

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

Section A: GENERAL DISCLOSURES

I. Details of the listed entity

1. Corporate Identity Number (CIN) : L65100TN1993PLC025996
2. Name of the Listed Entity : Sundaram Finance Holdings Limited
3. Year of Incorporation : 1993
4. Registered Office address : 21, Patullos Road, Chennai 600 002
5. Corporate Address : 21, Patullos Road, Chennai 600 002
6. E-mail id : investorservices@sundaramholdings.in
7. Telephone : 044-28521181
8. Website : www.sundaramholdings.in
9. Financial Year reported : April 1,2023 to March 31, 2024
10. Name of the Stock Exchange(s) where shares are listed : National Stock Exchange of India Limited (NSE)
11. Paid up capital : ₹111.05 Cr.
12. Name and contact details of the person who may be contacted in case of any queries on the BRSR report : S. Kalyanaraman, Secretary & Compliance Officer
Tel: 044 28521181
Email Id: kalyanaraman.s@sundaramholdings.in
13. Reporting boundary : Disclosures made in this report are on a standalone basis.
14. Name of assurance provider : Not Applicable
15. Type of assurance obtained : 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 Turn over of the entity
1	Core Investment Company	Investment in Group Companies and other investments	90%

17. Products/services sold by the entity.

S. No.	Product/Service	NIC Code	%of total Turn over contributed
1	BPO Services	7499	10%

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	Not Applicable*	2	2
International	Not applicable		

* The Company is a Core Investment Company and hence does not undertake any manufacturing activity.

19. Markets served by the entity:

a. No of locations:

Locations	Total
National(No of states)	1
International(No of countries)	Nil

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

Not applicable

c. A brief on types of customers

The shared services business of the Company encompasses services provided to Sundaram Finance Limited and its group and associate companies on an arm's length basis. Such services include transaction processing, accounts payable processing, tele-calling, training, learning and development.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Sl. No	Particulars	Total	Male		Female	
		(A)	No.(B)	%(B / A)	No.C	%(C/ A)
Employees						
1.	Permanent (D)	187	124	67.00	63	33.00
2.	Other than Permanent (E)	6	5	83.00	1	17.00
3.	Total (D + E)	193	129	67.00	64	33.00
Workers						
4.	Permanent (F)	-	-	-	-	-
5.	Other than Permanent (G)	-	-	-	-	-
6.	Total (F + G)	-	-	-	-	-

b. Differently abled Employees and workers:

Sl. No	Particulars	Total	Male		Female	
		(A)	No.(B)	%(B / A)	No.C	%(C/ A)
Differently abled Employees						
1.	Permanent (D)	2	2	100.00	-	-
2.	Other than Permanent (E)	0	0		-	-
3.	Total (D + E)	2	2	100.00	-	-
Differently abled workers:						
4.	Permanent(F)	-	-	-	-	-
5.	OtherthanPermanent(G)	-	-	-	-	-
6.	Total(F+G)	-	-	-	-	-

21. Participation / Inclusion / Representation of women:

	Total(A)	No. and percentage of Females	
		No.(B)	%(B/A)
Board of Directors	8	3	37.5%
Key Management Personnel	3	0	0

22. Turnover rate for permanent employees and workers:

	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	124	63	187	197	85	282	200	85	285
Permanent Workers	Not Applicable								

V. Holding, Subsidiary and Associate Companies (including joint ventures)

23. Names of holding / subsidiary / associate companies / joint ventures:

Sl. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Sundaram Business Services Limited	Subsidiary	100.00	No
2	Axles India Limited	Associate	38.81	No
3	Turbo Energy Private Limited	Associate	32.00	No
4	Transenergy Private Limited	Associate	42.41	No
5	Sundaram Dynacast Private Limited	Associate	26.00	No
6	Wheels India Limited	Associate	23.96	No
7	Sundaram Composite Structures Private Limited	Associate	39.00	No
8	India Motor Parts & Accessories Limited	Associate	20.00	No
9	Brakes India Private Limited	Associate	23.57	No
10	The Dunes Oman Llc (Fzc)	Associate	43.69	No

VI. CSR Details

24.	(i) Whether CSR is applicable as per section 135 of Companies Act, 2013	Yes
	(ii) Turnover (₹ In Cr.)	388.18
	(iii) Net worth (₹ In Cr.)	6,021.52

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			FY 2022-23		
		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	No	Nil	Nil	-	Nil	Nil	-
Investors (other than shareholders)	Yes	1	Nil	-	Nil	Nil	-
Shareholders	Yes	1	Nil	-	Nil	Nil	-
Employees and workers	Yes	Nil	Nil	-	Nil	Nil	-
Customers	Yes	Nil	Nil	-	Nil	Nil	-
Value Chain Partners	No	Nil	Nil	-	Nil	Nil	-
Others (please specify)	NA	NA	NA	-	NA	NA	-

web-link for grievance redressal policy <https://sundaramholdings.in/wp-content/uploads/2023/12/08.-Policy-on-BRR.pdf>

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.

