

aurionpro



**AURIONPRO
SOLUTIONS
LIMITED**

**BUSINESS
RESPONSIBILITY
AND
SUSTAINABILITY
REPORT- 2023-24**

ABOUT US

Aurionpro Solutions Limited is a leading global provider of advanced technology solutions, empowering enterprises to accelerate digital innovation through a unified platform. We guide organizations in adapting to a new paradigm of digital transformation, with specialized offerings across Banking Transformation, Branch Transformation Solutions, Transaction Banking, Credit Risk Management, and Treasury & Capital Markets. Our expertise extends into Smart City and Smart Mobility initiatives, fostering tech innovation to build future-ready urban ecosystems. Additionally, our comprehensive professional services, fintech solutions, and the Aurionpro Payment Framework deliver cutting-edge payment services, enhancing operational efficiency and driving digital growth.

The Company is poised to disclose its BRSR for FY 2023-24 in a consolidated manner, encompassing its subsidiaries.

Business Responsibility and Sustainability Reporting

Business Responsibility and Sustainability Reporting (BRSR) is a mandatory reporting requirement by the Securities & Exchange Board of India (SEBI) for top 1000 listed companies by market capitalization.

The BRSR principles, based on the National Guidelines on Responsible Business Conduct (NGRBC - set of guidelines introduced by India's Ministry of Corporate Affairs on March 15, 2019, steering Companies towards responsible business practices) advocate for listed companies to embrace sustainable business methods and divulge information on their environmental, social and governance (ESG) performance.

The Company and its subsidiaries aim to progress in its ESG journey to further its objectives of becoming a sustainable and responsible corporate and hereby presents the consolidated BRSR for the financial year 2023-24, pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations & Disclosure Requirements) Regulations, 2015. The numbers mentioned in the Report have been rationalized wherever required.

In this report, the words – 'We', 'Our', 'The Company', 'The Company and its subsidiaries' are used interchangeably to denote Aurionpro Solutions Limited.

SECTION A: GENERAL DISCLOSURES

Details of the listed entity:

1. **Corporate Identity Number (CIN) of the Listed Entity** – L99999MH1997PLC111637
2. **Name of the Listed Entity** – Aurionpro Solutions Limited
3. **Year of incorporation** - 1997
4. **Registered office address** – Synergia IT Park, Plot No.- R-270, T.T.C. Industrial Estate, Near Rabale Police Station, Rabale, Navi Mumbai, Thane, Maharashtra, - 400701
5. **Corporate address** - Synergia IT Park, Rabale, Navi Mumbai, Thane, Maharashtra – 400701, Maharashtra
6. **E-mail** – investor@aurionpro.com
7. **Telephone** - 022-40407070
8. **Website** - www.aurionpro.com
9. **Financial year for which reporting is being done** – 2023-24
10. **Name of the Stock Exchange(s) where shares are listed :**

Name of the Exchange	Stock Code
BSE Ltd.	532668
National Stock Exchange of India Ltd.	AURIONPRO

11. **Paid-up Capital** – INR 24,81,51,650
12. **Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report** –
 Name: Ninad Kelkar
 Company Secretary and Compliance officer
 Email: investor@aurionpro.com
 Contact No - 022-40407070

- 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 consolidated basis for Aurionpro Solutions Ltd. (Listed entity) and its 31 subsidiaries (Indian and Global) - wherever applicable unless specifically mentioned to be on a standalone basis.

- 14. Name of assurance provider** – Not Applicable for the reporting period as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated 12 July, 2023.
- 15. Type of assurance obtained** – Not Applicable for the reporting period as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated 12 July, 2023.

Products/services

- 16. Details of business activities (accounting for 90% of the turnover):**

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Information and Communication	Computer programming, Consultancy, related activities and Communication service activities	57.93
2	Information and Communication	Other information & communication service activities	42.07

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

S. No.	Product/ Service	NIC Code	% of Turnover contributed
1.	Software application development and maintenance, IT consulting	620	100.00

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	1*	6	7
International	0	24	24

* The plant mentioned above belongs to Aurionpro Toshi Automatic Systems Private Limited, India.

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States & UTs)	29
International (No. of Countries)	30

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

The Contribution of exports as a percentage of total turnover of the entity in the Financial Year is 12%.

c. A brief on types of customers:

The Company and its subsidiaries primarily serve to diverse clients belonging to various sectors including Financial Services, Banking, Government, Transportation, Logistics, and Retail. Our customer base includes Major Banks and Financial Institutions, for whom we provide Digital Innovation and Cybersecurity Solutions. Additionally, we cater to Government Agencies with E-Governance Initiatives and Digital Transformation Services. The Transportation and Logistics sectors benefit from our Automated Fare Collection and Smart Transit Solutions, while the Retail sector leverages our Digital customer experience platforms.

Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	2167	1740	80.30	427	19.70
2.	Other than Permanent (E)	241	228	94.61	13	5.39
3.	Total employees (D + E)	2408	1968	81.73	440	18.27
WORKERS						
4.	Permanent (F)	20	20	100.00	0	0.00
5.	Other than Permanent (G)	0	0	0.00	0	0.00
6.	Total workers (F + G)	20	20	100.00	0	0.00

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)	1	1	100.00	0	0.00
2.	Other than Permanent (E)	0	0	0.00	0	0.00
3.	Total differently abled employees (D + E)	1	1	100.00	0	0.00

DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	0	0	0.00	0	0.00
5.	Other than permanent (G)	0	0	0.00	0	0.00
6.	Total differently abled workers (F + G)	0	0	0.00	0	0.00

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	1	12.50
Key Management Personnel	4	0	0.00

Note- KMP includes: Managing Director (MD), Chief Executive Officer (CEO), Company Secretary (CS) and Chief Financial Officer (CFO).

22. Turnover rate for permanent employees and workers (in percent)

	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	36.91	19.44	34.35	18.46	17.16	18.27	41.42	47.15	42.29
Permanent Workers	5.13	0.00	5.13	8.33	0.00	8.33	0.00	0.00	0.00

Holding, Subsidiary and Associate Companies (including joint ventures)

23. (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.	Aurionpro Foundation	Subsidiary	100.00	Yes
2.	Aurionpro Payment Solutions Private Limited e	Subsidiary	100.00	Yes
3.	Aurionpro Solutions Pte Limited, Singapore	Subsidiary	100.00	Yes
4.	Aurionpro Toshi Automatic Systems Private Limited	Subsidiary	51.00	Yes
5.	Aurionpro Transit Solutions Private Limited	Subsidiary	86.00	Yes
6.	Aurionpro Transit Technologies Private Limited	Subsidiary	100.00	Yes
7.	Aurofidel Outsourcing Limited	Subsidiary	100.00	Yes
8.	Intellvisions Solutions Private Limited	Subsidiary	100.00	Yes
9.	PT Aurionpro Solutions, Indonesia	Subsidiary	80.00	Yes
10.	Aurionpro Fintech Inc	Subsidiary	NA	Yes
11.	Aurionpro Holdings Pte. Ltd.	Subsidiary	NA	Yes
12.	Aurionpro Market Systems Pte Ltd	Subsidiary	NA	Yes
13.	Aurionpro Payment Solutions Pte Limited	Subsidiary	NA	Yes

