

May 24, 2024

To,
BSE Limited
(BSE: 542726)

National Stock Exchange of India Limited
(NSE: INDIAMART)

Subject: Business Responsibility and Sustainability Report for FY 2024

Dear Sir/Ma'am,

In compliance with Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith the Business Responsibility and Sustainability Report forming part of the Integrated Annual Report of the Company for FY 2023-24.

The Integrated Annual Report for FY 2023-24 has been uploaded on the website of the Company & may be accessed by using the link: https://investor.indiamart.com/Annual_Report.aspx

Please take the above information on record.

Yours faithfully,

For IndiaMART InterMESH Limited

(Manoj Bhargava)
Company Secretary & Compliance Officer
Membership No: F5164
Encl: As above

Business Responsibility & Sustainability Reporting

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

Sr. No.	Particulars	Information/Details
1.	Corporate Identity Number (CIN) of the Listed Entity	L74899DL1999PLC101534
2.	Name of the Listed Entity	IndiaMART InterMESH Limited
3.	Year of incorporation	1999
4.	Registered office address	1 st Floor, 29-Daryaganj, Netaji Subash Marg, New Delhi- 110002
5.	Corporate address	6 th floor, Tower 2, Assotech Business Cresterra, Plot No.22, Sec 135, Noida - 201305, Uttar Pradesh
6.	E-mail	cs@indiamart.com
7.	Telephone	+91-120-6777777
8.	Website	www.indiamart.com
9.	Financial year for which reporting is being done	FY 2023-2024
10.	Name of the Stock Exchange(s) where shares are listed	i. BSE Limited ii. National Stock Exchange of India Limited
11.	Paid-up Capital	₹ 59,97,91,480
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Ms. Vasudha Bagri cs@indiamart.com +91-120-6777777
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):	The disclosures made under this report are on a standalone basis.
14.	Name of assurance provider	NA
15.	Type of assurance obtained	NA

II. Products/services

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

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

Description of Main Activity	Description of Business Activity	% of Turnover of the entity
Information Services Activity	Connecting buyers and suppliers through an online B2B platform and creating a virtual marketplace for all. a) Listings and discovery of businesses and services b) Advertisements and lead generation on the Company platform	100%

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

Sr. No	Product/Service	NIC Code	% of total Turnover contributed
1.	Information Services	6311 (Sub-class: 63111)	100%

* "Turnover" taken for calculating percentage excludes the Other Income

III. Operations

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

Location	Number of plants	Number of offices	Total
National	NA	70	70
International	NA	0	0

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	28 states and 8 union territories
International (No. of Countries)	6 countries

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

0.4%

c. A brief on types of customers

IndiaMART, a prominent player in the online B2B marketplace, caters to a diverse clientele, including both Micro, Small and Medium Enterprises (MSMEs) and larger corporations. MSMEs leverage IndiaMART's platform to showcase their products and generate business leads. Additionally, IndiaMART extends its services to enterprise customers, who use it to promote their products and services digitally. For buyers, IndiaMART offers seamless access to a wide range of products and suppliers.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)					
	a. Sales & servicing	4,373	3,669	84%	704	16%
	b. Others	1,011	722	71%	289	29%
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total Employees (D + E)	5,384	4,391	82%	993	18%
WORKERS						
4.	Permanent (F)	NA	NA	NA	NA	NA
5.	Other than Permanent (G)	NA	NA	NA	NA	NA
6.	Total workers (F + G)	NA	NA	NA	NA	NA

Notes:

- The Company does not employ or engage with 'worker', as defined in the guidance note on BRSR, issued by SEBI
- Others include Product & Technology and Corporate functions

b. Differently abled Employees and workers:

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

21. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	7	1	14.29%
Key Management Personnel	4	0	0

22. Turnover rate for permanent employees and workers:

(Disclose trends for the past 3 years)

Particulars	FY'24 (Turnover rate in current FY)			FY'23 (Turnover rate in previous FY)			FY'22 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees									
a. Sales & Servicing	26%	34%	27%	26%	36%	28%	25%	23%	24%
b. Others	15%	18%	16%	15%	21%	17%	29%	34%	30%
Permanent Workers	NA	NA	NA	NA	NA	NA	NA	NA	NA

Notes:

- Employees who left within 6 months of joining have been excluded from the above calculation
- Others include Product & technology and corporate functions

V. Holding, Subsidiary and Associate Companies (including joint ventures)**23. (a) Names of holding / subsidiary / associate companies / joint ventures**

