



POLO QUEEN INDUSTRIAL AND FINTECH LIMITED

Regd. Off : 303/4/ 5, A to Z Industrial Premises, G. K. Marg, Lower Parel (W),
Mumbai - 400 013 (INDIA)
CIN NO. L72200MH1984PLC094539

September 04, 2024

To
The Manager-Listing Department
Bombay Stock Exchange Limited
Phiroze Jeejeebhoy Towers,
Street, Mumbai - 400 001
SCRIP CODE: 540717

To
The Manager-Listing Department
Metropolitan Stock Exchange of India Limited
Vibgyor Towers, 4" Floor, Plot No. C-62, G-Block, Dalal
Bandra-Kurla Complex, Bandra (West), Mumbai- 400 098
Symbol: PQIF

Dear Sir/Madam,

Sub: Business Responsibility and Sustainability Report for the Financial Year 2023-2024

Ref: Regulation 34 of the SEBI (Listing Obligations and Disclosures Requirement) Regulations, 2015
("Listing Regulations")

With reference to the captioned subject, please find enclosed herewith Business Responsibility and Sustainability Report for the financial year 2023-2024 of the Company.

You are requested to kindly take above information on your records.

Thanking You,
Yours faithfully,
For **Polo Queen Industrial and Fintech Limited**

Udit Sanghai
Whole Time Director and CFO
DIN: 06725206
Encl: a/a



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**REPORT ON BUSINESS
RESPONSIBILITY
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BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

Pursuant to Regulation 34(2)(f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, the Directors present the Business Responsibility and Sustainability Report (BRSR) of the Company for the FY 2023-24.

SECTION A: GENERAL DISCLOSURE

I. Details of the Listed Entity:

1.	Corporate Identity Number (CIN) of the Company	L72200MH1984PLC094539
2.	Name of the Company	Polo Queen Industrial and Fintech Limited
3.	Year of Incorporation	19/07/1984
4.	Registered address	304 A To Z Indl. Estate, Ganpat Rao Marg, Lower Parel, Mumbai Mh 400013 In
5.	Corporate Address	Same as above
6.	E-mail id	secretarial@poloqueen.com
7.	Telephone	022-4537000
8.	Website	www.poloqueen.com
9.	Financial Year reported	April 1, 2023 to March 31, 2024
10.	Name of the Stock Exchanges	BSE Limited (BSE) / Metropolitan Stock Exchange of Indian Limited (MSEI)
11.	Paid-up Capital	Rs. 67,15,00,000
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Rahul Sanghai Director 00181745 Email id. rahul.sanghai@poloqueen.com Tel. No. 022-4537000
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone

II. Product/Services:

13. Details of Business Activities (accounting for 90% of the turnover)

Sr. No.	Description of Main Activity	Description of Business Activity	% o Turnover of the Entity
1.	FMCG	Trading	38.42%
2.	Chemicals & Minerals	Trading	39.24%
3.	Textiles	Trading	22.34%



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

Sr. No.	Product/Service	NIC Code	% of Total Turnover Contributed
1.	FMCG	20233 Detergents 20239 Surface and bathroom cleaners	38.42%

III. Operations:

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

Location	Number of Plants	Number of Offices	Total
National	-	2	2
International	-	-	-

16. Markets served by the entity:

a. Number of Locations:

Location	Number
National	28 States
International	-

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

c. A brief on types of customers: Major Customers are Furnishing Dealer and Canteen Store Department

IV. Employees:

17. Details as at the end of Financial Year:

a. Employees and Workers (Including Differently abled):

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1.	Permanent (D)	25	20	80.00%	5	20.00%
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total employees (D + E)	25	20	80.00%	5	20.00%
WORKERS						
4.	Permanent (F)	NA				
5.	Other than Permanent (G)					
6.	Total employees (F + G)					