14.	Aurionpro Solutions (Africa) Ltd	Subsidiary	NA	Yes
15.	Aurionpro Solutions PLC	Subsidiary	NA	Yes
16.	Aurionpro Technology Solutions Pty Ltd	Subsidiary	NA	Yes
17.	Aurionpro Transit Pte. Ltd	Subsidiary	NA	Yes
18.	Aurionpro Transit Technologies Solutions Ltd, Turkey	Subsidiary	NA	Yes
19.	Integro Technologies (Vietnam) Limited Liability Company	Subsidiary	NA	Yes
20.	Integro Technologies Co. Ltd	Subsidiary	NA	Yes
21.	Integro Technologies Pte. Ltd	Subsidiary	NA	Yes
22.	Integro Technologies SDN BHD	Subsidiary	NA	Yes
23.	Integrosys Corporation	Subsidiary	NA	Yes
24.	Neo Bnk Pte Ltd	Subsidiary	NA	Yes
25.	Real Patients Solutions Inc	Subsidiary	NA	Yes
26.	SC Soft SDN BHD	Subsidiary	NA	Yes
27.	SC Soft Americas LLC	Subsidiary	NA	Yes
28.	SC Soft Inc	Subsidiary	NA	Yes
29.	Shenzhen SC Trading Co. Limited	Subsidiary	NA	Yes
30.	Intellvisions Software LLC	Joint Venture	49%	Yes
31.	Aurionpro Middle East for Information Technology Company (Aurionpro MENA)	Joint Venture	NA	Yes

*The Company is actively working with all its subsidiaries to advance its business responsibility and ESG initiatives.

** The entities where NA is mentioned, those are not direct subsidiaries of listed entity, they are step down subsidiaries.

II. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes, applicable to Aurionpro Solutions Limited.

(ii) Turnover (in Rs.) – 58,249.48 Lakhs

(iii) Net worth (in Rs.) – 60,671.43 Lakhs

Note: The turnover and net worth mentioned above represent Aurionpro Solutions Limited.

Transparency and Disclosures Compliances

25. Complaints/Grievance 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)	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	Yes, the Company actively engages with diverse communities and social groups, participating in various local forums where we operate. We maintain regular interactions with these communities, fostering strong relationships. Additionally, the Company has a designated email address, info@aurionpro.com , for general communication and addressing community grievances, if any. Corporate Social Responsibility (CSR) is a vital tool for us to address the various needs of society and contribute meaningfully to its development.	Number of complaints/ grievances were not quantified formally for both the reporting years. However, we plan to introduce a tracking system and develop a robust mechanism for this in the future.					
Investors (other than shareholder)	Yes, The Stakeholder Relationship/Investors Grievances & Share Transfer Committee addresses security holders' grievances,						
Shareholders							

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No)	FY 2023-24	FY 2022-23
	including issues with share transfer, non-receipt of annual reports, and declared dividends. It evaluates the steps taken to ensure shareholders can effectively exercise their voting rights and monitors adherence to service standards by the Registrar & Share Transfer Agent. Further, the shareholder complaints can be raised at SEBI specified mechanism through: https://scores.sebi.gov.in/		
Employees and workers	Yes, The Company's "Open Door" communication policy ensures that employees are able to voice their concerns without fear of reprisal. Employees are encouraged to promptly discuss any issues with their immediate manager. If a problem is not resolved or further clarification is needed, employees can request a meeting with their Business Unit (BU) Head or Human Resource (HR) Head. If an employee has made previous efforts to resolve their concern and still feels it is unresolved, or if the nature of the concern requires confidentiality, they can write to the Employee Grievance		

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No)	FY 2023-24	FY 2022-23
	Cell at grievance@aurionpro.com		
Customers	Customers are a very critical part of our value chain. The Contracts with customers include formal mechanisms for handling complaints and feedback, alongside an institutional framework, such as a Steering Committee composed of representatives from both the Company and customers, to address and resolve any grievances. The customers can contact us in case of grievances at: info@aurionpro.com		
Value Chain Partners	The relevant contracts with the value chain partners provide for the communication channels and also provide for complaints/ grievance redressal mechanism.		

26. Overview of the entity's material responsible business conduct 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 implications¹

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Data Security	Risk	As the Company and its subsidiaries continue to expand its delivery of products and services via the Internet, it navigates the inherent tension between leveraging customer data for innovation and addressing significant privacy concerns. The extensive use of personal, demographic, content, and behavioural data to enhance customer offerings and drive revenue could attract regulatory scrutiny worldwide. Additionally, the provision of cloud-based software and IT services raises issues regarding potential governmental access to user data, which could be used to infringe on citizens' rights.	To mitigate these risks, the Company and its subsidiaries aim to implement robust data management strategies that prioritize privacy and compliance. Effective management in this area is crucial for maintaining trust and ensuring sustainable growth.	Negative * There was no negative financial impact in the reporting year 2023-24.
2	Intellectual Property Protection & Competitive Behaviour	Risk	The Company and its subsidiaries have made substantial investments in intellectual property (IP) protection, including the development and acquisition of trademarks, copyrights, and other critical intellectual assets that drive innovation. Our success hinges on our ability to develop and utilize our	The Company and its subsidiaries are fully aware of these risks and has established a comprehensive framework for protecting its critical proprietary IP. We have implemented various policies for managing	Negative * There was no negative financial impact in the

¹ Material issues identified are referred from the Sustainability Accounting Standards Board (SASB) 2023-2024 version. SASB Standards are maintained and enhanced by the International Sustainability Standards Board (ISSB). This follows the SASB's merger with the International Integrated Reporting Council (IIRC) into the Value Reporting Foundation (VRF) and subsequent consolidation into the IFRS Foundation in 2022.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
			technological solutions without infringing on the intellectual property rights of third parties. However, we may face litigation involving claims of copyright infringement or violations of others' intellectual property rights. Adverse legal or regulatory outcomes related to antitrust or IP issues could result in costly and prolonged litigation, leading to significant financial losses. These outcomes could also threaten our market share and pricing power, especially if our core IPs or dominant market positions are legally challenged, potentially impacting our revenue.	confidential information, including intellectual property. Additionally, we conduct thorough due diligence when acquiring new IPs and obtain indemnities from developers when necessary. We also enforce strict documentation with developers and employees, requiring the transfer of IPs created during their engagement, and operate under a work-for-hire principle. Furthermore, our contracts with customers and vendors include stringent clauses to safeguard our intellectual properties, along with indemnities and remedies in the event of any breach of these provisions.	reporting year 2023-24.
3	Managing Systemic Risks from Technology Disruptions	Risk	For the Company and its subsidiaries, identifying and managing systemic risks from technology disruptions is crucial due to the industry's heavy reliance on advanced technological infrastructure and digital solutions. The rapid evolution of technology, increasing cybersecurity threats, and potential system failures can lead to significant operational disruptions, data breaches, and financial losses. Given the Company's and its subsidiaries focus on providing innovative solutions in cybersecurity, digital innovation, and enterprise transformation, any technology disruption can cascade through the value chain, impacting not only the Company and its subsidiaries but also its clients and stakeholders.	To adapt to or mitigate systemic risks from technology disruptions the Company and its subsidiaries aim in implementing robust cybersecurity measures, continuous monitoring, and updating of technological infrastructure to address vulnerabilities proactively. Developing a comprehensive business continuity plan ensures rapid response and recovery from disruptions. Additionally, regular risk assessments and scenario planning help anticipate potential disruptions and prepare appropriate	Negative * There was no negative financial impact in the reporting year 2023-24.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
				mitigation strategies, ensuring sustained operational stability and client trust.	
4	Customer Welfare	Opportunity	Identifying customer welfare as an opportunity for the Company and its subsidiaries is pivotal for enhancing competitive advantage and fostering long-term client relationships. By prioritizing customer satisfaction, the Company and its subsidiaries aim to develop solutions that not only meets but exceed client expectations, thus driving customer satisfaction and loyalty. Additionally, focusing on customer welfare aligns with global trends towards more ethical and user-centric business practices, enhancing the Company's reputation and market position thereby contributing revenues and sustainable existence.	Not Applicable	Positive
5	Retaining Employees	Opportunity	The Company and its subsidiaries believe in investing in employee retention strategies, provides supportive work environment which can significantly enhance job satisfaction and loyalty. By focusing on retaining top talent, we ensure continuity in delivering high-quality services and innovative solutions. The stable and motivated workforce of the Company and its subsidiaries drive better customer outcomes and reinforces its reputation as an employer of choice, thereby attracting new talent and enabling sustained growth in a dynamic market. Our people are our most valued asset. In order to ensure that we are positioned to execute and consistently achieve our strategic, business objectives, we focus on acquiring the right talents, engaging and retaining our employees with ongoing initiatives and activities to create a	Not Applicable	Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
			positive and productive work culture. We have established a Performance Management System to provide employees with a fair and reasonable performance review, development, and improvement system.		

