

PILANI INVESTMENT AND INDUSTRIES CORPORATION LIMITED

CIN : L24131WB1948PLC095302

REGD. OFFICE : BIRLA BUILDING, 9/1, R. N. MUKHERJEE ROAD, KOLKATA-700001

Email : pilani@pilaniinvestment.com, TELEPHONE : 033 4082 3700 / 2220 0600, Website : www.pilaniinvestment.com

10th August, 2023

The Manager,
Listing Department
National Stock Exchange of India Ltd.
“Exchange Plaza”, Plot No. C/1, G Block
Bandra Kurla Complex, Bandra (East)
Mumbai – 400 051

Manager (Listing)
BSE Ltd.
Phiroze Jeejeebhoy Towers
Dalal Street,
Mumbai-400 001

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

Ref: Scrip Code: NSE: PILANIINVS :: BSE 539883 :: ISIN: INE417C01014

Dear Sirs,

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith the Business Responsibility and Sustainability Report of the Company for the financial year 2022-23. The aforesaid forms part of the 76th Annual Report 2022-23.

You are requested to kindly take the same on record.

Thanking you,

Yours faithfully,

For **Pilani Investment and Industries Corporation Limited**

Company Secretary

Encl: As above



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity:	L24131WB1948PLC095302
2	Name of the Listed Entity:	PILANI INVESTMENT AND INDUSTRIES CORPORATION LIMITED referred to as “the Company”
3	Year of incorporation:	1948
4	Registered office address:	Birla Building, 9/1, R. N. Mukherjee Road, Kolkata- 700001
5	Corporate address:	Birla Building, 9/1, R. N. Mukherjee Road, Kolkata- 700001
6	E-mail:	pilani@pilaniinvestment.com
7	Telephone:	033- 4082 3700/ 2220 0600
8	Website:	www.pilaniinvestment.com
9	Financial year for which reporting is being done	2022-23
10	Name of the Stock Exchange(s) where shares are listed	i.BSE Limited ii.National Stock Exchange of India Limited
11	Paid-up Capital:	₹ 1,107.23 Lakhs
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report:	Shri R. S. Kashyap Company Secretary & Compliance Officer Tel. No.: 033- 4082 3700/ 2220 0600 E-mail Id: pilani@pilaniinvestment.com
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together):.	The disclosures under this report are made on a Standalone basis

Annexure – F to the Boards' Report (Contd.)**II. Products/services****14. Details of business activities (accounting for 90% of the turnover):**

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Investment & Financing activities	Investment & Financing activities	99.06

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Investment & Financing Activities	64200 & 64920	99.06

III. Operations**16. Number of locations where plants and/or operations/offices of the entity are situated:**

Location	Number of plants	Number of offices	Total
National	Not Applicable	1	1
International		-	-

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

Locations	Number
National (No. of States)	1
International (No. of Countries)	0

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

Not Applicable

c. A brief on types of customers

The Company being merely engaged investment and financing activities does not have any direct customers or consumers under the scope of this BRSR.

IV. Employees**18. Details as at the end of Financial Year:****a. Employees and workers (including differently abled):**

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	6	5	83.33	1	16.67
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total employees (D + E)	6	5	83.33	1	16.67

Annexure – F to the Boards' Report (Contd.)

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
WORKERS						
4.	Permanent (F)	The Company does not have any worker				
5.	Other than Permanent (G)					
6.	Total workers (F + G)					

b. Differently abled Employees and workers:

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)					NIL
2.	Other than Permanent (E)					NIL
3.	Total differently abled employees (D + E)					NIL
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	The Company does not have any worker				
5.	Other than permanent (G)					
6.	Total differently abled workers (F + G)					

19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	7	2	28.57
Key Management Personnel	3*	-	-

* Key Managerial Personnel are as defined under section 203(1) of the Companies Act, 2013

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

	FY 2022-23 (Turnover rate in current FY)			FY 2021-22 (Turnover rate in previous FY)			FY 2020-21 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	16.67%	0	16.67%	0	0	0	0	0	0
Permanent Workers	The Company does not have any worker								