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Polo Queen Industrial and Fintech Limited (“Polo Queen” or “the Company”) operates in the Trading activity of Textile, FMCG & Chemical products. Consequently, the company’s workforce solely consists of employees, with no categorization of workers.

b. Differently abled Employees and workers:

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

18. Participation/Inclusion/Representation of women:

	Total (A)	No. and Percentage of females	
		No. (B)	% (B/A)
Board of Directors	10	1	10%
Key Management Personnel	5	3*	60%

Note: *Ms. Rachna Baria resigned as CS with effect from August 9, 2023, Ms. Namrata Joined as Compliance Officer and resigned on January 07, 2024. Ms. Muskan Khandal was appointed as CS & Compliance Officer w.e.f. January 07, 2024

19. Turnover rate for permanent employees and workers:

(Disclose trends for the past 3 years)

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

	FY 2023-24 (Turnover rate in current FY)	FY 2022-23 (Turnover rate in current FY)	FY 2021-22 (Turnover rate in the year prior to the previous FY)
Permanent Employees	10.00%	10.00%	0.00%
Permanent Workers	-	-	-



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20. a. Names of holding / subsidiary / associate companies / joint ventures

Sr. No.	Name of the holding / subsidiary / associate Companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Polo Queen Capital Limited	Wholly Owned Subsidiary	100%	No
2.	Polo Queen Pharma Industry	Wholly Owned Subsidiary	100%	No
3.	Polo Queen Solutions Limited	Wholly Owned Subsidiary	100%	No

VI. CSR Details

21. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (No)
 (ii) Turnover (in Rs.)
 (iii) Net worth (in Rs.)

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2023-24			FY 2022-23		
		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	-	-	-	-	-	-	-
Investors (other than shareholders)	-	-	-	-	-	-	-
Shareholders	-	-	-	-	-	-	-
Employees and workers	-	-	-	-	-	-	-
Customers	-	-	-	-	-	-	-
Value Chain Partners	-	-	-	-	-	-	-
Other (please specify)	-	-	-	-	-	-	-



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23. Overview of the entity's material responsible business conduct issues:

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

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Governance	Risk	Governance is a critical material issue for Polo Queen, as it affects the Company's ability to create long-term value for its shareholders, maintain its reputation, and comply with legal and regulatory requirements	Effective governance is essential to ensure that the Company's decision-making is transparent, ethical, and in the best interests of all stakeholders, including shareholders, customers, employees, and the broader community. Good governance practices can help to mitigate risks, foster trust, and promote sustainable growth.	In case of failure of governance regulations, the Company may face actions that could lead to financial fines and penalties and a tarnished reputation. Additionally, there is a risk of reputational damage from incidents that may not be regulatory in nature, but still raise questions about the ethical conduct of the business.
2	Talent, attraction and retention	Risk and Opportunity	Opportunity: Polo Queen should focus on creating a positive work environment that emphasizes employee development, growth, and recognition. This can include offering competitive salaries and benefits, providing opportunities for learning and development, and creating a culture of innovation and collaboration. By prioritizing talent attraction and retention, Polo Queen can position itself for long-term success and growth. Risk: Talent attraction	To mitigate the material risk posed by talent attraction and retention, Polo Queen should focus on creating a positive work environment that prioritizes employee development, recognition, and engagement.	The cost of recruiting and training new employees can be significant, particularly for highly specialized roles. If Polo Queen experiences high turnover, it may need to spend more on recruitment and training, which can impact the Company's financial performance.