S. no	Name of the holding / subsidiary / associate companies / joint ventures (A)	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	Busy Infotech Private Limited	Subsidiary	100	NO
2	Tradezeal Online Private Limited	Subsidiary	100	
3	Pay With IndiaMART Private Limited	Subsidiary	100	
4	Hello Trade Online Private Limited	Subsidiary	100	
5	Tolexo Online Private Limited	Subsidiary	100	
6	Livekeeping Technologies Private Limited	Subsidiary	51.09	
7	Simply Vyapar Apps Private Limited	Associate	27.45	
8	Truckhall Private Limited	Associate	27.42	
9	IB MonotaRO Private Limited	Associate	26.6	
10	Mobisy Technologies Private Limited	Associate	25.08	
11	Shipway Technology Private Limited	Associate	26	
12	Agillos E-Commerce Private Limited	Associate	26.23	
13	Edgewise Technologies Private Limited	Associate	26.01	
14	Adansa Solution Private Limited	Associate	26.01	

VI. CSR Details**24. (i) Whether CSR is applicable as per Section 135 of Companies Act, 2013: Yes**

- Turnover (in ₹): 11,389,941,215
- Net worth (in ₹): 17,703,420,219

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY'24 Current Financial Year			FY'23 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	0	0	-	4	0	-
Investors (other than shareholders)	Yes	0	0	-	0	0	-
Shareholders*	Yes	67	0	-	48	1	The complaint pending pertains to non-receipt of final dividend for FY 2021 and the same was disposed of on April 12, 2023
Employees and workers^	Yes	1	0	-	0	0	-
Customers*	Yes	141	2	-	155	0	-
Value Chain Partners	Yes	0	0	-	0	0	-
Other (please specify)*	Yes	72	3	Buyers	28	0	Buyers

Note: Refer our Terms of Use

Refer our Grievance Redressal Policy

Service Providers Code of Conduct in place. The same is annexed to Agreements & Contracts executed with them.

*Excluding event based i.e. buyback related concerns

^POSH & Whistle Blower complaints of 1 and 0 have been respectively considered.

* Number of complaints pending resolution at close of the year were resolved during first week of April 2024.

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Corporate Governance	Risk Opportunity	Inadequate corporate governance can lead to a series of detrimental outcomes for an organisation. These may include unethical behaviour, the mismanagement of resources, legal complications and damage to both reputation and financial stability. Strong corporate governance principles, ethical leadership, and effective oversight can enhance accountability, stakeholders trust & confidence leading to promotion of long-term sustainability for the company.	The Company has created a policy framework to encourage ethical conduct among all employees throughout the organization and also in compliance with all regulations. To promote transparency and accountability, the Company has implemented a confidential whistleblower mechanism. The Board approved policies of the Company are available on the website of the Company https://investor.indiamart.com/CorporateGovernance.aspx in multiple languages. Additionally, the policies are communicated and are accessible to the employees via the Company Intranet i.e., Web ERP.	Negative

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2	Privacy and Data Security	Risk Opportunity	<p>Failure to prevent, detect and mitigate data security threats encompassing data prevention, storage and leakage can significantly impact reputation and trust of the stakeholders, which could lead to adverse consequences on customer acquisition and retention.</p> <p>Strong data protection measures, transparent privacy policies, and responsible data management would lead to trust and confidence of stakeholders with ultimate benefit over customer acquisition, retention, maintain brand reputation with competitive advantage.</p>	<p>IndiaMART has established an information security framework to safeguard its data against unauthorized access and external threats. Furthermore, the Company's security compliance with global best practices for data protection is evident through its attainment of ISO 27001 certification for effective information security management and ISO 27701: 2019 certificate on Privacy Information Management Standard apart from other ISO's such as:</p> <ul style="list-style-type: none"> • ISO 12207:2017 Software and System Engineering • ISO 31000:2018 Enterprise Risk Management • ISO 22301:2019 Business Continuity Management • ISO 27701: 2019 Privacy Information Management Standard 	Negative
3	Diversity and Inclusion	Risk Opportunity	<p>Discrimination, lack of diversity, and a non-inclusive culture can lead to legal issues, talent retention challenges, and a negative public perception apart from restricted view or perspective. Also, hinders innovation, employee morale, and organizational adaptability.</p> <p>Diversity and inclusion are distinct yet interconnected. The Company firmly believes in diversity and inclusion as it supports or ensures different perspectives on different issues. The different perspective results into the best possible and evaluated decision benefiting the organization. Diversity represents an entity's composition, while inclusion focuses on valuing and encouraging contributions from diverse groups. The Company fosters economic growth, and a culture of inclusion and equality in the society.</p>	<p>The Company is committed to implementing policies and procedures that promote equal opportunity, prevent discrimination, and ensure fair treatment for all employees, regardless of their background, identity, or personal characteristics. These policies are regularly reviewed and updated to align with best practices and applicable laws and regulations in multiple languages.</p>	Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4	Talent Management	Risk	Ineffective talent management may also result in a lack of diversity, hindering innovation and exposing the organization to reputational risks. Failing to effectively manage talent could result in a lack of a high-performance culture and a loss of competitive advantage. Additionally, overlooking the significance of our employees in our cost structure could lead to financial inefficiencies and hinder long-term success.	The Company adopts a well-organized approach to identify skilled talent, employing strategies such as campus hiring, participation in job fairs, internal employee referrals, periodic hiring drives, and collaborations with external organizations. Additionally, the Company prioritizes career growth retention initiatives like grant of ESOP/SAR apart from upgrading their skills in consonance with the technological advancement and evolution on regular basis. This commitment is evidenced by over 950+ employees who have been associated with IndiaMART for over 5 years.	Negative
		Opportunity	In today's dynamic environment, recognizing the invaluable contributions of our employees, we prioritize both retaining our existing talent and attracting new professionals to scale up our operations effectively. This approach not only boosts productivity and cultivates a high-performance culture but also plays a pivotal role in ensuring long-term success and sustaining a competitive advantage as we scale up our operations. It's crucial to recognize that employees are a significant part of our cost structure.		
5	Community Development	Risk	Failing to address community needs, causing environmental or social harm, and neglecting stakeholder engagement pose significant risks. These actions can lead to reputational loss and connect with community at large.	The Company's focuses on creating value through initiatives that support economic development, education, and environmental conservation. Supporting small suppliers with free listing, affordable technology solutions, and platform training, while empowering small city buyers through price transparency, fosters fairer market practices and enhances value for their investments.	Positive
		Opportunity	Community development creates a positive social impact while also benefiting the bottom line. By engaging in community development initiatives, such as sponsoring local events, supporting education programs, and participating in charitable endeavors, strengthens relationships with key stakeholders. It also enhances brand reputation., attracts top talent, and differentiate the Company from competitors.		

