

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

(ANNEXURE-'E' TO THE BOARD'S REPORT)

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L74999WB2017PLC219318
2.	Name of the Listed Entity	RPSG Ventures Limited
3.	Year of incorporation	2017
4.	Registered office address	CESC House, Chowringhee Square, Kolkata - 700001, West Bengal, India
5.	Email	rpsgventures@rpsg.in
6.	Telephone	033 - 22256040
7.	Website	www.rpsgventuresltd.com
8.	Financial year for which reporting is being done	2022-23
9.	Name of the Stock Exchange(s) where shares are listed	1. BSE Limited (BSE) 2. National Stock Exchange of India Limited (NSE)
10.	Paid-up Capital	₹ 29.51 Crore
11.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Sudip Kumar Ghosh Company Secretary & Compliance Officer Contact No. 033-22256040 Email : rpsgventures@rpsg.in
12.	Reporting boundary	Reporting on standalone basis

II. Products/Services

13. 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.	Information Technology (IT) and IT related services	Software development support, IT consultancy support and services	100%

14. 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.	Other information service activities	63999	100%

III. Operations

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

Location	Number of plants	Number of offices/data centres	Total
National	-	5	5
International	-	-	-

16. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	3
International (No. of Countries)	-

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

0%

c. A brief on types of customers

RPSG Ventures Limited ('RPSG Ventures', 'RVL' or 'the Company') provides IT consultancy, including projects and development services to its customers (hereon referred to as "client"), which is represented by the Group Companies engaged in the Power Generation & Distribution Sector. RVL's expertise and capabilities are dedicated to serve the unique IT & digital needs of the Power Sector and plays a crucial role in enabling these Group Companies in meeting their IT goals by deploying best-in-class IT solutions for the sector through a robust mix of capabilities in existing and emerging technologies which is reflected in its intellectual property of 350+ applications. These capabilities are further enhanced by its strong team with diverse skill sets, covering custom application development, IT Infrastructure & Networking and IT Security.

IV. Employees

17. 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)	96	73	76.04%	23	23.96%
2.	Other than permanent (E)	Nil	Nil	N.A.	Nil	N.A.
3.	Total employees (D+E)	96	73	76.04%	23	23.96%
Workers						
4.	Permanent (F)		N.A.			
5.	Other than permanent (G)					
6.	Total workers (F+G)					

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	N.A.			
2.	Other than permanent (E)	Nil				
3.	Total employees (D+E)	Nil				
Differently abled Workers						
4.	Permanent (F)		N.A.			
5.	Other than permanent (G)					
6.	Total workers (F+G)					

*N.A. - Not Applicable

18. Participation/Inclusion/Representation of women:

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	6	1	16.67%
Key Management Personnel*	2	0	0%

*Excludes the Whole-time Director

19. Turnover rate for permanent employees and workers: -

	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	5.84%	9.09%	6.63%	4%	0%	4%	1%	0%	1%
Permanent workers	N.A.								

*N.A. - Not Applicable

V. Holding, Subsidiary and Associate Companies (including Joint Ventures)

20. 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.	Quest Properties India Limited	Subsidiary	100%	No
2.	Metromark Green Commodities Private Limited	Subsidiary	100%	No
3.	Guiltfree Industries Limited	Subsidiary	100%	No
4.	Apricot Foods Private Limited	Subsidiary	70%	No
5.	Bowlopedia Restaurants India Limited	Subsidiary	100%	No
6.	Herbolab India Private Limited	Subsidiary	100%	No
7.	APA Services Private Limited	Subsidiary	100%	No
8.	Kolkata Games and Sports Private Limited	Subsidiary	89%	No
9.	Rubberwood Sports Private Limited	Subsidiary	76%	No
10.	ATK Mohun Bagan Private Limited	Subsidiary	71.20%	No
11.	Firstsource Solutions Limited	Subsidiary	53.66%	No
12.	Firstsource Process Management Services Limited	Subsidiary	53.66%	No
13.	Firstsource Solutions UK Limited	Subsidiary	53.66%	No
14.	Firstsource Solutions S.A.	Subsidiary	53.65%	No
15.	Firstsource BPO Ireland Limited	Subsidiary	53.66%	No
16.	Firstsource Group USA, Inc.	Subsidiary	53.66%	No
17.	Firstsource Business Process Services, LLC	Subsidiary	53.66%	No
18.	Firstsource Advantage, LLC	Subsidiary	53.66%	No
19.	One Advantage, LLC	Subsidiary	53.66%	No
20.	MedAssist Holding, LLC	Subsidiary	53.66%	No
21.	Firstsource Solutions USA, LLC	Subsidiary	53.66%	No
22.	Firstsource Health Plans and Healthcare Services, LLC	Subsidiary	53.66%	No
23.	Sourcepoint Inc.	Subsidiary	53.66%	No
24.	Sourcepoint Fulfilment Services, Inc.	Subsidiary	53.66%	No
25.	Firstsource Dialog Solutions (Private) Limited	Subsidiary	39.71%	No
26.	PatientMatters LLC	Subsidiary	53.66%	No
27.	Kramer Technologies, LLC	Subsidiary	53.66%	No
28.	Medical Advocacy Services for Healthcare, Inc.	Subsidiary	53.66%	No
29.	Americana Recovery Service, Incorporated	Subsidiary	53.66%	No
30.	The StoneHill Group, Inc	Subsidiary	53.66%	No
31.	Firstsource Solutions Mexico	Subsidiary	53.12%	No
32.	Firstsource Solutions Jamaica Limited	Subsidiary	53.66%	No
33.	Aakil Nirman LLP	Subsidiary	100%	No
34.	RP SG Unique Advisory LLP	Subsidiary	100%	No
35.	RPSG Sports Private Limited	Subsidiary	51%	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)
36.	RPSG Sports Ventures Private Limited	Subsidiary	51%	No
37.	RPSG Sports South Africa PTY Limited	Subsidiary	51%	No
38.	RP - SG Ventures Advisory LLP	Joint Venture	99%	No
39.	RP-SG Capital Ventures Opportunity Fund -I	Joint Venture	30.12%	No
40.	RP-SG Ventures Fund -I	Joint Venture	100%	No
41.	RP-SG Capital Ventures Fund -II	Joint Venture	100%	No
42.	Nanobi Data and Analytics Private Limited	Associate	11.69%	No

