

June 28, 2023

<b>The Secretary, BSE Limited Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai-400001</b>	<b>Asst. Vice President, National Stock Exchange of India “Exchange Plaza”, Bandra Kurla Complex, Bandra (East), Mumbai-400051</b>
<b>Scrip Code: 532529</b>	<b>Scrip Symbol: NDTV</b>

**Sub: Business Responsibility and Sustainability Report for the financial year 2022-23**

Dear Sir/ Ma'am,

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith the “Business Responsibility and Sustainability Report” for the financial year 2022-23, which also forms part of the Annual Report of the Company.

You are requested to take the same on record.

Thanking you,

Yours sincerely,

For **New Delhi Television Limited**

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**Parinita Bhutani Duggal**  
**Company Secretary and Compliance Officer**

**Encl: A/a**

# Business Responsibility and Sustainability Report

## SECTION A: GENERAL DISCLOSURE

### I. Details of the Listed Entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L92111DL1988PLC033099
2.	Name of the Listed Entity	New Delhi Television Limited
3.	Year of incorporation	08/09/1988
4.	Registered office address	B-50 A, 2nd Floor, Archana Complex, Greater Kailash I, New Delhi - 110048
5.	Corporate address	B-50 A, 2nd Floor, Archana Complex, Greater Kailash I, New Delhi - 110048
6.	E-mail	secretarial@ndtv.com
7.	Telephone	+91 11 - 4157 7777
8.	Website	www.ndtv.com
9.	Financial year for which reporting is being done	2022-23
10.	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited and BSE Limited
11.	Paid-up Capital	₹25,78,85,068
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Parinita Bhutani Duggal Company Secretary and Compliance Officer E-mail: parinitad@ndtv.com Contact No.: 011-26446666
13.	Reporting boundary	Standalone basis

### II. Products and Services

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Information and Communication	Broadcasting and Programming Activities	100%

#### 15. 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.	Broadcasting of News and other related services	6020	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	13	13
International	Not Applicable	0	0

\* The Company is engaged in the business of Media and Broadcasting and does not have any plant to undertake any manufacturing activities.

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

Locations	Number
National (No. of States)	10
International (No. of Countries)	67

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

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

The Company is in the Media and Broadcasting business; hence it caters to a wide range of customers who consume its news and media content. Below are the type of customers of the Company:

- Individual news consumers
- Television viewers
- Digital users
- Business and financial professionals
- Political stakeholders
- Advertisers and sponsors

### IV. Employees

#### 18. Details as at the end of Financial Year

##### 1. Employees (including differently abled):

Particulars	Total (A)	Male		Female	
		No. (B)	% (B/A)	No. (C)	% (C/A)
<b>EMPLOYEES</b>					
Permanent (D)	508	403	79.33%	105	20.66%
Other than Permanent (E)	0	0	0	0	0
<b>Total employees (D + E)</b>	<b>508</b>	<b>403</b>	<b>79.33%</b>	<b>105</b>	<b>20.66%</b>
<b>WORKERS*</b>					
Permanent (F)	0	0	0	0	0
Other than Permanent (G)	53	49	92.45%	4	7.54%
<b>Total Workers (F+G)</b>	<b>53</b>	<b>49</b>	<b>92.45%</b>	<b>4</b>	<b>7.54%</b>

\*On the rolls of third party.

##### 2. Differently abled Employees and workers:

Particulars	Total (A)	Male		Female	
		No. (B)	% (B/A)	No. (C)	% (C/A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>					
Permanent (D)	6	6	100%	0	0
Other than Permanent (E)	0	0	0	0	0
<b>Total employees (D + E)</b>	<b>6</b>	<b>6</b>	<b>100%</b>	<b>0</b>	<b>0</b>
<b>DIFFERENTLY ABLED WORKERS</b>					
Permanent (F)	0	0	0	0	0
Other than Permanent (G)	0	0	0	0	0
<b>Total Workers (F+G)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

**19. Participation/Inclusion/Representation of women**

	Total (A)	Number (B)	Percentage of Females % (B/A)
<b>Board of Directors</b>	5	1	20
<b>Key Management Personnel</b>	4	1	25

**20. Turnover rate for permanent employees and workers: (Disclose trends for the past 3 years)**

Particulars	FY 2022-23 (Turnover rate in current FY)			FY 2021-22 (Turnover rate in previous FY)			FY 2019-20 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
<b>Permanent Employees</b>	20.17%	39.42%	59.59%	8.15%	4.57%	12.72%	14.47%	6.70%	21.17%
<b>Permanent Workers</b>	Not Applicable								

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

Sr. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	RRPR Holding Private Limited	Holding	56.45%	No
2.	NDTV Media Limited	Subsidiary	74%	No
3.	NDTV Convergence Limited	Subsidiary	92%	No
4.	NDTV Labs Limited	Subsidiary	99.97%	No
5.	Delta Softpro Private Limited*	Subsidiary	100%	No
6.	NDTV Networks Limited	Subsidiary	85%	No
7.	NDTV Worldwide Limited	Subsidiary	96.25%	No
8.	BrickbuyBrick Project Limited**	Subsidiary	100%	No
9.	SmarkCooky Internet Limited**	Subsidiary	98%	No
10.	On Demand Transportation Technologies Limited**	Subsidiary	100%	No
11.	Red Pixels Ventures Limited	Associate	44.16%	No
12.	Astro Awani Networks Sdn Bhd	Associate	20%	No
13.	OnArt Quest Limited	Joint Venture	31.8%	No
14.	Lifestyle & Media Broadcasting Limited	Joint Venture	41.46%	No
15.	Indianroots Shopping Limited	Joint Venture	41.9%	No
16.	Indianroots Retail Private Limited (strike off)	Joint Venture	41.9%	No

\* Ceased to be the wholly owned subsidiary of the Company w.e.f. March 28, 2023.

\*\* Liquidated under Section 59 (7) of Insolvency and Bankruptcy Code, 2016 (Voluntary Liquidation Process), Regulation 2017.