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes										
1. a. Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)		Yes	No	Yes	Yes	Yes	No	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)		Yes	NA	Yes	Yes	Yes	NA	Yes	Yes	Yes
c. Web Link of the Policies, if available		Our policies are available at: https://www.Aurionpro.com/investors/#corporate-governance Please refer to the table below for the list of policies								
Sr. No.	Name of policy	Link to Policy							Which Principles each policies goes into	
1	Archival Policy	https://www.Aurionpro.com/wp-content/uploads/2023/01/ASL-Archival-Policy.pdf							P1	
2	Related Party Transaction Policy	https://www.Aurionpro.com/wp-content/uploads/2022/05/ASL_Related-Party-Transactions-Policy.pdf							P1, P4, P7	
3	Code of Conduct	https://www.Aurionpro.com/wp-content/uploads/2022/02/code-of-conduct.pdf							P1	
4	Code of Fair Disclosure and Conduct	https://www.Aurionpro.com/wp-content/uploads/2022/02/code-of-fair-disclosure-and-conduct.pdf							P1	
5	CSR Policy	https://www.Aurionpro.com/wp-content/uploads/2022/02/csr-policy.pdf							P4, P8	
6	Familiarization Program for Independent Directors	https://www.Aurionpro.com/wp-content/uploads/2022/02/familiarisation-program-for-id.pdf							P1	
7	Material Subsidiary Policy	https://www.Aurionpro.com/wp-content/uploads/2022/02/material-subsidiary-policy.pdf							P1	
8	Policy For Disclosure Of Event Or Information And Determination Of Materiality	https://www.Aurionpro.com/wp-content/uploads/2022/02/policy-for-disclosure-of-event-or-information-and-determination-of-materiality.pdf							P1, P4	
9	Whistle blower Vigil Mechanism Policy	https://www.Aurionpro.com/wp-content/uploads/2022/02/whistle-blower-vigil-mechanism-policy.pdf							P1	
10	Code of Conduct	Intranet							P1	

11	Policy Manual- HR	Intranet	P5
12	Employee Benefit Manual	Intranet	P3, P5
13	Aurionpro Employee Benefit Manual- Group Term Life Insurance Benefit	Intranet	P3
14	Cyber Security Policy	Intranet	P9

Note: Except Archival Policy, CSR Policy, Familiarization Program for Independent Directors, Whistle blower/ Vigil Mechanism Policy all other policies are applicable to subsidiaries/material subsidiaries of the Company.

2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	NA	Yes	Yes	Yes	NA	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	No, the policies does not extend to their Value Chain Partners.								
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The Following ISOs are applicable to Aurionpro Solutions Limited (Synergia IT Park, Rabale) ISO : 9000:2015 (Quality Management Systems), Principle 2; ISO : 20000:2018 (Service Management Systems), Principle 9; ISO : 27001:2013 (Security Management Systems), Principle 4; CMMi: Level 5 (Capability Maturity Model Integration), Principle 8								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company is in the early stages of developing its Environmental, Social, and Governance (ESG) framework. While we are yet to set specific commitments with defined timelines, we are keenly focused on creating a robust and comprehensive ESG strategy. Our aspirational targets include achieving significant reductions in greenhouse gas (GHG) emissions, with an ultimate goal of reaching net-zero emissions by 2045. Although we have not yet formalized these commitments, we are dedicated to aligning our operations with global sustainability standards and actively working towards these goals. We will continue to monitor and report our progress, ensuring transparency and accountability as we advance in our ESG journey.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.									

Governance, leadership and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements

We are all familiar with Sustainability as defined by the 17 Sustainable Development Goals (SDG) adopted by all members of the United Nations. At Aurionpro, we are committed to integrating sustainability into our growth journey. We strongly believe that businesses can create a profound societal impact by effectively leveraging their innovation and leadership. Our approach to sustainability is centred on three key areas. Efforts for reducing our carbon footprint, promote responsible business practices across the value chain and creating larger impacts by upholding transparent governance standards.

We have set ambitious targets, including significant reductions in greenhouse gas (GHG) emissions, with the ultimate aim of achieving net-zero emissions by 2045. Our dedication to aligning operations with global

sustainability standards is unwavering, and we are actively working towards these objectives. Aurionpro strongly believes on building a sustainable eco system of differentiated IP led products by integrating core sustainability elements across its entire business models. We understand that a holistic picture of the company's growth can only be presented through the lens of the triple bottom lines of People, Planet, and Profit.

We are cognizant of our responsibility towards society at large and considering the future roadmap, we will continue to work on strengthening our engagement with the community by integrating sustainability parameters in our business.

- *Paresh Zaveri*
Chairman and Managing Director

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Paresh Zaveri Chairman and Managing Director
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	The Company does not have any specified committee however, the sustainability related issues are discussed at the Internal Core Committee.

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was under taken by Director /Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Yes	NA	Yes	Yes	Yes	NA	Yes	Yes	Yes	Annually								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company strictly adheres to all legal and statutory standards and requirements, ensuring full compliance in all aspects.									Annually								

	P1	P2	P3	P4	P5	P6	P7	P8	P9
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.	Dhir & Dhir Associates, a prominent legal firm, evaluated the implementation and effectiveness of policies. Different departments and business heads regularly assess and revise policies, with ultimate approval granted by Management or the Board. Internal auditors and Regulatory authorities scrutinize the processes and compliance status, if necessary.								

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	NA	No	NA	NA	NA	No	NA	NA	NA
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	NA	Yes	NA	NA	NA	Yes	NA	NA	NA
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	NA	No	NA	NA	NA	No	NA	NA	NA
It is planned to be done in the next financial year (Yes/No)	NA	No	NA	NA	NA	No	NA	NA	NA

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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



Essential Indicators

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

Segment	Total Number of training and awareness programmes held	Topics/ principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	1	Regular Business Updates from the perspective of Corporate Governance	100.00
Key Managerial Personnel	50	ISMS (Information Security Management System), POSH, Time & Stress Management, Campus to Career, Technical Trainings (Angular, Net Core, OWASP), Email Etiquettes, Product trainings etc.	100.00
Employees other than BoD and KMPs	50	ISMS (Information Security Management System), POSH, Time & Stress Management, Campus to Career, Technical Trainings (Angular, Net Core, OWASP), Email Etiquettes etc.	100.00
Workers	10	Domain & Product trainings, POSH	100.00

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

The Company and its subsidiaries, its Directors and/or KMPs have not been subjected to any thresholds of the materiality policy to pay any fines, penalties, punishments, awards, compounding fees, or settlement amounts in the financial year.