VI. CSR Details

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

(ii) Turnover - ₹ 161.50 Crore*

(iii) Net worth - ₹ 2209.17 Crore*

*pertains to the financial year 2021-22

VII. Transparency and Disclosures Compliances

22. 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 (https://www.rpsgventuresltd.com/uploads/policies/Stakeholder%20engagement%20policy.pdf)	0	0	-	0	0	-
Investor (other than shareholders)	N.A.	0	0	-	0	0	-
Shareholders	Yes (https://www.rpsgventuresltd.com/uploads/policies/Stakeholder%20engagement%20policy.pdf)	2	0	-	7	0	Grievance redressal is looked after by the Registrar and Share Transfer Agent
Employees and workers	Yes (https://www.rpsgventuresltd.com/uploads/policies/Stakeholder%20engagement%20policy.pdf)	0	0	-	0	0	-

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
Clients	Yes (https://www.rpsgventuresltd.com/uploads/policies/Client%20Relations%20Policy.pdf)	676**	10**	-	606**	8**	-
Value Chain Partner	Yes (https://www.rpsgventuresltd.com/uploads/policies/Stakeholder%20engagement%20policy.pdf)	0	0	-	0	0	-
Other (please specify)				N.A.			

*N.A. - Not Applicable

**Based on log maintained for service requests/complaints received from clients

23. 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.	Data Security and Privacy	Risk & Opportunity	<p>Risk: -</p> <ol style="list-style-type: none"> Cyber-attacks-malware, phishing, ransomware. Data breaches-hacking, social engineering, insider threats, which might breach sensitive data. Third-party Risks-Third-party IT vendors having access to sensitive data might not have same level of security controls. Data retention and destruction- Data is to be retained and destroyed in accordance with regulatory requirements. Cloud security- Provider of cloud services may be at risk of misconfiguration/ cyber-attacks. <p>Opportunity: -</p> <ol style="list-style-type: none"> Extending existing cybersecurity services to client companies within the Group. 	<p>Mitigation strategy: -</p> <ol style="list-style-type: none"> To mitigate these risks, RVL has implemented robust security controls, including access controls, encryption, continuous monitoring, and training programs to educate employees about best security practices. Additionally, RVL is conducting regular risk assessments through certified vendors and peer evaluation to identify and address vulnerabilities in the systems and processes through a corrective action plan. RVL is assisting its client in setting up a critical information infrastructure by conducting periodic IT security assessments and enhancing their Cyber Crisis Management Plan (CCMP). Further RVL assists its clients in meeting its compliance to ISO 27001 and ISMS standards. 	<p>Positive: -</p> <p>Employing effective data governance practices is leading to an improved ability to adapt to a constantly evolving environment and guarantees uninterrupted business operations.</p>

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
			2. Gaining acknowledgment as a pioneer in information security and implementing leading data privacy solutions in the industry.	4. The Company ensures that the IT security professionals and users receive ongoing training for staying up to date. 5. The Company posts the Corporate ICT Policy on the internal website. 6. The Company works with nodal agencies to create a Critical Information Infrastructure (CII) framework for its clients.	
2.	Talent Attraction & Development	Opportunity	1. The Human Resource strategy at RVL places importance on acquiring and nurturing talent, engaging employees, providing incentives and recognition, promoting diversity and inclusion, and complying with relevant human rights. 2. Skilled workforce:-RVL has a repository of talent pool of skilled digital professionals, who assist in fulfilling growing business demands.	1. Employee Benefits: -RVL provides employee benefits for attracting the best talents such as performance-based incentive schemes, insurance coverage and medical facilities. The Company also provides hospitalisation facility and medical insurance for employees and their spouses, Family Medical Benefit Scheme and post-retirement medical insurance to employees and their spouses. 2. Summer internship Programme: -Unmesh is an initiative that targets third-year students from selected premier educational institutions with the aim of identifying and recruiting talented students at an early stage. The program provides an opportunity for the organisation to evaluate the students' knowledge, skills and cultural compatibility, while also allowing the students to gain practical experience of working at RVL and learn about its culture. 3. Campus Hiring Programmes: - RVL has formed a Campus Connect Cross Functional Team (CFT), comprising of young and experienced graduates from premier engineering colleges who currently work for RVL. The team's purpose is to attract the best talent and establish RVL as a preferred employer.	Positive: - 1. RVL fosters a culture of team spirit, leadership and knowledge sharing within the Company. 2. RVL's recruitment, employee benefits, performance-based work culture, employee engagement initiatives and comprehensive R & R Programme accelerates employee productivity at the workplace.