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Employee Well Being	O	The Company has taken a number of steps to ensure that its strong and loyal employee workforce is consistently provided with opportunities for empowerment, growth and an environment of well-being.	-	Positive Implication
2	Data Security / Privacy	R	All the services being rendered by the Company are fully dependent on technology, which exposes the Company to a high degree of cyber / information security risk.	The company has set up a robust cyber security management framework which is monitored by the IT Team. All IT security related matters are subjected to periodic Information and Internal Audit. All employees of the Company are regularly sensitised and educated on matters relating to cyber security, data privacy etc.	Negative Implication

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.

Sl. No.	Disclosure Questions	Ethics & Transparency	Product Responsibility	Human Resources	Responsiveness to Stakeholders	Respect for Human Rights	Environment Protection	Public Policy	Inclusive Growth	Customer Engagement
		P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes										
1.	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	N	Y	N	Y	N	N	N	Y
	b. Has the policy been approved by the Board? (Yes/No)	Yes (to the extent applicable)								
	c. Web Link of the Policies, if available	https://sundaramholdings.in/regulatory-compliance/#report_contents Some policies being internal documents are available to the employees through the company's intranet.								
2.	Whether the entity has translated the policy into procedures. (Yes / No)	Yes (to the extent applicable)								
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes (to the extent applicable)								
4.	Name of the national and international codes / certifications /labels / standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Not applicable								
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company recognises its role in creating a positive impact in the lives of communities by identifying the core focus areas and achieving these commitments and goals through corporate social responsibility activities								

Sl. No.	Disclosure Questions	Ethics & Transparency	Product Responsibility	Human Resources	Responsiveness to Stakeholders	Respect for Human Rights	Environment Protection	Public Policy	Inclusive Growth	Customer Engagement
		P1	P2	P3	P4	P5	P6	P7	P8	P9
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	<ul style="list-style-type: none"> Recognising its role towards all stakeholders at large, the Company conducts: <ol style="list-style-type: none"> regular training and awareness programs for employees to educate them on the importance of a healthy customer relationship follow up with shareholders at regular intervals in connection with unclaimed dividends, unclaimed shares, dematerialization, nomination, electronic transfer option for receipt of dividends etc., As part of its Corporate Social Responsibility initiatives, the Company has actively contributed towards the healthcare, education through its CSR activities. 								
Governance, leadership, and oversight										
7.	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements (listed entity has flexibility regarding the placement of this disclosure)	<p>Sundaram Finance Holdings Limited (SF Holdings), promoted by the TSF group is developed from the demerged investment arm of Sundaram Finance Ltd.</p> <p>SF Holdings is an exempted core investment company listed on the National Stock Exchange of India and is involved in making investments, primarily in automotive companies. Significant investment includes Sundaram Clayton, Wheels India, IMPAL, Brakes India, Turbo Energy, Axles India – most of them leaders in their respective markets. Through its 100% subsidiary, Sundaram Business Services Limited and its own operations, SF Holdings also provides outsourced business processing and support services.</p> <p>With its heritage dating back to 1936,TSF group’s interests span the automotive and financial services sectors. Companies promoted by the TSF group have combined revenue of more than Rs 21,000 crore, 42,000 employees, 1,200 branches, and 36 factories.</p> <p>In the automotive industry, the TSF group operates across segments from component manufacturing, parts distribution, vehicle dealership and vehicle financing. The group serves marquee customers across the globe and is known for high quality design-led manufacturing. The TSF group companies are market leaders in their segments and include Brakes India, Wheels India, Axles India, Turbo Energy, IMPAL, Madras Auto Service, and Sundaram Motors.</p> <p>The Company has a long history of adhering to the highest standards of governance and transparency, often leading the industry in adopting regulatory and policy dispensations well ahead of timelines set by respective authorities.</p> <p>Sustainability objectives are an integral part of its core purpose. The Company believes that high standards of governance are a necessary imperative for serving all its stakeholders responsibly and to promote sustainability.</p>								
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Sri S Ravi, Chief Executive Officer								

