

SEC: SB: 417

July 27, 2024

National Stock Exchange of India Limited  
Exchange Plaza, 5<sup>th</sup> Floor, Plot No. C/1,  
G- Block, Bandra – Kurla Complex,  
Bandra (East),  
**Mumbai – 400 051**  
**SCRIP CODE: RPSGVENT**

BSE Limited  
Phiroze Jeejeebhoy Towers,  
Dalal Street,  
**Mumbai – 400 001**  
**SCRIP CODE: 542333**

Dear Sirs,

**Sub: Business Responsibility and Sustainability Report for the Financial Year ended  
March 31, 2024**

In terms of Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we hereby enclose the Business Responsibility and Sustainability Report of the Company for the Financial Year ended March 31, 2024, which also forms part of the Annual Report of the Company for the Financial Year 2023-24.

Thanking You.  
Yours faithfully,

For **RPSG Ventures Limited**



**Sudip Kumar Ghosh**  
**Company Secretary and Compliance Officer**

Encl: a/a

# BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

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

### SECTION A: GENERAL DISCLOSURES

#### I. Details of the 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.	Corporate office Address	CESC House, Chowringhee Square, Kolkata - 700001, West Bengal, India
6.	E-mail	rpsgventures@rpsg.in
7.	Telephone	033 - 22256040
8.	Website	www.rpsgventuresltd.com
9.	Financial year for which reporting is being done	2023-24
10.	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited (NSE) and BSE Ltd (BSE)
11.	Paid-up Capital	₹ 33.09 Crore
12.	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
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 have been made on standalone basis.
14.	Name of assurance provider	N.A.
15.	Type of assurance	N.A.

N.A.- Not Applicable

#### II. Products/services

##### 16. 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 infrastructure support, IT consultancy support and services	100%

##### 17. 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

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

Location	Number of plants	Number of offices	Total
National	-	5	5
International	-	-	-

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

###### a. Number of locations

Locations	Value (in numbers)
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?**

Nil

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

RPSG Ventures Limited (referred to as "RPSG Ventures," "RVL," or "the Company") specializes in providing IT consultancy, project management, and development services to its clients, primarily represented by Group Companies operating in the Power Generation & Distribution Sector. RVL focuses on addressing the unique IT and digital needs of the Power Sector, playing a pivotal role in assisting these Group Companies in achieving their IT objectives.

RVL specializes in deploying advanced IT solutions customized for the power sector, boasting a robust portfolio of over 350 applications. These solutions streamline operations and boost efficiency within the sector. RVL excels in various technologies, including both established and emerging ones, supported by a skilled team proficient in custom application development, IT infrastructure and networking and IT security. This expertise ensures thorough support for the sector's technological needs.

**IV. Employees**

**20. Details as at the end of Financial Year (FY 2023-24):**

**a. Employees and workers (including differently abled):**

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>Employees</b>						
1.	Permanent (D)	106	81	76.42%	25	23.58%
2.	Other than Permanent (E)	-	-	-	-	-
3.	<b>Total employees (D + E)</b>	<b>106</b>	<b>81</b>	<b>76.42%</b>	<b>25</b>	<b>23.58%</b>
<b>Workers</b>						
4.	Permanent (F)		N.A.			
5.	Other than Permanent (G)					
6.	<b>Total workers (F + G)</b>					

N.A.- Not Applicable

**b. Differently abled Employees and workers (FY 2023-24):**

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>Differently abled Employees</b>						
1.	Permanent (D)	-	-	-	-	-
2.	Other than Permanent (E)	-	-	-	-	-
3.	<b>Total differently abled employees (D + E)</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Differently abled Workers</b>						
4.	Permanent (F)		N.A.			
5.	Other than permanent (G)					
6.	<b>Total differently abled workers (F + G)</b>					

N.A. - Not Applicable

**21. 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

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

	FY 2023-24 (Turnover rate in current FY) (%)			FY 2022-23 (Turnover rate in previous FY) (%)			FY 2021-22 (Turnover rate in the year prior to the previous FY) (%)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	15.58%	12.24%	14.78%	5.84%	9.09%	6.63%	4%	0%	4%
Permanent Workers	N.A.								

N.A.- Not Applicable

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

S. No.	Name of the holding / subsidiary / associate companies / joint ventures	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 Australia Pty Limited	Subsidiary	53.66%	No
32	Firstsource BPO South Africa (Pty) Limited	Subsidiary	53.66%	No
33	Firstsource Solutions Mexico, S de R.L.de.C.V	Subsidiary	53.66%	No
34	Firstsource Solutions Jamaica Limited	Subsidiary	53.66%	No
35	Aakil Nirman LLP	Subsidiary	100%	No
36	RPSG Unique Advisory LLP	Subsidiary	100%	No
37	RPSG Sports Private Limited	Subsidiary	51%	No
38	RPSG Sports Ventures Private Limited	Subsidiary	51%	No
39	RPSG Sports South Africa Pty Limited	Subsidiary	51%	No
40	RP - SG Ventures Advisory LLP	Joint Venture	99%	No

S. No.	Name of the holding / subsidiary / associate companies / joint ventures	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)
41	RPSG Capital Ventures Opportunity Fund -I	Joint Venture	26.60%	No
42	RP-SG Ventures Fund -I	Joint Venture	100%	No
43	RPSG Capital Ventures Fund -II	Joint Venture	31.60%	No
44	Nanobi Data and Analytics Private Limited	Associate	11.69%	No