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	No Monetary fines were imposed on the Company and its subsidiaries.
Settlement	
Compounding Fee	
Non-Monetary	
Imprisonment	No Non-Monetary Punishments were imposed on the Company and its subsidiaries.
Punishment	

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

Case Details	Name of the regulatory/enforcement agencies/judicial institutions
Not Applicable as there are no instances of any appeals or revisions.	

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.**

The Company does not have a specific Anti-Bribery and Anti-Corruption (ABAC) policy in place. However, within our comprehensive Code of Conduct (<https://www.Aurionpro.com/wp-content/uploads/2022/02/code-of-conduct.pdf>), we have a dedicated clause addressing bribery, outlining our Company's stance against any form of corruption. This clause serves as a guiding principle for all directors and senior management, emphasizing the importance of ethical conduct in our business dealings. We strictly adhere to this anti-bribery provisions, ensuring that our operations are conducted with integrity and transparency. It also includes provisions for anti-corruption and anti-money laundering. All business proceedings are conducted fairly, free from the influence of bribery or corruption. We conduct business ethically and encourage our partners to do the same. We comply with all anti-corruption and anti-bribery laws in the countries where we operate. Furthermore, our funds and resources are never used to contribute to any political organizations with the intention of obtaining business or an advantage in conducting business. We do not participate in or support any act of money laundering and actively supports anti-money laundering laws and regulations in the nations where we operate.

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

	FY 2023-24	FY 2022-23
Directors	None	
KMPs		
Employees		
Workers		

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

	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	None			

Number of complaints received in relation to issues of Conflict of Interest of the KMPs	
--	--

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.**

During the reporting years, the Company and its subsidiaries did not encounter any incidents related to Conflicts of Interest, Corruption, Fines, Penalties, or Actions taken by Regulators, Law enforcement agencies, or Judicial institutions. As a result, there were no instances that required corrective action or investigation in this regard.

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

	FY 2023-24	FY 2022-23
Number of days of accounts payables*	146.11	144.64

*The average number of payment days provided here reflects all our businesses. While payment days are generally shorter, certain areas within the Technology Innovation Group link vendor/OEM payments to customer payment receipts. Consequently, the payment days may appear longer in these specific cases, which has also impacted the overall average days stated here.

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

Parameter	Metrics	FY 2023-24	FY 2022-23
Concentration of Purchases	a. Purchases from Trading houses as % of total purchases	0.00	0.00
	b. Number of trading houses where purchases and made from	0.00	0.00
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	0.00	0.00
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	0.00	0.00
	b. Number of dealers/distributors to whom sales are made	0.00	0.00
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	0.00	0.00
Share of RPTs in	a. Purchases (Purchases with related parties/Total Purchases)	3.71	8.39
	b. Sales (Sales to related parties/Total Sales)	14.06	15.02
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)	100.00	100.00
	d. Investments (Investments in related parties/Total Investments made)	99.90	99.90

Leadership Indicators

- Awareness programmes conducted for value chain partners on any of the Principles during the financial year:**

Total number of awareness programmes held	Topic/principles covered under the training	% age of value chain partners covered (by value of business done with such partners) that were assessed
No Awareness programs have been conducted for the Value Chain Partners of the entity and its subsidiaries to date.		

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

Yes. The Code of Conduct for Directors and Senior Managerial Personnel addresses the issue of conflict of interest, which may arise when a director's or senior managerial personnel's personal interests interfere, or even appear to interfere, with the interests of the Company and its subsidiaries as a whole. If a conflict of interest is likely, they are required to disclose all relevant facts and circumstances openly. By enforcing these guidelines, we aim to maintain transparency, uphold ethical standards, and ensure that the interests of the Company and its stakeholders are always prioritized. The said Code of Conduct can be accessed at: <https://www.Aurionpro.com/wp-content/uploads/2022/02/code-of-conduct.pdf>.

We also have an internal Code of Conduct (Available on Intranet) which *inter-alia* covers elements of conflict of interest. It prohibits engaging in any business, relationship, or activity that conflicts with the Company's interests. Employees and Directors must avoid situations where personal benefits could influence Company decisions or impair independent judgment. Any unavoidable conflicts must be fully disclosed to the Board or Compliance Officer, even if not legally required, and Directors must disclose their interests in Company transactions in accordance with the applicable legal provisions.

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



Essential Indicators

- 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.**

	2023-24	2022-23	Details of Improvements in environmental and social impacts
R&D	The Company and its subsidiaries aspire to improve its Environmental and Social impact on their business processes by investing in Capex/ Research & Development towards various activities and is an integral part of our operations. Therefore, the investments are not separable for any specific technology.		
Capex			

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

The Company and its subsidiaries are in the process of putting in place a formalised process for its suppliers and value chain partners to achieve the goal of sustainable sourcing. However, the Company and its subsidiaries conduct the background check of all the suppliers through various KYC documentations to examine the key fundamentals of the supplier's business including its commitment to ethical and environmentally sustainable business practices.

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

Not quantified for the reporting year.

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

Given the Company's current business operations, there are no formal processes in place for reclaiming products for reuse, recycling, or disposal at the end of life. However, we recognize the importance of sustainable waste management and are committed to minimizing our environmental impact.

- 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.**

Extended Producer Responsibility (EPR) is not applicable to the Company's activities. As a result, there is no requirement for a waste collection plan in line with an EPR plan submitted to Pollution

Control Boards. Nonetheless, the Company remains committed to environmental stewardship and proactively seeks to minimize waste generation and enhance recycling efforts.

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.
The Company has not conducted LCA in the reporting year. Same shall be assessed in the upcoming years and taken up accordingly.					

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 as LCA has not been conducted.		

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Indicate input material	Recycled or re-used input material to total material	
	FY 2023-24	FY 2022-23
The percentage of recycled or reused input material to total material used in production or providing services is Nil, as no products are reused or recycled.		

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	Safely Disposed	Re-Used	Recycled	Safely 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 percentage of products sold) for each product category
	Given the Company's current business operations, there are no formal processes in place for reclaiming products for reuse, recycling, or disposal at the end of life. However, we recognize the importance of sustainable waste management and are committed to minimizing our environmental impact.

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:

% of employees covered by											
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	1740	1740	100.00	1740	100.00	0	0.00	1740	100.00	0.00	0.00
Female	427	427	100.00	427	100.00	427	100.00	0	0.00	0.00	0.00
Total*	2167	2167	100.00	2167	100.00	427	100.00	1740	100.00	0.00	0.00
Other than Permanent Employees											
Male	228	0	0.00	0	0.00	0	0.00	0	0.00	0.00	0.00
Female	13	0	0.00	0	0.00	0	0.00	0	0.00	0.00	0.00
Total	241	0	0.00	0	0.00	0	0.00	0	0.00	0.00	0.00

* Percentage of (D) & (E) – Maternity and Paternity benefit is calculated as 100% as per FAQs on BRSR issued by NSE dated May 10, 2024

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

% of workers covered by											
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	20	20	100.00	20	100.00	0	0.00	20	100.00	0	0.00
Female	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Total	20	20	100.00	20	100.00	0	0.00	20	100.00	0	0.00
Other than Permanent Workers											
Male	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Female	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Total	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

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

	FY 2023-24	FY 2022-23
Cost incurred on well-being measures as a % of total revenue of the Company	0.28	0.24

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

Benefits	FY 2023-24			FY 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	100.00	100.00	Yes	100.00	100.00	Yes
Gratuity	100.00	100.00	N.A	100.00	100.00	N.A
ESI	21.70	0.00	Yes	22.44	0.00	Yes

3. Accessibility of workplaces

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

Yes, our premises/ offices are accessible to differently-abled employees and workers, in compliance with the requirements of the Rights of Persons with Disabilities Act, 2016. We have ensured the availability of ramps and other necessary facilities to accommodate the needs of all individuals.

