

September 06, 2023

The Manager
Dppt. of Corporate Services
BSE Limited
Phirozee Jeejeebhoy Tower, Dalal Street
Mumbai 400 001
BSE Scrip Code: 532395

Listing Department
The National Stock Exchange of India Limited
Exchange Plaza, 5 Floor, Plot C/1, G Block
Bandra – Kurla Complex, Bandra(E),
Mumbai 400 051
NSE Symbol: AXISCADES

Dear Sir/Madam,

Sub.: Submission of Business Responsibility and Sustainability Report for FY 2022-23

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

Kindly take the above information on record.

Yours faithfully,
For **AXISCADES Technologies Limited**

Sonal Dudani
Company Secretary & Compliance Officer

Encl: A/a

AXISCADES Technologies Limited
(Formerly AXISCADES Engineering Technologies Limited)
CIN No.: L72200KA1990PLC084435

Reg. Office: Block C, Second Floor, Kirloskar Business Park, Bengaluru - 60024, Karnataka, INDIA
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ANNEXURE X

Business Responsibility & Sustainability Report

Section A) General Disclosures

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L72200KA1990PLC084435
2.	Name of the Listed Entity	AXISCADES Technologies Limited
3.	Year of incorporation	24-08-1990
4.	Registered office address	Block C, Second Floor, Kirloskar Business Park, Bengaluru 560024
5.	Corporate address	Block C, Second Floor, Kirloskar Business Park, Bengaluru 560024
6.	E-mail	info@axiscades.com
7.	Telephone	+91 80 4193 9000
8.	Website	www.axiscades.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	₹ 19,09,96,550/-
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Ms. Sonal Dudani, Telephone: +91 80 4193 9000 and email address: secretary@axiscades.com
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)	The disclosures under this report are made on a standalone basis.

II. Product & 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	Technology services and solutions	Provide engineering and technology solutions and services to top tier OEM's and reknown brands in aerospace, heavy engineering, automotive and energy sectors. Segment also includes semiconductor business in the form of programming tools, processors / micro processors, memory devices etc. along with other embedded engineering services and platforms that allow customers to realize their product and business vision in a short time frame.	100%

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

S No	Product /Service	NIC Code	% of the total turnover contributed
1	Technology services and solutions and strategic technology Solutions	620	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	0	5	5
International	0	7	7

17. Markets served by the entity:

a. Number of Locations

Locations	Number
National (No of States)	4
International (No of Countries)	3

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

73.73%

c. A brief on types of customers

AXISCADES is a leading, end to end technology and engineering solutions provider aiding creation of innovative, sustainable and safer products worldwide. The company offers Product Engineering Solutions across Embedded Software and Hardware, Digitization and Automation, Mechanical Engineering, System Integration, Test Solutions, Manufacturing Engineering, Technical Publications, and Aftermarket Solutions.

The solutions comprehensive portfolio covers the complete product development lifecycle from concept evaluation to manufacturing support and certification for Fortune 500 Companies in the Aerospace, Defense, Heavy Engineering, Automotive, Medical Devices & Industrial Product industries. The company is known for its robust system of certifications and best practices that address customer requirements and domain expertise.

Aerospace:

AXISCADES with a rich pedigree of over 25 years in aerospace offers solutions that extend from concept generation phase to manufacturing support and certification, making us a preferred engineering & technology partner for aerospace OEMs and tier 1 Suppliers to conceptualize and build futuristic aircrafts. Our deep domain expertise across commercial, business and military aircraft both in fixed wing and rotary aircraft segments has enabled us to adopt customer centric approach and an ability to co-create innovative solutions.

Automotive

AXISCADES has established itself as a prominent player in the automotive industry, offering a wide range of capabilities and services to help businesses stay competitive in today's dynamic market by creating world class products and driving innovation through our end-end engineering capabilities.

- Strong pedigree in product design and manufacturing engineering solutions
- AR, VR, AI, ML capabilities that will help you be the leader in Industry 4.0 adoption
- Preferred partner for EU and NA Auto OEMs in Commercial vehicles, Trucks, Buses, Cars & SUVs
- A wide array of Engineering Solutions expertise in BIW/CIW, Chassis, Powertrain, Interiors, Plastics, Localization, Prototyping, SCM, Body control & display electronics, Advanced Driver Assistance, Telematics and Infotainment, Active and Passive safety systems, and After-market solutions like TPM

With our commitment to innovation, quality, and customer satisfaction, AXISCADES continues to drive the transformation of the automotive industry, enabling businesses to thrive in the digital age.

Defence & Homeland security

AXISCADES is recognized as the preferred partner to the global aerospace & defence industry, addressing the strategic needs across air, ground and marine systems. Engineers designing Aerospace and Defence solutions face ever-increasing challenges of implementing complex systems, while ensuring stringent product quality, security standards and certification criteria.