Annexure – F to the Boards' Report (Contd.)**V. Holding, Subsidiary and Associate Companies (including joint ventures)****21. (a) Names of holding / subsidiary / associate companies / joint ventures**

S. No.	Name of the holding/ subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	PIC Properties Limited	Subsidiary	100	No
2	PIC Realcon Limited	Subsidiary	100	No
3	Atlas Iron & Alloys Limited (under process of striking off)	Subsidiary	96.83	No
4	Century Textiles and Industries Limited	Associate	33.11	No

VI. CSR Details**22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes**(i) **Turnover** (₹): 293,02,20,813(ii) **Net worth** (₹): 102,64,31,00,397**VII. Transparency and Disclosures Compliances****23. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:**

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)*	FY 2022-23 Current Financial Year			FY 2021-22 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		Not Applicable					
Investors (Other than shareholders)		Not Applicable					
Shareholders	No	1	0	-	5	0	-
Employees and workers	No	0	0	-	0	0	-
Customers	No	0	0	-	0	0	-
Value Chain Partners		Not Applicable					
Other (please specify)		Not Applicable					

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

Given the nature of our business, the above is not applicable.

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		P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes										
1.	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)*	Yes, the Company has Board approved Business Responsibility and Sustainability Policy which covers each principle upto the extent applicable to the Company.								
	b. Has the policy been approved by the Board? (Yes/No)	Yes								
	c. Web Link of the Policies, if available	www.pilaniinvestment.com								
2.	Whether the entity has translated the policy into procedures. (Yes / No)	Yes, in the process of being implemented								
3.	Do the enlisted policies extend to your value chain partners? (Yes/ No)	No, considering the nature of business of the Company.								
4.	Name of the national and international codes/ certifications/ labels/ adopted by your entity and mapped to each principle.	All relevant policies have been developed based on industry practices and as per applicable regulatory requirements.								
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	None, considering the nature of business of the Company.								
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Not applicable								
Governance, leadership and oversight										
7.	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements. Not required due to the limited nature of our business operations.									
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Key Managerial Personnel								
9.	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes, Shri D. K. Mantri, Director								

Annexure – F to the Boards' Report (Contd.)

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)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	As a practice, all the policies of the Company are reviewed periodically or on a need basis by respective Committees/Board of Directors and placed before the Board of Directors as and when required. During this assessment, the efficacy of these policies is also reviewed and necessary changes to policies and procedures are implemented.																	
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. Evaluation is a continuous process and is done internally.																	

* The policies have been framed considering brief description and core elements mentioned in National Guidelines on Responsible Business Conduct issued by Ministry of Corporate affairs, Government of India.

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
The entity does not consider the Principles material to its business (Yes/No)	Not Applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: PRINCIPLEWISE 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.

Annexure – F to the Boards' Report (Contd.)

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	On an ongoing basis, the Company carries out familiarisation programs for its directors, as required under the SEBI Listing Regulations and on an ongoing basis keep the Directors and KMPs abreast on matters relating to the industry, business models, risk metrics, mitigation and management, governing regulations, ESG, information technology including cyber security, their roles, rights and responsibilities and major developments and updates on the Company, etc. A declaration from the Directors and Senior Management's affirmation to the Code of Conduct for Directors and Senior Management communicated to all stakeholders by the Chief Executive Officer, through the Annual Report. The Company does not have any worker.		
Key Managerial Personnel			
Employees other than Board and KMPs			
Workers – N.A			

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 INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	1	BSE Limited	53,100.00	Delayed compliance of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 - Regulation 52 (4)	No
Settlement	Nil				
Compounding fee					

Annexure – F to the Boards' Report (Contd.)

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
NIL	

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.

Yes, the Company has anti-corruption and anti-bribery policy and the same is available at www.pilaniinvestment.com.

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

No such action taken during the financial year 2022-23 and 2021-22.

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

No such action taken during the financial year 2022-23 and 2021-22.

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.