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			and retention can also be a material risk for Polo Queen, as the loss of key employees can have significant impact on loss of critical knowledge and expertise which can impact the Company's ability to innovate and develop new products or services and can also result in decreased productivity and efficiency.		
3	Employee Health, Safety, and well-being	Risk	Ensuring the safety and wellbeing of our employees is of utmost importance to the Company, as employees are the most valuable resource. To achieve this, Polo Queen assess and manage health and safety risks across all our operations.	Polo Queen emphasis on placing safety as a pre-requisite across all its operations. Further, Company also takes various measures to ensure the health and wellbeing of employees by resorting to various interventions through health awareness programs.	Prioritizing employee health, safety, and well-being can provide financial benefits to Polo Queen by reducing costs associated with accidents and illnesses, increasing productivity and profitability, and improving talent attraction and retention.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8
Policy and management processes									
1.	Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Web Link of the Policies, if available	https://www.poloqueen.com/pdf/business-responsibility-policy.pdf							
2.	Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes



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4.	Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The policies confirm to the National and International standards like ISO 14001, OHSAS 18001, ISO 22000, FSSAI standards etc.
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p>Environmental Commitments:</p> <ul style="list-style-type: none"> • Decreasing carbon Footprints • Reducing Electricity consumption • Accelerate efforts on improving energy efficiency <p>Social commitments:</p> <ul style="list-style-type: none"> • Create a work environment that cultivates top-performing talent by promoting inclusivity and diversity, while also encouraging employee growth and retention • Uplifting the vulnerable and marginalized group of society.
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	<p>Business Ethics and Integrity: Business ethics involves conforming to suitable business policies and practices, encompassing ethical trade practices, corporate governance, prevention of insider trading, anti-bribery measures, non-discrimination policies, corporate social responsibility, and fulfilling fiduciary responsibilities.</p> <p>Training & Retention of employees: At the core of Company's human resource policies lies a strong emphasis on training and retention of employees. The Company is dedicated to cultivating a high-performance learning culture that motivates and rewards the employees. Polo Queen actively encourages its employees to showcase their skills and capabilities by providing ample opportunities for growth and development.</p>

Governance, leadership and oversight

7.	<p>Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)</p> <p>The Company is committed to pursuing its business objectives ethically, transparently and with accountability to all its stakeholders. It believes in demonstrating responsible behavior while adding value to the society and the community, as well as ensuring environmental well-being from a long-term perspective. The Company, as a responsible Corporate, remains committed to a holistic and integrated approach towards imbibing Environmental, Social and Governance (ESG) principles in its businesses to impact the value chain and its key Stakeholders.</p>
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8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).		Mr. Rahul Sanghai Director 00181745 Email id. rahul.sanghai@poloqueen.com Tel. No. 022-4537000																	
9.	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.		No																	
10.	Details of Review of NGRBCs by the Company:																			
	Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other - please specify)									
		P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	
	Performance against above policies and follow up action	Policies mandated under the Companies Act, 2013 and SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 are approved by the Board and other applicable policies are approved by the Managing Director or Functional Heads of the Company as appropriate.																		
	Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company adheres to applicable regulations, and the Whole Time Director & / Chief Financial Officer & Company Secretary provides the Board of Directors with a Statutory Compliance Certificate regarding relevant laws.									Quarterly									
11.	Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.		The assessment is carried out internally by the Business head and Board.																	

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

All answers to question one above is in affirmative.

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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



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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	% of persons in respective category covered by the awareness programmes
The Board of Directors	1	Overview of the Company and its business model	50%
Key Managerial Personnel	–	–	–
Employees other than BOD and KMPs	The Company conducts orientation and on-the-job training programs to enrich employees' understanding of the company's operations and boost job performance. Employees receive training on topics including prevention of sexual harassment (POSH), insider trading awareness, and overall job orientation.		

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

The Company conducts all its operations in ethical and transparent manner. Hence the Company has not incurred any fines / penalties /punishment/ award/ compounding fees/ settlement amount from regulators/ law enforcement agencies/ judicial institutions in the FY 2023-2024

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. **Not applicable**

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy: **No**

5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption: **Not Applicable**

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

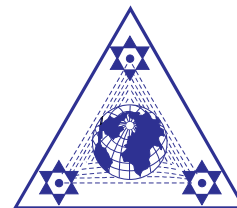
No complaints with regard to conflict of interest have been observed as the Company conducts all its operations in ethical and transparent manner.