Our portfolio of offerings include

Avionics, Electronic Warfare Systems & C4I2, Test solutions and ground handling and support equipment, Software and Simulation, RF & Microwave and Optics, RADAR, SONAR, Telemetry, Airborne Systems, Naval Systems.

Heavy Engineering (Off Highway and Industrial)

AXISCADES excels in providing end-to-end engineering design and development services, ensuring the creation of cutting-edge technologies that meet the industry's highest standards. With a dedicated team of experienced engineers and domain experts, the company offers a wide range of capabilities, including concept development, 3D modeling, system integration, prototyping, Design Validation, Simulation, Engineering Software Development & PLM customization, Manufacturing Support etc.

AXISCADES' service offerings in the Heavy Engineering & Off-highway industry are aimed at empowering organizations to overcome challenges and achieve sustainable growth. By combining engineering expertise, digital transformation solutions, advanced manufacturing capabilities, and comprehensive after-sales support, AXISCADES continues to make a significant impact on the industry.

Energy

We at AXISCADES offer a complete package of domain expertise right from the concept development stage, analysis, testing, manufacturing and validation. A reliable team of highly trained professionals, who work efficiently to ensure your investments return high value at minimal risk, with future proofing, is our indispensable asset

- Product Engineering Solutions
- Simulation and Validation
- Manufacturing Engineering Solutions
- After Sales Solutions
- Enterprise Engineering Solutions

With extensive research on siting of turbines in challenging conditions, our domain experts join hands with OEMs to build on ideas and expertise to break the barriers for innovation.

Medical Devices

AXISCADES has entered into the foray of medical devices sector. It is a relatively new sector that we have ventured into and is expected to grow at a significant pace in the coming years. Below are some of the service offerings we provide:

- Engaged in Orthopedic, Patient Monitoring Systems & Lab / Hospital Equipment Segments
- Product development with Electro Mechanical Packaging
- Value Engineering with Localization for existing/emerging markets

Regulatory compliance Services.

IV. Employees

18. Details as at the end of Financial Year:

18.a Employees and Workers (including differently abled):

SI No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Employees						
1	Permanent (D)	1766	1578	89.35%	188	10.65%
2	Other than Permanent (E)	78	66	84.62%	12	15.38%
3	Total Employees (D+E)	1844	1644	89.15%	200	10.85%
Differently abled employees				Nil		
Workers						
4	Permanent (F)	NA	NA	NA	NA	NA
5	Other than Permanent (G)	NA	NA	NA	NA	NA
6	Total (F+G)	NA	NA	NA	NA	NA
Differently abled workers				Nil		

19 Participation/Inclusion/Representation of Women

Particulars	Total (A)	No. and percentage of Females	
		No.(B)	% (B/A)
Board of Directors	9	1	11.11
Key Management Personnel	3	1	33.33

20. Turnover rate for permanent employees and workers.

	Turnover Rate - FY2023			Turnover Rate – FY2022			Turnover Rate – FY2021		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	17%	2%	19%	19%	2%	21%	16%	3%	19%
Permanent Workers	NA	NA	NA	NA	NA	NA	NA	NA	NA

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	Jupiter Capital Private Limited	Holding Company	66.18	No
2	AXISCADES Aerospace & Technologies Private Limited	Wholly Owned Subsidiary	100%	No. However, our subsidiaries share our vision and values and are responsible businesses.
3	AXISCADES Technology Canada Inc.	Wholly Owned Subsidiary	100%	
4	AXISCADES Inc.	Wholly Owned Subsidiary	100%	
5	AXIS Mechanical Engineering Design (Wuxi) Co. Ltd	Wholly Owned Subsidiary	100%	
6	AXISCADES GmbH	Wholly Owned Subsidiary	100%	
7	Mistral Solutions Private Limited	Subsidiary	99.20%	
8	Explosoft Tech Solutions Private Limited	Wholly Owned Subsidiary	100%	
9	Cades Studec Technologies (India) Private Limited	Subsidiary	76%	
10	Enertec Controls Limited	Step down subsidiary*	51.84%	
11	AXISCADES UK Ltd.	Step down subsidiary#	100%	
12	Aero Electronics Pvt. Ltd.	Step down subsidiary [§]	100%	
13	Mistral Technologies Pvt Ltd.	Step down subsidiary**	100%	
14	Mistral Solutions Inc.	Step down subsidiary##	100%	
15	AXISCADES Aerospace Infrastructure Private Limited	Step down subsidiary ^{§§}	100%	

*Enertec Controls Limited is the step down subsidiary of AXISCADES Technologies Limited. 51.84% shares are held by AXISCADES Aerospace & Technologies Private Limited which is the Wholly Owned Subsidiary of AXISCADES Technologies Limited.