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)
				<p>4. Induction programmes: Anweswan is the induction program for fresh graduates joining as Management Trainees. RVL recognises that successful onboarding of new hires is crucial in integrating them into the Company culture and values.</p> <p>5. Reward & Recognition: RVL has different categories of R&R scheme for its different levels of employees for their individual achievements such as 'Kishalaya', 'Udaan', "Nakshatra" and a spot recognition scheme – 'Kudos'. In addition, RVL has launched a Cross Functional Team Based recognition scheme – 'Sanhati' in 2022-23.</p>	
3.	Client Landscape	Opportunity	<p>Opportunity:- Explore and expand current capabilities to grow beyond existing client companies in the power industry profile and look for adjacencies in other companies within the group.</p>	-	<p>Positive: - Given RVL's objective to broaden its client base beyond the Group's power industry and offer services to clients in other industries, there is a significant potential for revenue growth for the Company in the coming years.</p>
4.	Eco-Efficiency	Opportunity	<p>Opportunity: - The client companies of RVL being from Power Generation & Distribution sector are exposed to climate change threats such as – maintaining grid resilience, therefore RVL can realize higher revenue growth from increasing demand in climate-related technologies and services.</p>	-	<p>Positive: - RVL can enhance its competitiveness and leverage its, low-carbon, and digital/IT skills to assist clients in their sustainability efforts, thereby capitalising on evolving client preferences.</p>

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 Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	https://www.rpsgventuresltd.com/policies.php								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes / certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trust) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	-	-	-	-	-	-	-	-	-
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company is in the course of developing internal targets which shall be measured and monitored annually in line with all the principles.								
6. Performance of the entity against the Specific commitments, and targets along-with reasons in case the same are not met.	The Company's endeavour, to achieve the set internal targets, is on track.								
Governance, leadership, and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements	<p>"The Board of Directors of the Company ('the Board') and the CSR Committee of the Board, responsible for the Business Responsibility & Sustainability Report, acknowledges the pressing need to address ESG-related challenges that impact the sustainability of the business. The Company has developed a robust ESG Framework to assess the sustainability and ethical practices, provide transparency and accountability to stakeholders such as investors, client and employees and reduce its carbon footprint.</p> <p>Revisiting certain policies such as Employees Welfare Policy, Human Resource Policy, Product Stewardship Policy, Client Relations Policy among few has helped the Company to capitalise on the environmental and social value. Achievements in the past year include scaling up cloud storage, integrating responsible AI to the digital services and implementing green software engineering principles while building applications. Efforts are also being taken to apply learnings from solutions provided by the Company towards risk mitigation, cybersecurity and governance of its clients.</p> <p>The Company recognises that there is still further work to be done to ensure meeting all its ESG responsibilities and contributing to a more sustainable future. Moving forward, the Company is committed to continue its efforts to address ESG challenges and achieve greater heights in a responsible and transparent manner. The Company monitors continual stakeholder feedback to further strengthen RVL's ESG resilience mechanism."</p>								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9	
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Name: Mr. Rajeev Ramesh Chand Khandelwal Designation: Whole-time 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, provide details.	Yes, CSR Committee of the Board is responsible for decision making on sustainability related issues. Composition of the CSR Committee is as mentioned below:									
	DIN	Name						Designation		
	03486121	Mr. Shashwat Goenka						Chairman		
	00139736	Mr. Arjun Kumar						Member		
	08763979	Mr. Rajeev Ramesh Chand Khandelwal						Member		

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	CSR Committee of the Board and senior management of the Company									Annually								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	CSR Committee of the Board and senior management of the Company									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	No	No	No	No	No	No	No	No

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business. (Yes/No)	N.A.								
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/human/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.									

*N.A.- Not Applicable

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	% of persons in respective category covered by the awareness programmes
Board of Directors	1	P1, P2, P3, P4, P5, P6, P7, P8, P9 Impact: - Sensitised Board of Directors will be able to take effective decisions in overseeing the Company's sustainability performance and will ensure that it meets its reporting obligations. This will help them stay informed regarding the various business opportunities from ESG perspective and hence enhance the Company's reputation, increase stakeholder trust, and ultimately contribute to its long-term success.	100%
Key Managerial Personnel	3	P1, P2, P3, P4, P5, P6, P7, P8, P9 Impact: - Sensitisation of the 9 BRSR principles will help KMPs and Senior Management to identify potential risks and opportunities related to sustainability, and to develop effective risk management strategies for mitigation.	100%
Employees other than BoD and KMPs	3	P1, P2, P3, P4, P5, P6, P7, P8, P9 Impact: - Sensitisation of employees on 9 BRSR Principles will help them better understand how these principles apply to their respective functions and carry out their responsibilities in compliance to them. This approach will foster a culture of responsible business practices and instil a greater sense of purpose in employees, which can contribute to their job satisfaction. Additionally, promoting a sustainable and responsible workplace culture can benefit both employees and the Company.	9%
Workers		N.A.	

N.A. - Not Applicable

*The Company has provided capacity building sessions to its KMPs and Employees, along with sending informative mailers for sensitising on BRSR Policies and BRSR Principles of the Company to the BOD, KMPs and Employees.

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 FY 2022-23.

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine					
Settlement			None		
Compounding fee					

Non-monetary				
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment				
Punishment			None	

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
	None

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's Anti-Corruption and Anti-Bribery Policy intends to ensure adherence to the highest ethical standards in all its business operations. The Policy facilitates the detection and reporting of possible breaches by employees, agents, representatives, vendors, and business partners. The concerned stakeholders of the Policy are empowered through the Company's Vigil Mechanism to report instances of any irregularity, unethical, illegal practice and/or misconduct.

The Policy takes into consideration all the applicable local laws and further enables the stakeholders to identify and effectively report a potential breach.

The Policy also outlines the outcome of any breach of the Policy in the form of disciplinary action, which may even include termination of employment of employees and the immediate termination of any vendor or business partner arrangements.

The Company's "zero tolerance" Policy towards bribery has also been included in the Policy.

The Anti-Corruption and Anti-Bribery Policy is available on Company's website and can be accessed at <https://www.rpsgventuresltd.com/uploads/policies/Anti-Corruption%20and%20Anti-Bribery%20Policy.pdf>

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	None	None
KMPs	None	None
Employees	None	None
Workers	None	None

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	None	Nil	None
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	None	Nil	None

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.

To the best of our knowledge no regulators, law enforcement agencies, and judicial institutions have not imposed any fines, penalties, or taken actions against cases involving corruption and conflicts of interest.