#### VI. CSR Details

24. i. Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No): Yes  
 ii. Turnover (in ₹) : ₹ 161.50 crore \*  
 iii. Net worth (in ₹) : ₹ 2287.66 crore \*  
 (\*pertains to the Financial Year – 2022-23)

#### VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes, <a href="https://www.rpsgventuresltd.com/uploads/policies/Stakeholder%20engagement%20policy.pdf">https://www.rpsgventuresltd.com/uploads/policies/Stakeholder%20engagement%20policy.pdf</a>	0	0	-	0	0	-
Investors (other than shareholders)	NA	0	0	-	0	0	-
Shareholders	Yes, <a href="https://www.rpsgventuresltd.com/uploads/policies/Stakeholder%20engagement%20policy.pdf">https://www.rpsgventuresltd.com/uploads/policies/Stakeholder%20engagement%20policy.pdf</a>	2	0	-	2	0	-
Employees and workers	Yes, <a href="https://www.rpsgventuresltd.com/uploads/policies/Stakeholder%20engagement%20policy.pdf">https://www.rpsgventuresltd.com/uploads/policies/Stakeholder%20engagement%20policy.pdf</a>	0	0	-	0	0	-
Customers	Yes, <a href="https://www.rpsgventuresltd.com/uploads/policies/Client%20Relations%20Policy.pdf">https://www.rpsgventuresltd.com/uploads/policies/Client%20Relations%20Policy.pdf</a>	1067*	9*	-	676*	10*	-
Value Chain Partners	Yes, <a href="https://www.rpsgventuresltd.com/uploads/policies/Stakeholder%20engagement%20policy.pdf">https://www.rpsgventuresltd.com/uploads/policies/Stakeholder%20engagement%20policy.pdf</a>	0	0	-	0	0	-

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

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

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

S. No.	Material 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><b>Risks:</b></p> <ol style="list-style-type: none"> <li>1. Cyber Threats: Potential risks including malware, phishing, and ransomware attacks.</li> <li>2. Data Breaches: Risks involve hacking, social engineering, and insider threats, potentially leading to the compromise of sensitive data.</li> <li>3. Third-party Risks: Concerns may arise when third-party IT vendors with access to sensitive data may not uphold the same level of security controls.</li> <li>4. Data Retention and Destruction: Compliance with regulatory requirements for retaining and destroying data is essential.</li> <li>5. Cloud Security: Risks involve potential misconfigurations and cyber-attacks on cloud service providers.</li> </ol> <p><b>Opportunities:</b></p> <p>Expansion of Cybersecurity Services: There is an opportunity to extend existing cybersecurity services to client companies within the Group.</p> <p>Industry Recognition: Seizing the opportunity to be recognized as a pioneer in information security and implementing cutting-edge data privacy solutions in the industry.</p>	<p><b>Mitigation strategy: -</b></p> <ol style="list-style-type: none"> <li>1. RVL employs robust security measures, encompassing access controls, encryption, continuous monitoring, and comprehensive training programs to educate employees on optimal security practices to counteract potential risks.</li> <li>2. Regular risk assessments, conducted by certified vendors and peer evaluations, are integral to RVL's strategy. This ensures the identification and remediation of vulnerabilities in systems and processes through a corrective action plan.</li> <li>3. RVL aids its clients in establishing critical information infrastructure by conducting periodic IT security assessments. Additionally, the company enhances their Cyber Crisis Management Plan (CCMP) and assists in achieving compliance with ISO 27001 and ISMS standards.</li> <li>4. Ongoing training is provided to IT security professionals and users to keep them informed and equipped with the latest knowledge.</li> <li>5. The Corporate ICT Policy is made accessible to employees through the internal website.</li> <li>6. Collaborating with nodal agencies, the company actively contributes to the development of a Critical Information Infrastructure (CII) framework for its clients.</li> </ol>	Negative

S. No.	Material 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.	<b>Talent Attraction &amp; Development</b>	<b>Opportunity</b>	RVL's emphasis on Human Resource management underscores the commitment to nurturing talent, promoting engagement, providing incentives, and championing diversity and inclusion. This approach ensures a skilled workforce, essential for meeting the growing demands of the expanding business landscape. By prioritizing these aspects, the Company positions itself to capitalize on the strengths of the Company's proficient workforce, contributing to sustained organizational success.		Positive
3.	<b>Client Landscape</b>	<b>Opportunity</b>	The strategic opportunity lies in expanding beyond the current power industry client base. By enhancing capabilities and exploring synergies within the group of companies, the Company aims to diversify and grow in adjacent industries. This approach aligns with the overarching goal of sustained business expansion and market diversification.	-	Positive
4.	<b>Eco-Efficiency</b>	<b>Opportunity</b>	The opportunity arises from the vulnerability of RVL's client companies in the Power Generation & Distribution sector to climate change threats, particularly in maintaining grid resilience. By strategically aligning with the increasing demand for climate-related technologies and services, RVL stands to realize higher revenue growth. This approach not only addresses the pressing needs of the clients but also positions RVL at the forefront of an emerging market, contributing to sustained business growth.		Positive