#AXISCADES UK Limited is the step down subsidiary of AXISCADES Technologies Limited. 100% shares are held by AXISCADES Inc. which is the Wholly Owned Subsidiary of AXISCADES Technologies Limited.

§Aero Electronics Private Limited is the step down subsidiary of AXISCADES Technologies Limited. 100% shares are held by Mistral Solutions Private Limited which is the Subsidiary of AXISCADES Technologies Limited.

**Mistral Technologies Private Limited is the step down subsidiary of AXISCADES Technologies Limited. 100% shares are held by Mistral Solutions Private Limited which is the Subsidiary of AXISCADES Technologies Limited.

#Mistral Solutions Inc. is the step down subsidiary of AXISCADES Technologies Limited. 100% shares are held by Mistral Solutions Private Limited which is the Subsidiary of AXISCADES Technologies Limited.

§§AXISCADES Aerospace Infrastructure Private Limited is the step down subsidiary of AXISCADES Technologies Limited. 100% shares are held by AXISCADES Aerospace & Technologies Private Limited which is the Wholly Owned Subsidiary of AXISCADES Technologies Limited.

VI. CSR Details

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: No
(ii) Turnover (in ₹): 2,83,14,85,163.00
(iii) Net worth (in ₹): 1,13,83,76,500.00

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 link	FY2023			FY2022		
		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	https://www.axiscades.com/contact.html	Nil	Nil	No Complaints	Nil	Nil	No Complaints
Investors (Other than Shareholders)	https://www.axiscades.com/investor-relations.html	Nil	Nil	No Complaints	Nil	Nil	No Complaints
Shareholders	https://www.axiscades.com/investor-relations.html	Nil	Nil	No Complaints	Nil	Nil	No Complaints
Employees & Workers	https://www.axiscades.com/investor-relations.html	Nil	Nil	No Complaints	Nil	Nil	No Complaints
Customers	https://www.axiscades.com/contact.html	Nil	Nil	No Complaints	Nil	Nil	No Complaints
Value Chain Partners	https://www.axiscades.com/contact.html	Nil	Nil	No Complaints	Nil	Nil	No Complaints
Other (Please specify)							

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

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

SI No	Material Issue Identified	Risk / Opportunity (R / O)	Rational for identifying risk or opportunity	In case of risk approach to adapt or mitigate	The financial implication of risk or opportunity (Indicate positive or negative implications)
1	Environmental: Climate Change	R	We believe climate change risks impacts our businesses and that of our customers. If not managed adequately, could adversely affect our operations, reputation and profitability.	<ul style="list-style-type: none"> We have undertaken a commitment to safeguard our environment through prevention of pollution and minimize consumption of resources; understand and assess the impact of our services on environment and plan for reduction of pollution; sustainable waste management; training and building awareness to all stakeholders in the value chain; adhere and comply with all applicable environmental laws, regulation. External environmental conditions such as floods, storms, draught etc. which have the capacity to affect out environmental impact negatively are planned for accordingly with the Business Continuity Plan. 	Negative Implications
2	Environmental: Climate actions initiated by our clients	O	AXISCADES is one of the leading technology solutions providers, catering to the futuristic needs including climate change initiatives supported by our customers	-	Positive Implications

SI No	Material Issue Identified	Risk / Opportunity (R / O)	Rational for identifying risk or opportunity	In case of risk approach to adapt or mitigate	The financial implication of risk or opportunity (Indicate positive or negative implications)
3	Societal: Employee Experience	O	Human resources is a material issue for AXISCADES. We prioritise employee well-being, diversity, and development to mitigate risks and maximise opportunities. By fostering a positive work environment and investing in our workforce, we anticipate financial benefits, increased employee satisfaction, and enhanced client relationships, contributing to our long-term sustainability and success.	-	Positive Implications
4	Governance: Data Security	R	Advancement in technology resulting in increased vulnerability to cyber attacks	<ul style="list-style-type: none"> We deploy robust measures, ensure compliance with regulations, conduct employee training, and develop incident response plans. We deploy monitoring tools to ensure data security such as DLP, SIEM/XDR and Encryption wherever possible. Adequate insurance coverage including cyber risk. 	Negative Implications

SECTION B: Management and Process Disclosures

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	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)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	https://www.axiscades.com/investor-relations.html Corporate Governance > Corporate Policies								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
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.	AS 9100D, ISO 9100 : 2015, ISO 14001 : 2015, ISO27001 : 2015								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Minimize energy consumption by 5 % in current year as compared to Base year 2022								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Not Applicable								
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)	The statement by the director responsible for the business responsibility and ESG priorities is included in the letter to the shareholders from the Chairman of the Company on page No. 4								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Name: Mr. Arun Krishnamurthi Designation: CEO & Managing Director								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, details.	Yes, Managing Director is responsible for decisions 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 (Annually/ 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					Director										Annually			
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances					Director										Annually			
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, Name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Name of the agency: NVT Quality Certification International	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y

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

Not Applicable.