Leadership Indicators

1. Awareness programmes conducted for value chain partners on any of the principles during the financial year:

Total number of awareness programmes held	Topics / principles covered under the training	% of value chain partners covered (by value of business done with such partners) under the awareness programmes
1.	P1, P2, P3, P4, P5, P6, P7, P8, P9 The value chain partners have been sensitised on the 9 BRSR principles and Company's commitment on same. By doing so, value chain partners can understand the BRSR principles and integrate them into their own business operations which will ensure that the entire value chain is aligned with the Company's sustainability goals.	8%

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/ No) If yes, provide details of the same.

Yes.

The Code of Conduct provides guiding principles for Directors and Senior Management Officers which addresses the clause of "Conflict of Interest". Directors and Senior Management Officers are expected to carry out their responsibilities diligently and strive to prevent their personal interests from conflicting with those of the Company, or from hindering their capacity to perform their duties and responsibilities with objectivity and efficiency. If there are any queries or interpretations required for the Code, the Board or a Committee authorised by the Board will review and address them.

The mentioned code can be accessed at: <https://www.rpsgventuresltd.com/uploads/policies/Code%20of%20conduct.pdf>.

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.

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	0	0	-
Capex	0	0	-

Note: Not relevant to the Company's business providing IT and IT related services.

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

Yes.

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

- a) The Company has implemented a Supplier Due Diligence process that evaluates every supplier based on various social, environmental, and compliance parameters. The internal process audit teams assess the suppliers periodically and are trained to conduct physical inspections of their facilities, verify documents, assess their performance based on the Supplier Assessment Questionnaire, and monitor the status of corrective actions taken during the next audit. Suppliers are classified into gold, silver, and bronze categories based on their scores, with different criteria for each category.

- Gold suppliers have a score of 80-100, maintain high compliance with the standards and policies, and undergo an audit once every three years.
- Silver suppliers score 60-79, meet general compliance but need to implement best practices to align with RVL's business goals, and are audited once every two years.
- Bronze suppliers have a score below 60, do not comply with most parameters, but RVL continues to source from them while remedial actions are taken within a specified timeline. They undergo an audit once a year.

The Company aims to expand the coverage of this process every year, and procurement from gold suppliers is considered sustainably sourced.

- b) 0% ESG Due diligence audit for RVL suppliers is planned in FY 23-24.

3. Describe the processes in place to safely reclaim your products for reusing, recycling, and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) Other waste.

Not Applicable. As an IT services company RVL does not engage in the manufacturing of any products.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

Not Applicable. As an IT services company RVL does not engage in the manufacturing of any products.

Leadership Indicators

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products?

NIC Code	Name of Product / Service	% of total Turnover contributed	% of total Turnover contributed	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
The Company is in the process of evaluating the scope of conducting Life Cycle assessment studies of its services.					

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Name of Product / Service	Description of the risk / concern	Action Taken
N.A.		

*N.A. - Not Applicable

3. Percentage of recycled or reused input material to total material (by value) used in production.

Indicate input material	Recycled or re-used input material to total material	
	FY 2022-23	FY 2021-22
N.A.		

*N.A. - Not Applicable

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

	FY 2022-23			FY 2021-22		
	Reused	Recycled	Safely disposal	Reused	Recycled	Safely disposal
Plastic waste	N.A.			N.A.		
E-waste						
Hazardous waste						

*N.A. - Not Applicable

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
N.A.	

*N.A. - Not Applicable

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

Essential Indicators

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

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent employees											
Male	73	73	100%	73	100%	N.A.	N.A.	Nil	Nil	Nil	Nil
Female	23	23	100%	23	100%	23	100%	Nil	Nil	Nil	Nil
Total	96	96	100%	96	100%	23	23.96%	Nil	Nil	Nil	Nil
Other than permanent employees											
Male	Nil	N.A.									
Female	Nil										
Total	Nil										

*N.A. - Not Applicable

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

Category	Total (A)	% of workers covered									
		Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent workers											
Male	Nil	N.A.									
Female	Nil										
Total	Nil										
Other than permanent workers											
Male	Nil	N.A.									
Female	Nil										
Total	Nil										

*N.A.- Not Applicable

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

Benefits	Current financial year			Previous financial year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	N.A.	Y	100%	N.A.	Y
Gratuity	100%	N.A.	N.A.	100%	N.A.	N.A.
ESI	Exempted	N.A.	N.A.	Exempted	N.A.	N.A.
Others- Leave Encashment	100%	N.A.	N.A.	100%	N.A.	N.A.
Others- Post Retiral Medical Benefits	100%	N.A.	N.A.	100%	N.A.	N.A.

*N.A.- Not Applicable

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?

Yes, most of the Company's establishments are accessible to the differently abled employees. For easy commute and movements within the Company's locations, wheelchair facilities are available along with ramp structures.

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 has developed an Employee Welfare Policy which commits towards creating and maintaining a fair, safe, healthy, nurturing, and vibrant work environment, across all its operations. The Policy ensures that facilities are accessible to differently abled employees, as per the requirements of the Rights of Persons with Disabilities Act, 2016.

As an equal opportunity employer RVL ensures all employees from the time of hiring and induction as well as throughout the course of employment till the time of separation are treated without any biasness irrespective of gender, caste, creed, colour, religion, disability, or sexual orientation.

