

**Date:** June 22, 2023

**To**

<b>Bombay Stock Exchange Limited Phiroz Jeejeebhoy Towers, Dalal Street, Mumbai – 400023</b>	<b>National Stock Exchange of India Ltd., Plot No. C/1 'G' Block Bandra – Kurla Complex Bandra East, Mumbai 400051</b>
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**Ref: Scrip Code: BSE: 517536 NSE: ONWARDTEC**

**Subject: Submission of Business Responsibility and Sustainability Report for Financial Year (FY) 2022- 23**

Dear Sir/Madam,

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are submitting herewith the Business Responsibility and Sustainability Report for Financial Year (FY) 2022- 23, which also forms part of the Annual Report for FY 2022- 23, submitted to the Exchanges.

Thanking You,

Yours faithfully,

**For Onward Technologies Limited**

**Jigar Mehta  
Managing Director  
DIN:06829197**

Encl: As above.

# Business Responsibility and Sustainability Report

## Section A: General Disclosures

### I. Details

Sr. no.	Determinants	Details
1.	Corporate Identity Number (CIN) of the Company	L28920MH1991PLC062542
2.	Name of the Company	Onward Technologies Limited
3.	Year of incorporation	18-07-1991
4.	Registered office address	Sterling Centre, 2 <sup>nd</sup> Floor, Dr. A.B. Road, Worli, Mumbai - 400 018, Maharashtra, India.
5.	Corporate address	Sterling Centre, 2 <sup>nd</sup> Floor, Dr. A.B. Road, Worli, Mumbai - 400 018, Maharashtra, India.
6.	E-mail	<a href="mailto:compliance@onwardgroup.com">compliance@onwardgroup.com</a>
7.	Telephone	022-24926570
8.	Website	<a href="http://www.onwardgroup.com">www.onwardgroup.com</a>
9.	The financial year for which reporting is being done	1 <sup>st</sup> April 2022 to 31 <sup>st</sup> March 2023
10.	Name of the stock exchange(s) where shares are listed	BSE Limited and National Stock Exchange of India Limited
11.	Paid-up capital	₹ 22,30,52,700
12.	Name and contact details of the person who may be contacted in case of any queries on the BRSR report	Mr. Sandeep Bhattacharya Sr. Vice President, Learning and Organizational Development 9168849464
13.	Reporting boundary	Disclosures made in this report are on a standalone basis.

### II. Products/services

#### 14. Details of business activities (accounting for 90% of the turnover)

Onward Technologies provides Information Technology and Computer Service activities and other services across industries, including Transportation & Mobility, Industrial and Heavy Machinery, Healthcare and Hi-Tech. The Company's services are broadly categorized into providing Computer Programming, Consultancy and related activities and other information technology related services.

Description of the main activity	Description of business activity	% of turnover
Computer programming activities, consultancy and other information technology related services	Computer programming and related activities, providing software support, consultancy services and other information technology related services	100%

#### 15. Products/services sold by the entity (accounting for 90% of the entity's turnover)

Sr. No.	Product/Service	NIC Code	% of turnover contributed
1.	Providing software support and maintenance to the clients	62013	100%

### III. Operations

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

Location	Number of plants	Number of offices	Total
National	Not applicable	8	8
International		7	7

#### 17. Markets served:

##### a. Number of locations:

Location	Number
National (No. of states)	4
International (No. of countries)	5

Note: Onward Technologies has business activities in 4 National locations: Maharashtra (Pune & Mumbai), Karnataka (Bengaluru), Tamil Nadu (Chennai) and Telangana, (Hyderabad).

Onward Technologies has business activities in 5 International locations: Canada, Germany, Netherlands, United Kingdom, and The United States of America.

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

Export Revenue constitutes more than 16% for FY23.

##### c. A brief on types of customers

The Company's customers are from industries like Transportation & Mobility, Industrial and Heavy Machinery, Healthcare, Hi-Tech and others across the globe. This includes OEM's and service providers, Global 2000 companies.