Sl. No.	Disclosure Questions	Ethics & Transparency	Product Responsibility	Human Resources	Responsiveness to Stakeholders	Respect for Human Rights	Environment Protection	Public Policy	Inclusive Growth	Customer Engagement
		P1	P2	P3	P4	P5	P6	P7	P8	P9
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.	The Chief Executive Officer as stated above is in charge of the decision making on sustainability related issues.								
10.	Details of Review of NGRBCs by the Company									
	Subject for review	Review of Principles Undertaken and their Frequency								
	Performance against above policies and follow up action.	Relevant policies of the Company are reviewed periodically or on a need basis. The necessary changes to policies and procedures are implemented accordingly.								
	Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Company is in compliance with the extant regulations as applicable.								
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.	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
		No. However, the policies and processes are reviewed on a periodic basis by the internal audit team, risk management team, compliance team and Senior Management on a regular basis, with the support and participation of the regional / functional heads. Wherever applicable, the policies are also assessed and evaluated by the statutory auditors, the Board of Directors, and its committees.								
12.	If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated:									
	Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	1. The entity does not consider the principles material to its business (Yes/No)	–	–	–	–	–	–	–	–	–
	2. The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	–	–	–	–	–	–	–	–	–
	3. The entity does not have the financial or/human and technical resources available for the task (Yes/No)	–	–	–	–	–	–	–	–	–
	4. It is planned to be done in the next financial year (Yes/No)	–	–	–	–	–	–	–	–	–
	5. Any other reason (please specify)	–	–	–	–	–	#	#	#	

Considering the nature of company’s business, these Principles have limited applicability. The Company complies with Regulations governing its operations and has taken initiatives to promote inclusive growth and environmental sustainability.

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

ESSENTIAL INDICATORS

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

Category	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	The Company conducts familiarisation Programmes to the Board of Directors in investment opportunities available to the Company, on valuation of investments and other accounting policies and practices adopted under the Indian Accounting Standard (IndAS), risk management practices, automotive industry , regulatory changes/ development		100%
Key Managerial Personnel	The Company has a Code of Conduct for KMP which for adherence to ethical conduct, conflict of interest, transparency, safety & health of employees, etc.		100%
Employees other than BoD and KMPs	Employees are put through various training programmes relating to domain knowledge and soft skills on a periodic or need basis.		100%
Workers	NA		

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

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement	Amount (In INR)	Brief of the Case	Has an appeal been agencies/ judicial institutions
Penalty/ Fine	Nil				
Settlement					
Compounding fee					

Non-Monetary				
	NGRBC Principle	Name of the regulatory/ enforcement	Brief of the Case	Has an appeal been agencies/ judicial institutions
Imprisonment				
Punishment			Nil	

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.

Brief of the Case	Has an appeal been agencies/ judicial institutions
Not Applicable	

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.

No

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

NIL

Category	FY 2023-24	FY 2022-23
Board of Directors		Nil
KMPs		
Employees		
Workers		

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

Description	FY 2023-24		FY 2022-23	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors				
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.

Nil

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

Description	Current FY 2023-24	Previous FY 2022-23
Number of days of accounts payables	60 Days	60 Days

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	Current FY 2023-24	Previous FY 2022-23
Concentration of Purchases	a. Purchases from trading house as % of total purchases	NA	NA
	b. Number of trading houses where purchases are made from	NA	NA
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	NA	NA
Concentration of sales	a. Sales to dealers / distributors as % of total sales	NA	NA
	b. Number of dealers / distributors to whom sales are made	NA	NA
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	NA	NA
Share of RPTs in	a. Purchases (Purchases with related parties / Total purchases)	NA	NA
	b. Sales (Sales to related parties / Total sales)	NA	NA
	c. Loans & advances (Loan & advances given to related parties / total loans & advances)	NA	NA
	d. Investments (Investments in related parties / Total Investment made)	Rs. 23.40 Cr	Rs. 22.00 Cr

Leadership Indicators

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

Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% of value chain partners covered (by value of business done with such partners) under the awareness programmes
Nil		

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 Board of Directors has approved and adopted a Code of Conduct (the Code) for all the Directors which inter alia includes suitable clauses to ensure effective management of conflict of interest. All the Directors affirm compliance with the Code on an annual basis to the Board.

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.

