



September 6, 2023

To,
The General Manager,
Deptt of Corporate Services,
BSE Limited,
P.J. Tower, Dalal Street,
Mumbai – 400001

To,
The Vice President,
National Stock Exchange of India Limited,
Exchange Plaza,
Bandra Kurla Complex, Bandra (E)
Mumbai - 400051

Equity Scrip Code : 543249
Debt Scrip Code : 973928

Scrip Symbol: TARC

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

Dear Sir/Madam,

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

Kindly take the same on record.

Yours Faithfully

For TARC Limited

Amit Narayan
Company Secretary
A20094

Encl.: As above

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L70100DL2016PLC390526
2.	Name of the Listed Entity	TARC LIMITED
3.	Year of incorporation	2016
4.	Registered office Address	2 nd Floor, C-3, Qutab Institutional Area, Katwaria Sarai, New Delhi 110016
5.	Corporate office address	2 nd Floor, C-3, Qutab Institutional Area, Katwaria Sarai, New Delhi 110016
6.	E-mail	tarc@tarc.in
7.	Telephone	011-41244300
8.	Website	www.tarc.in
9.	Financial year for which reporting is being done	April 1, 2022 - March 31, 2023
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited and National Stock Exchange of India Limited
11.	Paid-up Capital	₹59,01,92,670
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Name: Mr. Sushil Singhal E-mail id: sushil.singhal@tarc.in Phone No.:011-41244311
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).	Consolidated (Standalone basis where ever applicable)

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Real estate activities with own or leased property	Development of residential projects	100%

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

S. No.	Product/ Service	NIC Code	% of total Turnover contributed
1.	Real Estate Development	681	91%

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	Area offices (including branch and project offices of the Company and its subsidiaries): Delhi (5), Haryana (2) and Uttar Pradesh (1)	8
International	Not applicable	Not applicable	Not Applicable

17. Markets served by the entity:**a. Number of locations**

Locations	Number
National (No. of States)	Delhi, Haryana and Uttar Pradesh. Total no. of states served: 3
International (No. of Countries)	None (Not Applicable)

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

The nature of Company's product is such that it cannot be exported. However, the Company has its overseas clients.

c. A brief on types of customers

During the year under consideration, The Company has focused on development of residential projects. Therefore, customer comprises individuals, HUF, Corporate from India and abroad.

IV. Employees**18. 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)	177	150	84.75	27	15.25
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total employees (D + E)	177	150	84.75	27	15.25
WORKERS						
4.	Permanent (F)	Nil	Nil	-	Nil	-
5.	Other than Permanent (G)	Nil	Nil	-	Nil	-
6.	Total workers (F + G)	Nil	Nil	-	Nil	-

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)	Nil	Nil	-	Nil	-
2.	Other than Permanent (E)	Nil	Nil	-	Nil	-
3.	Total differently able employees (D + E)	Nil	Nil	-	Nil	-
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	Nil	Nil	-	Nil	-
5.	Other than Permanent (G)	Nil	Nil	-	Nil	-
6.	Total differently able workers (F + G)	Nil	Nil	-	Nil	-

19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	7	2	28.57
Key Management Personnel*	4	1	25.00

*Key Managerial Personnel includes Managing Director & CEO and Whole-time Director, which form part of Board of Directors

20. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2022-23 (Turnover rate in current FY)			FY 2021-22 (Turnover rate in previous FY)			FY 2020-21 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	19.77	4.52	24.29	22.58	Nil	22.58	10.40	4.80	15.20
Permanent Workers	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil

V. Holding, Subsidiary and Associate Companies (including joint ventures)
21. (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	Anant Raj Infrastructure Limited	Subsidiary	100%	No
2	BBB Realty Limited	Subsidiary	100%	No
3	Bolt Properties Limited	Subsidiary	100%	No
4	Echo Buildtech Limited	Subsidiary	100%	Yes
5	Elevator Promoters Limited	Subsidiary	100%	No
6	Elevator Properties Limited	Subsidiary	100%	No
7	Fabulous Builders Limited	Subsidiary	100%	Yes
8	Gadget Builders Limited	Subsidiary	100%	No
9	Grand Buildtech Limited	Subsidiary	100%	Yes
10	Jubilant Software Services Limited	Subsidiary	100%	Yes
11	Kalinga Realtors Limited	Subsidiary	100%	No
12	Park Land Construction And Equipments Limited	Subsidiary	100%	No
13	Townsend Construction And Equipments Limited	Subsidiary	100%	No
14	Travel Mate India Limited	Subsidiary	100%	Yes
15	TARC Green Retreat Limited	Subsidiary	100%	Yes
16	TARC Projects Limited	Subsidiary	100%	Yes
17	Moon Shine Entertainment Limited*	Stepdown Subsidiary	100%	Yes
18	High Land Meadows Limited	Subsidiary	100%	No
19	Capital Buildcon Limited**	Stepdown Subsidiary	100%	No
20	Krishna Buildtech Limited**	Stepdown Subsidiary	100%	No
21	Rising Realty Limited**	Stepdown Subsidiary	100%	No
22	Ankur Buildcon Limited**	Stepdown Subsidiary	100%	No
23	Green View Buildwell Limited	Subsidiary	100%	No
24	Capital Buildtech Limited#	Stepdown Subsidiary	100%	No
25	Carnation Buildtech Limited#	Stepdown Subsidiary	100%	No
26	Gagan Buildtech Limited#	Stepdown Subsidiary	100%	No
27	Greatways Buildtech Limited#	Stepdown Subsidiary	100%	No
28	Monarch Buildtech Limited#	Stepdown Subsidiary	100%	No
29	Oriental Promoters Limited#	Stepdown Subsidiary	100%	No
30	Papillon Buildcon Limited#	Stepdown Subsidiary	100%	No
31	Papillon Buildtech Limited#	Stepdown Subsidiary	100%	No

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)
32	West Land Buildcon Limited [#]	Stepdown Subsidiary	100%	No
33	Elegant Buildcon Private Limited	Subsidiary	100%	No
34	Elegant Estates Pvt Ltd	Subsidiary	100%	No
35	Elevator Buildtech Private Limited	Subsidiary	100%	No
36	Grand Park Estates Pvt Ltd	Subsidiary	100%	No
37	Grandpark Buildtech Private Limited	Subsidiary	100%	No
38	Greenline Buildcon Private Limited	Subsidiary	100%	No
39	Spiritual Developers Private Limited ^{##}	Stepdown Subsidiary	100%	No
40	Asylum Estate LLP [^]	Stepdown Subsidiary	70%	No
41	Gagan Promoters LLP [^]	Stepdown Subsidiary	80%	No
42	Greenline Promoters Private Limited	Subsidiary	100%	No
43	Greenwood Properties Private Limited	Subsidiary	100%	No
44	Hemkunt Promoters Private Limited	Subsidiary	100%	No
45	Kalinga Buildtech Private Limited	Subsidiary	100%	No
46	A-Plus Estates Private Limited ^{^^}	Stepdown Subsidiary	100%	No
47	Novel Buildmart Private Limited	Subsidiary	100%	No
48	Novel Housing Private Limited	Subsidiary	100%	No
49	Oriental Meadows Limited	Subsidiary	100%	No
50	Park Land Developers Private Limited	Subsidiary	100%	No
51	Park View Promoters Private Limited	Subsidiary	100%	No
52	Rapid Realtors Private Limited	Subsidiary	100%	No
53	Roseview Buildtech Private Limited	Subsidiary	100%	No
54	Roseview Properties Private Limited	Subsidiary	100%	No
55	Sand Storm Buildtech Private Limited	Subsidiary	100%	No
56	Suburban Farms Private Limited	Subsidiary	100%	No
57	TARC Buildtech Private Limited	Subsidiary	100%	No
58	TARC Estates Private Limited	Subsidiary	100%	No
59	TARC Properties Private Limited	Subsidiary	100%	No
60	Twenty First Developers Private Limited	Subsidiary	100%	No
61	Niblic Greens Hospitality Private Limited	Associate	50%	No
62	Ganga Bishan & Co.	Partnership Firm wherein TARC Limited has 90% economic interest	90%	No

*Wholly owned subsidiary of TARC Projects Limited, hence a stepdown subsidiary of TARC Limited.