### IV. Employees

#### 18. Details as of the end of the financial year:

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

Sr. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>Employees</b>						
1.	Permanent (D)	2,795	2,246	80.36%	549	19.64%
2.	Other than permanent (E)	3	3	100%	0	0%
3.	Total employees (D + E)	2,798	2,249	80.38%	549	19.62%
<b>Workers</b>						
4.	Permanent (F)					
5.	Other than permanent (G)		Not Applicable			
6.	Total workers (F + G)		Not Applicable			

##### b. Differently-abled employees and workers

Sr. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>Differently abled employees</b>						
1.	Permanent (D)	0	0	0	0	0
2.	Other than permanent (E)	0	0	0	0	0
3.	Total employees (D + E)	0	0	0	0	0
<b>Differently abled workers</b>						
4.	Permanent (F)					
5.	Other than permanent (G)		Not Applicable			
6.	Total workers (F + G)		Not Applicable			

## Business Responsibility and Sustainability Report

## 19. Participation/inclusion/representation of women

	Total (A)	No. and % of females	
		No. (B)	% (B/A)
Board of Directors	8	1	12.5%
Key Management Personnel refer note	2	1	50%

Note: Onward Technologies KMPs include Chief Financial Officer (CFO) and Company Secretary (CS).

## 20. Turnover rate for permanent employees and workers

	FY 2022-2023 (Turnover rate in current FY)			FY 2021-2022 (Turnover rate in current FY)			FY 2020-2021 (Turnover rate in current FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	44.25%	35.96%	42.62%	23.91%	20.09%	23.26%	31.51%	40.86%	32.52%
Permanent Workers	Not Applicable								

## V. Holding, subsidiary and associate companies (including joint ventures)

## 21. (a) As of 2023

Sr. No.	Name	Holdings/ subsidiary/ associate/ joint venture	% of shares held	Does the entity indicated at Name column, participate in the business responsibility initiatives of the listed entity? (Yes/No)
1	Onward Technologies Inc. (OTI)	Subsidiary	100%	Yes
2	Onward Technologies GmbH (OTG)	Subsidiary	100%	Yes
3	Onward Technologies Canada Inc., (OTCI)	Subsidiary	100%	Yes
4	Onward Technologies BV (OTBV)	Subsidiary	100%	Yes
5	OT Park Private Limited (OT Park)	Subsidiary	100%	Yes

## VI. CSR Details

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013 : Yes  
(ii) Turnover (in ₹) as per FY2022-23 : ₹ 31,516.54 Lakhs  
(iii) Net worth (in ₹) as per FY2022-23 : ₹ 16,129.49 Lakhs

## VII. Transparency and disclosures compliances

## 23. Complaints/grievances on any of the Principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct ('NGBRC'):

Stakeholder group from whom the complaint is received	Grievance Redressal Mechanism in Place (Yes/No) If yes, then provide web-link for the grievance redress policy	FY 2023		FY 2022	
		Number of complaints filed during the year	Number of complaints pending resolution at the close of the year	Number of complaints filed during the year	Number of complaints pending resolution at the close of the year
Communities	Yes, Whistleblower Policy	NIL	NIL	NIL	NIL
Investors (other than shareholders)	Yes, investor grievances can be sent through email to the following designated email id: <a href="mailto:investors@onwardgroup.com">investors@onwardgroup.com</a>	NIL	NIL	NIL	NIL
Shareholders	Yes, The Company has implemented a Whistleblower Policy to enable stakeholders who witness any form of unethical behavior, including violation of laws, to approach the Ombudsman. The reporting process allows for anonymous submissions if the whistleblower chooses not to reveal their identity. The policy is available on the website: <a href="https://www.onwardgroup.com/investors-company-policies.php">https://www.onwardgroup.com/investors-company-policies.php</a>	NIL	NIL	NIL	NIL
Employees and workers		NIL	NIL	NIL	NIL
Customers		NIL	NIL	NIL	NIL
Value chain partners		NIL	NIL	NIL	NIL
Others		NIL	NIL	NIL	NIL