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.

While the Company does not have a specific Equal Opportunity Policy aligned with the Rights of Persons with Disabilities Act, 2016, our existing Code of Conduct (available on the Intranet) recognises the Company as an equal-opportunity employer. It acknowledges the importance of a diverse workforce and does not discriminate against any employee or job applicant on the grounds of religion, race, caste, gender, marital status, sexual orientation, age, nationality, ethnic origin, disability, or any other category protected by law. All decisions related to hiring, promotion, development opportunities, pay, or benefits are based solely on merit, competency, performance, and potential.

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

Gender	Permanent Employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100.00	100.00	0.00	0.00
Female	100.00	100.00	0.00	0.00
Total	100.00	100.00	0.00	0.00

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	Yes, grievances are handled by the respective managers of the workers. They ensure all concerns are addressed promptly and fairly, providing a structured process for resolution.
Other than Permanent Workers	Not Applicable
Permanent Employees	Yes, for incase of Permanent Employees issues such as department changes, project changes, and location changes are managed by HR Business Partners (HRBP). For Non-permanent employees grievances are handled by the Parent Company (Aurionpro Solutions Limited) for the employees. They ensure all concerns are addressed promptly and fairly, providing a structured process for resolution. They ensure all employee concerns are addressed promptly and fairly, providing a structured process for resolution.
Other than Permanent Employees	The Company's Code of Conduct (available on the Intranet) provides a provision for Prevention of Sexual Harassment and the Employee Policy Manual (available on the Intranet) are designed to establish robust mechanisms for employees to report grievances securely and confidentially. These policies ensure the maintenance of a respectful and secure work environment by addressing issues such as harassment, discrimination, and unethical practices. Compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013, is ensured through the implementation of necessary policies. An Internal Complaints Committee (ICC) has been established to address any complaints received regarding sexual harassment. All employees, including permanent, contractual, temporary, and trainees, are covered under this policy framework.

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

Category	FY 2023-24			FY 2022-23		
	Total employees / workers in respective category	No. of employees/ workers in respective category, who are part of association(s) or	% (B / A)	Total employees / workers in respective category	No. of employees/ workers in respective category, who are part of association(s) or	% (D / C)

	(A)	Union (B)		(C)	Union (D)	
Total Permanent Employees	2167	0	0.00	1765	0	0.00
Male	1740	0	0.00	1475	0	0.00
Female	427	0	0.00	290	0	0.00
Total Permanent Worker	20	0	0.00	23	0	0.00
Male	20	0	0.00	23	0	0.00
Female	0	0	0.00	0	0	0.00

8. Details of training given to employees and workers

	FY 2023-24					FY 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)
Employees										
Male	1968	400	20.33	875	44.46	1686	300	17.79	879	52.14
Female	440	200	45.45	387	87.95	301	50	16.61	250	83.06
Total	2408	600	24.92	1262	52.41	1987	350	17.61	1129	56.82
Workers										
Male	20	20	100.00	20	100.00	23	23	100.00	23	100.00
Female	0	0	0.00	0	0.00	0	0	0.00	0	0.00
Total	20	20	100.00	20	100.00	23	23	100.00	23	100.00

Note: The data includes both permanent and other than permanent employees.

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	1968	1968	100.00	1686	1686	100.00
Female	440	440	100.00	301	301	100.00
Total	2408	2408	100.00	1987	1987	100.00
Workers						
Male	20	20	100.00	23	23	100.00
Female	0	0	100.00	0	0	100.00
Total	20	20	100.00	23	23	100.00

Note: The data includes both permanent and other than permanent employees.

10. Health and safety management system:

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

While we have not yet implemented a formal occupational health and safety management

system, our Code of Conduct (available on the Intranet) ensures that the Company and its subsidiaries take appropriate measures to provide a safe work environment in compliance with necessary health and safety standards. We operate in a safe and competent manner, adhering to organizational health and safety policies and procedures. Employees are required to follow all safety and security protocols as per Company policy and promptly report any unsafe conditions to their reporting manager or HR.

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

The Company and its subsidiaries currently do not have specific processes in place to identify work-related hazards and assess risks on a routine and non-routine basis. Based on the nature of our operations, there are no major hazards that necessitate such procedures. Our business activities are designed to minimize risk exposure, and we ensure that safety and well-being are maintained through standard operational protocols. Should any potential hazards arise, we are committed to promptly address them to uphold a safe working environment.

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

There is no formal documented mechanism in place pertaining to the issues of work related hazards. However, we aim to establish a comprehensive mechanism to identify the work-related hazards including the assessment of risks for all routine and non-routine activities. The process owners would be responsible to ensure that a risk assessment is carried out by them in consultation with the safety experts. Further, the process owners would be responsible to ensure adequate controls are identified and implemented to eliminate or control the OHS risks.

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

Yes, a doctor visits the premises (Head Office) every week, offering complimentary consultations and medications to all employees. Additionally, the Company organizes basic health camps periodically, ensuring that employees have access to essential health check-ups and services beyond their occupational health needs. These initiatives reflect the Company's commitment to supporting the overall well-being of its workforce.

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

Safety Incident/Number	Category	FY 2023-24	FY 2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.00	0.00
	Workers	0.00	0.00
Total recordable work-related injuries	Employees	0.00	0.00
	Workers	0.00	0.00
No. of fatalities	Employees	0.00	0.00
	Workers	0.00	0.00

High consequence work-related injury or ill-health (excluding fatalities)	Employees	0.00	0.00
	Workers	0.00	0.00

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

Under the Code of Conduct (available on the Intranet), the Company is obligated to take appropriate measures to provide a safe work environment to its employees that complies with the necessary health and safety standards. We prohibit the use of any drugs or alcohol at the workplace. They are expected to operate in a safe and competent manner in accordance with organizational workplace health and safety policies and procedures. Employees shall strictly follow all necessary safety & security protocols in place as per Company policy and promptly report any unsafe work conditions to the reporting manager or HR.

13. 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 year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	The Company has received no such complaints in both the reporting years.					
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	Not assessed in the reporting year. Same shall be assessed in the coming years and taken up accordingly.
Working Conditions	

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

Not Applicable, as the Company is yet to conduct a formal assessments for health & safety practices and working conditions. However, the Company periodically examines and scrutinizes the risks, if any, pertaining to the OHS matters.

Leadership Indicators

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

Yes, the Workforce of the Company is covered by Group Term Life Insurance policy and Group Personal Accident policy. The Employee Deposit Linked Insurance Scheme (EDLI) benefits via Employee's Provident Fund and Miscellaneous Provisions (EPF & MP) Act, 1952 are also available in eligible cases.

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

The Company and its subsidiaries ensure that statutory dues are deducted and deposited by its value chain partners through a verification process. This involves checking the statutory payment deposit statements or receipts provided by these partners. By meticulously reviewing them, we verify that all necessary deductions have been accurately calculated and remitted to the appropriate authorities.