Section C) Principle 1. Businesses should conduct and govern themselves with integrity and in a manner that is ethical, transparent and accountable.

Essential Indicators:

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

Segment	Total Number of training and awareness programmes held	Topics / principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Board of Directors	4	<ul style="list-style-type: none"> Macro-economic environment and industry developments, as and when necessary. Business overview, operations, financial statements and other material updates. Update on statutory compliances for Board members including their roles, rights and responsibilities. Regulatory updates in the areas of Companies Act, Listing Regulations and other related regulations. 	100%
Key Managerial Personnel	1	PIT Regulations	100%
Employees other than BoD and KMPs	12	Topics relating to principles covered through Corporate & HR Induction sessions	51%
Workers	NA	NA	NA

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

No prosecution was initiated and no penalties were imposed by any statutory authorities under the Companies Act, SEBI Act, SCRA, Depositories Act and Rules, Regulations and Guidelines framed under these Acts against/on the Company, its Directors and officers. However, during the year under review, Stock Exchanges (National Stock Exchange of India Limited and BSE Limited) imposed a fine of amount is Rs. 6,40,000 (BSE and NSE - Rs. 3,20,000 each) consequent to non-compliance with regulation 17(1) of SEBI listing regulations, with respect to composition of Board of Directors.

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

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, details in brief and if available, a web-link to the policy.

Yes: AXISCADES has well defined anti- corruption policy.

Name: ANTI CORRUPTION POLICY, AXC-PL-ACP, Ver 2.0

Availability: AXISCADES intranet:

<https://www.axiscades.com/investor-relations.html>

Corporate Governance>Corporate Policies

Following are the key points of the policy:

Commercial Bribery: The receipt of bribes or personal payments by company employees, or by spouse, family or friends on behalf of the employee, from suppliers, contractors, contract workmen, customers, other employees, government staff or any other person or body will be treated as a violation of the Anti-Corruption policy. Any attempt to bribe an employee must also be reported to the management.

Receiving Favors, Gifts & Hospitality: No employee shall receive any gift, favor or hospitality from any person, be it a contractor, supplier, customer etc. Receiving of favors or hospitality which may be of value personally to the individual is strictly prohibited, even though the same may not have a commercial value. An example of this would be a contractor securing admission to a school for the child of an employee.

Fraud & Dishonesty in transaction: The Company policy prohibits fraud, and establishes procedures to be followed concerning the recognition, reporting and investigation of suspected fraud. Fraud includes, but is not limited to:

- Dishonest or fraudulent act
- Theft of Company property, including information
- Forgery or alteration of negotiable instruments such as Company cheques and drafts
- Conversion to personal use of cash, securities, supplies or any other Company asset
- Using Company resources for personal benefit. For example asking a Company employee to carry out some personal work in one’s residence.
- Unauthorized handling or reporting of Company transactions; and Falsification of Company records or financial statements for personal or other reasons.
- Tapping/ intercepting telephone/ mobile conversations and passing on the same to outsiders or to any person not authorized to receive such information.

DICIPLINARY ACTIONS: Any employee who violates the terms of this policy will be subject to disciplinary action. Any employee who has direct knowledge of potential violations of this policy but fails to report such potential violations to company management will be subject to disciplinary action. In all cases disciplinary action may include termination of employment.

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

	FY2023	FY2022
Directors	NIL	NIL
KMPs	NIL	NIL
Employees	NIL	NIL
Workers	NA	NA

6. Details of complaints with regard to conflict of interest

Particulars	FY2023		FY2022	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	NA	Nil	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	NA	Nil	NA

7. 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

Section C) Principle 2. Businesses should provide goods and services in a manner that is sustainable and safe.

Essential Indicators:

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

Category	FY2023	FY2022	Details of improvements in environmental and social impacts
R&D	0	0	-
Capex	0	0	We have taken a commitment to safeguard our environment through prevention and reduction of pollution and minimize consumption of resources; understand and assess the impact of our services on environment; sustainable waste management; training and building awareness to all stakeholders in the value chain; adhere and comply with all applicable environmental laws, regulation.

- 2. Sustainable Sourcing**

- a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)
Yes
- b. If yes, what percentage of inputs were sourced sustainably?
Our procurement policy factors environmental considerations in sourcing including but not limited to vendor selection. However, we do not undertake material purchases since we are an IT services Company and do not manufacture any product.

- 3. Processes in place to reclaim products for reuse, recycle, and safe disposal of products at the end of life for**

- a. Plastics (Including Packaging)
 - b. E-Waste
 - c. Hazardous waste
 - d. other waste
- The Company being an IT Services Company, there are no products of the Company to reclaim at the end of life. However, the Company recycles and disposes its wastes via authorised vendors.

