com)
- ABSLAMC Branches
- CAMS Service Centers

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

Given the nature of the business, there is limited applicability of this indicator.

However, the Company complies with all disclosure requirements relating to its products and services, as per AMFI and SEBI guidelines on product labelling within risk and disclosure categories.

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

Given the nature of the business, there is limited applicability of this indicator.

However, a Business Continuity Plan (BCP) is in place for the Company's Call Centre & branches to service the customer in case of disruption of services. At the Branch, relevant communication has been passed on the Sales and Distribution teams in the event of services disruption/ discontinuation. For call centres, relevant communication has been placed on IVR & on the website for the customers to refer to- regarding service recovery and alternate arrangements.

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

(Yes/No)

Given the nature of the business, there is limited applicability of this indicator. The Company prepares Scheme Information Documents, Key Information Memorandum which provides the information about the Schemes launched by it and complies with disclosure requirements as per SEBI/ AMFI.