## 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
<b>Policy and management processes</b>									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	<a href="https://www.rpsgventuresltd.com/policies.php">https://www.rpsgventuresltd.com/policies.php</a>								
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, Trusts) 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 currently establishing internal targets aligned with core principles, to be assessed and monitored annually.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The company is on track to achieve its set internal targets.								
<b>Governance, leadership and oversight</b>									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements ( <i>listed entity has flexibility regarding the placement of this disclosure</i> ):	<p>Acknowledging the imperative to address ESG challenges, RVL's Board and CSR Committee have developed a robust ESG Framework. This framework drives sustainability by promoting transparency and accountability in the Company's everyday actions.</p> <p>At RVL, we firmly uphold the principles of good governance as the cornerstone of our values, continuously refining them to adhere to industry-leading standards. Our commitment to ESG practices reflects our dedication to integrating environmental and social responsibilities into our operations. This includes a strong emphasis on compliance, accountability and transparency, as we recognize the imperative for sustainable governance in today's dynamic landscape.</p> <p>In the dynamic industry landscape, RVL prioritizes technological advancements while embracing environmental responsibilities. RVL's focus on eco-friendly solutions underscores its dedication to sustainability. RVL optimizes resource usage, minimizes energy consumption and refines supply chain processes, aligning with national commitments towards enabling a low carbon economy.</p>								



Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
	<p>In the social front, RVL builds trust through stakeholder engagement, sustainability awareness programs and community-oriented events. RVL's inclusive workplace initiatives, ideation programs and collaborative platforms not only drive efficiency improvements and enhance business value but also prioritize people safety and wellbeing. By integrating safety and wellbeing initiatives into our core operations, we not only safeguard our workforce but also strengthen our business resilience and sustainability.</p> <p>As RVL shapes a sustainable future, it expresses gratitude for stakeholders' continued support. Moving forward, RVL seeks stakeholders' ongoing support and insights to benchmark its sustainability practices against the highest standards.</p>								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	<p>Name: Mr. Rajeev Ramesh Chand Khandelwal Designation: Whole-time Director</p>								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	<p>Yes, the Board level CSR Committee is responsible for decision-making on sustainability related issues and overseeing Business Responsibility policy(ies) and procedures in place. The following are the members of CSR Committee of the Board.</p> <ol style="list-style-type: none"> <li>1. Mr. Shashwat Goenka (Chairman)</li> <li>2. Mr. Arjun Kumar (Member)</li> <li>3. Mr. Rajeev Ramesh Chand Khandelwal (Member)</li> </ol>								

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	Yes, CSR Committee of the Board and senior management of the Company is responsible for review of the Company's performance against the above policies									Annually								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Yes, the CSR Committee of the Board and senior management of the Company is responsible for review of the company's statutory compliances through the internal audit mechanism									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)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)						N.A.			
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

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

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

#### Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	1	P1, P2, P3, P4, P5, P6, P7, P8, P9 Impact: - An informed Board of Directors ensures effective oversight of the company's sustainability performance, meeting reporting obligations, and identifying ESG-driven business opportunities. This not only enhances the company's reputation but also builds stakeholder trust, contributing significantly to its long-term success.	100%
Key Managerial Personnel	1	P1, P2, P3, P4, P5, P6, P7, P8, P9 Impact: Enhanced awareness of the 9 BRSR principles among KMPs and Senior Management enables them to identify potential sustainability-related risks and opportunities. This heightened awareness plays a crucial role in developing effective risk management strategies for mitigation.	100%
Employees other than BoD and KMPs	1	P1, P2, P3, P4, P5, P6, P7, P8, P9 Impact: - Elevating employee awareness of the 9 BRSR Principles enhances their clarity regarding the direct application of these principles to their respective functions, fostering a heightened sense of discernment. This promotes a culture of compliance, engendering a sense of purpose among employees and thereby contributing to increased job satisfaction. The promotion of a sustainable and responsible workplace ethos provides a holistic clarity within the organizational milieu, redounding to the mutual benefit of employees and the overarching success of the company.	100%
Workers	-	-	-

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

(Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

Monetary			
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)
Penalty/ Fine		None	
Settlement			
Compounding fee			
Non-Monetary			
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case
Imprisonment		None	
Punishment			

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 upholds a robust anti-bribery and anti-corruption policy that extends across all organizational levels and hierarchies. This policy, readily accessible on the company's website, acts as a guiding framework for RVL's business ethics, values, and procedural frameworks. It espouses a zero-tolerance stance towards bribery, aligning with the relevant local and national laws and regulations. A Vigil Mechanism is also in place to empower stakeholders in detecting and reporting breaches, thereby reinforcing transparency and integrity within the organizational framework.

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 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directors	None	None
KMPs		
Employees		
Workers		

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

	FY 2023-24 (Current Financial Year)		FY 2022-23 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	-	Nil	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	-	Nil	-

**7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.**

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.

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Number of days of accounts payables	N.A.	N.A.

N.A.- Not Applicable

**9. Open-ness of business**

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

Parameter	Metrics	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	1.83%	1.47%
	b. Number of trading houses where purchases are made from	19	10
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	1.83%	1.47%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales		
	b. Number of dealers / distributors to whom sales are made	N.A.	N.A.
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors		
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	N.A.	N.A.
	b. Sales (Sales related parties / Total Sales)	100%	100%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	99.90%	99.76%
	d. Investments (Investments in related parties / Total Investments made)	97.96%	98.55%

N.A.- Not Applicable

**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	% Age 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, P Value chain partners are sensitized to the 9 BRSR principles and the Company's commitment. This fosters their understanding and integration of these principles into their operations, ensuring alignment with the Company's sustainability goals throughout the entire value chain.	15.2%

**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 establishes clear principles for Directors and Senior Management Officers and addresses the clause of "Conflict of Interest". It mandates diligence in carrying out responsibilities, emphasizing the prevention of personal interests conflicting with the Company's objectives or hindering efficient performance of duty. Any queries or interpretations regarding the Code will be reviewed and addressed by the Board of Directors of the Company.