## 24. 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)	The 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.	Workplace Diversity	Opportunity	<p>The Company acknowledges the ethical significance of embracing diversity and inclusion, which not only brings in a diverse range of knowledge and skills but also contributes to the attainment of better and more balanced business outcomes.</p> <p>Workplace diversity can lead to greater innovation and creativity, better decision-making and a stronger company culture. Additionally, having a diverse workforce can help to improve its reputation, attract, develop, and retain top talent.</p>	Not a risk	<p><b>Positive</b></p> <p>The Company has hired a diverse workforce in the past years from different nationalities, ethnicities, religions, genders, socio-economic backgrounds, sexual orientation, and cultural beliefs. However, this factor is difficult to quantify financially.</p>
2.	Human Capital	Risk and Opportunity	<p><b>Opportunity</b></p> <p>The Company has consistently invested in the development and growth of its personnel to align with its strategic business imperatives. Also, the Company acknowledges that its human resources are a source of strength and a significant competitive advantage for the company.</p> <p><b>Risk</b></p> <p>The Indian IT sector has been experiencing high rates of attrition over the past few years, which has raised concerns among industry professionals. The risk of losing top talent is a major concern which leads to decreased employee morale and increased costs due to rehiring. Therefore, retaining valuable personnel is critical as high turnover rates can have negative implications on both the organization's operations and its workforce.</p>	<p><b>Risk Mitigation Approach</b></p> <p>The Company places great emphasis on carefully selecting and hiring the most suitable talent and investing in their growth and development, also supporting their career advancement and performance.</p> <p>To promote both employee engagement and agility, the Company has implemented various initiatives like TAP (for hiring fresh talent). There are also initiatives to encourage effective communication, promote diversity and inclusion, and a grievance redressal mechanism to address any employee concerns.</p> <p>Additionally, the Company has regularly assessed both employee engagement and alignment levels in order to take any necessary corrective actions.</p>	<p><b>Positive</b></p> <p>Retention of key talent increases productivity.</p> <p><b>Negative</b></p> <p>Increasing attrition leads to increase in cost of re-hiring, loss of productivity and wage inflation.</p>
3.	Data Security & Customer Privacy	Risk	<p>The Company places significant reliance on its technology infrastructure and also increases the Company's exposure to risks relating to cyber and information security.</p>	<p><b>Risk Mitigation Approach</b></p> <p>The Company has a strong Cyber Risk Management framework wherein cyber risk and mitigation are monitored by the Information Technology &amp; Security Committee and Risk Management Committee of the Company.</p>	<p><b>Negative</b></p> <p>Reputational Risks Data privacy issues may lead to litigation risks/ financial risks</p>
4.	Digitization	Opportunity	<p>The Company has made investments in technology and established a strong digital infrastructure within the organization, with the aim of minimizing the use of paper-based transactions and communications.</p>	Not a risk	<p><b>Positive</b></p> <p>Cost efficiency Better customer reach through digital operations Competitive edge</p>

Note: The Company will conduct a thorough Stakeholder Engagement and Materiality Assessment (SEMA) in FY2024 to identify the material ESG-related issues.

## 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.

Sr. no.	Principle description
P1	Businesses 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 to all their stakeholders
P5	Businesses should respect and promote human rights
P6	Businesses should respect and make efforts to protect and restore the environment
P7	Businesses when engaging in influencing public and regulatory policy should do so in a manner that is responsible and transparent
P8	Businesses should promote inclusive growth and equitable development
P9	Businesses should engage with and provide value to their consumers in a responsible manner

Disclosure question	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy /policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	No	Yes	No	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	No	Yes	No	Yes	Yes	Yes	Yes	Yes
c. Web-link of the policies, if available.	<a href="https://www.onwardgroup.com/investors-company-policies.php">https://www.onwardgroup.com/investors-company-policies.php</a>								
2. Whether the entity has translated the policy into procedures. (Yes/No)	Yes	No	Yes	No	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	No	Yes	No	Yes	Yes	No	Yes	Yes
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) mapped to each principle.	ISO 27001: 2013 ISO 9001: 2015 TISAX								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Yes	No	Yes	No	Yes	No	No	Yes	Yes
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Yes	No	Yes	No	Yes	No	No	Yes	Yes

**Governance, leadership, and oversight**

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

At Onward Technologies, we firmly believe that good corporate governance is one of the essential requirements for long-term sustainable growth. We have a strong governance framework that ensures the highest standards of integrity, transparency, accountability, and ethics in all business matters. To ensure that all our stakeholders feel valued, respected, and supported, we have implemented various policies such as equal opportunity, risk management, prevention of sexual harassment (POSH), whistle-blower, and human rights. In the past year, we have taken various green initiatives such as switching to energy-efficient lighting and conducting tree plantation drives. As part of our efforts to reduce the use of single-use plastic, we provide metal water bottles, paper straws, and ceramic coffee cups to all our employees. We also prioritize the betterment of local communities, particularly in education and healthcare, through our CSR Policy. We acknowledge that climate change, growing energy demand, and employee retention are some of the key challenges facing us. To address these challenges, we have established a “Risk Management Committee” that will create a framework for identifying internal and external risks, including ESG risks which will guide our long-term business strategy. Lastly, we believe that ESG considerations are critical to the success of our business, and we are committed to enhancing our performance in this area.