- 4. Extended Producer Responsibility (EPR)**

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, steps taken to address the same.

EPR is not applicable for AXISCADES Technologies Limited as it is IT Service Company.

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

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

Category	% of employees covered by										
	Total A	Health Insurance		Accident insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number B	% (B/A)	Number C	% (C/A)	Number D	% (D/A)	Number E	% (E/A)	Number F	% (F/A)
Permanent employees											
Male	1578	1578	100%	1578	100%	0	0%	1578	100%	-	-
Female	188	188	100%	188	100%	188	100%	0	0%	-	-
Total	1766	1766	100%	1766	100%	188	10.65%	1578	89.35%	-	-
Other than permanent employees											
Male	27	27	100%	-	-	-	-	-	-	-	-
Female	5	5	100%	-	-	-	-	-	-	-	-
Total	32	32	100%	-	-	-	-	-	-	-	-

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)
Permanent workers											
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Other than permanent workers											
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

2. Details of retirement benefits, for current financial year and previous financial year

Benefits	FY 2023			FY 2022		
	Number of employees covered as % of total employees	Number of Workers covered as % of total workers	Deducted and deposited with the authority (Y/N/N.A)	Number of employees covered as % of total employees	Number of Workers covered as % of total workers	Deducted and deposited with the authority (Y/N/N.A)
PF	100%	NA	Yes	100%	NA	Yes
Gratuity	100%	NA	N.A	100%	NA	N.A
ESI	0%	0%	Yes	0%	0%	Yes
Others – specify		NA	N.A		NA	N.A

3. Accessibility of workplaces

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

Yes, All of our office/locations are accessible for differently abled/physically disabled.

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

Yes, the Company has an equal opportunity policy. These policies can be accessed through the link: <https://www.axiscades.com/investor-relations.html>

Corporate Governance >Corporate Policies

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	NA	NA
Female	60	60	NA	NA
Total	160	160	NA	NA

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

	Yes/No (if yes then give details of the mechanism in brief)
Permanent Workers	NA
Other than Permanent Workers	NA
Permanent Employees	Yes, AXISCADES has a grievance redressal policy that is published in the policy section for the employees. The policy highlights the workflow thus enabling the employees to raise concerns and track the status of the concerns.
Other than permanent Employees	

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

Category	FY2023			FY2022		
	Total employees /workers in respective category (A)	Total employees/ workers in respective category, who are part of association (s) or Union (B)	% B/A	Total employees /workers in respective category (A)	Total employees/ workers in respective category, who are part of association (s) or Union (B)	% B/A
Total Permanent Employees						
Male	1578	0	-	1117	0	-
Female	188	0	-	138	0	-
Total Permanent Workers						
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA

8. Details of Training imparted to the employees and workers on health & safety measures and on skill upgradation

Category	FY2023					FY2022				
	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	1629	806	49.48%	1095	67.22%	1117	467	41.81%	547	48.97%
Female	211	129	61.14%	175	82.94%	138	76	55.07%	77	55.80%
Others	-	-	-	-	-	-	-	-	-	-
Total	1840	935	50.82%	1270	69.02%	1255	543	43.27%	624	49.72%
Workers										
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Others	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

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

Category	FY2023			FY2022		
	Total (A)	No.(B)	% (B/A)	Total C	No.(D)	% (D/C)
Employees						
Male	1221	887	72.65%	1146	944	82.37%
Female	141	99	70.21%	137	105	76.64%
Total	1362	986	72.39%	1283	1049	81.76%
Workers						
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA

10. Health and safety management system

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

Yes.

- Water portable test
- Food test
- Air quality test
- Lux level test
- Fire extinguisher test
- Smoke detector test
- Fire drill training
- Cleaning of ac ducts

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

- Preventive maintenance of electrical equipment - Quarterly
- Maintenance of transformers and electrical panel – Yearly
- Fire extinguishers maintenance – monthly
- Restricted area – electrical rooms, UPS rooms, AC rooms.

Work place safety related risks are monitored periodically to ensure adequate safety measures are effectively implemented and functional. The monitoring process includes regular inspection (to measure unsafe conditions and unsafe acts), internal audits, management review meetings, mock drills. Mitigation plan and controls are provided to eliminate the identified hazards and risks.

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

Yes

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

Yes, the Company organizes general medical and healthcare services on a periodic basis in the interest of employees well-being.

11. Details of safety related incidents

Safety Incident / Number	Category	FY2023	FY2022
Lost Time Injury Frequency Rate (LTIFR) Per One million -person hours worked	Employees	Nil	Nil
	Workers	NA	NA
Total recordable work-related injuries	Employees	Nil	Nil
	Workers	NA	NA
No of fatalities	Employees	Nil	Nil
	Workers	NA	NA
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	NA	NA

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

At AXISCADES, we are committed to maintaining a safe and healthy workplace for our employees. We prioritize the well-being of our workforce by implementing various measures and practices. This includes adhering to relevant safety regulations, conducting regular assessments to identify and address potential hazards, providing necessary training on safety protocols, and fostering a culture of open communication. By focusing on the safety and health of our employees, we aim to create an environment where everyone can work with confidence and contribute to the success of our organization.