	FY 2023-24	FY 2022-23	Details of improvements in environmental and social impacts
R&D	Not Applicable		
Capex	Not Applicable		

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

Not applicable

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

Not applicable.

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

Not applicable. We don't manufacture any products. We are a Core Investment Company.

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

Not applicable

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
Not Applicable					

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
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	Re-cycled or re-used input material to total material	
	FY 2023-24	FY 2022-23
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			FY 2022-23		
	Re-used	Recycled	Safety Disposed	Re-used	Recycled	Safety Disposed
Plastics (including packaging)	Not Applicable					
E-waste						
Hazardous waste						
Other waste						

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
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	% of employees covered by									Day Care Facilities Number & %
	Total	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		
	(A)	Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	
Male	124	124	100%	124	100%	-	-	-	-	-
Female	63	63	100%	63	100%	63	100%	-	-	-
Total	187	187	100%	187	100%	63	100%	-	-	-
Other than permanent employees										
Male	5	-	-	-	-	-	-	-	-	-
Female	1	-	-	-	-	-	-	-	-	-
Total	6	-	-	-	-	-	-	-	-	-

B. Details of measures for the well-being of workers

Category	% of employees covered by									
	Total	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		
	(A)	Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	
Male	Not Applicable									
Female										
Total										
Other than permanent employees										
Male	Not Applicable									
Female										
Total										

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	Rs. 33.80 lakhs	Rs. 8.03 lakhs

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

Benefits	2023-24			2022-23		
	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%	Not Applicable	Y	100%	Not Applicable	Y
Gratuity	100%		Y	100%		Y
ESI	100%		Y	100%		Y
Others - please specify	-	-	-	-	-	-

3. **Accessibility of workplaces**

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

The office spaces are located in commercial premises which is in the ground floor for easy movement of 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

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	Nil		Not Applicable	
Female				
Total				

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

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Workers	Not Applicable
Other than Permanent Workers	
Permanent employees	Yes, The employees of the Company have been provided with the facility to raise their grievances through a Help desk Portal on the Human Resources Management System. The redressal process is monitored by the management and subjected to Internal Audit.
Other than Permanent Employees	Not Applicable

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

Category	2023-24		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)	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)
Total Permanent Employees	Nil			
- Male				
- Female				
Total Permanent Workers				
- Male				
- Female				

8. Details of training given to employees and workers

Category	2023-24					2022-23				
	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)
Male	124	124	100%	124	100%	197	197	100%	197	100%
Female	63	63	100%	63	100%	85	85	100%	85	100%
Total	187	187	100%	187	100%	282	282	100%	282	100%
Other than permanent employees										
Male	5	5	100%	-	-	25	25	100%	-	-
Female	1	1	100%	-	-	5	5	100%	-	-
Total	6	6	100%	-	-	30	30	100%	-	-

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

Category	2023-24			2022-23		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	124	124	100%	197	197	100%
Female	63	63	100%	85	85	100%
Total	187	187	100%	282	282	100%
Workers						
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-
Total	-	-	-	-	-	-

10. Health and safety management system:

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

There are no occupational health and safety risks considering the nature of business. Periodic training on fire safety and fire-fighting equipment are provided along with the evacuation drills. During the Covid 19 pandemic the company had periodically educated the employees and value chain partners working on its premises on hygiene matter including advising on benefits of the vaccination. The Company also provided work from home facilities on need basis to its employees.

- b) What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity? – Not Applicable
- c) Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks? - Not Applicable
- d) Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)

Yes, All employees of the Company are covered under Group Medclaim Insurance, Graded Life Cover and Group Personal Accident Insurance from the date of joining. All female employees of the Company are being supported with maternity leave with pay in accordance with the applicable statutory provisions

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

Safety Incident/Number	Category	2023-24	2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
	Workers	Not Applicable	Not Applicable
Total recordable work-related injuries	Employees	Nil	Nil
	Workers	Not Applicable	Not Applicable
No. of fatalities	Employees	Nil	Nil
	Workers	Not Applicable	Not Applicable
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	Not Applicable	Not Applicable

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

Refer response to point No. 10

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

	2023-24			2022-23		
	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					
Health & Safety						

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and Safety Practices	100%
Working Conditions	100%

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

Refer response to point no .10

Leadership Indicators

- Does the entity extend any life insurance or any compensatory package in the event of death of
 - Employees (Y/N)- YES
 - Workers (Y/N) – Not Applicable
- Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

The Company while making payment to vendors ensures that the statutory dues of the contract employees are deducted and remitted.
- 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:

Category	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	FY 2022-23	FY 2023-24	FY 2022-23
Employees	Nil	Nil	Nil	Nil
Workers	Not Applicable	Not Applicable	Not Applicable	Not Applicable

- 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).