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest. Not Applicable

Leadership Indicators

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

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



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8. 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 : **No**

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

Essential Indicators

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

	Current Financial year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	-	-	-
Capex	-	-	-

2. a. Does the entity have procedures in place for sustainable sourcing? : **No**
 b. If yes, what percentage of inputs were sourced sustainably?
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, since the Company is into the business of trading**
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?
 The primary business of the Company is Trading of Textiles, FMCG products. Hence it 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. **Not Applicable**
3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry). **Not Applicable**
4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format: **Not Applicable**
5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.



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Indicate product Category	Reclaimed Products and their packaging materials as % of total products sold in respective category
NA	NA

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

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-
Other than Permanent employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

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

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-
Other than Permanent employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-



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

Benefits	FY 2023-24			FY 2022-23		
	No. of Employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/NA)	No. of Employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/NA)
PF	16%	–	Yes	17%	–	Yes
Gratuity	–	–	–	–	–	–
ESI	20%	–	Yes	26%	–	Yes
Others - Please specify	–	–	–	–	–	–

3. Accessibility of workplace

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

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy. **Yes, the Company has provided an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016.**

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention Rate	Return to work rate	Retention Rate
Male	–	–	–	–
Female	–	–	–	–
Total	–	–	–	–

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	–
Other than Permanent Workers	–
Permanent Employees	–
Other than Permanent Employees	–



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7. Membership of employees and worker in association(s) or Unions recognized by the listed entity: **Not Applicable**

8. Details of training given to employees and workers:

Category	FY 2023 - 24					FY 2022 - 23				
	Total (A)	On Health and Safety measures		On Skill upgradation		Total (A)	On Health and Safety measures		On Skill upgradation	
		Number (B)	% (B/A)	Number (C)	% (C/A)		Number (B)	% (B/A)	Number (C)	% (C/A)
Employees										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-
Workers										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-

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

Gender	FY 2023-24			FY 2022-23		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-
Total	-	-	-	-	-	-
Workers						
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-
Total	-	-	-	-	-	-

10. Health and Safety Management System:

- Whether an occupational health and safety management system has been implemented by the entity (Yes/No). If Yes, the coverage such system? : **No**
- What are the processes used to identify work related hazards and access risks on a routine and routine basis by the entity? : **No**
- Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N) : **No**
- Do the employees/worker of the entity have access to non-occupational medical and healthcare services? (Yes/No) : **No**



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

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

12. Describe the measures taken by the entity to ensure a safe and healthy work place: **Not Applicable**

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

	FY 2023-24			FY 2022-23		
	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. Assessment for the year:

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

Leadership Indicators

- Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N) : **No**
- Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners. **NA**
- Provide the number of employees / workers having suffered high consequence work related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been or are being rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:



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	Total no. of affected employees/workers		No. of employees/workers that are employees/ workers rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2023-24	FY 2022-23	FY 2023-24	FY 2022-23
Employees	-	-	-	-
Workers	-	-	-	-

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

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	-
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. : **NA**

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

Essential Indicators

- Describe the processes for identifying key stakeholder groups of the entity : **Nil**
- 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
NIL				

Leadership Indicators

- 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 : **Nil**
- 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: **No**
- Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/marginalized stakeholder groups : **Nil**



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PRINCIPLE 5 : Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. of Employees/ workers covered (B)	% (B/A)	Total (C)	No. of Employees/ workers covered (D)	% (D/C)
Employees						
Permanent	-	-	-	19	-	-
Other than permanent	-	-	-	-	-	-
Total Employees	-	-	-	19	-	-
Workers						
Permanent	-	-	-	-	-	-
Other than permanent	-	-	-	-	-	-
Total Employees	-	-	-	-	-	-