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 (FY 2023-24)	Previous Financial Year (FY 2022-23)	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?**

3.76%

**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.**

Given the nature of RVL's business in IT-enabled services, its business activities have minimal impact as it does not engage in the manufacturing of products. However, RVL is committed to circularity principles, actively working to minimize waste and ensure responsible disposal. In alignment with government guidelines, specific procedures have been identified for the recycling and safe disposal of various categories of waste generated in RVL's business operations.

**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.**

No. Extended Producer Responsibility (EPR) is not applicable to the Company's business activities.

**Leadership Indicators**

**1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?**

NIC Code	Name of Product /Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
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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 (for manufacturing industry) or providing services (for service industry).**

Indicate input material	Recycled or re-used input material to total material	
	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
	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 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed

Plastics including packaging)

E-waste

Hazardous waste

Other waste

N.A.

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	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
<b>Permanent employees</b>											
Male	81	81	100%	81	100%	-	-	-	-	-	-
Female	25	25	100%	25	100%	25	100%	-	-	-	-
<b>Total</b>	<b>106</b>	<b>106</b>	<b>100%</b>	<b>106</b>	<b>100%</b>	<b>25</b>	<b>100%</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Other than Permanent employees</b>											
Male	Nil	N.A.									
Female											
<b>Total</b>											

N.A.- Not Applicable

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

Category	Total (A)	% of workers covered by									
		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 / A)	Number	% (F / A)
<b>Permanent workers</b>											
Male		N.A.									
Female		N.A.									
<b>Total</b>		N.A.									
<b>Other than Permanent workers</b>											
Male		N.A.									
Female		N.A.									
<b>Total</b>		N.A.									

N.A.- Not Applicable

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Cost incurred on well-being measures as a % of total revenue of the company	0.59%	0.67%

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

Benefits	FY 2023-24 Current Financial Year			FY 2022-23 Current 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.

\*Employees are not under the purview of statute considering the compensation.

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? If not, whether any steps are being taken by the entity in this regard.**

Yes, the Company strives to provide an inclusive infrastructure that takes into account the demographics and composition of its workforce. Most of the Company's facilities are equipped with wheelchair facilities, elevators and ramps as per the Rights of Persons with Disabilities Act, 2016 to ensure access to differently abled employees.

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

Yes, RVL, as an equal opportunity employer, ensures equal treatment for all employees, irrespective of gender, caste, creed, color, religion, disability, or sexual orientation, from hiring through employment to separation. The Company's Employee Welfare Policy is dedicated to fostering a fair, safe, healthy and nurturing work environment across all operations. This policy also guarantees accessible facilities for differently abled employees, aligning with the Rights of Persons with Disabilities Act, 2016.

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.

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	-	-	N.A.	
Female	-*	-*		
<b>Total</b>	-	-		

\*No employee availed parental leave in the reporting year

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	
Permanent Workers	-
Other than Permanent Workers	-

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

	FY 2023-24			FY 2022-23		
	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	106	-	-	96	-	-
Male	81	-	-	73	-	-
Female	25	-	-	23	-	-
Total Permanent Workers						
Male						N.A.
Female						

N.A.- Not Applicable

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

Category	FY 2023-24 Current Financial Year					FY 2022-23 Previous Financial Year				
	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)
<b>Employees</b>										
Male	81	5	6.17%	76	93.83%	73	0	0%	50	68.50%
Female	25	1	4%	25	100%	23	0	0%	18	78.26%
<b>Total</b>	<b>106</b>	<b>6</b>	<b>5.66%</b>	<b>101</b>	<b>95.28%</b>	<b>96</b>	<b>0</b>	<b>0%</b>	<b>68</b>	<b>70.83%</b>
<b>Workers</b>										
Male										
Female										N.A.
<b>Total</b>										

N.A.- Not Applicable



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

Category	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	81	81	100%	73	73	100%
Female	25	25	100%	23	23	100%
<b>Total</b>	<b>106</b>	<b>106</b>	<b>100%</b>	<b>96</b>	<b>96</b>	<b>100%</b>
<b>Workers</b>						
Male	N.A.					
Female						
<b>Total</b>						

N.A. - Not Applicable

## 10. Health and safety management system:

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

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 hazards such as fire safety and electrical equipment safety, ensuring compliance with legislative requirements and industry standards. On the identification of safety risks, the company implements control and preventive mechanisms, including administrative controls such as but not limited to implementation of SOPs. Employee awareness on safety incident reporting is fostered through induction, monthly mailers, and ongoing communication.

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

Not Applicable.

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

Yes, 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 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
Total recordable work-related injuries	Employees	Nil	Nil
Number 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 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
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)
Health and safety practices	0%
Working Conditions	

**15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.**

During the Financial Year 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	N.A.

N.A.- 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.**

RVL ensures statutory dues are deducted and deposited to concerned authorities for all its third party vendors through internal audits during the onboarding process and reconciliation of annual balance for any type of deduction. This practice is further reinforced through an internal clause in the business agreement.

**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:**

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Employees	0	0	0	0
Workers	N.A.			