**Wholly owned subsidiary of High Land Meadows Limited, hence a stepdown subsidiary of TARC Limited.

#Wholly owned subsidiary of Green View Buildwell Limited, hence a stepdown subsidiary of TARC Limited.

##Wholly owned subsidiary of Greenline Buildcon Private Limited, hence a stepdown subsidiary of TARC Limited.

[^]Greenline Buildcon Private Limited holds 70% and 80% stake in Asylum Estate LLP and Gagan Promoters LLP respectively, hence stepdown subsidiaries of TARC Limited.

^{^^}Wholly owned subsidiary of Kalinga Buildtech Private Limited, hence a stepdown subsidiary of TARC Limited.

VI. CSR Details

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes

(ii) Turnover (in ₹) 19,651.28 lakhs as on 31-Mar-23 (Standalone)

(iii) Net worth (in ₹) 1,35,256.20 lakhs as on 31-Mar-23 (Standalone)

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			FY 2021-22		
		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, through dedicated e-mail id tarc@tarc.in	Nil	Nil	-	Nil	Nil	-
Investors (other than shareholders)	Yes, through dedicated e-mail id cs@tarc.in	Nil	Nil	-	Nil	Nil	-
Shareholders	Yes, through dedicated e-mail id cs@tarc.in or through RTA	3	Nil	-	1	Nil	-
Employees and workers	Yes, The SOP is communicated and maintained internally	Nil	Nil	-	Nil	Nil	-
Customers	Yes, The SOP is communicated and maintained internally	9	10	-	2	1	-
Value Chain Partners	Yes, The SOP is communicated and maintained internally	Nil	Nil	-	Nil	Nil	-
Other (please specify)	-	Nil	Nil	-	Nil	Nil	-

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

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

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	Employee Welbeing	Opportunity	Healthy & safe working environment has been a long-term commitment for TARC Limited. Company's ability to ensure that it's culture and hiring and promotion practices foster the building of a diverse and inclusive workforce. Innovative work environment to foster employee wellbeing, enhance relationships and sustain long term productivity by providing work life balance, better career progress.	N.A	Positive implications
2	Data protection and privacy	Risk	As a real estate Company, data protection and privacy are critical concerns because of the sensitive nature of the information we handle. If our clients' personal and financial information were to be compromised, it could lead to reputational damage, loss of trust, and potential legal consequences.	Establishing strict data protection policies and procedures to ensure the secure handling, storage, and transfer of data. Providing training and awareness programs for our employees to help them understand the importance of data protection and privacy.	Negative implications
3	Human Rights	Risk	Ignoring or violating human rights can result in negative media attention, consumer backlash, legal action, supply chain disruptions, reduced innovation, and decreased profitability. It is crucial to address these risks proactively to avoid negative consequences and promote a sustainable business future.	The Company prioritizes the protection of human rights through well-defined policies and practices, which are integral to the Company's Code of Conduct. To ensure compliance, the Company provides comprehensive training programs to employees specifically covering human rights topics	Negative implications
4	Ethics & Governance	Opportunity	Compliance with necessary policies ensures ethical corporate governance and increase transparency, integrity, and regulatory adherence.	N.A.	Positive implications
5	Water management	Opportunity	Efficient water usage and management leads to lower costs and also helps in reducing negative impact of operations on groundwater depletion and pollution in water bodies.	N.A.	Positive implications
6	Waste Management	Opportunity	Waste reduction is the general practice of using less material to minimize waste generation. Waste reduction leads to conservation of natural resources and savings in costs.	N.A.	Positive implications