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.

Principle 1

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

Principle 2

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

Principle 3

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

Principle 4

Businesses should respect the interests of and be responsive to all its stakeholders.

Principle 5

Businesses should respect and promote human rights.

Principle 6

Businesses should respect and make efforts to protect and restore the environment.

Principle 7

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

Principle 8

Businesses should promote inclusive growth and equitable development.

Principle 9

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

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	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	The following policies can be accessed through the Company's website: https://investor.indiamart.com/CorporateGovernance.aspx 1. Business Responsibility Policy 2. Code of Conduct for Directors and Senior Management Personnel 3. Related Party Transaction Policy 4. Vigil Mechanism/Whistle-blower Policy 5. Corporate Social Responsibility Policy 6. Policy on Board Diversity 7. Sustainability Policy 8. Anti-bribery Policy 9. Dividend Distribution Policy 10. Risk Management Policy 11. Policy for the Preservation of Documents 12. Policy for Determination and Disclosure of the Materiality of Events and Information 13. Policy on Terms of Engagement of Independent Directors 14. Policy for Determining Material Subsidiaries								

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9									
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y									
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	N	N	Y	Y									
4. Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<p>The Company has adopted various international frameworks such as:</p> <ul style="list-style-type: none"> • ISO 12207:2017 Software and System Engineering • ISO 31000:2018 Enterprise Risk Management • ISO 22301:2019 Business Continuity Management • ISO 27701: 2019 Privacy Information Management Standard • ISO 27001:2022 - Information Security Management System 																	
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p>IndiaMART is dedicated to furthering the United Nations Sustainable Development Goals (SDGs), a global framework aimed at promoting progress towards a sustainable future. The advancement of these SDGs is central to our organization's strategy for fostering sustainable and inclusive growth. The Company advocates for green products to encourage a more sustainable lifestyle for everyone. No specific commitments, goals and targets have been set by the Company.</p>																	
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	NA																	
Governance, leadership and oversight																		
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (<i>listed entity has flexibility regarding the placement of this disclosure</i>)	<p>Refer Message from the MD & CEO</p>																	
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	<p>Mr. Prateek Chandra Chief Financial Officer (Also, designated as the Business Responsibility Head) cfo@indiamart.com +91-120-6777777</p>																	
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	<p>Yes, the Company has a Board-level, Corporate Social Responsibility & Sustainability Committee, which is responsible for decision-making on Sustainability and chaired by the Independent Director, Mr. Vivek Narayan Gour, with majority of the members of the Committee being Independent Directors.</p>																	
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																		
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	<p>The Company ensures compliance with all the statutory requirements relevant to the principles</p>																	

	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
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.	Yes. Since the Company has obtained many ISO certifications, it must undergo assessment, audit and/or evaluation of working of its policies, process(s) and systems annually by independent certifying agencies. In addition, Company also voluntarily undergoes assessment and evaluation of working of policies related to major compliances applicable to the company from independent third parties and places the said certification before the Board of Directors from time to time. Names of independent third parties engaged by the Company for these purposes includes (all names to be checked) Netrika Consulting India Pvt. Ltd., M/s. AARK & Co. LLP, Chartered Accountants, URS Certification Limited, M/s. Shreyansh Jain & Associates, Company Secretaries, M/s. Chandrasekaran & Associates, Company Secretaries and Secretarial Auditors of the Company etc.								