The Employee Welfare Policy is available on Company's website and can be accessed at <https://www.rpsgventuresltd.com/uploads/policies/Employee%20Welfare%20Policy.pdf>

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

	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	N.A.	N.A.	N.A.	
Female	100%	100%		
Total	100%	100%		

*N.A.- Not Applicable

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

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent employees	Yes. There is a provision for submission of written employee grievances /complaints online as well as offline. Employee grievances, at the first level, are addressed by the respective functional heads. In case, grievances are not resolved at first level, it is forwarded to HR Department for redressal. In case, if no resolution comes out at first and second level, employees have the option to connect to Company's leadership team asking for resolution. Issues related to sexual harassment are resolved through a separate Internal Complaint Committee (ICC).
Other than permanent employees	N.A.
Permanent workers	
Other than permanent workers	

*N.A.- Not Applicable

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

Category	Current Financial Year			Previous Financial Year		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total permanent employees	96	N.A.	Nil	85	N.A.	Nil
Male	73			64		
Female	23			21		
Total permanent workers	N.A.			N.A.		
Male						
Female						

*N.A.- Not Applicable

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

Category	Current financial year 2022-23					Previous financial year 2021-22				
	Total (A)	On health & safety measures		On skill upgradation		Total (D)	On health & safety measures		On skill upgradation	
		No. (B)	% (B/A)	No. (C)	No. (B)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	73	0	0%	50	68.50%	64	4	6.25%	37	57.81%
Female	23	0	0%	18	78.26%	21	0	0%	15	71.43%
Total	96	0	0%	68	70.83%	85	4	4.71%	52	61.18%
Workers										
Male										
Female	N.A.									
Total										

*N.A.- Not Applicable

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

Category	Current financial year 2022-23			Previous financial year 2021-22		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	73	73	100%	64	64	100%
Female	23	23	100%	21	21	100%
Total	96	96	100%	85	85	100%
Workers						
Male	N.A.					
Female						
Total						

*N.A. - Not Applicable

10. Health & 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?

Not Applicable.

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

The Company conducts regular workplace inspections to identify any potential hazards like fire-safety, electrical equipment's safety and verifies against the legislative requirements and industry standards that entities must comply. Post identification of hazards the Company implements various control and preventive mechanisms like engineering controls (e.g. installing safety guards on machinery) and administrative controls (e.g. developing SOPs and providing safety trainings).

c) Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/No)

Not Applicable.

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

Yes, the permanent employees of the Company are provided with medical support for any non-occupational health care need through the Medical Department and / or Company provided third party medical insurance coverage.

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
Total recordable work-related injuries	Employees	Nil	Nil
No. of fatalities	Employees	Nil	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil

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

Nature of job does not call for any work-related health and safety hazards.

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 year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	Nil	-	Nil	Nil	-
Health and 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)
Working Conditions	0%
Health and safety	

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.

During the FY being reported, there was no safety related incident or work-related health and safety risk, hence no corrective action was necessary to be taken.

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).

	(Y/N)
Employees	Yes, all the employees are covered for applicable life insurance benefits.
Workers	Not Applicable

2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

The Company is planning to put in place appropriate measures for such monitoring.

3. Provide the number of employees / workers having suffered high consequence work-related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

No such case was reported during the FY.

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment?

Yes. The Company extends medical assistance in case of hospitalisation through Medical Insurance coverage for Self and Spouse. The benefits of hospitalisations continue even after retirement from the employment.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	0%
Working conditions	

6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.

The Company has not identified any risk associated with health and safety or working conditions amongst value chain members assessed during the reporting period. The Company is planning to conduct assessments for health and safety or working conditions on value chain partners from FY 23-24 onwards.

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 Company's pledge to consistently meet the needs of its stakeholders is of paramount importance. When identifying the key stakeholder groups, RVL considers their dependency, immediacy, responsibility, vulnerability, and influence in terms of the "Stakeholder Engagement Policy". Capital-contributing shareholders are significant stakeholders. At RVL, client value forms an integral part of the Company's growth philosophy, reflecting unwavering commitment towards the customers. RVL recognises that its employees play a critical role in creating value for both clients and the organisation, and the Company strives to provide them with fulfilling career opportunities. Moreover, RVL upholds the law of the land as an essential part of the Code of Conduct, recognising the significance of governments and regulators as stakeholders. Inclusivity is central to the Company's sustainable business practices, with a focus on placing the community at the heart of all endeavours. The Company treats its vendors and suppliers as its business partners and consider them as an integral part of business strategy. RVL's stakeholders include shareholders, customers, employees, government/regulatory bodies, suppliers/vendors and the community.

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 & Marginalised 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
Clients	No	Website, Client Meets, Brochures, Social Media, Mailers, Newsletters.	Need based and as per agreement	<ol style="list-style-type: none"> To ensure clients are informed about our service delivery. To offer clients guidance and support.
Shareholders	No	Website, Annual General Meetings, Annual Reports, Quarterly Results.	As per requirements of applicable law	<ol style="list-style-type: none"> To maintain transparency with investors about the Company's working and keep up our reputation in the business community.
Employees	No	<ul style="list-style-type: none"> Townhall Communication Meetings. Annual employee opinion surveys. Employee grievance redressal mechanism. Regular interactions for celebrating days of individual, organisational, national, and international significance. 	<ul style="list-style-type: none"> Annually Ongoing Need basis 	<ul style="list-style-type: none"> Learning and development. Career growth opportunities. Rewards and recognition. Facilities and well-being. Respecting human rights.
Government & Regulatory Bodies	No	Government forums, periodic policy advocacy, regular liasoning.	As and when required	To maintain transparency about the good governance practices and compliances being implemented at RVL.
Supplier	No	Vendors meet, Periodic vendor interactions for sampling and grievance redressal.	As and when required	For Business opportunities capacity building of suppliers on improvements in environmental and social performance.
Community	No	Email, Meetings, Verbal communications.	As and when required	Sustainable community development including providing access to basic civic amenities in and around its area of operation.

Leadership Indicators

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

The Company's executives from different divisions usually interact and engage with different stakeholder groups by periodically communicating with them during the ordinary course of business. These divisional executives are responsible for collecting all feedback from consultations/other interactions with stakeholders and communicating the same to the Secretarial Division. Secretarial Division, then communicates the feedback received from different divisions to the Board for appropriately incorporating the same in the Report on Corporate Governance and Business Responsibility and Sustainability Report.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

As RVL navigates the domains of environmental, social, and governance (ESG), the Company constantly focuses on the most critical issues and has started engaging in consultations with the identified stakeholders, while preparing policies such as Stakeholder Engagement Policy, Client Relations Policy, Human Resource Policy, Employee Welfare Policy etc. and framing implementation mechanisms concerning them, from this FY onwards. The Company provides significant weightage to the client feedback from time-to-time in trying to improve both the quantum and quality of its services.