**VII. CSR Details**

	Response
<b>22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)</b>	Yes
<b>(ii) Turnover (in ₹)</b>	2,30,90,69,700
<b>(iii) Net worth (in ₹)</b>	3,45,49,23,792

**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.**

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 2022-23 Current Financial Year			FY 2021-22 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
<b>Communities</b>	Yes <a href="https://www.ndtv.com/convergence/ndtv/new/complaintform.aspx">https://www.ndtv.com/convergence/ndtv/new/complaintform.aspx</a>	NIL	NIL	NIL	NIL	NIL	NIL
<b>Investors (other than shareholders)</b>	Yes secretarial@ndtv.com	NIL	NIL	NIL	NIL	NIL	NIL
<b>Shareholders</b>	Yes The Company offers a means to handle any issues or complaints raised by its shareholders. Kfin Technologies Limited serves as the appointed Registrar and Share Transfer Agents for addressing any shareholders inquiries, requests and grievances. Shareholders can also lodge their grievances at scores portal <a href="http://www.scores.gov.in/">www.scores.gov.in/</a> or by writing to the Company at secretarial@ndtv.com	2	0	NIL	NIL	NIL	NIL
<b>Employees and workers</b>	Yes The Company's Whistleblower Mechanism is accessible to all the employees of the Company. The employee, on becoming aware of any suspected or actual fraud, can file their grievances to the Ethics Committee of Company. Further, the 'Internal Complaints Committee' of the Company handles any complaint received regarding the sexual harassment at workplace. <a href="https://www.ndtv.com/convergence/ndtv/corporatepage/images/VigilMechanism_New.pdf">https://www.ndtv.com/convergence/ndtv/corporatepage/images/VigilMechanism_New.pdf</a>	1	0	NIL	NIL	NIL	NIL

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 2022-23 Current Financial Year			FY 2021-22 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
<b>Customers</b>	Yes  The Company follows strictly the Code of Ethics & Broadcasting Standards and the News Broadcasting & Digital Standards Regulations of the News Broadcasters and Digital Association (NBDA).  The Compliance Officer (designated under NBDA) receives viewer complaints and concerns about content; a response is provided by the said Compliance Officer in accordance with News Broadcasting & Digital Standards Regulations.  <a href="https://www.ndtv.com/convergence/ndtv/new/complaintform.aspx">https://www.ndtv.com/convergence/ndtv/new/complaintform.aspx</a>	NIL	NIL	NIL	NIL	NIL	NIL
<b>Value Chain Partners</b>		Not Applicable					

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

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate the positive/negative implications)
1.	Financial prudence	Risk	Failure to identify potential financial risks and challenges could impact the company's long-term sustainability.	<ul style="list-style-type: none"> <li>The Management ensures that expenses are dynamic and mapped to revenue on a quarterly basis.</li> <li>Cash flow is scrutinized every month.</li> <li>Sales targets versus actuals are measured on a monthly basis.</li> <li>Expenses are sanctioned and incurred on the basis of the above reviews</li> </ul>	Negative
2.	Large advertising deals	Risk	Large advertising deals often involve working with a limited number of major clients or brands.	<ul style="list-style-type: none"> <li>Annual advertising deals for flagship programs guarantee that a portion of the Company's annual income is ensured at the beginning of the financial year</li> </ul>	Negative

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate the positive/negative implications)
			<p>Advertising budgets can be sensitive to changes in the overall economy or specific industry trends.</p> <p>The media industry is highly competitive, and media companies must continually adapt to changing market dynamics. Large advertising deals may be subject to renegotiation or non-renewal as market conditions evolve.</p>	<ul style="list-style-type: none"> <li>Large campaigns focusing on societal issues and public awareness that set NDTV apart from other broadcasters are renewed annually to ensure continuity of revenue</li> <li>Flagship news events are highlighted for special Sales deals and are monetized as such</li> <li>The Company sells digital plus tv together to ensure maximum leverage in a crowded market and its Social Media strength is fast emerging as a USP</li> </ul>	
3.	Safety of Employees	Risk	Failure to ensure the health, safety and well-being of the employees of the Company can impact productivity. This can consequently affect our business operations, customer satisfaction and profitability	<ul style="list-style-type: none"> <li>Regular reviews are held, including by Internal Auditors, to ensure the Company is compliant with all regulations applicable to employees</li> <li>A creche is operated on the premises of the Company to help working mothers. It is staffed with a doctor and trained attendants.</li> <li>Shuttle services are provided at early and late hours to ensure women commute safely in Company-supervised transport</li> <li>Two doctors monitor all employees who are sick, and a daily report is generated on this and reviewed by Management and concerned HODs</li> <li>Offices are thoroughly sanitized and cleaned so as to ensure the well-being of the employees</li> </ul>	Negative
4.	Cyber security	Risk	Cyber security risks encompass the potential for unauthorized access, breaches, or theft of sensitive information, including customer data, intellectual property, or financial records.	<ul style="list-style-type: none"> <li>The NDTV network is shielded from the outside world via Sonicwall firewall with best practice policies.</li> <li>Desktop/laptop communication on the network is protected via best-in-class Cisco Umbrella end-point security.</li> <li>All computers, including Servers on the network also have McAfee EDR (Endpoint detection and response) protection with real-time threat detection.</li> </ul>	Negative



Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate the positive/negative implications)
			There is a need to take proactive cybersecurity measures, risk management, and continuous monitoring to safeguard sensitive data, protect operations, comply with regulations, and maintain stakeholder trust.	<ul style="list-style-type: none"> <li>Employees can access NDTV's internal network from home through Sonicwall's VPN (virtual private network). VPN is enabled with MFA (Multifactor authentication).</li> <li>NDTV's email is hosted on Microsoft Office 365 cloud services and also protected with MFA.</li> <li>We also have provision of auto-patching any security updates which are rolled out by Microsoft Windows Security System.</li> <li>Entire finance system has been also migrated to the Oracle Cloud, which is one of the safest systems from Cyber security / threat point of view.</li> </ul>	
5.	Technology	Risk	Technology risk involves potential for any technology failure to disrupt a business. This cyber risk can come in many forms, including inefficiencies, theft, and malware. However, the primary threats revolve around software architecture, tooling, and delivery and maintenance.	<p><b>Core IT Operations</b></p> <ul style="list-style-type: none"> <li>NDTV email is hosted and run on the cloud via Microsoft and there is no risk of outage other than those covered under standard SLA by Microsoft</li> <li>NDTV intranet servers are regularly and on schedule backed up at Veeam backup solution on LTO tapes &amp; HOT DR disaster recovery has been implemented to mitigate any possible risk associated with physical servers on-premises.</li> </ul> <p><b>Broadcast Television</b></p> <ul style="list-style-type: none"> <li>Entire operations are managed and run in-house, inclusive of Studio, PCR &amp; Transmission.</li> </ul> <p><b>Digitalization</b></p> <ul style="list-style-type: none"> <li>Both the content management system and the user facing websites are hosted on Amazon AWS cloud, which mitigates the risk of non-availability of the site.</li> </ul>	Negative