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	Not Applicable								
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

PRINCIPLE 1

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

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	5	<ol style="list-style-type: none"> One-on-One interactive introduction sessions with the Senior Management Personnel. Business strategies sessions, including residential programmes while exploring business expansion whether organic or inorganic; as well as deliberating material changes in economic, social, technology and regulatory environment having significant impact on business. Periodical review and deliberations on business operations through periodical presentations and briefing by the CEO/ Managing Director/ Senior Management Personnel (Direct Reports of CXOs); Periodical update on risk management, statutory changes and legal proceedings having direct or indirect impact on the business. 	100%
Key Managerial Personnel	5	Business strategies sessions and representation on update of business.	100%
Employees other than BoD and KMPs	240	<ol style="list-style-type: none"> Induction training – Shubhaarambh Skill upgradation training Health and safety training (fire drills, etc.) Sensitising employees on POSH Management Training sessions 	100%
Workers		NA	

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

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

Non-Monetary				
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	NIL	NIL	NIL	NIL
Punishment	NIL	NIL	NIL	NIL

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
NA	

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, we have adopted an Anti-Bribery Policy. This policy is applicable to all employees, officers, directors, agents, contractors, consultants and other individuals or entities acting on behalf of the Company. The policy prohibits unethical behaviour such as bribery, facilitation payments, kickbacks and improper gifts. It underpins the importance of accurate record-keeping, due diligence in dealings with third parties and reporting suspected violations. The policy is placed on the Company's website at <https://investor.indiamart.com/index.htm>

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

	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL	NIL	NIL	NIL
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	NIL	NIL	NIL	NIL

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, as zero cases of corruption or conflicts of interest were recorded during the reporting period.

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

	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
Number of days of accounts payables	35.30	28.74

9. Open-ness of business

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

Parameter	Metrics	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	NA	NA
	b. Number of trading houses where purchases are made from	NA	NA
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	NA	NA
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	Nil	Nil
	b. Number of dealers / distributors to whom sales are made	Nil	Nil
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	Nil	Nil
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0.73%	0.44%
	b. Sales (Sales to related parties / Total Sales)	0.25%	0.26%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	Nil	Nil
	d. Investments (Investments in related parties / Total Investments made)	29.21%	28.10%

PRINCIPLE 2

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

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*	100%	100%	IndiaMart fosters business enablement, drives job creation, and empowers small enterprises through its innovative platform.
Capex	Nil	Nil	-

*Note: R & D expense refers to Technology & Content Expenses as mentioned in Note no. 34 of Standalone Financial Statements.

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

IndiaMART, as an online marketplace Company, has a lower resource demand in terms of material inputs. However, as a responsible corporate entity, the Company strives to minimise its environmental impact throughout its operations.

b. If yes, what percentage of inputs were sourced sustainably?

Not applicable, owing to the nature of business.

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.

As an online marketplace company, IndiaMART's operations generates a minimal amount of E-Waste. However, the Company has implemented clear protocols for the safe management of any electronic waste that arises. The majority of this waste is directed to authorised recyclers, ensuring its secure and responsible disposal. Additionally, IndiaMART endeavours to refurbish its IT waste whenever feasible, thereby reducing the overall volume of waste requiring disposal.

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, owing to the nature of business.

PRINCIPLE 3

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

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	4391	4391	100%	4391	100%	0	0	4391	100%	4391	100%
Female	993	993	100%	993	100%	993	100%	NA	NA	993	100%
Total	5384	5384	100%	5384	100%	993	100%	4391	100%	5384	100%
Other than Permanent employees											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0

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 workers											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0
Other than Permanent workers											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0

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

	FY'24 Current Financial Year	FY'23 Previous Financial Year
Cost incurred on well- being measures as a % of total revenue of the company	0.66%	0.60%

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

Benefits	FY'24 Current Financial Year			FY'23 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	61%		Y	57%		Y
Gratuity	100%	NA	Y	100%	NA	Y
ESI	0.07%		Y	0.20%		Y
Others (NPS)	0.59%	NA	Y	0.46%	NA	Y

3. Accessibility of workplaces

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

Yes, the Company's office is well equipped with ramps, lifts and handrails for stairwells to facilitate the movement of differently abled individuals following the requirements on the Rights of Persons with Disabilities Act, 2016.

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 in place an Equal Opportunity Policy that prohibits discrimination and harassment of any type and affords equal employment opportunities to persons with disabilities. The Company shall continue to build systems and processes as per the Right of Persons with Disabilities Act, 2016 and the rules made thereunder from time to time. The Company believes in creating and maintaining a non-discriminatory and inclusive work environment which ensures a robust career growth path for people with disabilities and for those who acquire disability during their employment tenure.