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9									
Policy and management processes																		
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes									
b. Has the policy been approved by the Boards? (Yes/No)	Approval of the Board/Committee has been taken where it is mandatory. The Company has formulated the policies after taking into account the Stakeholder's interest and adopted industry best practices.																	
c. Web Link of the Policies, if available	Internal policies are available for employees only. For other policies, please refer to the link https://www.tarc.in/corporate-governance .																	
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes																	
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes																	
4. Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	None																	
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	We are in the process of re-evaluating our existing sustainability standards and setting the goals and targets in line with the NGRBC/ GRI framework.																	
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	We are in the process of re-evaluating our existing sustainability standards and setting the goals and targets in line with the NGRBC/ GRI framework.																	
Governance, leadership and oversight																		
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	<p>TARC is committed to make the business sustainable and socially responsible. We prioritize the conservation of natural resources and improving operational efficiencies to minimize our environmental footprint. We aim to build resilience in our business and among our stakeholders and we monitor our activities and their environmental and social impacts to ensure that we create value for all stakeholders.</p>																	
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Amar Sarin, Managing Director & CEO																	
9. Does the entity have a specified Committee of the Board/Director responsible for decision making on sustainability related issues? (Yes/No). If yes, provide details.	No, during the financial year 2022-23, the Company does not have a specified committee although the concerned department makes decisions on sustainability related issues. Mr. Amar Sarin, Managing Director & CEO is responsible for decision making on sustainability related issues.																	
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 (Annual/Half Yearly/Quarterly/Any other-Please Specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Yes, the review is undertaken by Managing Director.									Quarterly/Annually								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Yes, the review is undertaken by Managing Director.									Quarterly/Annually								
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.										P1	P2	P3	P4	P5	P6	P7	P8	P9
										No								

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

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)									

SECTION C: PRINCIPLE-WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness Programmes
Board of Directors	1	Code of Conduct and governance	100%
Key Managerial Personnel	3	Business, strategy, risk, regulations and governance	100%
Employees other than BoD and KMP's	5	Workplace Ethics, Environment, Health and Safety and Well-being, ERP	90%
Workers	-	-	-

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

Monetary					
	NGRBC Principle	Name of regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine	P1	Securities and Exchange Board of India	₹18 Lacs	Inadequate Disclosure under Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements), Regulations 2015.	No
Settlement	NA	NA	NA	NA	NA
Compounding fee	NA	NA	NA	NA	NA
Non-Monetary					

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

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	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, the Company has an Anti-Corruption Policy which emphasizes zero tolerance towards corruption practices. The Policy provides necessary information and guidance on how to recognise and deal with corruption issues.

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

	FY 2022-23	FY 2021-22
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	FY 2022-23		FY 2021-22	
	Number	Remarks	Number	Remarks
Number of Complaints received in relation to issues of Conflict of Interest of the Directors	Nil	N.A.	Nil	N.A.
Number of Complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	N.A.	Nil	N.A.

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.

There were no cases of corruption or conflicts of interest which required action by regulators/ law enforcement agencies / judicial institutions.

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

Essential Indicators

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

	Current Financial year	Previous Financial year	Details of improvements in environmental and social impacts
R & D	Nil	Nil	NA
Capex	Nil	Nil	N.A.

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

Yes, the Company engages in sustainable sourcing and practices ways and means for deciding procurement of sustainability sensitive products that have been manufactured using sustainability criteria. The Company also lays

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

Benefits	FY 2022-23			FY 2021-22		
	No. of employee 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 employee 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	58.00	-	Y	46.77	-	Y
Gratuity	100.00	-	N.A.	100.00	-	N.A.
ESI	16.75	-	Y	29.83	-	Y
Others - please specify	-	-	-	-	-	-

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.

The Company ensures that its premises and offices are accessible to differently-abled employees and workers. The office building is designed to be easily accessible to individuals with disabilities, featuring wheelchair-friendly ramps and lifts. Although the company currently does not have any differently-abled employees and workers, it proactively maintains inclusive infrastructure to accommodate and support potential future hires with disabilities. This approach demonstrates the company's commitment to promoting inclusivity and creating an accessible workplace for everyone.