13. Number of complaints made by employees and workers

	FY2023			FY2022		
	Filed during the year	Pending resolutions at the end of the year	Remarks	Filed during the year	Pending resolutions at the end of the year	Remarks
Working Conditions	Nil	Nil	NA	Nil	Nil	NA
Health & Safety	Nil	Nil	NA	Nil	Nil	NA

14. Assessments for the year

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

15. 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.

No such incidents has taken place during the year.

Section C) Principle 4. Businesses should respect the interests of and be responsive to all its stakeholders.

Essential Indicators:

1. Process for identification of key stakeholders

At AXISCADES, the process of identifying key stakeholders involves a systematic approach to understand and engage with individuals and groups who have a direct or indirect interest in our operations. We begin by conducting a stakeholder analysis to identify and categorize stakeholders based on their level of influence, impact, and dependency on our organization. This analysis considers a wide range of stakeholders, including clients, employees, investors, regulatory bodies, local communities, and industry associations. We also consider emerging trends and issues that may affect our stakeholders. Regular communication, feedback mechanisms, surveys, and engagement initiatives are used to foster productive relationships and address the needs and expectations of our key stakeholders.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	<ul style="list-style-type: none"> Annual report Customer satisfaction surveys Customer experience centers 	As and when required	<ul style="list-style-type: none"> Better services Competitive pricing and product quality Optimizing environmental performance
Employees	No	<ul style="list-style-type: none"> Transparent performance management systems Skill development, career development and welfare initiatives Inter departmental updated and in-house magazines 	As and when required	<ul style="list-style-type: none"> Ethical practices Employee safety and wellbeing Work life balance and career growth

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Suppliers	No	<ul style="list-style-type: none"> Email communication Supplier location visits Annual report 	<ul style="list-style-type: none"> As and when required. Annual supplier location visits as applicable 	<ul style="list-style-type: none"> Stronger partnerships Fair business practices Governance
Investors and shareholders	No	<ul style="list-style-type: none"> Annual report Quarterly report Media Website 	As and when required	<ul style="list-style-type: none"> Growth and profitability Operational efficiency Future expansion strategies
Regulators / Government Authorities	No	<ul style="list-style-type: none"> Interactions as and when required Regulatory compliance reporting Industry bodies memberships Stock Exchange filings Annual reports Quarterly reports Media Website 	As and when required	<ul style="list-style-type: none"> Transparency and ethics Regulatory compliance Timely and transparent reporting

Section C) Principle 5. Businesses should respect and promote human rights

Essential Indicators

1. Training on human rights issues and policies

Category	FY2023			FY2022		
	Total (A)	Number of employees / workers covered (B)	% (B/A)	Total (C)	Number of employees / workers covered (D)	% (D/C)
Employees						
Permanent	1766	756	42.81%	1158	447	38.60%
Other than Permanent	78	78	100%	97	96	98.97%
Total Employees	1844	834	45.23%	1255	543	43.27%
Workers						
Permanent	NA	NA	NA	NA	NA	NA
Other than Permanent	NA	NA	NA	NA	NA	NA
Total Workers	NA	NA	NA	NA	NA	NA

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

Category	FY2023					FY2022				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal Minimum Wage		More than minimum wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	1766	0	0%	1766	100%	1158	0	0%	1158	100%
Male	1578	0	0%	1578	100%	1054	0	0%	1054	100%
Female	188	0	0%	188	100%	104	0	0%	104	100%
Other than Permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Workers										
Permanent	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Other than Permanent										
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

3. Details of remuneration/ salary/ wages (including differently abled)

Category	Male		Female	
	Number	Median remuneration/ salary/wages of respective category	Number	Median remuneration/ salary/wages of respective category
Board of Directors	9	3,15,000	1	12,50,000
Key Managerial Personnel	2	6,00,000	1	6,00,000
Employees other than BoD and KMP	1564	8,90,881	201	6,91,262
Workers	NA	NA	NA	NA

4. 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.

AXISCADES is committed to providing a safe and positive work environment. In keeping with this philosophy, the organization has an open-door policy. Robust grievance redressal mechanism is defined and implemented through Grievance Redressal Policy which is applicable to all employees of AXISCADES including contractual hires. All complaints are fairly investigated as per the standard process which also ensures protection against retaliation.

6. Disclosure of complaints made by employees and workers on sexual harassment, discrimination at workplace, Child Labour, Forced Labour/Involuntary Labour, Wages or other human rights related issues.