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate the positive/negative implications)
6.	Digital Media Consumption	Opportunity	With the increasing penetration of smartphones, affordable internet connectivity, and changing consumer preferences, there has been a significant shift towards digital media consumption. This presents an opportunity for the Company to expand its digital platforms, engage with a wider audience, and deliver content through innovative digital channels. By leveraging this opportunity, the Company can enhance its reach, brand visibility, and revenue streams.	-	Positive
7.	Training and Development	Opportunity	Equipping Company workforce with the requisite technical and behavioural skills, through regular training, helps the Company raise the bar on quality of its offering and become increasing future-ready.	-	Positive
8.	Talent Attraction and retention	Opportunity	Recruiting and retaining the best talent. The Company deliver value to its customers and helps in maintaining its market leadership.	-	Positive

**SECTION B : MANAGEMENT AND PROCESS DISCLOSURES**

Sr. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</b>										
1.	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c. Web Link of the Policies, if available	https://www.ndtv.com/convergence/ndtv/corporatepage/Policy.aspx								
2.	Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	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) adopted by your entity and mapped to each principle.	No	No	No	No	No	No	No	No	No
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company will continue to focus on following parameters: <ol style="list-style-type: none"> <li>Ethical Reporting: Committed to maintaining the highest standards of journalistic ethics, accuracy, fairness, and impartiality in all news reporting and programming.</li> <li>Editorial Independence: Ensuring editorial independence and freedom of expression, upholding the principles of democracy and transparency.</li> <li>Diversity and Inclusion: Fostering a diverse and inclusive work environment that respects and values differences in gender, ethnicity, religion, age, and other characteristics. Setting targets for increasing diversity in the workforce and achieving gender parity in leadership positions.</li> <li>Employee Well-being: Prioritizing the health, safety, and well-being of employees through policies, trainings, and work-life balance initiatives.</li> <li>Environmental Sustainability: Setting goals and targets to reduce environmental impact, such as energy consumption, waste generation and water management. Exploring initiatives to increase energy efficiency, promote renewable energy sources, and implement responsible waste management practices.</li> </ol>								
6.	Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met.	<ul style="list-style-type: none"> <li>The Company acknowledges its responsibility to make a positive impact on communities by pinpointing the main areas of focus and accomplishing these commitments and objectives through investor education initiatives and corporate social responsibility initiatives.</li> <li>The Company fosters an inclusive workplace and does not exhibit any form of discrimination towards individuals based on their gender, race/ caste, religion/beliefs, disability, marital status, or any other category. Additionally, the Company values hiring individuals based on their merit and qualifications.</li> <li>The Company is dedicated to reducing the carbon footprint.</li> </ul>								

Sr. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9																																																																																										
<b>Governance, leadership and oversight</b>																																																																																																				
7.	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements	NDTV is a subsidiary of Adani Enterprises Limited. The Company strongly believes that embedding Environmental, Social, and Governance (ESG) principles in its business operations is not only a responsible but an essential part of our business. Adherence to these principles helps build resilience, transform culture and long-term value creation to systematically identify opportunities, manage risk, and secure the interest of all our stakeholders. At NDTV, corporate governance comprises rules, processes, practices, and policies by which the Company is managed. The spirit of governance balances the spirit of all the stakeholders. The result is that the governance is not incidental but integral to the existence of the organization. Being at the centre of the Company's corporate governance practice, our Board possesses a prudent balance of skills, knowledge and experience. The Company's governance practice is supported by committees to which certain Board responsibilities are delegated and these committees report to the Board. The Company aspires to be a distinguished leader in ESG among all.																																																																																																		
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	The Board of the Company has constituted a Risk Management Committee comprising of two Board Members (including one Independent Director) and one senior company executive to oversee strategies, activities, and policies. <table border="1" style="width: 100%; margin-top: 10px;"> <thead> <tr> <th>Name of Member</th> <th>Composition of Committee</th> </tr> </thead> <tbody> <tr> <td>Mr. Sanjay Pugalia</td> <td>Chairperson</td> </tr> <tr> <td>Ms. Dipali Balkrishan Goenka</td> <td>Member</td> </tr> <tr> <td>Mr. Shobhit Dwivedi</td> <td>Member</td> </tr> </tbody> </table>									Name of Member	Composition of Committee	Mr. Sanjay Pugalia	Chairperson	Ms. Dipali Balkrishan Goenka	Member	Mr. Shobhit Dwivedi	Member																																																																																		
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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.	As mentioned above, the Board of the Company has constituted a Risk Management Committee comprising of two Board Members (including one Independent Director) and one senior executive, which meets on a half yearly basis.																																																																																																		
<b>10. Details of Review of each NGRBCs by the Company</b>																																																																																																				
	<b>Subject for Review</b>	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th colspan="9">Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee</th> <th colspan="9">Frequency (Annually/ Half yearly (H)/ Quarterly/ Any other - pls specify)</th> </tr> <tr> <th>P1</th><th>P2</th><th>P3</th><th>P4</th><th>P5</th><th>P6</th><th>P7</th><th>P8</th><th>P9</th> <th>P1</th><th>P2</th><th>P3</th><th>P4</th><th>P5</th><th>P6</th><th>P7</th><th>P8</th><th>P9</th> </tr> </thead> <tbody> <tr> <td colspan="2">Performance against above policies and follow up action</td> <td>Y</td><td>Y</td><td>Y</td><td>Y</td><td>Y</td><td>Y</td><td>Y</td><td>Y</td><td>H</td><td>H</td><td>H</td><td>H</td><td>H</td><td>H</td><td>H</td><td>H</td> </tr> <tr> <td colspan="2">Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances.</td> <td><b>P1</b></td><td><b>P2</b></td><td><b>P3</b></td><td><b>P4</b></td><td><b>P5</b></td><td><b>P6</b></td><td><b>P7</b></td><td><b>P8</b></td><td><b>P9</b></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td> </tr> <tr> <td colspan="2"></td> <td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td> </tr> </tbody> </table>									Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly (H)/ Quarterly/ Any other - pls specify)									P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9	Performance against above policies and follow up action		Y	Y	Y	Y	Y	Y	Y	Y	H	H	H	H	H	H	H	H	Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances.		<b>P1</b>	<b>P2</b>	<b>P3</b>	<b>P4</b>	<b>P5</b>	<b>P6</b>	<b>P7</b>	<b>P8</b>	<b>P9</b>										Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes							
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		Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes																																																																																										
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.	No	No	No	No	No	No	No	No	No																																																																																										