**8 Details of the highest authority responsible for implementation and oversight of the business responsibility policy/policies**

Mr. Jigar Mehta, Managing Director (DIN:06829197)

**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.**

Yes.

Mr. Jigar Mehta, Managing Director (DIN: 06829197) is responsible for the decision-making on sustainability-related issues.

- **P1** Code of Conduct, Anti-Corruption and Anti Bribery policy. Whistle Blower Policy & Board Diversity Policy.

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- P2** As the nature of business of the Company is Information Technology, the consumption of resources is limited. Sustainable sourcing is not a material topic for us, hence not applicable.

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- P3** Equal opportunity policy, Human Rights Policy, Whistleblower Policy, POSH policy, and policy on safety and security. Grievance redressal policy is available on the intranet.

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- P4** The formulation of a stakeholder engagement policy will be considered in FY 2024.

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- P5** Human Rights Policy.

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- P6** The environmental aspect is considered in Onward Technologies Limited’s Code of Conduct. Safety and Security Policy

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- P7** Code of Conduct

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- P8** Corporate Social Responsibility Policy.

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- P9** Risk Management Policy, Cyber Security policy is available on the intranet (<https://www.onwardgroup.com/information-security-requirements-suppliers.php>).

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**10. Details of review of NGRBCs by the Company**

<b>Subject for review</b>	<b>Indicate whether the review was undertaken by the Director/committee of the board/ any other committee Frequency (Annually/half-yearly/quarterly any other – please specify)</b>
Performance against the above policies and follow-up action	HR Department along with Senior Leaders review the Company’s Business Responsibility and Sustainability Policies annually. They assess the effectiveness of the policies, procedures and internal controls and implement necessary changes based on their evaluation.
Compliance with statutory requirements of relevance to the principles, and the rectification of any non-compliances	The Company has a well-defined process in place which ensures the compliance status from each department. The summary of all compliances and statutory compliance certificate on applicable laws is reported to Board every quarter.

**11. Has the entity carried out an independent assessment/evaluation of the working of its policies by an external agency?**

(Yes/No). If yes, provide the name of the agency.

No, The Company has not conducted an independent assessment by external agencies. However, all Company policies are reviewed by Management to ensure the smooth functioning of the Company and thereafter approved by the Board wherever required by law. The summary of policies decisions is informed to the Board, if required.

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the principles material to its business (Yes/No)	-	Yes*	-	-	-	-	-	-	-
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)	-	-	-	Yes**	-	-	-	-	-

\* Note: As the nature of the business is Computer Programming, other relativities and consultancy & support services, P2 is not a material topic for us, hence NA.

\*\* Note: The formulation of a stakeholder engagement policy will be considered in FY-2024.

**Section C: Principle-wise Performance Disclosure**

The information sought is categorized as 'Essential' and 'Leadership'. While the Essential indicators are expected to be disclosed by the Company that is mandated to file this report, the Leadership indicators may be voluntarily disclosed by the Company, as per SEBI circular.



**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 programs on any of the principles during the financial year:**

Segment	Total number of training and awareness programs held	Topics/principles covered under the training and its impact	% of persons in the respective category covered by the awareness programs
Board of directors	4	Company Policies Risk Management Policy and mitigation Plan BRSR Reporting and compliances	100%
Key managerial personnel	32	Employee Engagement Organizational Culture and Values Onward Technologies's Code of Conduct BRSR Reporting Statutory compliances and amendment in the acts, rules, and regulations of statutory authorities	37%
Employees other than BoD and KMPs	29	Employee Engagement Organizational Culture and Values Organizational Performance Customer Centricity Customer Communication Presentation Skills Team Building Fire Safety Mock Drills Safety Training Programs	29%

**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:**

Onward Technologies has no instance of fines/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 except as disclosed in the CG report.