Category	FY2023			FY2022		
	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	Nil	Nil	NA	Nil	Nil	NA
Discrimination at workplace	Nil	Nil	NA	Nil	Nil	NA
Child Labour	Nil	Nil	NA	Nil	Nil	NA
Forced Labour/Involuntary Labour	Nil	Nil	NA	Nil	Nil	NA
Wages	Nil	Nil	NA	Nil	Nil	NA
Other human right related issues	Nil	Nil	NA	Nil	Nil	NA

7. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.
Yes, available as a policy and process.

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

Yes

9. Assessments of the year

Category	% of plants and offices that were assessed by the entity or by the statutory authorities or third parties
Child Labour	100%
Forced/Involuntary Labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others – please specify	NA

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

Adequate control measures are being implemented to address human rights requirements.

Section C) 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	FY23	FY22
Total electricity consumption (A)	2,084,159.00	1,566,542.00
Total fuel consumption (B)	1,607.83	1,795.36
Energy consumption through other sources (C)	-	-
Total energy consumption (A+B+C)	2,085,766.83	1,568,337.36
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	73.66 GJ/INR Lakh Revenue	86.18 GJ/INR Lakh Revenue
Energy intensity (optional) – the relevant metric may be selected by the entity		

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

No.

2. 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, the remedial action taken, if any.

No, the organization is not classified as a designated consumer for the Performance, Achieve, and Trade (PAT) program administered by the Bureau of Energy Efficiency (BEE).

3. Details of the following disclosures related to water

Parameter	FY23	FY22
Water Withdrawal by Source (In Kiloliters)		
(i) Surface water	Nil	Nil
(ii) Groundwater	6,063	3,796
(iii) Third party water	170	80.16
(iv) Seawater / desalinated water	Nil	Nil
(v) Others	Nil	Nil
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	6,233	3,876.16
Total volume of water consumption (in kilolitres)	6,233	3,876.16
Water intensity per rupee of turnover (Water consumed / turnover)	0.22 KL/INR Lakh Revenue	0.21 KL/INR Lakh Revenue
Water intensity (optional) – the relevant metric may be selected by the entity		

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. Mechanism for Zero Liquid Discharge? If yes, details of its coverage and implementation.

Yes. The wastewater generated at our sites is treated through the sewage treatment plants (STPs) and the recycled water is used for sanitation and gardening purposes.

5. Details of air emissions (other than GHG emissions) by the entity

Parameter	Please specify unit	FY23	FY22
NOx	Mg/Nm ³	121.2	55
SOx	Mg/Nm ³	33.4	56.6
Particulate Matter (PM)	Mg/Nm ³	48.6	61.1
Persistent organic pollutants (POP)	NA	NA	NA
Volatile organic compounds (VOC)	ppm	0.042	0.045
Hazardous air pollutants (HAP)	NA	NA	NA
Others – please specify			

Independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

Yes – Reported based on independent assessment covering the registered office carried out by Scientific & Industrial Research Centre.

6. Details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & their intensity

Parameter	Unit	FY23	FY22
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 tonnes of CO ₂ equivalent	Nil	Nil
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 tonnes of CO ₂ equivalent	205.36	614.81
Total Scope 1 and Scope 2 emissions per rupee of turnover	Metric Tonnes of CO ₂ equivalent	9.60E+00	2.40E+00
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	NA	Nil	Nil

Independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

If yes, name of the external agency

No

7. Project related to reducing Green House Gas emission? If yes, details.

Yes, AXISCADES has selected a project on minimizing energy consumption.

Project name: Minimize energy consumption

Target: Reduction by 5% from previous year

Stakeholders : This project involves all the employees of the AXISCADES and led by Quality Assurance team

Key improvements

- Awareness programs, mailers, signboards wherever possible
- Replace old bulbs with LEDs
- Keep rating in mind while buying electric goods
- Awareness on to turn off the appliance like Fan, Induction Stove etc., when you're done.
- Turn off unnecessary lights.
- Run AC at 23+- degrees temperature only.
- Use power strips for multiple gadgets.
- Unplug unused electronics.
- Use natural light.
- Turn water off when washing hands
- Fix the leaky faucet
- Ditch the desktop computer

8. Details of waste generated, re-cycled re-used and disposed off

Parameter	FY23	FY22
Total Waste generated (in metric tonnes)		
Plastic waste (A)	0	0
E-waste (B)	0	1
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0.45	0
Radioactive waste (F)	0	0
Other Hazardous waste (G)	0	0
Other Non-hazardous waste generated (H)	0	0
(Break-up by composition i.e by materials relevant to the sector)		
Total (A+B+C+D+E+F+G+H)	0.45	1
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		

Parameter	FY23	FY22
i. Re-cycled	0	0
ii. Re-used	0	0
iii. Other recovery operations	0	0
Total	0	0
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of Waste		
i. Incineration	0	0
ii. Landfilling	0	0
iii. Other disposal operations	0	0
Total	0	0

Independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

Yes – We responsibly dispose our E-waste through our authorized vendors “V Power Solutions” and “H.M.G. Ecocare Recycling Private Limited.”