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)									
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)									

Not applicable

### SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURES

**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 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	Percentage of persons in respective category covered by the awareness programs
1. Board of Directors	2	The Company conducts orientation programmes after the appointment of new Directors on its Board, wherein the management of the Company makes presentations to familiarise the Directors with the media business/ industry practices, systems and policies adopted by various departments of the Company, especially the governance practices and compliance process adopted by the Company.  During the year, the Board of Directors of the Company spent approximately 3.30 hours on various familiarization programs comprising matters relating with changes in the regulations, policies impacting the business of the Company through its periodical updates inter-alia, overview of the mutual fund industry, regulatory developments, overview and outlook of Indian economy, markets update and trends, risk management mechanism.	100%
2. Key Managerial Personnel	1	The Company have a Code of Conduct for senior management personnel of the Company which covers topics like ethical business conduct, confidentiality of Information, Disclosure and filings, conflict of interest, etc.	100%
3. Employees other than Board of Director and Key Managerial Personnel	2	The Company conducted two workshops for its employees related to prevention of sexual harassment, prohibition of insider trading, etc.	100%
4. Workers	Since all the workers of the Company are employed by a third party contractor, the responsibility for training and awareness falls upon the contractors.		

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors/ KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format:

#### MONETARY

Particulars	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes / No)
Penalty/ Fine	Principle 1	Securities and Exchange Board of India (SEBI)	10,00,000	SEBI issued a Show Cause Notice dated 20 August 2018 for alleged violation of Clause 36 of the Equity Listing Agreement read with Section 21 of the Securities Contracts (Regulation) Act, 1956 on account of not disclosing the loan agreements entered by the Promoters with ICICI Bank and VCPL.  SEBI vide its order dated 29 December 2020 imposed a penalty of ₹5 crores on the Company under Section 23E of the Securities Contracts (Regulation) Act, 1956 for non-disclosure of the said loan agreements.  NDTV was not a party to the said loan agreements, and it disclosed these agreements in 2015 in response to media reports that speculated a change in control.  The Company filed an appeal before SAT challenging the order dated 29 December 2020 passed by SEBI.  The SAT vide order dated 20 July 2022 partly allowed the appeal and reduced the penalty from ₹5 crores to ₹10 lakhs for violation of Clause 36 of the listing agreement. Without prejudice to its rights and contentions, NDTV has paid the penalty of ₹10 lakhs as directed by SAT Order.	SEBI has filed an appeal before the Hon'ble Supreme Court challenging the SAT Order.  In the hearing held on May 1, 2023, the Hon'ble Supreme Court stayed the recovery of demand.
	Principle 1	SEBI	5,00,00,000	SEBI issued notices dated 14 March 2018 to Dr. Prannoy Roy, Mrs. Radhika Roy and RPRR Holding Private Limited for alleged violation of Section 12A(a), (b), (c) of SEBI Act read with Regulations 3(a),(b),(c),(d) and 4(i) of PFUTP Regulations on account of not disclosing the loan agreements entered by the Promoters with ICICI Bank and VCPL. It has been further alleged that Dr. Prannoy Roy and Mrs. Radhika Roy has violated the provisions of Clause 49(1)(D) of Listing Agreement read with Section 21 of the Securities Contracts (Regulation) Act, 1956.	Dr. Prannoy Roy, Mrs. Radhika Roy and RPRR Holding Private Limited have filed a civil appeal challenging the penalty of ₹5 crores upheld by SAT. Further, SEBI has also filed a civil appeal assailing the said SAT Order.

MONETARY					
Particulars	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes / No)
				SEBI vide its order dated 14 June 2019 held as follows: (a) Dr. Prannoy Roy, Mrs. Radhika Roy and RRRP Holding Private Limited are restrained from accessing the securities market and are further prohibited from buying, selling or otherwise dealing in securities, directly or indirectly, or being associated with the securities market in any manner, whatsoever, for a period of two (2) years. It is also clarified that during the said period of restraint/prohibition, the existing holding, including units of mutual funds shall remain frozen; (b) Dr. Prannoy Roy and Mrs. Radhika Roy are restrained from holding or occupying any position as Director or Key Managerial Personnel in the Company for a period of two (2) years; and (c) Dr. Prannoy Roy and Mrs. Radhika Roy are restrained from holding or occupying any position as Director or Key Managerial Personnel in any other listed company for a period of one (1) year  SEBI issued another notice dated 5 September 2018 to Dr. Prannoy Roy, Mrs. Radhika Roy and RRRP Holding Private Limited seeking to impose a penalty under Section 15HA of the SEBI Act and Section 23H of the Securities Contracts (Regulation) Act, 1956.  SEBI vide its order dated 24 December 2020 held as follows: (a) Dr. Prannoy Roy, Mrs. Radhika Roy and RRRP Holding Private Limited have violated the provisions of Section 12A (a) and (b) of the SEBI Act read with Regulations 3 (a), (b), (c), (d) and 4 (1) of SEBI (Prohibition of Fraudulent and Unfair Trade Practices relating to Securities Market) Regulations, 2003. (b) Dr. Prannoy Roy and Mrs. Radhika Roy have violated Clause 49 (1) (D) of Equity Listing Agreement read with Section 21 of the Securities Contracts (Regulation) Act, 1956.	In the hearing held on May 1, 2023, the court stayed the recovery of demand. The matter shall now be taken up in July, 2023.

MONETARY					
Particulars	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes / No)
				(c) A penalty of ₹25 Crores has been imposed on Dr. Prannoy Roy, Mrs. Radhika Roy and RRRP Holding Private Limited under Section 15HA of the SEBI Act, to be paid jointly and severally within 45 days of the receipt of the order. (d) A penalty of ₹1 Crore each has been imposed on Dr. Prannoy Roy and Mrs. Radhika Roy under Section 23H of the Securities Contracts (Regulation) Act, 1956, to be paid within 45 days of the receipt of the order.  Dr. Prannoy Roy, Mrs. Radhika Roy and RRRP Holding Private Limited filed an appeal before SAT challenging the SEBI orders, SAT vide common order dated 20 July 2022 has set aside the SEBI order dated 14 June 2019 and reduced the penalty imposed vide order dated 24 December 2020 from ₹25 crores to ₹5 crores for violation of Clause 49(1)(D) of the listing agreement.  BSE and NSE on February 21, 2023, have imposed a penalty of ₹62,540/- each, on the Company, for: (a) Non - Compliance with Regulation 17(1) of SEBI LODR; Non-compliance with the requirements pertaining to the composition of the Board including failure to appoint woman director. (b) Non - Compliance with Regulation 18(1) of SEBI LODR; Non-compliance with the constitution of Audit Committee. (c) Non - Compliance with Regulation 19(1) and 19(2) of SEBI LODR; Non-compliance with the constitution of Nomination and Remuneration Committee.	The said non-compliance was solely on account of change in control of the Company and the said vacancies were filled within the time period granted by SEBI under Regulation 25(6) of SEBI LODR read with Rule 4 of Companies (Appointment and Qualification of Directors) Rules, 2014.