3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalised stakeholder groups.

The Company engages with the stakeholders through its CSR programmes.

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 covered (B)	% (B/A)	Total (C)	No. of employees covered (D)	% (D/C)
Employees						
Permanent	96	17	17.71%	85	4	4.71%
Other than permanent	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Total employees	96	17	17.71%	85	4	4.71%
Workers						
Permanent						
Other than permanent						N.A.
Total workers						

*N.A. - Not Applicable

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	96	0	0%	96	100%	85	0	0%	85	100%
Male	73	0	0%	73	100%	64	0	0%	64	100%
Female	23	0	0%	23	100%	21	0	0%	21	100%
Other than permanent										
Male										N.A.
Female										
Workers										
Permanent										
Male										
Female										
Other than permanent										N.A.
Male										
Female										

*N.A. - Not Applicable

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

	Male		Female	
	Number	Median remuneration / salary/ wages of respective category	Number	Median remuneration / salary/ wages of respective category
Board of Directors (BOD)*	1	₹ 5,90,62,636.	-	-
Key managerial personnel**	2	₹ 88,17,258.	-	-
Employees other than BoD and KMP	72	₹ 14,92,665	23	₹ 21,36,971
Workers	N.A.***			

Notes - *One time settlement not considered above. Does not include payment to Non-executive Directors.

**Excludes the Whole-time Director (included in BOD)

***N.A.- Not Applicable

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, the right of employees is protected through joint committees existing between employees and management. The purpose of the joint committee is to provide a forum for employees to raise concerns and to work with management to find solutions to problems.

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

The Company is dedicated to creating a secure and favourable workplace environment, and to this end, it maintains an open-door policy. Employees are encouraged to utilise various forums to raise any issues or concerns they may encounter at work. RVL strictly prohibits any form of child labour, forced labour, violence, discrimination, and all types of physical, sexual, psychological, or verbal abuse. Issues related to sexual harassment are resolved through a separate Internal Complaint Committee (ICC).

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

	FY 2022-23			FY 2021-22		
	Filled during the year	Pending resolution at the end of year	Remarks	Filled during the year	Pending resolution at the end of year	Remarks
Sexual harassment	-	-	-	-	-	-
Discrimination at workplace	-	-	-	-	-	-
Child labour	-	-	-	-	-	-
Forced labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other human rights related issues	-	-	-	-	-	-

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

The Company has put in place mechanisms for Prevention of Sexual Harassment ("POSH") at workplace. It aims at prevention of harassment of employees with guidelines for identification and prevention of sexual harassment, along with the reporting and resolution procedure of such complaints. Issues involving sexual harassment can be addressed by writing to the Internal Complaints Committee (ICC). Periodic trainings, inductions and communications ensure employees familiarise with the procedures to report grievances.

8. Do human rights requirements form part of your business agreements and contracts?

Yes, human right requirements are covered in business agreements and contracts. The agreement and conditions of the contract mandate that all suppliers and contractors comply with their terms and conditions.

9. Assessments of the Year:

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

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

No such cases were reported therefore, no corrective actions were required to be taken.

Leadership Indicators

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.

The "Human Resource Policy" adopted by the Company in its system is applicable at all situations involving employees. It outlines RVL's dedication to upholding human rights. Any infringement of the policy by an employee may lead to disciplinary action.

2. Details of the scope and coverage of any human rights due diligence conducted.

The Company respects the fundamental rights of all persons associated with the organisation. The effectiveness of the mechanisms in place to manage human resources are periodically audited internally, which ensures compliance to applicable labour laws.

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

The Company's main facilities such as offices and data centres, are designed to accommodate people with disabilities.

4. Details on assessment of value chain partners:

	% of your plants and offices that were assessed (By entity or statutory authorities or third parties)
Child labour	The Company is exploring the scope on assessments of suppliers on human rights
Forced labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – Please specify	

5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 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, in the following format:

Parameter	FY 2022-23	FY 2021-22
Total electricity consumption (A)	1650 GJ	1527 GJ
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumption (A+B+C)	1650 GJ	1527 GJ
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees)	10.22 GJ/₹ Crore	9.46 GJ/₹ Crore
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

If any independent assessment/ evaluation/assurance has been carried out by an external agency?

No, we envisage energy consumption is not material to the Company's business.

If yes, name of the external agency.

Not Applicable.

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?

No, as the Company belongs to the service sector, it doesn't demand a substantial amount of energy. Nevertheless, it has taken necessary measures to promote energy conservation by utilising modern, energy-efficient computers and equipment.

If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

Not Applicable.

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

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	1782.54 KL	1578.29 KL
(iii) Third party water	120.72 KL	106.89 KL
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	1903.26 KL	1685.18 KL
Total volume of water consumption (in kilolitres)	1903.26 KL	1685.18 KL
Water intensity per rupee of turnover (Water consumed / turnover)	11.78 KL/₹ Crore	10.43 KL/₹ Crore
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

If any independent assessment/ evaluation/assurance has been carried out by an external agency?

No. We envisage water consumption is not material to the Company's business.

If yes, name of the external agency.

Not Applicable.

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

Not Applicable. The Company is not in the business of manufacturing products requiring water for process use. The water consumed in the Company is for domestic purposes.

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

Parameter	Please specify unit	FY 2022-23	FY 2021-22
NOx	MT	N.A.	N.A.
SOx	MT		
Particulate matter (PM)	MT		
Persistent organic pollutants (POP)	MT		
Volatile organic compounds (VOC)	MT		
Hazardous air pollutants (HAP)	MT		
Others – please specify	MT		

*N.A.- Not Applicable

If any independent assessment/ evaluation/assurance has been carried out by an external agency?