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

Category	FY 2023 - 24					FY 2022 - 23				
	Total (A)	Equal to Minimum Wages		More than Minimum Wages		Total (D)	Equal to Minimum Wages		More than Minimum Wages	
		Number (B)	% (B/A)	Number (C)	% (C/A)		Number (E)	% (E/D)	Number (F)	% (F/D)
Employees										
Permanent										-
Male	20	-	-	20	-	13	-	-	13	-
Female	5	-	-	5	-	6	-	-	6	-
Other than Permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-



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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BOD)	5	1560000	-	-
Key Managerial Personnel	-		1	431297
Employees other than BOD and KMP	15	232602	4	94745

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

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

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

	FY 2023-24			FY 2022-23		
	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 Harrassment	-	-	-	-	-	-
Discrimination at workplace	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forcced Labour/ Involuntary Labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other human rights related issues	-	-	-	-	-	-

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

The Company has POSH and Whistle Blower Policy which encourages employees to complain against wrong doings and unethical practice which is observed within the organization.

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

9. Assessments for the year:



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	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	The Company is in compliance with the laws, as applicable
Forced/involuntary labour	The Company internally monitors compliance for all relevant laws and policies pertaining to these issues.
Sexual harassment	
Discrimination at workplace	
Wages	
Others - please specify	

10. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above : **NA**

Leadership Indicators

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints: **No. The Company has not witnessed a requirement for its business process to be modified / introduced as the Company has not faced any human rights grievances/complaints.**
2. Details of the scope and coverage of any Human rights due-diligence conducted: **The Company does not conduct any human rights due-diligence.**
3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016 : **Yes, it is accessible**
4. Details on assessment of value chain partners:

	% Of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	The Company expects its value chain partners to adhere to the same values, principles and business ethics upheld by the Company in all their dealings. No specific assessment in respect of value chain partners has been carried out.
Discrimination at workplace	
Child labour	
Forced Labour/ Involuntary labour	
Wages	
Others - 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. The Company conducts its business in the most ethical and transparent manner. Hence the Company does not have any corrective actions taken or underway**

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:



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Parameter	FY 2023-24	FY 2022-23
Total electricity consumption (A)	-	-
Total fuel consumption (B)	-	-
Energy consumption § through other sources (C)	-	-
Total energy consumption (A+B+C)	-	-
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees)	-	-
Energy intensity (optional) - the relevant metric may be selected by the entity	-	-

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

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

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

Parameter	FY 2023-24	FY 2022-23
Water withdrawal by sources (in kilometers)		
(i) Surface Water	-	-
(ii) Groundwater	-	-
(iii) Third Party Water	-	-
(iv) Seawater/desalinated water	-	-
Total Volume of water withdrawal (in kilometers) (i+ii+iii+iv+v)	-	-
Total volume of water consumption (in kilometers)	-	-
Water intensity per rupee of turnover (water consumed/turnover)	-	-
Water intensity (optional) - the relevant metric may be selected by the entity	-	-

Note: The water usage is restricted to human use only and efforts have been made by the Company to ensure that water is consumed judiciously in the Company's office premises.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency : **No**

4. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation : **No. The Company has not implemented a mechanism for Zero Liquid Discharge.**



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

Parameter	Please Specify	FY 2023-24	FY 2022-23
NOx	-	-	-
Sox	-	-	-
Particulate matter (PM)	-	-	-
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others - _ please Specify	-	-	-

Note: The Company being in a Trading Activity hence does not have significant air emissions.

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. **NA**

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

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	-	-
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	-	-
Total Scope 1 and Scope 2 emissions per rupee of turnover	-	-	-
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. **Not Applicable**

7. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details : **Not Available, the Company currently does not have any projected related to reducing Green House Gas emissions.**

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



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Parameter	FY 2023-24	FY 2022-23
Total Waste Generated (in metric tonnes)		
Plastic waste (A)	-	-
E-waste (B)	-	-
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	-	-
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	-	-
Total (A+B+C+D+E+F+G+H)	-	-
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	-	-
ii. re-used	-	-
iii. other recovery operations	-	-
Total	-	-
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
i. incineration	-	-
ii. landfilling	-	-
iii. other disposal operations	-	-
Total	-	-

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

No. The Company belongs to Trading Activity based industry and hence doesn't not carry out any independent assessment/ evaluation/assurance through an external agency.