MONETARY					
Particulars	NGRBC Principle	Name of the regulatory/enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes / No)
					Accordingly, the Company has filed an application to seek waiver of the penalty imposed by the stock exchanges in accordance with Policy for Exemption of Fines. Further, during the pendency of waiver applications, the Company, without prejudice to its rights and contentions, has paid the penalty of ₹62.540/- each with BSE and NSE.

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

Note: The Company discloses on the basis of materiality as specified under Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as per the materiality policy of the Company.

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
Civil Appeal No. 7135 of 2022, 7067 of 2022, 6975 of 2022 and 7335 – 7341 of 2022	SEBI
Dr. Prannoy Roy, Mrs. Radhika Roy and RRPR Holding Private Limited have filed a civil appeal challenging the penalty of ₹5 crores upheld by SAT vide order dated July 20, 2022. Further, SEBI has also filed a civil appeal assailing the said SAT Order.	
Civil Appeal No. 7617 of 2022	SEBI
SEBI has filed an appeal before the Supreme Court challenging the SAT Order dated July 20, 2022.	

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, anti-corruption and anti-bribery guidelines are part of the Human Resource related policies of the Company and are available to internal stakeholders. The Company is committed to conducting business in an ethical manner. All forms of bribery and corruption are prohibited. The Company conducts its business in adherence to all statutory and regulatory guidelines.

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

Particulars	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

Particulars	FY 2022-23 (Current Financial Year)		FY 2021-22 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	Not Applicable	0	Not Applicable
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	Not Applicable	0	Not Applicable

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.**

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.**

Particulars	Current FY 2022-23	Previous FY 2021-22	Details of improvements in environmental and social impacts
<b>R&amp;D</b>			The Company is primarily involved in the business of Media and Broadcasting, hence the relevance of the above is largely restricted to capital expenditure towards information technology. The Company continues to invest in technology and build a robust digital environment across the organisation. The Company constantly takes efforts to reduce its impact on the environment and society.
<b>Capex</b>			

2. **Does the entity have procedures in place for sustainable sourcing? (Yes/No) If yes, what percentage of inputs were sourced sustainably?**

Yes, We are a Media and Broadcasting Company, we do not source raw materials. However, all our procurement follows the principal of sustainable sourcing.

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.**

- (a) **Plastic (including packaging):** At our offices we have engaged with a vendor partner who collects our wet and dry waste to recycle in a eco-friendly manner;
- (b) **E-waste:** Our E-waste broadly includes computer hardware parts, servers, printers, scanners, Batteries etc. All such kind of E-waste are being disposed of through a government authorized E-waste recycler; and
- (c) **Hazardous waste:** Owing to the nature of Company business, which does not produce hazardous waste. Hence this is not applicable.
- (d) **Other waste:** There is no other kind of waste generated from our offices, other than listed above.

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

**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)
<b>Permanent Employees</b>											
Male	403	403	100%	403	100%	0	0	403	100%	403	100%
Female	105	105	100%	105	100%	105	100%	0	0	105	100%
<b>Total</b>	<b>508</b>	<b>508</b>	<b>100%</b>	<b>508</b>	<b>100%</b>	<b>105</b>	<b>20.66%</b>	<b>403</b>	<b>79.33%</b>	<b>508</b>	<b>100%</b>
<b>Other than Permanent Employees</b>											
Male											
Female											
<b>Total</b>											

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

Category	% of Workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent Workers</b>											
Male	48	48	100%	48	100%	48	48	0	0	0	0
Female	5	5	100%	5	100%	5	5	0	0	0	0
<b>Total</b>	<b>53</b>	<b>53</b>	<b>100%</b>	<b>53</b>	<b>100%</b>	<b>53</b>	<b>53</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Other than Permanent Workers</b>											
Male											
Female											
<b>Total</b>											

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

Benefits	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted & 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 & deposited with the authority (Y/N/N.A.)
<b>PF</b>	100%	Not Applicable	Y	100%	Not Applicable	Y
<b>Gratuity</b>	100%	Not Applicable	Not Applicable	100%	Not Applicable	Not Applicable
<b>ESI*</b>	5.14%	Not Applicable	Y	14.97%	Not Applicable	Y

\*Notes: All eligible employees covered under the Employee State Insurance Act, 1948 are provided the benefit

3. **Accessibility of workplaces**

At all our offices, we have made special provisions for differently abled employees and workers in accordance with the Rights of Persons with Disabilities Act, 2016. We strongly promote equal opportunities for everyone, and we acknowledge the importance of having a diverse and equitable work environment. We have designed workplaces for providing assistance or making changes to a position or workplace to enable employees with disabilities to carry out their jobs.

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

Yes, the Company has equal opportunity policy in place, this policy is a part of Business Responsibility Policy of the Company. The web-link for accessing the policy is : [https://www.ndtv.com/convergence/ndtv/corporatepage/images/BusinessResponsibilityPolicy\\_New.pdf](https://www.ndtv.com/convergence/ndtv/corporatepage/images/BusinessResponsibilityPolicy_New.pdf)

**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%	Not Applicable	Not Applicable
Female	100%	75%	Not Applicable	Not Applicable

**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.**

<b>(If Yes, then give details of the mechanism in brief)</b>	
<b>Permanent Employees</b>	Yes The Company has formulated a Whistle-Blower Policy for its employees to report concerns about unethical behavior, actual or suspected fraud or violation of the Company's Code of Business Conduct and Ethics Policy. In addition to that, the Company has zero tolerance ideology for sexual harassment at the workplace and is compliant with provisions relating to the constitution of Internal Complaints Committee under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The Company has also conducted various training and awareness programmes which sensitise its employees to such issues. The Company is committed to redressing every grievance of its employees in a fair and equitable manner.
<b>Other than Permanent Employees</b>	Not Applicable
<b>Permanent Workers</b>	Since all the workers of the Company are employed by a third party contractor, the responsibility for grievances redressal falls upon the contractors.
<b>Other than Permanent Workers</b>	