N.A.- Not Applicable

**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/ No)**

Yes, being an employee-centric organization, RVL places significant emphasis on providing transition assistance programs. Recognizing the importance of supporting employees during career endings resulting from retirement or termination, the Company proactively engages with employees well before their retirement date. This early engagement is designed to facilitate a seamless transition and includes comprehensive planning for retiral benefits such as PF, Gratuity, and Superannuation. Additionally, RVL extends support in the form of continued 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:**

	<b>% of value chain partners (by value of business done with such partners) that were assessed</b>
Health and safety practices	3.76%
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.

**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.**

Guided by the Stakeholder Engagement Policy, key stakeholder groups are identified in consultation with the Company's management. These groups encompass shareholders, customers, employees, government/regulatory bodies, suppliers/vendors, and the community. The approach of prioritisation based on their significance, role, and influence followed by periodic stakeholder dialogue and consultations allows the Company to comprehend stakeholder expectations, address concerns, and incorporate feedback into the strategic planning.

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

<b>Stakeholder Group</b>	<b>Whether identified as Vulnerable &amp; Marginalized Group (Yes/No)</b>	<b>Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other</b>	<b>Frequency of engagement (Annually/ Half yearly/Quarterly/ others please specify)</b>	<b>Purpose and scope of engagement including key topics and concerns raised during such engagement</b>
Client	No	Website, Client Meets, Brochures, social media, Mailers, Newsletters.	Need based and as per agreement	<ul style="list-style-type: none"> <li>Client Satisfaction,</li> <li>Pricing and quality of services</li> </ul>
Shareholders	No	Website, Annual General Meetings, Annual Reports, Quarterly Results.	As per requirements of applicable laws	<ul style="list-style-type: none"> <li>Updating on Business Strategies</li> <li>Review of Company's Performance</li> <li>Grievance Redressal</li> </ul>
Government & Regulatory Bodies	No	Government forums, periodic policy advocacy, regular Liaoning.	As and when required	<ul style="list-style-type: none"> <li>Compliance with the law of the land</li> </ul>

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
Employees	No	<ul style="list-style-type: none"> <li>Townhall Communication Meetings.</li> <li>Annual employee opinion surveys.</li> <li>Employee grievance redressal mechanism.</li> <li>Regular interactions for celebrating days of individual, organisational, national, and international significance.</li> </ul>	Annually Ongoing Need basis	<ul style="list-style-type: none"> <li>Professional development,</li> <li>Working condition</li> <li>Employee performance,</li> <li>Employee Satisfaction,</li> <li>Work-life balance</li> <li>Company culture.</li> </ul>
Supplier	No	Periodic vendor interactions for sampling and grievance redressal.	As and when required	<ul style="list-style-type: none"> <li>Supplier capacity building for business opportunities</li> <li>Focus on enhancing environmental performance.</li> <li>Emphasis on improving social performance</li> </ul>
Community	Yes	Email, Meetings, Verbal communications.	As and when required	<ul style="list-style-type: none"> <li>Welfare of the Community</li> </ul>

### 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.**

Consultation with stakeholders on sustainability topics is conducted periodically. The executives from different divisions within the company routinely engage with various stakeholder groups as part of their regular business interactions. These divisional executives are responsible for collecting feedback from consultations and other stakeholder engagements. Subsequently, they communicate this feedback to the Secretarial Division. The Secretarial Division, in turn, conveys the gathered feedback from different divisions to the Board. The purpose is to incorporate this feedback appropriately into the Corporate Governance Report 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.**

Yes, RVL is dedicated to fostering a more equitable and sustainable world and engage with both its key internal and external stakeholders such as employees, clients, suppliers, partners, and communities for the same. In navigating ESG domains, RVL prioritizes critical issues, engaging in consultations and formulating policies like Stakeholder Engagement, Client Relations, Human Resource and Employee Welfare, with detailed implementation mechanisms.

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

The company's CSR initiatives aim to support underprivileged sections of society, providing equitable opportunities for sustainable growth. Regular progress monitoring and feedback mechanisms with local communities through various channels ensure effectiveness. The active involvement of implementing partners is pivotal, fostering trust and establishing a framework for positive socioeconomic outcomes in the communities the Company serves.

**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	Current FY (2023-24)			Previous FY (2022-23)		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (A)	No. of employees / workers covered (B)	% (D / C)
<b>Employees</b>						
Permanent	106	106	100%	96	17	17.71%
Other than permanent	-	-	-	-	-	-
<b>Total employee</b>	<b>106</b>	<b>106</b>	<b>100%</b>	<b>96</b>	<b>17</b>	<b>17.71%</b>
<b>Workers</b>						
Permanent						
Other than permanent						
<b>Total workers</b>						N.A.

N.A. - Not Applicable

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

Category	Current FY (2023-24)					Previous FY (2022-23)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
<b>Employees</b>										
Permanent Employees	106	0	0%	106	100%	96	0	0%	96	100%
Male	81	0	0%	81	100%	73	0	0%	73	100%
Female	25	0	0%	25	100%	23	0	0%	23	100%
Other than Permanent										
Male										N.A.
Female										N.A.
<b>Workers</b>										
Permanent Workers										
Male										
Female										
Other than Permanent										
Male										N.A.
Female										N.A.