- 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 : **NA, the Company does not produce any hazardous and toxic chemicals.**
- 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:



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

No, the Company does not have operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.

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

NA. The Company has not conducted any environmental impact assessments of projects as the Company is in the digital products and services business.

12. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N).

Yes, given the nature of business, the Company is in compliance with all the applicable laws.

Leadership Indicators

1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format: **NA**

Parameter	FY 2023-24	FY 2022-23
From renewable sources	-	-
Total electricity consumption (A)	-	-
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	-	-
From non-renewable sources	-	-
Total electricity consumption (D)	-	-
Total fuel consumption (E)	-	-
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	-	-



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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. **Not Applicable.**

2. Provide the following details related to water discharged: **NA**

Parameter	FY 2023-24	FY 2022-23
Water discharge by destination and level of treatment (in kilolitres)	-	-
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	-	-
Total water discharged (in kilolitres)	-	-

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.

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

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

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



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Parameter	FY 2023-24	FY 2022-23
Water withdrawal by source (in kilolitres)		
Surface water	-	-
Groundwater	-	-
Third party water	-	-
Seawater / desalinated water	-	-
Others	-	-
Total volume of water withdrawal (in kilolitres)	-	-
Total volume of water consumption (in kilolitres)	-	-
Water intensity per rupee of turnover (Water consumed / turnover)	-	-
Water intensity (optional) - the relevant metric may be selected by the entity	-	-
Water discharge by destination and level of treatment (in kilolitres)		
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	-	-

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: **NA**



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

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	-	-
Total Scope 3 emissions per rupee of turnover			
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 : **NA**

- With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities : **NA**
- If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
		NA	

- Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link. **NA**
- 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. **NA**
- Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts. **NA**

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

Essential Indicators

- Number of affiliations with trade and industry chambers/ associations : 2
 - 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.

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	FIEO (Federation of Indian Export Organisations)	National
2	NASSCOM (National Association of Software and Services Companies)	National



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1. 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
	NA	

Leadership Indicators

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

Sr. No.	Public Policy advocated	Method resorted for such vacancy	Whether information available in public domain (Yes/No)	Frequency of Review by Board (Annually/Half yearly/Quarterly / Others - please specify)	Web Link, if available
NA					

PRINCIPLE 8 : Businesses should promote inclusive growth and equitable development

Essential Indicators

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web link
NA					

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

Sr. No.	Name of Project for which R & R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amount paid to PAFs in the FY (In INR)
NA						

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

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

	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/ small producers	-	-
Sourced directly from within the district and neighboring districts	-	-



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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):

The Company's products/services don't have any negative social impacts. The Company puts emphasis on customer satisfaction and social impact.

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

3. a. Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? : **No**

b. Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? : **No**

c. What percentage of total procurement (by value) does it constitute? : **No**

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

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

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

Name of authority	Brief of the case	Corrective action taken
NA		

6. Details of beneficiaries of CSR Projects:

Sr. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
NA			

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

Essential Indicators

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

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

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



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

	FY 2023-24			FY 2022-23		
	Received during the year	Pending resolution at end of the year	Remarks	Received during the year	Pending resolution at end of the year	Remarks
Data privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Other	-	-	-	-	-	-

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

	Number	Reasons for recall
Voluntary Calls	-	-
Forced Recalls	-	-

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy : **Not Applicable**

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**

Leadership Indicators

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

The information about the products and services of the Company are given the website at www.poloqueen.com.

2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services : **No**

3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services : **No**

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) : **at the website of the Company at www.poloqueen.com**

5. Provide the following information relating to data breaches:

a. Number of instances of data breaches along-with impact : **Nil**

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