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

	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2023-24	FY 2022-23	FY 2023-24	FY 2022-23
Employees	Nil			
Workers				

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)

The Company and its subsidiaries do not have specific transition assistance programs in place to facilitate continued employability or the management of career endings resulting from retirement or termination of employment. However, we do conduct thorough exit interviews for all departing employees. These interviews are designed to gather valuable feedback, offer guidance for future career steps, and ensure a smooth transition out of the organization.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	Not Assessed, however the Company and its subsidiaries from the time of its inception have been working on process enhancement initiatives with its value chain partners. The Company has robust complaint redressal mechanism for its value chain partners.
Working Conditions	

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

Not Applicable as no such incidents occurred during the reporting year.

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.

Our process for identifying key stakeholders involves assessing and rating them based on five key parameters. These stakeholders include individuals or groups who can:

1. Grant or revoke our social license to operate
2. Influence other stakeholders within the organization
3. Have direct financial dependence
4. Have indirect financial dependence or
5. Are impacted by non-financial impairments or risks from our operations.

Department heads and leadership are asked to rate these groups based on these parameters to determine their influence and dependence on our business.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community, Meetings, Notice Board, Website, Other)	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	Email and Meetings	Regularly	Discussion on Offerings and focused at customer satisfaction
Government/ Competent Authorities	No	Email and Meetings	Regularly	Discussion on regulatory compliances
Employees	No	Emails and Meetings	Regularly	Focused at an employee performance, motivation, healthy work environment and discussion on complaints and grievances
Suppliers	No	Emails and Meetings	Regularly	Business continuity and customer satisfaction

Investors & funders	No	Investor Day- Physical Meetings Media releases and investor conference presentations are regularly shared on the Company's website, offering detailed updates on corporate developments and strategic initiatives. Dedicated email addresses cater to investor and shareholder grievances, facilitating direct and confidential communication channels. The Company also utilizes SEBI's SCORES platform and interfaces with BSE and NSE websites to manage grievance redressal and disseminate timely updates. The Company's website features a dedicated section for investors, offering access to reports, filings, policies, and relevant service information. Regular presentations to institutional investors during earnings calls further enhance stakeholder understanding and engagement.	Annually	Past year performance of the Company, Future growth planning
Shareholders	No	E-mail, SMS, Newspapers Comprehensive reports, including financial statements and governance disclosures, are distributed during the Annual General Meeting (AGM), fostering interactive sessions where shareholders can engage with management and board members.	Quarterly as well as event based	Financial Results published every quarter in the Newspaper, E-mail and SMS for General Meeting Notice and E-voting intimation
Communities	Yes	The Company and its subsidiaries believes that the community is not just one of its stakeholders but is core to its existence. We strive for contributions towards sustainable economic development of the communities in which we operate, such that it positively impacts the society at large. Our CSR initiatives focus on various social causes for strengthening the communities. We encourage employees to volunteer for CSR initiatives from time to time.	Regularly	Sustainable growth and well being

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.**

Currently, there are no formal processes established for consultation between Stakeholders and the Board on ESG topics. However, it is important to note that the Company is in the early stages of its ESG journey. As this is the Company's first year of publishing the BRSR, there is an acknowledgment of the need to establish such processes in the future. Once initiated, feedback from stakeholder consultations will be meticulously documented and presented to the Board for consideration. Moving forward, the Company and its subsidiaries are committed to developing robust processes for stakeholder engagement, ensuring that their perspectives and concerns are effectively integrated into decision-making processes related to economic, environmental, and social 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.**

Presently, the Company and its subsidiaries do not have established consultation processes between Stakeholders and the Board regarding the mentioned topics, as we are still in the early stages of their ESG journey. Recognizing the importance of this, our future plans include identifying and managing environmental and social topics for Board consideration. Our commitment moving forward involves developing comprehensive stakeholder engagement processes to incorporate our perspectives into decision-making on economic, environmental, and social matters.

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

Although there have been no instances of engagement with or actions taken to address the concerns of vulnerable or marginalized stakeholder groups thus far, we acknowledge the importance of such involvement. We are dedicated to proactively seeking opportunities to address their concerns and prioritize their well-being in our decision-making processes. In the future, we plan to take concrete actions to support these stakeholder groups, ensuring their voices are heard and their needs are effectively addressed.

PRINCIPLE 5: Businesses should respect and promote human rights



Essentials 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/workers covered (B)	% (B/A)	Total (C)	No. of employees/workers covered (D)	% (D/C)
Employees						
Permanent	2167	2167	100.00	1765	1765	100.00
Other than permanent	241	62	25.73	222	93	41.89
Total Employees	2408	2229	92.57	1987	1858	93.51
Workers						
Permanent	20	20	100.00	23	23	100.00
Other than permanent	0	0	0.00	0	0	0.00
Total Workers	20	20	100.00	23	23	100.00

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

Category	FY 2023-24					2022-23				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	2167	0	0.00	2167	100.00	1765	0	0.00	1765	100.00
Male	1740	0	0.00	1740	100.00	1475	0	0.00	1475	100.00
Female	427	0	0.00	427	100.00	290	0	0.00	290	100.00
Other than Permanent	241	203	84.23	38	15.77	222	128	57.66	94	42.34
Male	228	199	87.28	29	12.72	211	123	58.29	88	41.71
Female	13	4	30.77	9	69.23	11	5	45.45	6	54.55
Workers										
Permanent	20	20	100.00	0	0.00	23	23	100.00	0	0.00
Male	20	20	100.00	0	0.00	23	23	100.00	0	0.00
Female	0	0	0.00	0	0.00	0	0	0.00	0	0.00
Other than Permanent	0	0	0.00	0	0.00	0	0	0.00	0	0.00
Male	0	0	0.00	0	0.00	0	0	0.00	0	0.00
Female	0	0	0.00	0	0.00	0	0	0.00	0	0.00

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

a. Median remuneration/wages:

	Male		Female	
	Number	Median remuneration/ Salary/ Wages of respective category (In INR/Year)	Number	Median remuneration/ Salary/ Wages of respective category (In INR/Year)
Board of Directors (BoD)	2	3,03,41,009	0	0.00
Key Managerial Personnel	4	1,83,16,453	0	0.00
Employees other than BoD and KMP	2145	8,09,385	475	9,07,200
Workers	Not Applicable			

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

	FY 2023-24	FY 2022-23
Gross wages paid to females as % of total wages	14.40	14.50

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)

The Company and its subsidiaries acknowledge the significance of Human Rights. We have a POSH provision in Code of Conduct, Grievances Redressal and a Whistle Blower Policy (available on Intranet) in place to ensure a positive and safe work environment.

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

The Company has internal mechanism for its workforce to raise the grievances and HR managers are authorized to redress and report the grievances pertaining to human rights. This mechanism are in line with the Company's commitment of providing and maintaining the work culture that is healthy, fair and inclusive. This ensures that employees feel heard and valued and Company can address the employee concerns efficiently and effectively. One may raise a concern or file a complaint pertaining to any violation of the code of conduct by sending an email to conduct_ethics@aurionpro.com or writing (hard copy) to the Chairman of the Conduct & Ethics Committee. The mechanism also accepts anonymous complaints and treats them with utmost vigilance and confidentiality.

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. The Company has not received any such complaints in both the reporting years.					
Discrimination at workplace						
Child Labour						
Forced Labour/ Involuntary Labour						
Wages						
Other Human Rights related issues						

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)	No complaints were received under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 for any of the reporting years.	
Complaints on POSH as a % of female employees / workers		
Complaints on POSH upheld		

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

We have established a corporate culture of diversity and inclusion. We ensure that no individual is treated differently or discriminated based on gender, race, socio-economic status, religion, physical and mental disability, or other reasons. We conduct POSH (Prevention of Sexual Harassment) awareness programs every six months and ensure that information about committee members is prominently displayed throughout. We also recognize the importance of gender friendly mechanisms and have adopted measures to create an inclusive workplace. There is healthy representation of women at leadership level.