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.

The Company provides an atmosphere that fosters diversity and inclusion and guarantees equal employment opportunities for everyone, regardless of caste, creed, gender, nationality, color, race, religion, disability, or sexual orientation.

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	-	-
Female	100%	100%	-	-
Total	100%	100%	-	-

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

Yes, Employees can raise their grievances with their superiors, managers or HR Managers and will be resolved with the necessary action based on the circumstances. They can raise their feedback or file complaints to their HOD or HR Head. Our whistle blower policy enables employees to communicate their concerns about unethical practices without any fear of retaliation.

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

None of our employees or workers were members of any recognized associations or unions.

8. Details of training given to employees and workers:

Category	FY 2022-23					FY 2021-22				
	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	150	40	26.67	40	26.67	114	41	35.96	41	35.96
Female	27	5	18.52	5	18.52	10	6	60.00	6	60.00
Total	177	45	25.42	45	25.42	124	47	37.90	47	37.90
Workers										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. (B)	%(B/A)	Total (C)	No. (D)	%(D/C)
Employees						
Male	150	150	100.00	114	114	100.00
Female	27	27	100.00	10	10	100.00
Total	177	177	100.00	124	124	100.00
Workers						
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-
Total	-	-	-	-	-	-

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, The Company's comprehensive health and safety system encompasses various crucial aspects, including the identification and management of work-related hazards, ongoing staff education on health and safety practices. By placing the health and safety of its employees as a top priority, the Company aims to cultivate a positive and productive work environment that benefits everyone involved.

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

In order to detect work-related hazards, the Company undertakes Hazard Identification and Risk Assessment and Work Safety Analysis for specific tasks. It has formulated measures to mitigate these hazards and risks. The Company also conducts routine inspections to identify any unsafe behaviors.

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

Yes. A system is in place in the company for workers to report work-related hazards and offer suggestions for improvements. Necessary training is given to all employees in recognising hazards issues. Inspections by management representatives and employees are also carried out at regular intervals, and respective corrective and preventive measures are undertaken to mitigate the identified risks.

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

Currently, the employees/workers of the Company do not have access to non-occupational medical and healthcare services. However, the company is actively working on developing a policy to provide such services in the future. The company recognizes the importance of the well-being of its workforce beyond occupational needs and aims to create a comprehensive healthcare program that caters to their overall health and wellness.

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

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

12. Describe the measures taken by the entity to ensure a safe and healthy work place.

The Company ensures a safe and healthy workplace through stringent safety protocols, regular trainings, and risk assessments. It prioritizes employee well-being, maintains a hazard-free environment and complies with relevant health and safety regulations in force.

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

	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the 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	100
Working Conditions	100

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 as no safety-related incidents and no significant risks/ concerns arising from assessments of health & safety practices and working conditions were reported.

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

Essential Indicators

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

The internal and external groups/ bodies whose activities, participation and aspirations are integral to the business and have immediate and significant impact on the operations of the TARC Limited, are regarded as a key stakeholder groups and have been identified accordingly.

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 engagements
Customers	No	Brand Advertising, Sales Partners, Engagement Events, Customer Visits, Website, Brochures	Continuous	Understanding customer requirements, Identifying opportunities to improve products & services, Product Launched
Employees	No	Emails, Performance review, Training	Regularly and Need basis	Workplace health and safety, Rewards and Recognition, Training and Development
Investors & Shareholders	No	Presentations, Press Release, Investor Meetings, General Meeting, Investor Section of the Company Website, Stock Exchange Disclosures, Quarterly and Half yearly Results Disclosures, Email	Quarterly/Half Yearly/Annual and on need basis	Financial Performance, Annual Report for the purpose of communicating the relevant information, resolving queries/ grievances, seeking approval
Suppliers/ Contractors/ Partners	No	Emails, One to One Meeting	Periodically/ Project basis and Need Basis	Material Requirement, Timely Payment, quality control and addressing concerns or issues.
Government & Regulatory Bodies	No	Email, Letter, Compliance Report, Personal interactions	Need Basis	Statutory compliance, environmental and social compliance, Meeting legal and regulatory requirements, Contribution to taxes
Communities	Yes	Community visits, Personal interactions	Ongoing / Need basis	Local development, strengthen livelihood opportunities, Enhancing quality of life and overall wellbeing