Not Applicable.

If yes, name of the external agency.

Not Applicable.

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

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 tonnes of CO ₂ equivalent	-	-
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	373	345
Total Scope 1 and Scope 2 emissions per rupee of Turnover		2.31 tCO ₂ eq/₹ Crore	2.14 tCO ₂ eq/₹ Crore
Total Scope 1 and Scope 2 emission intensity(optional) – the relevant metric may be selected by the entity		-	-

*N.A.- Not Applicable

If any independent assessment/ evaluation/assurance has been carried out by an external agency?

Not Applicable.

If yes, name of the external agency.

Not Applicable.

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

- RVL leverages emerging automation technologies such as server virtualisation, robotic process automation, no code/low code platforms etc. This helps the Company to optimise energy consumption and reduce carbon footprint.
- RVL has hyper converged cloud computing infrastructure and uses third-party cloud services. This has led to efficient consumption of energy, and other resources at the data centres.
- The Company has carried out substantial retrofit projects on lighting, air conditioning, and UPS to consume lesser electricity.

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

Parameter	FY 2022-23	FY 2021-22
Total waste generated (In metric tonnes)		
Plastic waste (A)		
E-waste (B)		
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).	3.68 MT	3.26 MT
Total (A+B + C + D + E + F + G + H)	3.68 MT	3.26 MT
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled		
(ii) Re-used		
(iii) Other recovery operations	3.68 MT	3.26 MT
Total	3.68 MT	3.26 MT

Parameter	FY 2022-23	FY 2021-22
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration		
(ii) Landfilling	N.A.	N.A.
(iii) Other disposal operations		
Total		

*N.A.- Not Applicable

If any independent assessment/ evaluation/assurance has been carried out by an external agency?

No, we envisage waste generation is not material to the Company's business.

If yes, name of the external agency.

Not Applicable.

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.

Not Applicable.

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

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

*N.A.- Not Applicable

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link

*N.A.- Not Applicable

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

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any

*N.A.- Not Applicable

Leadership Indicators

1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:

Parameter	FY 2022-23	FY 2021-22
From renewable sources		
Total electricity consumption (A)		
Total fuel consumption (B)	N.A.	N.A.
Energy consumption through other sources (C)		
Total energy consumed from renewable sources (A+B+C)		
From non-renewable sources		
Total electricity consumption (D)	1650 GJ	1527 GJ
Total fuel consumption (E)	-	-
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	1650 GJ	1527 GJ

*N.A.- Not Applicable

If any independent assessment/ evaluation/assurance has been carried out by an external agency?

No, we envisage energy consumption is not material to the Company's business.

If yes, name of the external agency.

Not Applicable.

2. Provide the following details related to water discharged:

Parameter	FY 2022-23	FY 2021-22
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment		
- With treatment – please specify level of treatment		
(ii) To Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) To Seawater		
- No treatment	N.A.	N.A.
- With treatment – please specify level of treatment		
(iv) Sent to third parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		

*N.A.- Not Applicable

If any independent assessment/ evaluation/assurance has been carried out by an external agency?

Not Applicable.

If yes, name of the external agency.

Not Applicable.

3. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

For each facility / plant located in areas of water stress, provide the following information:

(i) Name of the area - Not Applicable.

(ii) Nature of operations - Not Applicable.

(iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)		
(i) Surface water		
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water	N.A.	N.A.
(v) Others		
Total volume of water withdrawal (in kilolitres)		
Total volume of water consumption (in kilolitres)		
Water intensity per rupee of turnover (Water consumed / turnover)	N.A.	N.A.
Water intensity (optional) – the relevant metric may be selected by the entity	N.A.	N.A.
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment		
- With treatment – please specify level of treatment		
(ii) To Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) To Seawater		
- No treatment		
- With treatment – please specify level of treatment	N.A.	N.A.
(iv) Sent to third parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		

*N.A. - Not Applicable

If any independent assessment/ evaluation/assurance has been carried out by an external agency?

Not Applicable.

If yes, name of the external agency.

Not Applicable.

4. Please provide details of total Scope 3 emissions & its intensity, in the following format:

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent		
Total Scope 3 emissions per rupee of turnover		N.A.	N.A.
Total Scope 3 emission intensity(optional) – the relevant metric may be selected by the entity			

*N.A. - Not Applicable

If any independent assessment/ evaluation/assurance has been carried out by an external agency?

Not Applicable.

If yes, name of the external agency.

Not Applicable.

5. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

The Company does not operate in or near ecologically sensitive zones, nor the organisation has any substantial direct or indirect influence on biodiversity in such regions.

6. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Developing Optimization Tools /Applications for Smart Metering and prepaid billing and remote connection / disconnection for RVL Clients.	RVL has developed several process optimization solutions/ applications that helps in reducing consumer service lead time of its clients. These solutions help the Company's clients in reducing resource consumption, energy and emission savings. The working theory behind these solutions were applied and rolled out for RVL clients. These solutions include applications for pre-paid billing, smart metering and remote connection/ disconnection. For example, through smart prepaid metering solution, the Company's clients in the Power Sector can remotely monitor the meter reading of their consumers based on which their electricity bills are raised.	Reduced carbon footprint owing to reduction in transportation cost, paper printing etc. of the Company's clients.
2	Automation Technologies	RVL leverages emerging automation technologies such as server virtualisation, robotic process automation etc. This helps the Company to optimise energy consumption and reduce carbon footprint.	Introduction of robotic process automation increases efficiency of the business processes thereby saving of resources on one hand and conservation of energy on the other.

7. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.