**3. Of the instances disclosed in Question 2 above, details of the Appeal/Revision are 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.**

Yes, the Company has formulated an Anti-Corruption and Anti-Bribery Policy to maintain a culture of integrity and ethical behavior within the organization by outlining expectations of employees, vendors, and other stakeholders regarding the acceptance or offering of improper benefits, gifts or payments, and the reporting of any suspected or actual violations.

The policy is available at <https://www.onwardgroup.com/investors-company-policies.php>

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

	FY 2022-23	FY 2021-22
Directors	NIL	NIL
KMPs		
Employee		
Workers		

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

There were no complaints filed against directors and KMPs related to conflict of interest in the current financial year FY2022-23 as well as previous financial year FY2021-22.

**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.

**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 product and processes' environmental and social impacts to total R&D and capex investments made by the entity, respectively.**

NIL

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

No, the Company does not consider sustainable sourcing as a material issue.

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.**

<b>Waste type</b>	<b>Waste management procedure in place</b>
Plastic (including packaging), E-waste, Hazardous Waste, Other Waste	The Company is providing services to its customers and does not manufacture any products. The Company's generated e-waste and battery waste is sent to the authorized vendors/recyclers for recycling.

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 EPR plan submitted to Pollution Control Boards?**

Not applicable

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

### Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Daycare facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent employees</b>											
Male	2246	2246	100%	2246	100%	NA		2246	100%	We have a tie-up with an agency for daycare facilities but as of now, no one has utilized the facility.	
Female	549	549	100%	549	100%	549	100%	NA			
Total	2795	2795	100%	2795	100%	549	19.6%	2246	80.3%		
<b>Other than permanent employees</b>											
Male	3	3	100%	3	100%	NA		3	100%	We have a tie-up with an agency for daycare facilities but as of now, no one has utilized the facility.	
Female	0	0	0%	0	0%	0	0%	NA			
Total	3	3	100%	3	100%	0	0%	3	100%		

#### 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		Daycare facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent employees</b>											
Male											
Female											Not applicable
Total											
<b>Other than permanent employees</b>											
Male											
Female											Not applicable
Total											

#### 2. Details of retirement benefits

Benefits	FY 2023			FY 2022		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	Not applicable	Yes	100%	Not applicable	Yes
Gratuity	100%	Not applicable	Yes	100%	Not applicable	Yes
ESI	100%*	Not applicable	Yes	100%*	Not applicable	Yes
Others	100%	Not applicable	Yes	100%	Not applicable	Yes

\*Note: All Applicable Employees as per ESIC wage definition.

### 3. Accessibility of workplaces

Yes. Onward Technologies offices are accessible to employees with disabilities with wheelchair-friendly ramps.

### 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 provides an Equal Opportunity policy which is published on the Company's website <https://www.onwardgroup.com/investors-company-policies.php>.

The policy ensures fair hiring practices, prevents harassment or discrimination at work, and provides equal opportunities to all individuals irrespective of race, ethnicity, gender, age, disability, religion, or sexual orientation.

### 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	100%	100%		
Female	100%	100%	Not applicable	
Total	100%	100%		

### 6. Is there a mechanism available to receive and redress grievances for the following categories of employees and workers (Permanent workers, Other than permanent workers, Permanent employees, Other than permanent employees)? If yes, give details of the mechanism in brief.

Yes

Permanent Worker	Not applicable
Other than Permanent Workers	Not applicable
Permanent Employees & Other than Permanent Employees	Yes, the Company has offered platform to its employees for sharing their grievances and concerns including emails to Grievance Committee, Connect with HRMP and Email to POSH members for Sexual Harassment grievances. Also, the Company has Whistleblower Policy ensures that all employees can report any observed malpractices, either concerning themselves or other employees.

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

No. There is no such employee association that is officially recognized by the Company.

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

Category	FY 2023					FY 2022				
	Total (A)	On health and Safety measures		On skill upgradation		Total (D)	On health and Safety measures		On skill upgradation	
		Number (B)	% (B/A)	Number (C)	% (C/A)		Number (E)	% (E/D)	Number (F)	% (F/D)
<b>Employees</b>										
Male	2249	2132	94.80%	2084	92.66%	1937	1937	100%	1130	58.3%
Female	549	549	100%	549	100%	460	460	100%	276	60%
Total	2798*	2681	95.82%	2633	94.10%	2397	2397*	100%	1406	58.6%
<b>Workers</b>										
Male										
Female									Not applicable	
Total										

\*Inclusive of both permanent and other than permanent employees.