9. Details of waste management practices, strategy adopted by the company to reduce usage of hazardous and toxic chemicals in our products and processes and the practices adopted to manage such wastes

At our organization, we follow the process of managing canteen garbage, biodegradable waste and utility waste, which is sorted into dry and wet categories and moved to a disposable location on a daily basis, before being disposed of by the building owner. This is in accordance with the BBMP requirements, and the waste is collected from the building by a BBMP-authorized staff. The Karnataka pollution control board (KSPCB) has certified our structure

Authorization no – H-112022

PCB ID – 83165

Valid up to – 11/12/2024

E-waste - Identify the E waste to be disposed of, remove the hardware from the system if can be reusable, create inventory of e waste, connect with certified vendor for e waste dispose, will be disposed by authorized vendor and certificate will be provided by them. Below is the details of Agency who disposed our e waste last time.

V Power Solutions and H.M.G. Ecocare Recycling Private Limited.

10. Operations/offices if any 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,

Our campuses are built on government-approved land in industrial zones and do not fall within or adjacent to protected areas or high-biodiversity areas.

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

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

We have not conducted environmental impact assessments (EIA) of our operations and as per the Environmental Impact Assessment (“EIA”) notification 2006, the Company is not required to comply with certain environmental regulations or assessments.

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web Link
None	-	-	-	-	-

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

Yes, we are compliant with applicable environmental laws / regulations / guidelines in India.

SI No	Law / regulation / guidelines which was not complied with	Details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
	None	-	-	-

Section C) 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.

5

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

SI No	Name of the trade and industry chambers/associations	The reach of trade and industry chambers/ associations (State/National/International)
1	NASSCOM	National
2	FICCI	National
3	Society of Indian Aerospace Technologies and Industries (SIATI)	National
4	Hanseatic Engineering & Consulting Association e.V. (HECAS)	International
5	Hamburg Aviation Membership	International

2. **Details of corrective action taken or underway on any issues related to anticompetitive conduct by the entity, based on adverse orders from regular authorities.**

Name of authority	Brief of the case	Corrective actions taken
NA	NA	NA

Section C) 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 the project	SIA notification No.	Date of notification	Whether conducted by an independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant weblink
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This section is not applicable to AXISCADES as there were no projects that required Social Impact Assessment (SIA) to be undertaken under the law.

2. **Information on project(s) for which ongoing rehabilitation and resettlement (R&R) is being undertaken by the entity**

SI No	Name of project for which R&R is ongoing	State	District	No. of project-affected families	% of PAFs covered by R&R	Amount paid to PAFs in FY23
	NA	-	-	-	-	-

3. **Mechanisms to receive and redress grievances of the community**

On the contact us page in our website, we have a section that allows queries to be posted from external communities. The queries get re-directed to the corporate team for resolution and response.

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

Particulars	FY23	FY22
Directly sourced from MSMEs/small producers	36%	28%
Sourced directly from within the district and neighbouring districts	NA	NA

Section C) Principle 9. Businesses should engage with and provide value to their consumers in a responsible manner

Essential Indicators

1. Describe the mechanism in place to receive and respond to consumer complaints and feedback

AXISCADES has a Quality management team which conducts regular feedback from customers as per Company's established QMS documented information formats. Customer complaints & feedbacks are received through email, transmittal letter communications and verbal communications directly to the project management teams. The project management teams acknowledge, analyze incidents and develop an action plan to resolve the same to ensure customer satisfaction.

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

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

This metric is not relevant to AXISCADES as our main business is providing IT Services, and it does not involve the manufacturing of any product which would carry the information.

3. Number of consumer complaints in respect of the following

Particulars	FY2023			FY2022		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data Privacy	NIL	NIL	NA	NIL	NIL	NA
Advertising	NIL	NIL	NA	NIL	NIL	NA
Cyber-security	NIL	NIL	NA	NIL	NIL	NA
Delivery of essential services	NIL	NIL	NA	NIL	NIL	NA
Restrictive Trade Practices	NIL	NIL	NA	NIL	NIL	NA
Unfair Trade Practices	NIL	NIL	NA	NIL	NIL	NA
Other	NIL	NIL	NA	NIL	NIL	NA

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

Particulars	Number	Reasons for recall
Voluntary recalls	NIL	NA
Forced recalls	NIL	NA

5. Framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, web-link of the policy.

No - We are in process of implementing a new data protection / privacy framework to be compliant under GDPR and Digital Personal Data Protection Act of India.

6. 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.

None