The Business Continuity strategy of RVL ensures uninterrupted continuation of business operations while prioritising the safety of employees and company assets, and meeting client expectations. It provides a comprehensive framework for planning, implementing, operating, monitoring, reviewing, maintaining, and improving BCMS (Business Continuity Management Strategy) across RVL. Aligned with BCMS strategy, RVL has created a detailed business continuity plan for covering business functions, locations, and accounts. These plans guide the Company's response to various crisis scenarios, including natural or human-made disasters and other disruptions that could severely impact operations. The development, organisation, and execution of a unified Disaster Recovery Centre is currently underway. The aim is to establish a resilient and reliable Business Continuity Plan for the entire IT application ecosystem. Various proof of concepts, based on different IT platforms, were evaluated to determine the optimal environment. The next step involves constructing the 'compute' portion of the DC-DR setup, which is the second phase of the project.

The Company's efficient BCMS plan has allowed it to maintain status quo quickly and cost-effectively during disasters and pandemics, minimise downtime, and achieve sustainable improvements in business continuity and regulatory compliance.

8. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard?

None.

9. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.

The Company is planning to conduct assessments for environmental impacts on value chain partners from FY 23-24 onwards.

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.**
Nil.
- 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)

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

Name of authority	Brief of case	Corrective action taken
	N.A.	

*N.A.- Not Applicable

Leadership Indicators

1. **Details of public policy positions advocated by the entity:**

S. No.	Public policy advocated	Method resorted for such advocacy	Whether Information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available

N.A.

*N.A.- 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

Not applicable. RVL evaluates the efficacy of every CSR project carried out internally.

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

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 ₹)

N.A.

*N.A.- Not Applicable

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

Not Applicable.

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	1.63%	1.07%
Sourced directly from within the district and neighbouring districts	89%	96%

Leadership Indicators

1. **Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above).**

Details of negative social impact identified	Corrective action taken
	N.A.

*N.A.- Not Applicable

2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies.

S. No.	State	Aspirational District	Amount spent (In ₹)
N.A.			

*N.A.- Not Applicable

3. a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalised /vulnerable groups? (Yes/No)

Yes. The Company is dedicated to promoting diverse supplier groups and actively seeks opportunities to identify, develop, and engage in business with them as part of its procurement activities.

RVL has formulated the "Inclusive Growth and Equitable Development Policy", which underscores the Company's responsibility in conducting business ethically while addressing social and economic development concerns aligned with the sustainable development agendas. The Company places significant emphasis on procuring goods and services from local suppliers. This approach not only leads to cost savings in logistics but also helps reduce vehicular emissions. Moreover, local procurement practices contribute to boosting the local economy. In accordance with the provisions of the Inclusive Growth and Equitable Development Policy, the Company is committed to establishing a competitive and sustainable value chain that supports businesses capable of creating sustainable livelihoods, particularly for vulnerable communities.

b) From which marginalised/vulnerable groups do you procure?

The Company will incorporate the active identification and development of diverse supplier groups as an essential element of its procurement practices. To foster supplier diversity and promote inclusion within the supply chain, the Company shall specifically engage with small and medium-scale supplier groups, whose proprietors include women, transgender individuals, and people with disabilities.

c) What percentage of total procurement (by value) does it constitute?

The Company shall try to develop a mechanism to capture the required data in upcoming FYs.

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge.

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
None				

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Name of authority	Brief of the Case	Brief of the Case
N.A.		

*N.A.- Not Applicable

6. Details of beneficiaries of CSR Projects:

CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
School Project of group CSR Trust	The school project will be commissioned from the coming year (FY 23-24) onwards.	For the benefit of people at large.
Project on medical technology and research of Institute of Pulmocare and Research, Kolkata	For the benefit of people at large.	For the benefit of people at large.

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.

The utmost priority of any Company is to exceed client expectations on a regular basis. RVL has put in place effective measures to monitor and address client feedback and complaints in relation to the services being provided which has enabled enhanced client satisfaction.

The Company is in the course of revamping the Ticket System where a unique ticket is generated for each service request

raised by our clients. The information about client and their distinct issues are gathered and structured in a manner that permits a client service representative to access and employ it. This process has greatly enabled RVL to improve client experience and provide customized solutions.

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	N.A.
Safe and responsible usage	
Recycling and/or safe disposal	

*N.A.- Not Applicable

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	-	-	None	-	-	None
Advertising	-	-	None	-	-	None
Cyber-security	-	-	None	-	-	None
Delivery of essential services	-	-	None	-	-	None
Restrictive Trade Practices	-	-	None	-	-	None
Unfair Trade Practices	-	-	None	-	-	None
Other	676*	10	None	606*	8	None

*Based on log maintained for service requests/complaints received from clients.

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

	Number	Reasons for recall
Voluntary recalls	N.A.	N.A.
Forced recalls		

*N.A.- Not Applicable

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

The Company has released a comprehensive Cyber Security Policy which is available in the internal portal.

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. -

There were no complaints related to data privacy, cybersecurity, delivery of essential services etc. received by the Company, therefore no corrective actions were necessary to be taken.

Leadership Indicators

1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).

Channels: -

- a) Website- www.rpsgventuresltd.com
- b) Annual Reports-https://www.rpsgventuresltd.com/annual_report.php

2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.

Not Applicable.

3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.

- a) Notification systems: RVL has implemented notification systems to inform clients about any risks of disruption or discontinuation of essential services through various channels such as alert emails, messages, or phone calls.
- b) Announcements in Internal Portal: The Company notifies its clients about potential risks of service disruptions or discontinuations beforehand in the internal portal.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/ Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

Not Applicable.

5. Provide the following information relating to data breaches:

- a) Number of instances of data breaches along-with impact: Nil. During the FY 2022-23, no valid complaints were received from external parties or regulatory authorities regarding breaches of customer privacy.
- b) Percentage of data breaches involving personally identifiable information of Customers: 0%

For and on behalf of the Board

Place : Kolkata
Date : May 19, 2023

Dr. Sanjiv Goenka
Chairman
DIN: 00074796