The said policy is available on the intranet of IndiaMART, which is accessible by all employees.

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%	83%	NA	NA
Female	100%	63%	NA	NA
Total	100%	73%	NA	NA

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

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

The Company has a Grievance Redressal Policy, featuring a structured system that relies on employee-generated tickets for issue resolution. This system articulates transparent processes and assigns accountable teams to promptly address concerns. It includes mechanisms for escalating issues that exceed defined timeframes, ensuring full visibility of issue statuses. Employees have the option to mark tickets as unsatisfactory, prompting management to conduct a review if necessary.

The Company has meticulously crafted a process to engage with new employees at critical junctures in their first 7, 30, 60, and 90 days. These touchpoints empower employees to share their experiences and feedback up to that point. The feedback gathered is then shared with managers and relevant teams for improvement.

Moreover, we sustain regular contact with employees via feedback mailers and surveys.

The Company's Whistleblower Mechanism enables employees, customers, vendors, contractors and other stakeholders, to report any concerns or grievances related to potential or actual breaches of the Company's Code of Conduct or unethical behaviour. To enhance awareness, the organisation employs various communication methods, including email correspondence, training programmes, presentations and sessions, encouraging individuals to promptly report genuine, ethical and legal concerns or suspected fraudulent behaviour to internal authorities for resolution.

All employees are informed about the Whistleblower Policy, which can be accessed from the intranet, regardless of their work location. The Chairman of the Audit Committee oversees the proper functioning of the whistleblower mechanism and has access to a designated email address, chairmanauditcommittee@indiamart.com.

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

Category	FY24 (Current Financial Year)			FY23 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	NA	NA	NA	NA	NA	NA
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA
Total Permanent Workers	NA	NA	NA	NA	NA	NA
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA

8. Details of training given to employees and workers:

	FY24					FY23				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	4391	4391	100%	4391	100%	3629	3629	100%	3629	100%
Female	993	993	100%	993	100%	954	954	100%	954	100%
Total	5384	5384	100%	5384	100%	4583	4583	100%	4583	100%
Workers										
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

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

	FY24 Current Financial Year			FY 23 Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (D)	Total (E)	% E/D
Employees						
Male	4391	4391	100%	3629	3629	100%
Female	993	993	100%	954	954	100%
Total	5384	5384	100%	4583	4583	100%
Workers						
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA

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, the coverage such system?

Yes, IndiaMART has a well-defined safety process in place for all its employees to prevent any accidental hazards in its offices. The processes are communicated to all the employees on a periodic basis.

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

Owing to the nature of business, since the Company is in the business of rendering internet services, there are no significant work-related hazards identified.

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

Not Applicable owing to the nature of business.

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

Yes, all employees of IndiaMART have been covered under Accident Insurance. The Company provides complete support to its employees in cases of non-occupational medical emergencies.

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

Safety Incident/Number	Category	FY24	FY23
		(Current Financial Year)	(Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees Workers	Not Applicable	
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 workplace.

IndiaMART places great emphasis on the safety and wellbeing of all its employees and strives to provide a safe work environment to all. All the employees are mandated to participate in Mock Drill trainings for Fire Safety and Earthquake Evacuation on a periodic basis as a part of routine safety measures. In order to prevent unauthorised access to the office premises for the safety of employees, biometric scans and electromagnetic locks are placed on the main entrances to the premises. All office floors are well equipped with CCTV cameras and other security systems. Furthermore, IndiaMART ensures that all the security personnel are regularly trained on fire and earthquake evacuation.

Further, to ensure a healthy work environment, regular feedback on workplace cleanliness and housekeeping services are taken employees, and an online complaint system on the intranet to address their concerns and grievances regarding the same.

Further, the Company follows a strict time regimen for its female employees and has in place a "Woman Safety Policy." This policy includes clauses concerning working hours, special provisions for women working late and minimizing late work scenarios whenever possible. The Company also has as a Policy on Prevention of Sexual Harassment of Women at Workplace' to prohibit, prevent or deter the commission of acts of sexual harassment at workplace and to provide the procedure for the redressal of complaints pertaining to sexual harassment.

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

Number of Complaints on the following made by employees and workers:	FY 24			FY23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	Nil	-	Nil	Nil	-
Health & Safety	Nil	Nil	-	Nil	Nil	-

14. Assessments for the year.

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	IndiaMART has undertaken no external assessments so far.
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, owing to the nature of business.