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

Category	FY 2022-23 Current Financial Year			FY 2021-22 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 (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)
<b>Total Permanent Employees</b>	The Company does not have any employee association					
- Male						
- Female						
<b>Total Permanent Workers</b>						
- Male						
- Female						

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

Category	FY 2022-23 Current Financial Year					FY 2021-22 Previous Financial Year				
	Total (A)	On Health & 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)
<b>Employees</b>										
Male	403	403	100%	50	12.41%	409	409	100%	0	0
Female	105	105	100%	24	22.86%	104	104	100%	0	0
<b>Total</b>	<b>508</b>	<b>508</b>	<b>100%</b>	<b>74</b>	<b>14.67%</b>	<b>513</b>	<b>513</b>	<b>100%</b>	<b>0</b>	<b>0</b>
<b>Workers</b>										
Male	48	48	100%	48	100%	48	48	100%	48	100%
Female	5	5	100%	5	100%	5	5	100%	5	100%
<b>Total</b>	<b>53</b>	<b>53</b>	<b>100%</b>	<b>53</b>	<b>100%</b>	<b>53</b>	<b>53</b>	<b>100%</b>	<b>53</b>	<b>100%</b>

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

Category	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Total (A)	No.(B)	%(B/A)	Total (C)	No.(D)	%(D/C)
<b>Employees</b>						
Male	405	50	12.41%	410	410	100%
Female	103	24	22.86%	103	103	100%
<b>Total</b>	<b>508</b>	<b>74</b>	<b>14.67%</b>	<b>513</b>	<b>513</b>	<b>100%</b>
<b>Workers</b>						
Male	0	0	0	0	0	0
Female	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

**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 of such a system?**

There are no occupational health and safety risks considering the nature of the business. Employee well-being and psychological safety continue to be a priority of the Company. Periodic training on fire safety and fire-fighting equipment are provided along with the evacuation drills.

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

The Company has implemented a comprehensive hazard identification process that spans across all departments. This process involves regular assessments and evaluations to proactively identify potential hazards. Within this process, we prioritize the evaluation and mitigation of ergonomic factors within our workstations, equipment, and processes. To ensure the safety of our employees and the preservation of our assets, we strictly adhere to robust safety protocols and conduct regular maintenance of electrical systems and equipment. Our proactive measures to minimize fire risks further contribute to the overall safety of our operations. Additionally, specialized training and resources are provided to ensure the safety of our onsite reporters and enable them to fulfill their important roles effectively.

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

Not Applicable



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

Yes. All the Company's employees are covered under the Medical Insurance Policy of the Company.

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

Safety Incident/Number	Category	Current FY (2022-23)	Previous FY (2021-22)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

Employee health and safety continue to be a priority for the Company. The Company has taken substantial measures to ensure that its offices are secure and conducive to good health. Periodic fire drills and quality assurance audits are conducted in the office premises to ensure the maintenance of safety standards.

The Company assessed the health, safety, and environment performance across all offices, which included sanitisation of all office premises, regular training to the employees on health and safety topics, medical facilities to the sick employees, medical insurance policy for all employees.

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

Category	Current FY (2022-23)			Previous FY (2021-22)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
<b>Working Conditions</b>	NIL	NIL	-	NIL	NIL	-
<b>Health &amp; Safety</b>	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)
<b>Health and safety practices</b>	All our offices are assessed on Health & Safety parameters.
<b>Working Conditions</b>	

**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.**

Owing to the nature of business this is not directly applicable to the Company.

**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.**

We believe that engagement with stakeholders is key to understanding their needs, working with them to minimize risks, maintaining social legitimacy, improving credibility, and gaining their trust.

We identified our stakeholders as groups and individuals, who can influence or/ are impacted by our operations/

activities, change in technology, regulations, market, and societal trends either directly or indirectly which comprise of communities, employees, supply chain partners, customers, investors, regulators, and civil society organizations for all its operations. We commit to engage openly and authentically with our stakeholders to enhance cooperation and mutual support for a sustainable relationship.

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

Key identified stakeholders	Whether identified as Vulnerable and marginalized group(Yes/ No)	Channel 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
Employees	No	Emails, One-on-one or Group Meetings, Video Meetings, Town halls, Website, Engagement Surveys and Grievance Redressal Platform	Annually/ Half yearly / Quarterly/ as and when required	Annual performance review, benefits offered, trainings and career growth, business operations, employee concerns, and key aspects related to employee well-beings
Shareholders/ Investors	No	Emails, Annual General Meeting, Intimation to Stock Exchanges, Press Release, SMS Newspaper Advertisement, Notices and Website	Quarterly/ Annually and Event based	Intimation of Board Meetings for consideration of quarterly, half yearly and Annual Financial Results. Keeping shareholders updated on the latest developments at the Company, Company performance and address concerns if any.
Customers	No	Email, Newspaper Advertisement, Website, others	Ongoing and Event based	Broadcasting News and Advertisement.
Regulatory Bodies	No	Email, Intimation to Stock Exchanges, Newspaper Advertisement and Website	As per requirement/ and Event based	Regulatory requirements and addressing concerns of regulators, if any.
Communities	No	CSR Initiatives and Public disclosures	Ongoing and Event based	CSR Initiatives and Broadcasting News and Advertisement.



**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 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Total (A)	No. employees of workers covered (B)	%(B/A)	Total(C)	No. employees of workers covered (D)	%(D/C)
<b>Employees</b>						
Permanent	508	508	100%	513	513	100%
Other permanent Than	0	0	0	0	0	0
<b>Total Employees</b>	<b>508</b>	<b>508</b>	<b>100%</b>	<b>513</b>	<b>513</b>	<b>100%</b>
<b>Workers</b>						
Permanent	0	0	0	0	0	0
Other permanent Than	0	0	0	0	0	0
<b>Total Workers</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

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

Category	FY 2022-23 Current Financial Year					FY 2021-22 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)
<b>Employees</b>										
Permanent										
Male	403	67	16.58%	337	83.41%	410	95	23.17%	315	76.82%
Female	105	16	15.38%	88	84.61%	103	18	17.47%	85	82.52%
<b>Other than Permanent</b>										
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
<b>Workers</b>										
Permanent										
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
<b>Other than Permanent</b>										
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0

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

Particulars	Male		Female	
	Number	Median remuneration/salary/ wages of respective category	Number	Median remuneration/salary/ wages of respective category
Board of Directors (BoD)*	1	1,05,86,744	1	1,49,64,365
Key Managerial Personnel	2	1,46,76,400	1	18,01,361
Employees other than BoD and KMP	403	7,22,000	103	7,20,000
Workers	Not Applicable			

\* Includes only Executive Directors who have received remuneration during FY 22-23.