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

Yes, Human rights requirements are integral to the Company's Code of Conduct and are explicitly included in all Business Agreements and Contracts. This commitment ensures that all parties involved uphold the highest standards of Human Rights practices. Continuous monitoring is being done internally to ensure adherence to these commitments, reinforcing the Company's and its subsidiaries' dedication to Human Rights.

10. Assessments for the year:

	% of your plants and Offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	Not Assessed
Forced/involuntary labour	
Sexual Harassment	
Discrimination at workplace	
Wages	

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

Not Applicable, as assessment has not been conducted in the reporting year.

Leadership Indicators

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

As a result of addressing human rights grievances and complaints, the Company and its subsidiaries have implemented an Open Door Communication policy detailed in the HR manual, available on the intranet. This policy encourages employees to raise concerns with their immediate managers or reporting persons. This process fosters open, two-way communication, enhances cross-functional effectiveness, and supports the creation of a positive and achievement-oriented work environment.

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

During the reporting period, no Human Rights Due Diligence was conducted.

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, our premises and offices are accessible to differently-abled visitors, in compliance with the requirements of the Rights of Persons with Disabilities Act, 2016. We have ensured the availability of ramps and other necessary facilities to accommodate the needs of all individuals. Furthermore, we are continuously evaluating and improving our infrastructure to enhance accessibility and inclusivity within our workplace.

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	Not Assessed
Discrimination at workplace	
Child Labour	

Forced Labour / Involuntary Labour	
Wages	

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, as assessment has not been conducted in the reporting year.

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 (In Megajoules)	FY 2022-23 (In Megajoules)
From renewable sources		
Total electricity consumption (A)	0.00	0.00
Total fuel consumption (B)	0.00	0.00
Energy consumption through other sources (C)	0.00	0.00
Total Energy consumption from renewable sources (A+B+C)	0.00	0.00
From non-renewable sources		
Total electricity consumption (D)	33,39,113.08	41,91,457.93
Total fuel consumption (E)	56,176.73	61,870.31
Energy consumption through other sources (F)	-	-
Total Energy consumption from non-renewable sources (D+E+F)	33,95,289.80	42,53,328.25
Total energy consumed (A+B+C+D+E+F)	33,95,289.80	42,53,328.25
Energy intensity per rupee of turnover (Total energy consumption/ Revenue from Operations)- <i>MJ/Rs.</i>	0.00038	0.00065
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)- <i>MJ/Rs.</i>	0.0086	0.0143
Energy intensity in terms of physical output**	-	-

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:

There hasn't been an external review or analysis conducted to assess various aspects of our operations, performance, or compliance with standards or regulations.

* Electricity data used for Sigma, Synergia, Malaysia, Singapore, Dubai, and Trivandrum

**Given the Company's current business operations, there is no requirement of physical output.

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

Any of our facilities are not included within the ambit of the Perform, Achieve, and Trade (PAT) Scheme initiated by the Government of India.

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

Parameter	FY 2023-24	FY 2022-23
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	3,967.81	3,882.52
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
<i>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</i>	3,967.81	3,882.52
Total volume of water consumption (in kilolitres)	2,975.86	2,911.89
Water intensity per rupee of turnover (Water consumed / Revenue from operations)- KL/Rs.	0.0000003	0.0000004
Water Intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)- KL/Rs.	0.000008	0.000010
Water intensity in terms of physical output**	-	-

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:

There hasn't been an external review or analysis conducted to assess various aspects of our operations, performance, or compliance with standards or regulations.

*For water disclosures, data from Singapore, Dubai, Synergia and Sigma are considered

**Given the Company's current business operations, there is no requirement of physical output.

4. Provide the following details related to water discharged

Parameter	FY 2023-24	FY 2022-23
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater		
- No treatment	-	-

Parameter	FY 2023-24	FY 2022-23
- With treatment – please specify level of treatment	-	-
(iii) To Seawater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties		
- No treatment	991.95	970.63
- With treatment – please specify level of treatment	-	-
(v) Others		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	991.95	970.63

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:

There hasn't been an external review or analysis conducted to assess various aspects of our operations, performance, or compliance with standards or regulations.

* Water discharge data from Singapore, Dubai, Synergia, and Sigma are taken into account. Additionally, an average of 25% water discharge is considered.

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

The Company has not yet implemented a Zero Liquid Discharge (ZLD) system. While we recognize the importance of ZLD in minimizing environmental impact by ensuring that no liquid waste is discharged into the environment, our current operations do not include this mechanism.

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	FY 2022-23
NOx	Considering the Company's business operations, it does not emit any of the mentioned air pollutants, hence no evaluation is being conducted of the same.		
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:

There hasn't been an external review or analysis conducted to assess various aspects of our operations, performance, or compliance with standards or regulations.

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

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	4.16	4.58
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	751.67	727.72
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes of CO ₂ equivalent/ Rs.	0.00000009	0.00000011
Total Scope 1 and Scope 2 emissions per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Metric tonnes of CO ₂ equivalent/ Rs.	0.0000019	0.0000025
Total Scope 1 and Scope 2 emissions intensity in terms of physical output**	-	-	-

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:

There hasn't been an external review or analysis conducted to assess various aspects of our operations, performance, or compliance with standards or regulations.

*Further, noted that for the calculations of Scope 1 emissions, only the process fuel has been taken into considerations, provided from Sigma and Synergia Unit. For Scope 2, Data from Sigma, Synergia, Malaysia, Singapore, Dubai and Trivandram are taken into consideration.

**Given the Company's current business operations, there is no requirement of physical output.

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

Currently, the Company does not have any specific projects dedicated solely to reducing greenhouse gas (GHG) emissions, as we are in the early stages of our ESG disclosures. However, we have taken several initial steps towards energy efficiency and sustainability. All our premises are equipped with LED lighting, and we use 5-star rated air conditioning systems to reduce energy consumption. Additionally, some of our employees have adopted the use of e-bikes, contributing to lower emissions. Looking ahead, we are exploring the feasibility of installing rooftop solar panels to further our commitment to sustainable practices and significantly reduce our carbon footprint.

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

Parameter	FY 2023-24	FY 2022-23
Total Waste generated (in metric tonnes)		
Plastic waste (A)	-	-
E-waste (B)	-	-
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please Specify, if any. (G)	-	-
Other Non-hazardous waste generated (H). Municipal Solid Wastes	156.92	159.09
Total (A+B + C + D + E + F + G + H)	156.92	159.09
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)- MT/ Rs.	0.000000018	0.000000024
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)- MT/ Rs.	0.00000004	0.00000005
Waste intensity in terms of physical output**	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled (Oil and Plastic)	0.00	0.00
(ii) Re-used	0.00	0.00
(iii) Other recovery operations	0.00	0.00
Total	0.00	0.00
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste- Non-hazardous waste		
(i) Incineration	0.00	0.00
(ii) Landfilling – Municipal Solid Waste	156.92	159.09
(iii) Other disposal operations	0.00	0.00
Total	156.92	159.09

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:

There hasn't been an external review or analysis conducted to assess various aspects of our operations, performance, or compliance with standards or regulations.

*In terms of disposal, waste is handed over to the municipality, which then manages it through landfill.

**Given the Company's current business operations, there is no requirement of physical output.

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

Not applicable, as our Company does not produce or handle any hazardous or toxic chemicals, and therefore does not require specific waste management practices for such materials.