Not Applicable
- Details on assessment of value chain partners

Benefits	% of value chain partners (by value of business done with such partners) that were assessed
Working conditions	These Parameters are not measured
Health & Safety Practices	

- 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. Not Applicable.

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

Please refer to our response to the next question.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Others	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	Direct, email, team meetings.	Ongoing and need based	Performance appraisal and rewards.
Shareholders	No	Emails, SMS, newspaper, advertisement, notices, website, Annual General Meeting, intimation to stock exchanges, annual /quarterly financials, press release annual reports.	At least quarterly and need based	To stay abreast of developments in the Company, Performance of the Company and address concerns/grievances
Regulatory Bodies	No	Emails, websites	Need based	Discussions with regard to various approvals, circulars, guidelines, suggestions, amendments, etc.
Registrar and Transfer Agent	No	Emails, physical meetings, website and other digital platforms.	Ongoing and need based	Ensure seamless operations, data and integrity, compliance.
Vendors & Bankers	No	Emails, physical meetings, website, and other digital platforms	Ongoing and need based	Service quality and support, contract commercial and technical terms & conditions, custodial services, statutory compliances.

Leadership Indicators

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

The consultation on economic, environmental, and social topics with stakeholders is done by the members of the Senior Management and regional / functional heads and the feedback from such consultations is provided to the Board by the Chief Executive Officer.

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.

No.

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

The details of Refer to CSR Policy

PRINCIPLE 5 Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. of employees covered (B)	% (B/A)	Total (C)	No. of employees covered (D)	% (D/C)
EMPLOYEES						
Permanent	187	187	100%	282	282	100%
Other than Permanent	6	6	100%	30	30	100%
Total Employees	193	193	100%	312	312	100%
WORKERS						
Not Applicable						

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

Category	FY 2023-24					FY 2022-23				
	Total	Equal to Minimum Wage		More than Minimum Wage		Total	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
EMPLOYEES										
Permanent	-	-	-	-	-	-	-	-	-	-
Male	124	-	-	124	100%	197	-	-	197	100%
Female	63	-	-	63	100%	85	-	-	85	100%
Other than Permanent										
Male	5	-	-	5	100%	25	-	-	25	100%
Female	1	-	-	1	100%	5	-	-	5	100%

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (₹)	Number	Median remuneration/ salary/ wages of respective category (₹)
Board of Directors (BoD) (Whole-time directors)	Nil	Nil	Nil	Nil
Key Managerial Personnel (other than BoD)	3	5456194	-	-
Employees other than BoD and KMP	126	238692	64	231048

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No).

Yes, The Company has in place a Policy for prevention of Sexual Harassment. An Internal Complaints Committee (ICC) has been set up to redress complaints. All employees (permanent, contractual, temporary, trainees) are covered under this policy. No complaints were received during the financial year.

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

Respect for human rights is considered as one of the fundamental and core values of the Company. The Company strives to support, protect, and promote human rights to ensure fair and ethical business and employment practices are followed. There are committees and policies formed to handle grievances and complaints related to human rights issues. The Company has zero tolerance towards and prohibits all forms of child labour, slavery, forced labour, physical, sexual, psychological, or verbal abuse.

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

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

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

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

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

The Company ensures that complainant, are adequately protection from the victimization

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

No

10. Assessments for the year

Particulars	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	100%
Forced / Involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others – please specify	Not Applicable

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

Leadership Indicators

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

No

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

No

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

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	parameters are currently not explicitly assessed or measured.
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)
From renewable sources		
Total electricity consumption (A)	121440 units	1624822
Total fuel consumption (B)	-	72864
Energy consumption through other sources (C)	-	-
Total energy consumption (A+B+C)	121440 units	1697686
From non-renewable sources	-	-
Total electricity consumption (D)	-	-
Total fuel consumption	-	-
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	-	-
Total energy consumed (A+B+C+D+E+F)	-	-
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	-	-
Energy intensity per rupee turnover adjusted for purchasing power parity (PPP)		
(Total energy consumed / Revenue from operations adjusted for PPP)	-	-
Energy intensity in terms of physical output	-	-
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