PRINCIPLE 4

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

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

IndiaMART maintains a dynamic and strategic stakeholder engagement process. It identifies key stakeholder groups from a broad spectrum of potential stakeholders, considering their material influence on the Company's value creation. The Company employs a comprehensive approach to engage with these identified stakeholders. The organisation formally recognizes six internal and external stakeholder groups- Buyers, Suppliers, Community, Regulators/ Policymakers, Employees and Investors.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Buyers	No	<ul style="list-style-type: none"> Periodic feedback through helpline 9696969696 for Calls SMS, WhatsApp and email support Website, mobile app, Chat and email Buyer meets, workshops, conferences, webinars 	Regularly	<ul style="list-style-type: none"> Discovery of diverse sets of products with ease Better prices and ease of payment Access to reliable suppliers Customer feedback
Suppliers	No	<ul style="list-style-type: none"> Periodic feedback through survey, Calls, SMS, WhatsApp, email support Website and app CRM - Lead Manager Account managers for paying subscription suppliers 	Regularly	<ul style="list-style-type: none"> Sustained RFQs and access to buyer profiles No unsolicited calls Assistance in lead and order management
Community	No	<ul style="list-style-type: none"> CSR activities Meetings with NGOs and community representatives Volunteering activities 	Quarterly/Half-yearly/Annually	<ul style="list-style-type: none"> Community welfare activities Employment opportunities
Regulators/ Policymakers	No	<ul style="list-style-type: none"> Compliance monitoring and management Ethical business practices Participation in industry bodies and forums Panel discussion with regulatory body and industry associations 	Quarterly/Half-yearly/Annually	<ul style="list-style-type: none"> Compliance with laws and regulations Contributing to nation development
Employees	No	<ul style="list-style-type: none"> Regular meetings with the senior management and leadership team Employee Engagement activities Performance reviews Employee feedback survey Quarterly all Employees town hall meetings 	Daily	<ul style="list-style-type: none"> Learning and Development initiatives Growth opportunities Fair and transparent remuneration structure Health, Wellness and safety work environment Work-life balance
Investors & Shareholders	No	<ul style="list-style-type: none"> Comprehensive disclosures – investor presentation, quarterly audited financial statements, annual report, other publications Quarterly earnings call and regular investor (institutional or individual) interactions General Meetings (AGMs / EGMs) Company website Media articles 	As and when required	<ul style="list-style-type: none"> Transparent disclosures and communication Business growth Dividend and capital appreciation Strong business model with prudent financial management Good governance Work-life balance Performance review and career development

PRINCIPLE 5

Businesses should respect and promote human rights

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'24 Current Financial Year			FY'23 Previous Financial Year		
	Total (A)	No. of employees/workers covered (B)	% (B/A)	Total (C)	No. of employees/workers covered (D)	% (D/C)
Employees						
Permanent	5384	5384	100%	4583	4583	100%
Other than permanent	Nil	Nil	Nil	Nil	Nil	Nil
Total Employees	5384	5384	100%	4583	4583	100%
Workers						
Permanent	NA	NA	NA	NA	NA	NA
Other than permanent	NA	NA	NA	NA	NA	NA
Total Workers	NA	NA	NA	NA	NA	NA

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

Category	FY'24 Current Financial Year					FY'23 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No.(E)	% (E /D)	No. (F)	% (F/D)
Employees										
Permanent	5384	Nil	Nil	5384	100%	4583	Nil	Nil	4583	100%
Male	4391	Nil	Nil	4391	100%	3639	Nil	Nil	3639	100%
Female	993	Nil	Nil	993	100%	954	Nil	Nil	954	100%
Other than Permanent										
Male	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Female	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Workers										
Permanent	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Other than Permanent	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

3. Details of remuneration/salary/wages

a. Median remuneration / wages:

Gender	Male		Female	
	Number	Median remuneration/salary/ wages of respective category	Number	Median remuneration/salary/ wages of respective category
Board of Directors (BoD)	6	20,00,000	1	17,00,000
Key Managerial Personnel [#]	4	35,68,599	0	NA
Employees other than BoD and KMP [#]	4,387	45,650	993	35,901
Workers	NA	NA	NA	NA

[#] Calculated on total monthly cost to company basis excluding ESOP perquisite and sales Incentives.

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

	FY'24 Current Financial Year	FY'23 Previous Financial Year
Gross wages paid to females as % of total wages	14.9%	15.1%

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

Yes

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

The Company recognises the significance of addressing human rights concerns and has effectively implemented several initiatives to tackle them. These efforts include a comprehensive framework that encompasses a Code of Conduct and measures for POSH (Prevention of Sexual Harassment), fostering a secure and inclusive work environment for all team members. Additionally, the Company strictly prohibits child labour, ensuring the protection of children's rights and preventing their exploitation for employment purposes. Furthermore, the Company adheres to an equal opportunity policy.