PRINCIPLE 5: Businesses should respect and promote human rights.
Essential Indicators

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. of Employees/ workers covered (B)	% (B / A)	Total (C)	No. of Employees/ workers covered (D)	% (D / C)
Employees						
Permanent	-	-	-	-	-	-
Other than Permanent	-	-	-	-	-	-
Total Employees	-	-	-	-	-	-
Workers						
Permanent	-	-	-	-	-	-
Other than Permanent	-	-	-	-	-	-
Total Workers	-	-	-	-	-	-

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

Category	FY 2022-23					FY 2021-22				
	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										
Male	150	0	0.00	150	100.00	114	0	0.00	114	100.00
Female	27	0	0.00	27	100.00	10	0	0.00	10	100.00
Other than Permanent	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Workers										
Permanent	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Other than Permanent	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-

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

	Male		Female	
	Number	Median Remuneration/ salary/ wages of respective category (in ₹)	Number	Median Remuneration/ salary/ wages of respective category in (in ₹)
Board of Directors (BoD)	1	60,00,000	Nil	Nil
Key Managerial Personnel*	2	20,88,225	1	3,90,000
Employees other than BoD and KMP	147	5,18,400	27	5,76,000
Workers	-	-	-	-

* Key Managerial Personnel excluding covered under Board of Directors

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, HR department head holds the responsibility of addressing human rights impacts within the Company.

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

The Human Resource Department of the Company is responsible for addressing human rights issues and any concerns on human rights can be shared directly with them. The HR Head follows a standard procedure to inquire and redress the grievances brought forth by the complainant. The procedure further ensures safeguard measures such that no retaliation takes place against the complainant for reporting a grievance. If the complaint cannot be resolved by the HR head, it is escalated to the management.

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

	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	-	-	-	-	-	-
Discrimination at Workplace	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced Labour/Involuntary Labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other human rights related issues	-	-	-	-	-	-

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

The Company has implemented a Whistle-blower policy specifically designed for employees. This policy enables employees to report any concerns or violations directly to the Audit Committee. If an employee comes across any wrongdoing or misconduct, they have the option to approach the Audit Committee to file a complaint. In cases where a violation is reported, the Audit Committee take immediate action by launching an investigation into the matter. The investigation aims to gather all relevant information and evidence to determine the facts surrounding the reported violation. If the investigation finds an individual guilty of the alleged wrongdoing, appropriate action is be taken.

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

Yes, all business agreements of the Company are subject to all applicable laws and are therefore in adherence with human rights requirement.

9. Assessments for the year:

	% 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	-

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.
Essential Indicators
1. Details of total energy consumption (in Joules or multiples) and energy intensity

Parameter	Unit	FY 2022-23	FY 2021-22
Total electricity consumption (A)	GJ	13,291.20	12,520.80
Total fuel consumption (B)	GJ	8,293.77	5,169.61
Energy consumption through other sources (C)	GJ	-	-
Total energy consumption (A+B+C)	GJ	21,584.97	17,690.41
Energy intensity per rupee of turnover (Total energy consumption/ million rupees of turnover)	GJ/Million Rupees	6.76	3.83
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-	-

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

No.

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

Not Applicable

3. Provide details of the following disclosures related to water

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kiloliters)		
(i) Surface water	1,46,686	1,11,624
(ii) Groundwater	0	0
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	1,46,686	1,11,624
Total volume of water consumption (in kiloliters)	1,46,686	1,11,624
Water intensity per rupee of turnover (Water consumed / million rupees of turnover)	45.92	24.17
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

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

No

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

The Company has installed Waste water treatment plants. The treated water derived from these plants serves a dual purpose: supporting flushing systems and horticultural purposes. Notably, 79% of the total water intake is treated through these systems.