**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 has established Whistle-blower mechanism and an Internal Complaint Committee under The Prevention of Sexual Harassment of Women (POSH) at the workplace, among others, that address human rights issues and their impact. Furthermore, the Company ensures that it does not violate common human rights issues such as discrimination, violence, forced labour, and privacy and freedom of speech. We also have a grievance redressal mechanism to address the concerns of the stakeholders.

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

Category	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
<b>Discrimination at workplace</b>	0	0	Not Applicable	0	0	Not Applicable
<b>Child Labour</b>	0	0	Not Applicable	0	0	Not Applicable
<b>Forced Labour / Involuntary Labour</b>	0	0	Not Applicable	0	0	Not Applicable
<b>Wages</b>	0	0	Not Applicable	0	0	Not Applicable
<b>Other human rights related issues</b>	0	0	Not Applicable	0	0	Not Applicable

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

The POSH policy has the mechanism for addressing complaints pertaining to sexual harassment. All complaints related to sexual harassment are taken up by the Internal Complaint Committees, which are governed under strict confidentiality and there are defined procedures to protect complainant from any retaliatory actions.

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

Yes.

9. Assessments for the year:

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

10. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 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	Unit	FY 2022-23	FY 2021-22
		Current Financial Year	Previous Financial Year
Total electricity consumption (A)	GJ	8903.660	7670.084
Total fuel consumption (B)	GJ	202	282
Energy consumption through other sources (C)	GJ	0	0
<b>Total energy consumption (A+B+C)</b>	GJ	9105.66	7952.084
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	GJ/Cr	22.76%	20.08%
Energy intensity (optional) – the relevant metric may be selected by the entity		Not Applicable	

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, this data has been subject to independent assurance by Intertek India Private Limited, and its report shall form part of this Annual Report.

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, in the following format

Parameter	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	3392	2876
(ii) Groundwater	Not Applicable	Not Applicable
(iii) Third party water	208.2	167.46
(iv) Seawater / desalinated water	Not Applicable	Not Applicable
(v) Others	Not Applicable	Not Applicable
<b>Total volume of water withdrawal (in kilolitres) (only surface water) (i + ii + iii + iv + v)</b>	3392	2876
<b>Total volume of water consumption (in kilolitres)</b>	3600.20	3043.46
<b>Water intensity per rupee of turnover (Water consumed, KL / turnover in Cr)</b>	9%	7.68%
<b>Water intensity (optional) – the relevant metric may be selected by the entity</b>	-	-

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

Yes, this data has been subject to independent assurance by Intertek India Private Limited, and its report shall form part of this Annual Report.

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

The water consumption is mainly for domestic purposes and not used in any process operation, no industrial effluent is discharged.

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

Parameter	Please specify unit	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
NOx			
Sox			
Particulate matter (PM)			
Persistent organic pollutants (POP)			
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others – please Specify			

Not Applicable

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

Particulars	Unit	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	14.97	20.90
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	2003.323	1725.769
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b>	Mt of CO <sub>2</sub> /Cr of turnover	2%	4.4%
<b>Total Scope 1 and Scope 2</b> (optional) – the relevant metric may be selected by the entity	Not Applicable		

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, this data has been subject to independent assurance by Intertek India Private Limited, and its report shall form part of this Annual Report.

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

Not Applicable

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

Parameter (Total waste generated in metric tonnes)	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
<b>Plastic waste (A)</b>	Nil	Nil
E-waste (B)	1.715	1.21
Bio-medical waste (C)	Not Applicable	Not Applicable
Construction and demolition waste (D)	Not Applicable	Not Applicable
Battery waste (E)	Not sold during present year	Sold under buyback scheme to OEM Vendor
Radioactive waste (F)	Not Applicable	Not Applicable
Other Hazardous waste. Please specify, if any. (G) (Spent oil in KL)	Nil	0.24
Other Hazardous waste. Please specify, if any. (in Tons) Note: The ETP Sludge generated from MSPVL was categorized as Hazardous Waste in previous FY, however based on internal calibration with PCB, the same has now been categorized as non-hazardous waste from this FY.	Not Applicable	Not Applicable
Other Non-hazardous waste generated (H). Please specify, if any. M3 Overburden generated during coal mining	Not Applicable	Not Applicable
Other Non-hazardous waste generated (H). Please specify, if any., Tons	Not Applicable	Not Applicable
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>1.715</b>	<b>1.45</b>

Parameter (Total waste generated in metric tonnes)	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	Not Applicable	Not Applicable
(ii) Re-used	Not Applicable	Not Applicable
(iii) Other recovery operations	Not Applicable	Not Applicable
<b>Total</b>	Not Applicable	Not Applicable
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	Not Applicable	Not Applicable
(ii) Landfilling	Not Applicable	Not Applicable
(iii) Other disposal operations	Not Applicable	Not Applicable
<b>Total</b>	<b>Not Applicable</b>	<b>Not Applicable</b>

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

Yes, this data has been subject to independent assurance by Intertek India Private Limited, and its report shall form part of this Annual Report.

**9. 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.**

Owing to the nature of business, the Company does not requires any hazardous and toxic chemicals. The Company's process of managing e-waste is validated by an external agency. The Company's registered office has system in place to manage waste in eco-friendly manner

**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:**

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

**11. 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 Weblink
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 thereunder (Y/N). If not, provide details of all such non-compliances, in the following format.

Yes

**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.  
One (1)
- 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.

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1.	The News Broadcasters & Digital Association	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.

Name of authority	Brief of the case	Corrective action taken
No instances related to anti-competitive conduct were 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
Not Applicable					

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

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.

Given the nature of the business, this is not applicable. Also, the Company carries its CSR activities through various implementing agencies.