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

Category	FY 2023			FY 2022		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
Male	2249	2056	91.4%	1937	993	51.2%
Female	549	522	95.1%	460	207	45%
Total	2798*	2578	92.14%	2397*	1200	50.06%
<b>Workers</b>						
Male						
Female						Not applicable
Total						

\*Inclusive of both permanent and other than permanent employees.

## 10. Health and Safety Management System:

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

Yes, Onward Technologies has recognized the importance of health and safety management and has established a Health & Safety Policy for its all permanent employees and other than permanent employees. They are covered under health insurance, accidental insurance and parental leaves.

Onward Technologies has several processes in place to identify work-related hazards and assess risks on a routine and non-routine basis, including:

- i. Fire Safety Guidelines that cover various rules, such as those related to fire-fighting equipment, emergency exits, fire drills, and other safety measures for maintaining office facilities.
- ii. Incident Reporting by employees: We have established a dedicated platform that caters to the physical, mental, emotional, and financial wellness needs of all its employees.
- iii. We have a wellness calendar in place to promote employee and family health.
- iv. We regularly conduct health checkups and mental health awareness sessions to address issues arising from a sedentary lifestyle and stress.
- v. We have a comprehensive maternity care program for all women employees.

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

Onward Technologies has standard operating procedures in place to identify work-related/ergonomic hazards. For example, the provision of properly adjusted workstations and chairs, awareness of improper posture and providing employees with break periods that help to reduce short-term strain.

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

Not applicable.

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

**11. Details of safety-related incidents.**

Safety Incident/Number	Category	FY 2023	FY 2022
Lost Time Injury Frequency Rate (LTIFR) (Per one million-person hours worked)	Employee	NIL	NIL
	Worker		
Total recordable work-related injuries	Employee		
	Worker		
No. of fatalities	Employee		
	Worker		
High-consequence work-related injury or ill-health (Excluding fatalities)	Employee		
	Worker		

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

The Company identifies any individual, group, or institution that contributes value to its business chain or is affected by its actions as a key stakeholder includes Employees, Suppliers, Vendors and Partners, Customers, Shareholders and others relating to business. As mentioned at Point No. 10 above.

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

	FY 2023			FY 2022		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working conditions			NIL			
Health & safety						

**14. Assessments for the year**

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

\*Internal Assessment

**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. NIL**

**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.**

Onwards Technologies places a high value on establishing and maintaining positive relationships with its stakeholders for long-term value creation. Both internal and external stakeholders having a significant impact on the Company's operating performance are considered as key stakeholders, with a focus on high high-valuer the Company. Onward Technologies stakeholders include employees, customers, investors/ shareholders and communities.

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

Stakeholder group	Whether identified as vulnerable & marginalized group	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
Customers	No	In-person meetings, Email, SMS, Website, Corporate Brochure	Annual and whenever required.	Customer communication and relationship management Operational & Administrative support Sales and Delivery Customer feedback Onward Technologies Limited compliance
Employees	No	Town Halls, All hands meeting/In-person meetings, Email, SMS, Town Halls, Posters, Offsite meetings	Daily/ Weekly reviews / Monthly/ Quarterly as well as Half-Yearly and Annual appraisal	KRA goal setting and performance Corporate Culture Events Company performance and goals Ethical Business Conduct
Investors/Shareholders	No	Website/BSE/NSE Websites/ AGM/Board Meetings	Quarterly/Yearly	Corporate governance ESG disclosures Regulatory compliance Overall Company performance Key Business decisions
Communities (Healthcare & Education for the under-privileged)	Yes	CSR visits and interaction	Annually	CSR contributions and Community development
Value Chain Partners (Suppliers)	No	Emails, meetings	As and when required.	Supplier engagement Timely payments Collaboration
Regulatory Bodies	No	Statues and regulations	Whenever required.	Statutory and Regulatory Compliances

## 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			FY 2022		
	Total (A)	No. of employees/workers covered (B)	% (B/A)	Total (C)	No. of employees/workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	2795	1189	42.54%	1937	376	19.4%
Other than permanent	3	3	100%	460	15	3.26%
Total employees	2798	1192	42.60%	2397	391	16.31%
<b>Workers</b>						
Permanent						
Other than permanent						Not Applicable
Total employees						