N.A. - Not Applicable

3. Details of remuneration/salary/wages

a. Median remuneration/wages:

	Male		Female	
	Number	Median remuneration/ salary / wages of respective category (in ₹)	Number	Median remuneration/ salary/ wages of respective category (in ₹)
Board of Directors (BoD)*	1	5,99,32,462	0	-
Key Managerial Personnel**	2	99,44,315	0	-
Employees other than BoD and KMP	80	16,79,476	25	16,00,558
Workers				N.A.

Notes –

\* Does not include payment to Non-Executive Directors.

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

N.A. - Not Applicable

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Gross wages paid to females as % of total wages	17.32%	20.10%

**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, recognizing the importance of human rights in the business operations, RVL proactively addresses potential impacts through the continued implementation of RVL's Human Resource Policy. Joint Committees between employees and management serve as focal points for addressing human rights impacts or issues arising from business activities. These committees provide a forum for employees to voice concerns and collaborate with management to find solutions. Ensuring the integration of human rights considerations into its operations.

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

The Company is committed to fostering a secure and supportive workplace environment, exemplified by our open-door policy. We encourage employees to utilize various channels to address any concerns or issues they may encounter at work. RVL strictly prohibits the use of child labour, forced labour, violence, discrimination, and any forms of physical, sexual, psychological, or verbal abuse. Instances of sexual harassment are handled with utmost seriousness through our dedicated Internal Complaint Committee (ICC).

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

	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	-	0	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour/ Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights related issues	0	0	-	0	0	-

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees/ workers	0	0
Complaints on POSH upheld	0	0

**8. 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.

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

Yes, human rights requirements form a part of RVL's business agreements and contracts as and where relevant. In particular, these aspects are covered under the Company's Code of Conduct which form a part of terms and conditions during the onboarding process, which is a mandatory component for all contracts.

**10. Assessments for the year.**

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

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

Not applicable, as no such incidents were reported during FY 2023-24. However, RVL conducts regular internal audits to address risks and promptly escalates any issues that may arise. The company is committed to ensuring full compliance with statutory regulations, particularly concerning minimum wages, and strictly prohibits the employment of child labour.

**Leadership Indicators**

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

No significant changes to business processes have been made during the reporting period.

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

RVL has developed a comprehensive Human Resource Policy, reflecting the company's commitment to a zero-tolerance approach to human rights issues. This policy ensures strict adherence to all relevant government regulations, regulatory policies, and both global and local laws in the countries where RVL operates. The effectiveness of the human rights due diligence mechanisms is regularly assessed through periodic internal audits.

**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?**

Yes, RVL ensures accessible infrastructure for all. Hence the Company's infrastructure for employees also extend to the visitors to the Company's facilities. The company endeavours to create a diverse and accommodating environment by offering facilities such as wheelchairs and elevators for differently abled individuals to ensure ease in navigation within its premises.

**4. Details on assessment of value chain partners:**

	<b>% of value chain partners (by value of business done with such partners) that were assessed</b>
Sexual Harassment	3.76%
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
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 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>From renewable sources</b>		
Total electricity consumption (A) (GJ)	-	-
Total fuel consumption (B) (GJ)	-	-
Energy consumption through other sources (C) (GJ)	-	-
Total energy consumed from renewable sources (A+B+C)	-	-
<b>From non-renewable sources</b>		
Total electricity consumption (D) (GJ)	1664 GJ	1650 GJ
Total fuel consumption (E) (GJ)	-	-
Energy consumption through other sources (F) (GJ)	-	-
Total energy consumed from non-renewable sources (D+E+F)	1664 GJ	1650 GJ

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total energy consumed (A+B+C+D+E+F)	1664 GJ	1650 GJ
Energy intensity per rupee of turnover (Total energy consumed/ Revenue from operations)	10.30 GJ/₹ Crore of Turnover	10.22 GJ/₹ Crores of Turnover
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumption/ Revenue from operations adjusted for PPP) (GJ/Crore)*	235.72 GJ/₹ of Turnover adjusted to PPP	233.89 GJ/₹ of Turnover adjusted to PPP
Energy intensity in terms of physical output	Not Applicable	Not Applicable
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

\* The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2022 by Organization for Economic Cooperation and Development (OECD) for India which is 22.88

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)**

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? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.**

No, the Company belongs to the service sector and doesn't demand a substantial amount of energy. Hence, it is not covered under Performance, Achieve and Trade (PAT) Scheme of the Government of India.

However, RVL understands the need for energy conservation and endeavours to conserve energy and judicious use of resources by utilising modern, energy-efficient computers and electronic equipment across its operations.

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	3121.53 KL	1782.54 KL
(iii) Third party water	92.50 KL	120.72 KL
(iv) Seawater / desalinated water	-	-
(v) Others (Rainwater harvesting)	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	3214.04 KL	1903.26 KL
Total volume of water consumption (in kilolitres)	3214.04 KL	1903.26 KL
Water intensity per rupee of turnover (Total Water consumed / Revenue from operations) (L/Rs)	19.90 KL / ₹ Crores of Turnover	11.78 KL / ₹ Crores of Turnover
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/ Revenue from operations adjusted for PPP)	455.34 KL / ₹ of Turnover adjusted to PPP	269.64 KL / ₹ of Turnover adjusted to PPP
Water intensity in terms of physical output	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

\* The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2022 by Organization for Economic Cooperation and Development (OECD) for India which is 22.88

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)**

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

**If yes, name of the external agency.**

Not applicable.