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

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

Not applicable

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water		
(ii) Groundwater	5	5
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	5	5
Total volume of water consumption (in kilolitres)	5	5
Water intensity per rupee of turnover (Water consumed / turnover)		
Water intensity (optional)—the relevant metric may be selected by the entity		

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

4. Provide the following details related to water discharged:

4. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation. – Not applicable

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

Parameter	FY 2023-24	FY 2022-23
(i) To Surface water	Not Applicable	Not Applicable
No Treatment		
With treatment – please specify level of treatment		
(ii) To Ground water		
No Treatment		
With treatment – please specify level of treatment		
(iii) To Sea water		
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 discharges (in kilolitres)		

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

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

Not applicable

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		Not applicable	
SOx			
Particulate matter (PM)			
Persistent organic pollutants (POP)			
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others – please specify			

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

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 CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	Not applicable	
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent		
Total Scope 1 and Scope 2 emissions intensity per rupee of turnover			
(Total scope 1 and scope 2 GHG emissions / revenue from operations)			
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 intensity in terms of physical output)			
Total scope 1 and scope 2 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) If yes, name of the external agency.

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

Not Applicable

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)	Not Applicable	
E-waste (B)		
Bio-medical waste (C.)		
Construction and demolition waste (D)		
Battery waste (E)		
Radioactive waste (F)		
Other Hazardous waste. Please specify, if any. (G)		
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)		
Total (A+B + C + D + E + F + G + H)		
Waste intensity per rupee of turnover (Total waste generated / revenue from operations)		
Waste intensity per rupee of turnover adjusted for purchasing power parity (PPP) (Total waste generated/revenue from operations adjusted for PPP)		
Waste intensity In terms of physical output		
Waste intensity (optional) – the relevant metric may be selected metric may 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	Not Applicable	
(i) Recycled		
(ii) Re-used		
(iii) Other recovery operations		
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste	Not Applicable	
(i) Incineration		
(ii) Landfilling		
(iii) Other disposal operations		
Total		

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. No

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.

The Company is into financial services, the Company does not require any hazardous and toxic chemicals.

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
NIL			

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
NIL					

13. Is the entity compliant with the applicable environmental law/regulations/guidelines in India; such as the water (preventions 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 compliance 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
Not applicable				

Leadership Indicators

1. Water withdrawal, consumption, and discharge in areas of water stress (in Kiloliters):

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

- (i) Name of the area
- (ii) Nature of operation
- (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)		
(i) Surface water	Not Applicable	Not Applicable
(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)		
(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) If yes, name of the external agency.

2. Provide the following details related to water discharged:

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 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) If yes, name of the external agency.

- 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.
- 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:

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
Not Applicable			

- Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.
Not Applicable
- 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.
Not Applicable
- Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.
Not Applicable

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. Number of affiliations with trade and industry chambers/ associations. – Nil

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 anti-competitive conduct by the entity, based on adverse orders from regulatory authorities.

Name of authority	Brief of the case	Corrective action plan
Nil		

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
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					

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
Not applicable						

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

The Company's operation do not have any adverse impact on any section of the community and hence, the question of the community having grievances does not arise. However, the Company is sensitive and alert to the requirements of the Community and it endeavours to fulfil these requirements through its CSR initiatives

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directly sourced from MSMEs/small producers	Not Applicable	
Sourced directly from within the district and neighbouring districts		

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	Nil	Nil
Semi-urban		
Urban		
Metropolitan		

(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
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 INR)
	Nil		

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No) - Not applicable
 (b) From which marginalized /vulnerable groups do you procure? - Not applicable
 (c) What percentage of total procurement (by value) does it constitute? - Not applicable

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
Not Applicable				

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	Corrective action taken
Not Applicable		

6. Details of beneficiaries of CSR Projects:

S. No	CSR Project	No of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Laxmi Charities	55	70%

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.

customer grievances/complaints lodged with the Company, and which shall be acted upon by the company:

Not Applicable

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

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

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

	FY 2023-24 Current Financial Year		Remarks	FY 2022-23 Previous Financial Year		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	Nil			Nil		
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

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

	Number	Reasons for recall
Voluntary recalls	Not Applicable	
Forced recalls		

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

NA

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. Not applicable

7. Provide the following information relating to data breaches:

Number of instances data breaches	Nil
Percentage of data breached involving personally identifiable information of customers	
Impact, if any of the data breaches	

Leadership Indicators

1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).
- <https://sundaramholdings.in/>

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

NA

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

NA

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

NA