2. Details of minimum wages paid to employees and workers

Category	FY 2023				
	Total (A)	Equal to minimum wage		More than minimum wage	
<b>Employees</b>		No. (B)	% (B/A)	No. (C)	% (C/A)
Permanent	2795	0	0	2795	100%
Male	2246	0	0	2246	100%
Female	549	0	0	549	100%
Other than permanent	3	0	0	3	100%
Male	3	0	0	3	100%
Female	0	0	0	0	0%
<b>Worker</b>					
Permanent					
Male					
Female					

Category	FY 2022				
	Total (A)	Equal to minimum wage		More than minimum wage	
<b>Employees</b>		No. (B)	% (B/A)	No. (C)	% (C/A)
Permanent	2393	0	0	2393	100%
Male	1934	0	0	1934	100%
Female	459	0	0	459	100%
Other than permanent	4	0	0	4	100%
Male	3	0	0	3	100%
Female	1	0	0	1	100%
<b>Worker</b>					
Permanent					
Male					
Female					
Other than permanent					
Male					
Female					



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

	Male		Female	
	Numbers	Median remuneration/ salary/ wages of respective category (₹ In Lakhs)	Numbers	Median remuneration / salary/ wages of respective category
Board of Directors (BoD)	7	11.83 Lakhs	1	₹ 5.20 Lakhs
Key managerial personnel	1	5.25 Lakhs	1	₹ 1.92 Lakhs
Employees other than BoD and KMP	2248	0.65 Lakhs	548	0.53 Lakhs
Workers		Not Applicable		

\*Employees other than BoD and KMPs refers to permanent employees.

### 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.

Onward Technologies has zero tolerance towards all forms of child labour, slavery, forced labour and harassment (physical, sexual, psychological or verbal abuse). Onward Technologies has a board approved grievance redressal policy which ensures prompt and effective resolution of grievances. The grievance redressal committee is responsible for investigating, evaluating and deciding on the resolution.

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

Category	FY 2023			FY 2022		
	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						
Discrimination at workplace						
Child labour						
Forced labor/Involuntary labor						
Wages						
Other human rights-related issues						

NIL

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

Onward Technologies has implemented several mechanisms to address grievances of all employees which includes POSH Policy through dedicated email ID [posh@onwardgroup.com](mailto:posh@onwardgroup.com) for sexual harassment complaints and Whistleblower Policy for escalating any grievances/complaints through [whistleblower@onwardgroup.com](mailto:whistleblower@onwardgroup.com). Any threats or retaliation against employees who report any violations or assist in investigation is strictly prohibited. All the relevant policies are available on the Company's website.

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

Yes.

### 9. Assessments of the year

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	Not applicable
Forced/involuntary labor	Not applicable
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others – Please specify	Not applicable

\*Internal Assessment

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

Nil

**Principle 6: Businesses should respect and make efforts to protect and restore the environment****Essential Indicators****1. Details of total energy consumption (in MJ) and energy intensity**

Parameter	FY 2023	FY 2022
Total electricity consumption (A)	72,61,379.03	35,80,804.7
Total fuel consumption (B)	1,62,434.81	95,198.92
Energy consumption through other sources (C)	NA	NA
Total energy consumption (A+B+C)	74,23,813.84	36,76,003.66
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees)	0.0023	0.0015
Energy intensity (Total energy consumption/FTE) in MWh/FTE	-	-

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

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

Not applicable

**3. Provide details of the following disclosures related to water:**

Parameter	FY 2023	FY 2022
Water withdrawal by source in kiloliters		
i. Surface water	-	-
ii. Groundwater	-	-
iii. Third party water	*202.52	*40.36
iv. Seawater / desalinated water	-	-
v. Others	-	-
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	202.52	40.36
Total volume of water consumption (in kiloliters)	202.52	40.36
Water intensity per rupee of turnover (Water consumed / turnover)	0.000000064	0.000000017
Water intensity (optional) – the relevant metric may be selected by the entity		

\*Third party water includes drinking water which is procured from the vendors in the form of refillable containers.

**Note:** Indicate if any independent assessment /evaluation /assurance has been carried out by any 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.**

Not applicable.