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

Parameter	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Directly sourced from MSMEs/ small producers	Not Applicable	
Sourced directly from within the district and neighboring districts	Not Applicable	

**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 consumers may lodge their complainants or provide their feedback to below e-mail ID of the Company: legal@ndtv.com. The Company follows strictly the Code of Ethics & Broadcasting Standards and the News Broadcasting & Digital Standards Regulations of the News Broadcasters and Digital Association (NBDA). The Compliance Officer (designated under NBDA) receives viewer complaints and concerns about content; a response is provided by the said Compliance Officer in accordance with News Broadcasting & Digital Standards Regulations

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

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

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

Particulars	Received during the year	Pending resolution at end of year	Remarks
Data privacy	NIL	NIL	
Advertising			
Cyber-security			
Delivery of essential services			
Restrictive Trade Practices			
Unfair Trade Practices			
Other			

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

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

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

Yes, the Company have an Information Security Policy in place, which is accessible to all the employees on the intranet of the Company.

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.

No corrective actions were taken or are underway on the above-mentioned parameters.

# Independent Limited Assurance Statement to New Delhi Television Limited on their Business Responsibility and Sustainability Report FY2022-23

To the Management of  
**New Delhi Television Limited,**  
 New Delhi, India

## Introduction

Intertek India Private Limited ("Intertek") was engaged by New Delhi Television Limited ("NDTV") to provide an independent limited assurance on its BRSR (Business Responsibility & Sustainability Report) for FY2022-23 ("the Report"). The scope of the Report comprises the reporting periods of FY2022-23. The Report is prepared by NDTV based on SEBI's (Securities and Exchange Board of India) BRSR guidelines. The assurance was performed in accordance with the requirements of International Federation of Accountants (IFAC) International Standard on Assurance Engagement (ISAE) 3000 (Revised), Assurance Engagements Other than Audits or Reviews of Historical Financial Information.

## Objective

The objectives of this limited assurance exercise were, by review of objective evidence, to confirm whether any evidence existed that the sustainability related disclosures, as declared in the Report, were not accurate, complete, consistent, transparent and free of material error or omission in accordance with the criteria outlined below.

## Intended Users

This Assurance Statement is intended to be a part of the Annual Report of NDTV.

## Responsibilities

The management of NDTV is solely responsible for the development the Report and its presentation. Management is also responsible for the design, implementation and maintenance of internal controls relevant to the preparation of the Report so that it is free from material misstatement, whether due to fraud or error.

Intertek's responsibility, as agreed with the management of NDTV, is to provide assurance and express an opinion

on the data and assertions in the Report based on our verification following the assurance scope and criteria given below. Intertek does not accept or assume any responsibility for any other purpose or to any other person or organization. This document represents Intertek's independent and balanced opinion on the content and accuracy of the information and data held within.

## Assurance Scope

The assurance has been provided for selected sustainability performance disclosures presented by NDTV in its Report. The assurance boundary included data and information for the operations in Archana and W-17 offices of NDTV in accordance with SEBI's BRSR guidelines. Our scope of assurance included verification of data and information on selected disclosures reported as summarized in the table below:

### Section A: General Disclosures

- Total number of permanent employees.
- Total number of other than permanent employees.
- Turnover rate for permanent employees.

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

- Percentage of employees covered by Health insurance, accidental insurance, maternity, and paternity benefits.
- Percentage of employees covered under retirement benefits (PF and Gratuity).
- Return to work and Retention rates of permanent employees that took parental leave.
- Number of employees covered under Skill upgradation and H&S trainings.
- Safety related indicators (LTIs and Fatality).

### Principle 6 (Businesses should respect and make efforts to protect and restore the environment)

- Total electricity consumption.
- Total fuel consumption.
- Total volume of water withdrawn.
- Total Scope 1 emissions.
- Total Scope 2 emission.
- Total hazardous waste generated.
- Total non-hazardous waste generated.

### Assurance Criteria

Intertek conducted the assurance work in accordance with requirements of 'Limited Assurance' procedures as per the following standard:

- International Standard on Assurance Engagements (ISAE) 3000 (revised) for 'Assurance Engagements other than Audits or Reviews of Historical Financial Information'.
- International Standard on Assurance Engagements (ISAE) 3410 for 'Assurance Engagements on Greenhouse Gas Statement'.

A limited assurance engagement comprises of limited depth of evidence gathering including inquiry and analytical procedures and limited sampling as per professional judgement of assurance provider. A materiality threshold level of 10% was applied. Assessment of compliance and materiality was undertaken against the stated calculation methodology and criteria.

### Methodology

Intertek performed assurance work using risk-based approach to obtain the information, explanations and evidence that was considered necessary to provide a limited level of assurance. The assurance was conducted by desk review & stakeholder interviews with regard to the reporting and supporting records for the fiscal year 2023.

### For Intertek India Pvt. Ltd.

**Sumit Chowdhury**  
 Technical Manager-Sustainability  
 Intertek Assuris

June 26, 2023

**Elizabeth Mielbrecht**  
 Project Director  
 Intertek Assuris

Our assurance task was planned and carried out during June 2023. The assessment included the following:

- Assessment of the Report that it was prepared in accordance with the SEBI's BRSR guidelines.
- Review of processes and systems used to gather and consolidate data.
- Examined and reviewed documents, data and other information made available digitally.
- Conducted virtual interviews with key personnel responsible for data management.
- Assessment of appropriateness of various assumptions, estimations and thresholds used by NDTV for data analysis.
- Review of BRSR disclosures on sample basis for the duration from 1st April 2022 to 31st March of 2023 for NDTV was carried out remotely.
- Appropriate documentary evidence was obtained to support our conclusions on the information and data reviewed.

### Conclusions

Intertek reviewed selected BRSR disclosures provided by NDTV in its Report. Based on the data and information provided by NDTV, Intertek concludes with limited assurance that there is no evidence that the sustainability data and information presented in the Report is not materially correct. The report provides a fair representation of BRSR disclosures and is in accordance with the SEBI's BRSR guidelines to the best of our knowledge.

### Intertek's Competence and Independence

Intertek is a global provider of assurance services with a presence in more than 100 countries employing approximately 43,500 people. The Intertek assurance team included Certified Sustainability Assurance Professionals, who were not involved in the collection and collation of any data except for this Assurance Opinion. Intertek maintains complete impartiality towards any people interviewed.

No member of the verification team (stated above) has a business relationship with New Delhi Television Ltd, stakeholders beyond that is required of this assignment. No form of bribe has been accepted before, throughout and after performing the verification. The verification team has not been intimidated to agree to do this work, change and/or alter the results of the verification. The verification team has not participated in any form of nepotism, self-dealing and/or tampering. If any concerns or conflicts were identified, appropriate mitigation measures were put in place, documented and presented with the final report. The process followed during the verification is based on the principles of impartiality, evidence, fair presentation and documentation. The documentation received and reviewed supports the conclusion reached and stated in this opinion.