Not Applicable

PRINCIPLE 2**Businesses should provide goods and services in a manner that is sustainable and safe**

The Company being engaged in investment and financing activities, the Company is not involved in any manufacturing activity or services under the purview of BRSR and hence not applicable.

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 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)	Details of improvements in environmental and social impacts
R & D			
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.

Annexure – F to the Boards' Report (Contd.)

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.

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

PRINCIPLE 3

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

The capability of the Company's talent pool is surmised on a work culture that nurtures quality talent and promotes a causative work environment combining the need to focus on performance and results with a caring and compassionate work ethics.

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (B)	% (B/A)	Number (B)	% (B/A)	Number (B)	% (B/A)	Number (B)	% (B/A)
Permanent employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-
Other than Permanent employees											
Male	The Company does not have any employee other than permanent employees.										
Female											
Total											

- b. Details of measures for the well-being of workers: The Company does not have any Worker.

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

Benefits	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	N.A	Y	100	N.A	Y
Gratuity	100	N.A	Y	100	N.A	Y
ESI	N.A					
Others-please specify	-	-	-	-	-	-

Annexure – F to the Boards' Report (Contd.)

3. Accessibility of workplaces

Are the premises / offices of the entity accessible to differently abled employees, 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 office is accessible 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.

Not Applicable, as the Company does not have any person with disability. However, it is committed towards the empowerment of persons with disabilities.

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	No such instances reported		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	The Company does not have any Workers
Other than permanent Workers	
Permanent Employees	Yes. The Company strives to create a culture which is fair, open and transparent and where employees can openly present their views. The Company enables employees to work without fear, gender discrimination and harassment. The Company has Whistle Blower Policy to share grievances on various matters and a Policy on prevention, prohibition and redressal of Sexual Harassment of women at Workplace and has an Internal Complaints Committee in compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 which serves as grievance redressal mechanisms for its employees confidentially, anonymously and without fear of any retaliation.
Other than permanent employees	The Company does not have employees other than Permanent Employees

Annexure – F to the Boards' Report (Contd.)

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

The Company is currently not part of any employee association.

8. Details of training given to employees and workers:

Category	FY 2022-23 (Current Financial Year)					FY 2021-22 (Previous Financial Year)				
	Total (A)	On health and safety measures		On skill upgradation		Total (D)	On health and safety measures		On skill Upgradation	
		Number (B)	% (B / A)	Number (C)	% (C / A)		Number (E)	% (E / D)	Number (F)	% (F / D)
Employees										
Male	5	5	100	5	100	5	5	100	5	100
Female	1	1	100	1	100	-	-	-	-	-
Workers										
Male	The Company does not have any worker									
Female										

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

Category	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	5	5	100	5	5	100
Female	1	1	100	0	0	-
Total	6	6	100	5	5	100
Workers						
Male	The Company does not have any worker					
Female						
Total						

All employees of the Company undergo an annual performance appraisal process as determined by the Management. Further, the Nomination and Remuneration Committee and the Board evaluates the performance of the members of executive management and the company secretary on an annual basis.

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?

Owing to the nature of business, per-se there are no critical occupational health and safety risks due to the nature of the work.

However, the Company is committed to provide a safe and healthy workplace by minimizing the risk of accidents, injury an exposure to health risks and it complies with applicable laws and regulations with respect to safety at workplace. Various facilities are available at corporate office premises such as medical consultation with qualified Doctors during working hours, facility of diet centre for providing healthy food, proper ventilation, hygiene & sanitation, emergency exits, first

Annexure – F to the Boards' Report (Contd.)

aid box, fire extinguisher, proper alarm system are installed at the office premises and the same are checked at regular intervals etc.

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

Given the nature of business, the same is not applicable.

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 of the entity have access to non-occupational medical and healthcare services? (Yes/ No)

Yes

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

Safety Incident/Number	Category	FY 2022-23	FY 2021-22
		(Current Financial Year)	(Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	-
	Workers	Not Applicable	
Total recordable work-related injuries	Employees	-	-
	Workers	Not Applicable	
No. of fatalities	Employees	-	-
	Workers	Not Applicable	
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	Not Applicable	

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

Please refer 10 (a) above.