**4. Provided the following details related to water discharged:**

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
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	Not Applicable	Not Applicable
- 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		
<b>Total water discharged (in kilolitres)</b>		

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)**

Not Applicable

**If yes, name of the external agency.**

Not Applicable.

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

No, the Company is not in the business of manufacturing products requiring water for process use and only consumes water for domestic purposes. However, RVL recognizes the value of water as a resource and take proactive steps to judiciously use water for domestic purposes.

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

Parameter	Please specify unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
NOx	MT		
SOx	MT		
Particulate Matter (PM)	MT		
Persistent organic pollutants (POP)	MT	Not Applicable	Not Applicable
Volatile organic compounds (VOC)	MT		
Hazardous air pollutants (HAP)	MT		
Others- please specify	MT		

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)**

Not Applicable

**If yes, name of the external agency.**

Not Applicable.

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

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	-	-
Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	377	373
Total Scope 1 and Scope 2 emissions intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	tCO <sub>2</sub> eq/₹ Crores of Turnover	2.33	2.31
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations adjusted for PPP)*	tCO <sub>2</sub> eq/₹ Crores of Turnover adjusted to PPP	235.72	233.89
Total Scope 1 and Scope 2 emission intensity in terms of physical output		-	-
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity			

\* The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2022 by Organization for Economic Cooperation and Development (OECD) for India which is 22.88

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)**

Not Applicable

**If yes, name of the external agency.**

Not Applicable.

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

Yes, RVL has initiated projects aimed at reducing Green House Gas (GHG) emissions. These projects encompass various strategies, including the adoption of energy-efficient technologies, optimizing resource consumption, and implementing eco-friendly practices across the Company's operations.

Detailed specifics of these initiatives are as below:

- a. Automation Technologies for Energy Optimization:
  - Implementation of server virtualization.
  - Adoption of robotic process automation.
  - Utilization of no code/low code platforms.
- b. Efficient Cloud Computing Infrastructure:
  - Deployment of hyper-converged cloud computing infrastructure.
  - Integration of third-party cloud services.
- c. Retrofit Projects for Energy Conservation:
  - Execution of substantial retrofit projects with target areas including lighting, air conditioning, and UPS systems.
  - Specific emphasis on consuming lesser electricity through awareness sessions

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	-	
E-waste (B)	3.90 MT	
Bio-medical waste (C)	-	
Construction and demolition waste (D)	1.61 MT	NA
Battery waste (E)	4.91 MT	
Radioactive waste (F)	-	
Other Hazardous waste. Please specify, if any. (G)- <b>Used Oil (DG Black Oil)</b>	-	
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector) <b>(Iron, Paper, Cardboard, Aluminium, Wood etc.)</b>	3.90 MT	3.68 MT
Total (A+B + C + D + E + F + G + H) **	14.31 MT*	3.68 MT
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.49 MT/₹ Crore of Turnover	0.02 MT/₹ Crore of Turnover
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)*	2.02 MT/₹ Crore of Turnover adjusted to PPP	0.52 MT/₹ Crore of Turnover adjusted to PPP
Waste intensity in terms of physical output	-	-
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
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	14.31 MT	3.68 MT
<b>Total</b>	<b>14.31 MT</b>	<b>3.68 MT</b>
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste	Not Applicable	Not Applicable
(i) Incineration		
(ii) Landfilling		
(iii) Other disposal operations		
<b>Total</b>		

\* The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2022 by Organization for Economic Cooperation and Development (OECD) for India which is 22.88

\*\* The year-on-year increase in waste generation is due to effective implementation of waste SOP and implementation of a robust waste management system.

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)**

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

**If yes, name of the external agency.**

Not Applicable.

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

Not Applicable.

11. 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.
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Not Applicable

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

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

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

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

#### Leadership Indicators

##### 1. 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 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water withdrawal by source (in kilolitres)	Not Applicable	Not Applicable
(i) Surface water		
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(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)		
Water intensity (optional) – the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in kilolitres)		

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
(i) Into Surface water	Not Applicable	Not Applicable
- No treatment		
- With treatment – please specify level of treatment		
(ii) Into Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) Into Seawater		
- No treatment		
- 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)		

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)**

Not Applicable

**If yes, name of the external agency.**

Not Applicable.

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

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	Not Applicable	Not Applicable
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity			

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)**

Not Applicable

**If yes, name of the external agency.**

Not Applicable.

**3. With respect to the ecologically sensitive areas reported at Question 11 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.**

Not applicable, as the company does not operate in or near ecologically sensitive zones, and it holds no substantial direct or indirect influence on biodiversity in the locations the Company operates in.

**4. 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:**

S. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of initiative (Savings in ₹ Million)
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Nil

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

The company has a comprehensive framework for planning, implementing, operating, monitoring, reviewing, maintaining, and enhancing the Business Continuity Management Strategy (BCMS) throughout its operations. This framework ensures the uninterrupted continuation of business operations, prioritizing employee safety, safeguarding company assets, and meeting client expectations.

RVL has formulated a detailed business continuity plan encompassing various business functions, locations, and accounts. These plans serve as guides for the company's response to diverse crisis scenarios, including natural or human-made disasters and other disruptions that could significantly impact operations.

Aligned with the BCMS strategy, RVL is actively engaged in establishing a unified Disaster Recovery Centre to enhance resilience and reliability in the entire IT application ecosystem. Various proof-of-concept evaluations, based on different IT platforms, have been conducted to determine the optimal environment. The ongoing project involves constructing the 'compute' portion of the DC-DR setup, marking the second phase.