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

	FY'24			FY'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 Harassment	1	0		0	0	
Discrimination at workplace	Nil	Nil		Nil	Nil	
Child Labour	NA	NA		NA	NA	
Forced Labour/ Involuntary Labour	NA	NA		NA	NA	
Wages	NA	NA		NA	NA	
Other human rights related issues	Nil	Nil		Nil	Nil	

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

	FY'24	FY'23
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	1	Nil
Complaints on POSH as a % of female employees / workers	0.1%	Nil
Complaints on POSH upheld	Nil	Nil

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

IndiaMART, while dealing with the complaints of discrimination or harassment ensures that every care is taken to conduct the enquiry in a peaceful manner for avoiding any stressful conditions. The entire process is carried out in a highly confidential manner. The Company has a set PoSH policy which states that all members of the committee and those entrusted to record keeping, as well as any staff member questioned about an issue, are bound by a duty of confidentiality at all times and must keep all paperwork and information exchanged in the process confidential. Harsh or insulting behaviour of anyone participating in or conducting grievance proceedings is not at all tolerated. Any such behaviour will be viewed as misconduct under the Organisation's disciplinary policies and strict actions will be taken against such unethical behaviour.

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

Yes, the Company's business agreements and contracts include provisions for upholding human rights. These requirements are explicitly mentioned in IndiaMART's Code of Conduct, which is annexed in the business agreements and contracts.

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	IndiaMART has not conducted any external assessments during the reporting period
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	

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

Not applicable.

PRINCIPLE 6

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

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

Parameter	FY'24	FY'23
From renewable sources		
Total electricity consumption (A)	2,186,666 MJ	1,544,572 MJ
Total fuel consumption (B)	39,186 MJ	51,836 MJ
Energy consumption through other sources (C)	Nil	Nil
Total energy consumed from renewable sources (A+B+C)	2,225,852 MJ	1,596,408 MJ
From non-renewable sources		
Total electricity consumption (D)	Nil	Nil
Total fuel consumption (E)	Nil	Nil
Energy consumption sources (F)	Nil	Nil
Total energy consumed from non-renewable sources (D+E+F)	Nil	Nil
Total energy consumed (A+B+C+D+E+F)	2,225,852 MJ	1,596,408 MJ
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.0002	0.00017
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	0.004	0.004
Energy intensity in terms of physical output	NA	NA
Energy intensity (optional) – the relevant metric may be selected by the entity	NA	NA

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, IndiaMART has not conducted any external assurance.

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

No, owing to the nature of business IndiaMART conducts, it does not have any sites/facilities as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India.

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

Parameter	FY'24 (Current Financial Year)	FY'23 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	Nil	Nil
(ii) Groundwater	Nil	Nil
(iii) Third party water	23,555	16,252
(iv) Seawater / desalinated water	Nil	Nil
(v) Others	Nil	Nil
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	23,555	16,252
Total volume of water consumption (in kilolitres)	23,555	16,252
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	2.068	1.427
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	47.317	39.608
Water intensity in terms of physical output	NA	NA
Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA

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, IndiaMART has not conducted any external assurance.

4. Provide the following details related to water discharged:

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

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

No, IndiaMART has not conducted any external assurance.

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

The corporate office is in a leased multistory building with multiple tenants, making it impractical for the Company to implement the mechanism independently.

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

Parameter	Please specify unit	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
NOx			
SOx (SO2)			
Particulate matter (PM)			
Persistent organic pollutants (POP)			
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others			

The Company report on GHG emissions. However, given our sector, details of air emissions other than GHG is not material to us

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

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

Parameter	Unit	FY24 * (Current Financial Year)	FY23 * (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	tonnes of CO2 equivalent	11.40	15.42
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	tonnes of CO2 equivalent	430.55	347.52
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	tCO2e/ turnover in ₹ (millions)	0.04	0.04
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	tCO2e/ turnover in ₹ (millions) adjusted for PPP	0.888	0.885
Total Scope 1 and Scope 2 emission intensity in terms of physical output	NA	NA	NA
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	NA	NA	NA

*Excludes data related to sales offices.

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, IndiaMART has not conducted any external assurance.

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

No, to measure its carbon footprint, IndiaMART calculates all greenhouse gas emissions from both direct and indirect operations. The company is dedicated to reducing its overall emissions resulting from operations. To achieve this goal, the company continuously evaluates how its operations affect the environment, identifies key factors that contribute to its impact, and develops efficient carbon-reduction measures to reduce its carbon footprint. One of the key ways IndiaMART achieves this is by ensuring low electricity consumption through a variety of energy-saving measures. These measures include the installation of energy-efficient heating and cooling systems to replace fossil fuel heating, enhancing appliance energy efficiency by switching them off while not in use, bringing greater control over the being heated, using LED lighting, insulating buildings to prevent heat loss, and installing solar rooftops at its corporate headquarters. All of these measures are essential steps in lowering greenhouse gas emissions. By periodically assessing the overall effect on the natural environment, identifying primary factors that contribute to its impact, and developing successful carbon reduction initiatives, IndiaMART continuously aims to achieve deeper decarbonisation.

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

IndiaMART is an online B2B marketplace and is solely a service provider and hence there is no significant waste generated from our operations.