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

Category	FY 2022-23 (Current Financial Year)			FY 2021-22 (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					
Health & Safety						

14. Assessment for the year

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

Annexure – F to the Boards’ Report (Contd.)

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.

No corrective actions pertaining to above mentioned parameters was necessitated during the year under review.

PRINCIPLE 4

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

Essential Indicators

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

The Company provides an equal opportunity and ensures that its practices are based on merit, irrespective of the person’s ethnic background or gender. In additions, the Company practices affirmative actions and ensures that there is no discrimination of any type against socially disadvantaged sections or vulnerable and marginalised persons.

Individual or group concerned or interested with or impacted by the activities of the businesses and vice-versa or adds value to the business chain, now or in the future are identified as key stakeholder by the Company. Based on this the key stakeholders identified by the Company are its investors, lenders, government, shareholders, regulators, employees and the society.

The Company understands the impact of its decisions and associated operations on the stakeholders. The Company periodically engages with various stakeholders and strives to resolve differences, if any, with them in a just, fair, equitable and consistent manner and if warranted takes corrective measures.

The Company also engages with relevant stakeholders for enhancing the sustainable and responsible business practices, as and when required.

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 (E-mail, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website) Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others- please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagements
Shareholder and Investor	No	Multiple channels – physical and digital including Emails, advertisements, Website, Annual General Meetings, quarterly results and various communications through stock exchanges.	Frequent and need-based	To inform about the performance, major developments and other relevant updates regarding the Company.
Government and Regulators	No	Multiple channels – physical and digital	Frequent and need-based	Discussions with regard to various regulations and amendments, inspections, approvals etc.
Employees	No	Multiple channels – physical and digital	Daily	To create a thriving, safe and inclusive workplace for its employees and providing merit-based opportunities for professional development and growth

Annexure – F to the Boards' Report (Contd.)**Leadership Indicators**

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

The Company considered necessary and if permitted by regulations, ensures transparent communication and access to relevant information about its decisions that impact relevant stakeholders, keeping in mind the need to protect confidential competitive plans and information.

Engagement with stakeholders is a continuous process, if so required. Such engagement is generally driven by the responsible business functions, with senior executives also participating based on the need of the engagement. The Board of Directors are updated on various developments (if any) arising out of such engagement and they provide their guidance / inputs on such matters.

- 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.**

Continuous engagement with stakeholders helps in aligning expectations, thereby enabling the Company to better serve its stakeholders.

The Company personnel as and when required or is needed interact with various stakeholders to understand their impact and expectations from the Company. Based on such interactions, the Company has enhanced its reporting on business responsibility.

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

Kindly refer to Annual Report on CSR activities as contained in the Annual Report 2022-23.

PRINCIPLE 5**Businesses should respect and promote human rights****Essential Indicators**

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

Category	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Total (A)	No. employees covered (B)	% (B/A)	Total (C)	No. employees covered (D)	% (D/C)
Employees						
Permanent	6	6	100	5	5	100
Other than permanent	0	0	-	0	0	-
Total Employees	6	6	100	5	5	100
Workers						

Annexure – F to the Boards' Report (Contd.)

Permanent	Not Applicable
Other than permanent	
Total Workers	

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

Category	FY (Current Financial Year)					FY (Previous Financial Year)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent										
Male	5	-	-	5	100	5	-	-	5	100
Female	1	-	-	1	100	0	-	-	0	-
Other than Permanent										
Male	The Company does not have employees other than Permanent Employees									
Female										
Workers										
Permanent										
Male	Not Applicable									
Female										
Other than Permanent										
Male	Not Applicable									
Female										

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)	5	Only sitting fees is being paid	2	Only sitting fees is being paid
Key Managerial Personnel	3	37,96,102	-	-
Employees other than BoD and KMP	2	12,33,852	1	15,05,992
Workers	Not applicable			

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

Yes

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

The Company strives to create a culture which is fair, open and transparent and where employees can openly present their views. The Company enables employees to work without fear, gender discrimination and harassment. The Company has Whistle Blower Policy to share grievances on various matters and a Policy on prevention, prohibition and redressal of Sexual Harassment of women at Workplace and has an Internal Complaints Committee in compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 which serves as grievance redressal mechanisms for its

Annexure – F to the Boards' Report (Contd.)

employees confidentially, anonymously and without fear of any retaliation.