## 5. Please provide details of air emissions (other than GHG emissions) by the entity:

Parameter	Unit	FY 2023	FY 2022
NOx			
SOx			
Particulate matter (PM)			
Persistent organic pollutants (POP)		Not applicable	
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others – ozone-depleting substances (HCFC - 22 or R-22)			

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

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

Parameter	Unit	FY 2023	FY 2022
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	11.33	6.64
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	1633.81	805
Total Scope 1 and Scope 2 emissions per rupee of turnover	MT/Rs	0.00000052	0.00000034
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

## 7. Does the entity have any project related to reducing greenhouse gas emissions? If Yes, then provide details.

Yes, Onward Technologies has taken the following projects as an effort to reduce Green House Gas (GHG) emissions:

- (i) To reduce carbon footprint, the Company has implemented various measures in its Pune office such as Star certified appliances and LED lighting.
- (ii) Also reduced paper usage as a part of their digital transformation efforts, and have taken steps to eliminate single-use plastics in their offices by providing insulated bottles for their employees.

## 8. Provide details related to waste management by the entity, in the following format: Total waste generated in metric tons

Parameter	FY 2023	FY 2022
Plastic waste (A)	0.108	0.018
E-waste (B)	0.335	0.370
Bio-medical waste (C)	Not applicable	Not applicable
Construction and demolition waste (D)	Not applicable	Not applicable
Battery waste (E)	0.40	-
Radioactive waste (F)	Not applicable	Not applicable
Other Hazardous waste. Please specify, if any. (G)	Not applicable	Not applicable
Other Non-hazardous waste generated (H). (Carton Box, White Paper, Book Cover Paper, Iron, Steel)	0.63	2.81
<b>Total (A+B + C + D + E + F + G+ H)</b>	<b>1.473</b>	<b>3.198</b>

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tons)

Category of waste		
(i) Recycled		
(ii) Re-used	Not Applicable	Not Applicable
(iii) Other recovery operations		
Total		

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

Category of waste		
(i) Incineration		
(ii) Landfilling	Not Applicable	Not Applicable
(iii) Other disposal operations		
Total		

\*E-waste is disposed of through authorized recyclers. Discarded Batteries are disposed of through authorized recyclers as a buy back scheme.

**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

9. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce the usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

The nature of the business of Onward Technologies does not involve the use of hazardous or toxic chemicals. Whereas, the Company has adopted several wastes management practices in its pan India offices -

- i. It has Implemented an E-waste collection program across its branches throughout India and works with certified E-waste handlers to properly dispose of all the E-Waste.
- ii. The Company uses local vendors for the disposal of non-hazardous waste such as paper.
- iii. The Company has also reduced paper usage as a part of their digital transformation efforts, and have taken steps to eliminate single- use plastics in their offices by providing insulated bottles for their employees to use.

10. 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.

Not applicable.

11. Details of Environmental Impact Assessments of projects undertaken by the entity based on applicable laws, in the current financial year.

Not applicable.

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 there under (Y/N). If not, provide details of all such non-compliances.

Yes.

**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.**

Two

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

S. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/National)
1	National Association of Software and Service Companies (NASSCOM)	National
2	The IndUS Entrepreneurs (TiE), Mumbai	National

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

Not applicable

**Principle 8: Businesses should promote inclusive growth and equitable development**

**Essential Indicators**

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

Not applicable

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

Not applicable

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

Onward Technologies has a Whistle Blower policy to redress grievances of the community.

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

	FY 2023	FY 2022
Directly sourced from MSMEs/small producers	81.48%	12.28%
Sourced directly from within the district and neighboring districts	18.51%	87.71%

**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.**

Onward Technologies is a Quality Management System (ISO 9001:2015) certified organization. It has a robust mechanism and framework in place to track and respond to customer complaints by performing its root cause analysis.

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

Not applicable

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

Category	FY 2023 (Current Financial Year)		Remarks	FY 2022 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	-	0	0	-
Delivery of essential services	6	0	-	2	0	-
Restrictive trade practices	0	0	-	0	0	-
Unfair trade practices	0	0	-	0	0	-
Other	-	-	-	-	-	-

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

None

**5. Does the entity have a framework/policy on cyber security and risks related to data privacy? If available, provide a web link to the policy.**

Yes, Privacy policy in place and it is available on the website <https://www.onwardgroup.com/information-security-requirements-customers.php>

**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 the safety of products/ services.**

None