Parameter	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	NA	NA
E-waste (B)	3.49	Nil
Bio-medical waste (C)	NA	NA
Construction and demolition waste (D)	NA	NA
Battery waste (E)	4.80	Nil
Radioactive waste (F)	NA	NA
Other Hazardous waste. Please specify, if any. (G)	NA	NA
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	NA	NA
Total (A+B + C + D + E + F + G + H)	8.29	Nil
Waste intensity per rupee of turnover (Total waste generated/ Revenue from operations)	0.0007	Nil
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.017	Nil
Waste intensity in terms of physical output	NA	NA
Waste intensity (optional) - the relevant metric may be selected by the entity	NA	NA
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	8.29	Nil
(ii) Re-used	Nil	Nil
(iii) Other recovery operations	Nil	Nil
Total	8.29	Nil
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	Nil	Nil
(ii) Landfilling	Nil	Nil
(iii) Other disposal operations	Nil	Nil
Total	Nil	Nil

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

Yes, recycling certificate has been issued by BRP Infotech Private Limited.

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

Given the nature of IndiaMART's business, e-waste is the primary waste generated. As part of its operations, the Company produces a minimal amount of e-waste, which is managed in accordance with the relevant laws. This e-waste mainly originates from discarded electrical and electronic devices. To manage this, the Company ensures the safe disposal and recycling of e-waste by transferring it to certified recyclers. Additionally, the Company refurbishes its IT assets when feasible.

The Company's dry waste primarily includes paper waste. There has been a consistent focus on reducing paper consumption through extensive digitisation across various value chains and functions. Waste papers generated in the offices are shredded and subsequently recycled into new paper products as part of a wastepaper recycling service.

The Company's initiatives aim to reduce waste and optimise resource efficiency.

11. If the entity has operations/offices in/ around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forest coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
Not applicable, as the Company does not have offices in/around ecologically sensitive areas.			

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

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

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

S. No.	Specify the law / regulation/ guidelines which was not complied with	Provide details of the non- compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Yes, IndiaMART is compliant with the applicable environmental law/regulations/guidelines in India, such as the Water (Prevention and Control of Pollution) Act, the Air (Prevention and Control of Pollution) Act and the Environment Protection Act and Rules.				

PRINCIPLE 7

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

1. a. Number of affiliations with trade and industry chambers/ associations. - 2
- b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Internet and Mobile Association of India (IAMAI)	National
2	The IndUS Entrepreneurs (TiE)	International

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

Name of authority	Brief of the case	Corrective action taken
No incidents of anti-competitive behaviour reported.		

PRINCIPLE 8**Businesses should promote inclusive growth and equitable development****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
IndiaMART has not conducted any Social Impact Assessment in the current financial year.					

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

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

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

IndiaMART employs various channels to receive and resolve grievances from various stakeholders. Should any community members express concerns, the relevant individual may contact the Company's Corporate Social Responsibility (CSR) Team associated with the project. Appropriate measures are promptly implemented to address these grievances

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

	FY24 Current Financial Year	FY23 Previous Financial Year
Directly sourced from MSMEs/ small producers	NA	NA
Directly from within India	NA	NA

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

Location	FY24 Current Financial Year	FY23 Previous Financial Year
Rural	0%	0%
Semi-urban	0%	0%
Urban	61%	65%
Metropolitan	39%	35%

PRINCIPLE 9**Businesses should engage with and provide value to their consumers in a responsible manner****1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.**

The Company has in place a clearly defined system for appropriate redressal of customer complaints.

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	Not applicable
Recycling and/or safe disposal	

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

	FY'24 (Current Financial Year)			FY'23 (Previous Financial Year)		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	NA	0	0	NA
Advertising	0	0	NA	0	0	NA
Cyber-security	0	0	NA	0	0	NA
Delivery of essential services	0	0	NA	0	0	NA
Restrictive Trade Practices	0	0	NA	0	0	NA
Unfair Trade Practices	17	63	NA	24	63	NA
Other	Nil					

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

	Number	Reasons for recall
Voluntary recalls		
Forced recalls		Not applicable

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

Being a tech-driven organisation, cyber security continues to pose the biggest threat to business continuity, including the inability to prevent third parties, especially rivals, from infringing our intellectual property rights.

As part of our strategies to mitigate the abovementioned risks, the Company has an Information Security Policy that covers all business functions and processes in the Company associated with information assets to provide customers, employees and business partners' benefits and secure services in the Company in the form of information security, business continuity and privacy.

The said policy is available on the intranet of IndiaMART, which is accessible by all employees.

Moreover, all policies and processes relating to information technology and data privacy are duly audited and certified leading to issuance of two ISO certifications ISO 27001 and ISO 27701.

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.

Nil

7. Provide the following information relating to data breaches:

- Number of instances of data breaches along-with impact: Nil
- Percentage of data breaches involving personally identifiable information of customer: Nil
- Impact, if any, of the data breaches: Nil