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

The Company will report air emission related parameters from next reporting cycle.

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

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric Tons of CO ₂	461.18	289.30
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric Tons of CO ₂	3096.84	2869.16
Total Scope 1 and Scope 2 emissions per rupee of turnover	tCO ₂ e/Million turnover in ₹	1.11	0.68
Total Scope 1 and Scope 2 emissions intensity (optional) – the relevant metric may be selected by the entity	-	-	-

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

No

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

Yes, as a part of its sustainability commitment, TARC has undertaken diverse measures to mitigate its greenhouse gas emissions. The organization has harnessed solar energy amounting to 43,000 kWh avoiding emissions of 34.83 MTCO₂ in FY 2023. In addition, the company has installed LED lights resulting in savings of 8 - 10% of electricity expenses.

8. Provide details related to waste management by the entity

Parameter	FY 2022-23	FY 2021-22
Total Waste generated (in MT)		
Plastic waste (A)	-	-
E-waste (B)	0.006	0.010
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	-	-
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector) – Paper Waste, Cardboard Waste	0.23	0.198
Total (A+B + C + D + E + F + G + H)	0.236	0.208

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

Category of waste in MT	FY 2022-23	FY 2021-22
(i) Recycled (Metal Scrap)	0.220	0.220
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	0.220	0.220

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

Category of waste in MT	FY 2022-23	FY 2021-22
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
Total	0	0

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

No

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

The Company has established a comprehensive waste management system that aims to reduce waste generation, promote recycling, and ensure proper disposal of non-recyclable waste. This endeavour involves the implementation of waste segregation at the source, effectively managing diverse waste streams. Consistent monitoring through audits and assessments tracks waste generation trends and identifies areas for enhancement. The Company is proactive in promoting recycling initiatives encompassing materials like paper, cardboard, and electronic waste, reflecting its commitment to minimize its ecological impact. These waste management strategies harmonize seamlessly with the Company's overarching environmental objectives to sustainable growth and environmental stewardship.

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:

Not Applicable. As the entity is not situated on or near any ecologically sensitive areas.

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

Not Applicable

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

Company is complying with all applicable environmental laws, regulations, and guidelines in India. There is no non-compliance on part of Company. No penalties/fines/action taken by Regulatory Authorities/Agencies.

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

Essential Indicators

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

We have one association at present.

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	PHD Chamber of Commerce and Industry	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 the authority	Brief of the case	Corrective action taken
	Not Applicable	

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development.**Essential Indicators**

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

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
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None of the Project undertaken by the Company in FY 2022-23 required Social Impact Assessments (SIA).

- 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 ₹)
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Not applicable

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

We prioritize accessibility and offer multiple channels for community members to reach out to us.

- In-Person Contact
- Mobile Contact
- Email Correspondence

In addition to these contact methods, we emphasize the importance of confidentiality and transparency throughout the grievance redressal process.

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

	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/ small producers	39.13	32.07
Sourced directly from within the district and neighboring districts	60.87	67.93

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

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

Appropriate systems have been put in place to continuously engage with Company's clients/customers for gathering feedback and address their concerns, if any, in a timely manner. CRM team is in place to address any query/ complaint. Communication channels like email, meetings and telephone numbers are provided for ease of contract.

- 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	Not Applicable
Safe and responsible usage	
Recycling and/or safe disposal	

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

	FY 2022-23			FY 2021-22		
	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	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	-	0	0	-
Delivery of essential services	0	0	-	0	0	-
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-
Other	9	10	-	2	1	-

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

	Number	Reasons for recall
Voluntary recalls	-	-
Forced recalls	-	-

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

The Company is sensitive to any breach in digital security including cyber security and adopt ways and means for prevention of any exigencies. The IT department is responsible for ensuring the cyber security system remain effective. Further, Risk Management Committee of the Company also considers the matter related to cyber security.

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.

As there have been no such instances, no corrective action plans have been formulated.