**6. 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.**

Given the nature of RPSG Ventures' business in IT and IT-enabled services, majorly the generation of hazardous waste comprises of electronic , battery waste that are the stream of adverse impact that arises from the Company's value chain. To address this, RVL adheres to global standards for vendors, insisting on authorized suppliers for its safe disposal.

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

3.76%

**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/ association**

The Company is not affiliated with any trade and industry chambers/associations.

**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)
	Nil	

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

Name of authority	Brief of the 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 internally assesses the effectiveness of each of the CSR project.					

**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.**

The CSR Policy at RVL aims to contribute positively to the communities where it operates. The Company's CSR team engages with the realities of its inclusion projects, continuously evaluating and gathering feedback through formal and informal channels. This proactive approach allows RVL to receive and address grievances from intended beneficiaries. RVL and its implementation partners conduct regular meetings with the community to assess project performance and resolve any concerns. Moreover, the Company actively encourages community members to express their concerns, fostering an environment of transparency and accountability.

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

The Company fosters strong relationships with service providers, vendors, and suppliers, sourcing from local partners, including mid-size and small-scale industries that meet the quality, delivery, cost, and technology standards.

	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/ small producers	3.47%	1.63%
Sourced from within India	100%	89%

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

Location	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Rural	-	-
Semi-urban	-	-
Urban	-	-
Metropolitan	100%	100%

(Place to be categorized as per RBI Classification System – rural/ semi-urban/ urban/ metropolitan)

**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
SIA is not undertaken by the entity as it is 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 endeavours to actively identify and develop diverse supplier groups as a fundamental aspect of its procurement practices. To enhance supplier diversity and foster inclusion in the supply chain, the company will specifically engage with small and medium-scale supplier groups, including those led by women, from SC/ST background, transgender individuals, and people with disabilities.

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

The company aims to establish a mechanism for capturing the necessary data in the upcoming financial years.

**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**

S. No.	CSR Project	No. of persons benefited from CSR projects	% of beneficiaries from vulnerable and marginalised groups
1	Bluekraft Digital Foundation	For the benefit of people at large.	For the benefit of people at large.
2	Ramakrishna Mission Vidyapith, Purulia	For the benefit of people at large.	For the benefit of people at large.
3	RP - Sanjiv Goenka Group CSR Trust	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.**

At RVL, customer satisfaction is highly prioritized. The Company has streamlined the process for addressing client grievances by offering various channels.

As part of its ongoing improvements, the Company has revamped its Ticket System. Each service request generates a unique ticket, allowing its client service representatives to access and address distinct issues efficiently. This approach significantly improves the overall client experience and enables the Company to provide tailored solutions.

The Company receives customer feedback through various channels such as emails, phone calls, physical visits, and the 'Contact Details' section on the website. Furthermore, the company takes necessary corrective actions based on the analysis of customer feedback.



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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	Not Applicable, considering the nature of business of the Company
Safe and responsible usage	
Recycling and/or safe disposal	

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

	FY 2023-24			FY 2022-23		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	None	0	0	None
Advertising	0	0	None	0	0	None
Cyber-security	0	0	None	0	0	None
Delivery of essential services	0	0	None	0	0	None
Restrictive Trade practices	0	0	None	0	0	None
Unfair Trade Practices	0	0	None	0	0	None
Others	1067*	9	None	676*	10	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	Nil	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.**

Yes, the Company prioritizes information security and privacy, implementing robust safeguards for both its internal data and the information entrusted by its clients. RVL's comprehensive Cyber Security Policy, accessible through the internal portal, guides their approach.

**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 reported complaints regarding data privacy, cybersecurity, delivery of essential services, etc. within the Company, hence, necessitating no corrective actions.

**7. Provide the following information relating to data breaches:**

**a. Number of instances of data breaches along-with impact**

Nil

**b. Percentage of data breaches involving personally identifiable information of customers**

0%

**c. Impact, if any, of the data breaches**

NA

## Leadership Indicators

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

RVL's core business consists of information technology (IT) services. The company extends its services by helping their clients digitize entire value chains and infuse intelligent automation. Refer to the following link of website <https://www.rpsgventuresltd.com/> and Annual Report: [https://www.rpsgventuresltd.com/annual\\_report.php](https://www.rpsgventuresltd.com/annual_report.php) to access information on various kind of services provided by RPSG Ventures.

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

Not Applicable, considering nature of the business.

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

RPSG Ventures (RVL) ensures the continuity of its business operations through robust security measures. The Company implements industry-standard precautions, which include information leakage tests, background checks, and regular data backups.

In the event of potential service disruptions,

- a. RVL has curated robust notification systems, by which clients are promptly informed through various channels, including alert emails and messages.
- b. Pre-emptive alerts are also communicated through its internal portal.

**11. 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)**

No products are being sold given the nature of business. Hence, the product information required to be provided over and above what is mandated as per local laws is not applicable.

While there hasn't been a formal survey conducted regarding consumer satisfaction with our major products/services, at RVL, we prioritize our customers' experiences. We consistently engage with our customers to gather their feedback, valuing their insights immensely. Their suggestions are not just heard but actively integrated into our organizational strategies and goals, ensuring that we remain customer-centric in every aspect of our operations.

For and on behalf of the Board

Place : Kolkata

Date : May 23, 2024

**Dr. Sanjiv Goenka**

Chairman

DIN: 00074796