The Company aims to not have a situation that leads to any grievance; should such a situation arise, the Chief Executive Officer handles grievance redressal for its employees. There are no instances of any grievance related to human rights issues during the financial year 2022-23.

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

Category	FY 2022-23 (Current Financial Year)			FY 2021-22 (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						
Discrimination at workplace						
Child Labour						
Forced Labour / Involuntary Labour						NIL
Wages						
Other human rights related issues						

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

Provided in Policy of Sexual Harassment of Women at Workplace

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

No, considering the nature of business of the Company.

9. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	Not Applicable. However, the Company complies with all applicable laws.
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

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

Not Applicable

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

There have been no human rights grievances / complaints warranting modification / introduction of business processes.

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

Not Applicable

Annexure – F to the Boards' Report (Contd.)

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

PRINCIPLE 6**Businesses should respect and make efforts to protect and restore the environment**

The Company is committed to manage its business in a manner that preserves the environment. As the Company is engaged in the investment and financing activities, it does not have adverse impact to the environment but it commits to ensure to reduce wastage of electricity, office stationeries, water etc. The Company encourages the use of electronic methods of communication. The Company strives to promote culture of virtual meetings to reduce travel, eventually leading to reduction in its carbon footprint. The Company ensures utilization of natural and manmade resources in an optimal and responsible manner.

Essential Indicators**1. Details of total energy consumption (in Gigajoules) in the following format:**

Parameters	FY2023	FY2022
Total electricity consumption (A)	Refer Note below	Refer Note below
Total fuel consumption (B)*	Nil	Nil
Energy consumption through other sources (C)	Nil	Nil
Total energy consumption (A+B+C)	Refer Note below	Refer Note below

*Note: Considering that the Company is only a part of office premises in a building, the disclosure pertaining to total electricity consumption is not quantifiable.

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).

Not Applicable.

3. Provide details of the following disclosures related to water withdrawal:

Considering that the Company is only a part of office premises in a building, the disclosure relating to 'water withdrawal' is not quantifiable.

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

No.

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

Not Applicable.

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

Considering the nature of business of the Company, the same is not applicable.

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

Not applicable considering the nature of business of the Company.

8. Provide details related to waste management by the entity:

Not applicable considering the nature of business of the Company.

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

Not applicable considering the nature of business of the Company.

10. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks,

Annexure – F to the Boards' Report (Contd.)

wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details:

Not applicable considering the nature of business of the Company.

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

Not applicable considering the nature of business of the Company.

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

Not applicable considering the nature of business of the Company.

PRINCIPLE 7

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

Essential Indicators

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

The Company is affiliated with two (2) 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)
1	Indian Chamber of Commerce	National
2	Federation of Indian Chambers of Commerce and Industry	National

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

Name of authority	Brief of the case	Corrective action taken
None		

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					

Annexure – F to the Boards' Report (Contd.)

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.

Grievances of the community, if any, resolved through one to one meeting.

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

	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Directly sourced from MSMEs	Not applicable	
Sourced directly from within the district and neighbouring districts		

For more information, refer to the Annual Report on CSR Activities as contained in the Annual Report 2022-23.

PRINCIPLE 9

Businesses should engage with and provide value to their consumers in a responsible manner

The Company is engaged in investment and financing activities does not have any direct customers/consumers under the scope of Business Responsibility and Sustainability Report.

Essential Indicators

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

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	
Recycling and/or safe disposal	

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

	FY 2022-23 (Current Financial Year)		Remarks	FY 2021-22 (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	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-

Annexure – F to the Boards' Report (Contd.)

	FY 2022-23 (Current Financial Year)		Remarks	FY 2021-22 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
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	-	-
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.

Yes. The Company has in force Risk Management Policy and Information Technology Policy which covers framework on cyber security and risks related to data privacy.

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