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	Types 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.
Not Applicable, as none of the Company's operations are near ecologically sensitive areas. The Company and its subsidiaries intentionally refrain from operating in areas that are environmentally fragile or ecologically sensitive. This strategic decision underscores our dedication to responsible business practices and environmental stewardship, thereby preventing any potential damage to delicate ecosystems.			

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
Not applicable. Following the guidelines of the Ministry of Environment, Forest & Climate Change (MoEF), our operations are exempted from the obligation to provide environmental clearance or undergo an Environmental Impact Assessment (EIA).					

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

Serial Number	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 taken, if any action
The Company and its subsidiaries have been compliant with all the laws as stated.				

Leadership Indicators

- 1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):**
For each facility / plant located in areas of water stress, provide the following information:
- (i) **Name of the area** - Not Applicable in our case.
 - (ii) **Nature of operations**- Not Applicable in our case.
 - (iii) **Water withdrawal, consumption and discharge in the following format:**

Parameter	FY 2023-24	FY 2022-23
Water withdrawal by source (in kilolitres)		
(i) Surface water	The Company, along with its subsidiaries, are located in regions where water availability is not a concern. This intentional choice of locations reflects our dedication to responsible resource management, ensuring that our operations have minimal impact on water-stressed areas.	
(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	The Company, along with its subsidiaries, are located in regions where water availability is not a concern. This intentional choice of locations reflects our dedication to responsible resource management, ensuring that our operations have minimal impact on water-stressed areas.	
- 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:

There hasn't been an external review or analysis conducted to assess various aspects of our operations, performance, or compliance with standards or regulations.

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

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 3 emissions (Break-up of the GHG into CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, if available)*	<i>Metric tonnes of CO₂ equivalent</i>	70.02	70.99
Total Scope 3 emissions per rupee of turnover	<i>Metric tonnes of CO₂ Equivalent/ Rs.</i>	0.000000008	0.000000011

* Scope 3 emissions have been calculated based on the waste disposal activities managed by the Company.

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:

There hasn't been an external review or analysis conducted to assess various aspects of our operations, performance, or compliance with standards or regulations.

3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

The company refrains from conducting its operations in environmentally fragile or ecologically sensitive regions. This strategic decision underscores the company's commitment to responsible business practices and environmental stewardship, avoiding potential harm to delicate ecosystems. By deliberately choosing locations that are not ecologically sensitive, the company aims to minimize its environmental impact and contribute to the preservation of biodiversity and natural habitats.

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

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
The initiatives mentioned in the Essential Indicator, Point 8 are to be referred.			

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

The Company currently does not have a formal disaster management and business continuity plan in place, but they are committed to developing and implementing one to ensure the safety and resilience of our operations.

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

The Company and its subsidiaries have not identified any significant adverse impact on the environment stemming from its value chain. However, looking ahead, the Company and its subsidiaries remain committed to proactively assessing potential environmental risks and implementing appropriate mitigation or adaptation measures as necessary.

7. 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.

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

The Company has affiliated with one state chamber and one national association.

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	Bombay Chamber of Commerce	State
2	NASSCOM	National

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

Name of authority	Brief of the case	Corrective active taken
No issues related to anti-competitive conduct have occurred, and therefore, no corrective actions were required. The Company and its subsidiaries maintain a strict adherence to regulatory compliance and fair business practices, ensuring a competitive and ethical operating environment.		

Leadership Indicators

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

Sr. 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
Nil					

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
The Company has not conducted any Social Impact Assessments during the current financial year.					

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)	5 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.

While there are no specific mechanisms in place for receiving and addressing community grievances, the Company engages in one on one discussions, group discussions etc. to understand and redress the grievances. The CSR activities serve as a channel for understanding and responding to community needs, thereby indirectly addressing grievances and supporting the well-being of the communities they serve.

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

	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/ small producers	48.00	59.00
Sourced directly from within India	52.00	41.00

Note: The input material value sourced is for the Aurionpro's Toshi Unit (Manufacturing unit).

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	FY 2022-23
Rural	0.00	0.00
Semi-Urban	0.00	0.00
Urban	0.00	0.00
Metropolitan	100.00	100.00

Note: The Company's major workforce is based out of metropolitan cities. As a result, detailed categorization of wages paid specifically to persons employed in smaller towns or other locations is currently not available.

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)
The Company does not provide funding for CSR activities in any of the districts listed as aspirational			

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

There is no Preferential Procurement Policy in place to prioritize suppliers from marginalized or vulnerable groups. Our procurement strategy focuses on fair and equitable practices. We are committed to fostering an inclusive supply chain by ensuring all suppliers have equal opportunities to compete. This approach promotes diversity, innovation and allows us to build strong partnerships based on merit and quality.

(b) From which marginalized /vulnerable groups do you procure?

Although there is no Preferential Procurement Policy for a particular marginalized /vulnerable groups, our procurement strategy focuses on fair and equitable practices.

(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	Rotary Club of Powai Charitable Trust	1000	100.00
2	Yugrishi Shriram Sharma Acharya Charitable Trust	200	100.00
3	Fandry	1000	100.00
4	Malad Kandivli Education Society	250	100.00

PRINCIPLE 9: Businesses should engage with and provide value to their consumers in a responsible manner



Essential Indicators

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

The Company operates in the B2B sector, ensuring consistent engagement with all customers through project managers and management-level meetings. Contracts with customers include formal mechanisms for handling complaints and feedback, alongside an institutional framework, such as a Steering Committee composed of representatives from both the Company and customers, to address and resolve any grievances. Customer feedback is regularly reviewed by the respective business heads and the CEO.

2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about: - Not Applicable

	As a percentage to total turnover
Environmental and social parameters relevant to the product	Considering Company's operations these parameters are not applicable to us.
Safe and responsible usage	
Recycling and/or safe disposal	

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

	FY 2023-24		Remarks	FY 2022-23		Remarks
	Received during the Year	Pending resolution at end of year		Received during the Year	Pending resolution at end of year	
Data Privacy	The Company and its subsidiaries received no consumer complaints in both the reporting years.					
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						
Total						

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

	Number	Reasons for recall
Voluntary recalls	Considering Company's business operations there were no instances of product recalls on account of safety issues.	
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 and its subsidiaries have established a comprehensive framework and policy addressing Cyber Security and Data Privacy Risks (Present on the Company's Intranet). This policy outlines protocols and measures to safeguard sensitive information and mitigate cyber threats effectively. It emphasizes the importance of data protection, compliance with regulations and the adoption of best practices to ensure the integrity and confidentiality of data assets.

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.

No such incidents occurred during the reporting Financial Year.

7. Provide the following information relating to data breaches:

- a. Number of instances of data breaches- Nil
- b. Percentage of data breaches involving personally identifiable information of customers- Nil
- c. Impact, if any, of the data breaches - Not Applicable

Leadership Indicators

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

Detailed information on the products and services offered by the entity can be accessed through our official website: <https://www.aurionpro.com/>

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

The entity offers products and services that do not pose any hazardous impact. Therefore, there are no specific steps required to inform and educate consumers about safe and responsible usage.

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

The Company informs consumers of any potential risks of disruption or discontinuation of essential services through regular engagement with customers via physical or virtual meetings.

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

Not applicable.

SUSTAINABILITY GOALS*



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Corporate Sustainability Initiatives: **Comprehensive ESG Strategies**

CSR Initiative

**1 NO
POVERTY**



Auro Cares advanced ESG principles by aiding AKHAND JYOTI EYE HOSPITAL in performing cataract surgeries for 200 underprivileged patients in Bihar and Uttar Pradesh, thereby enhancing healthcare access and quality of life.

Partnership with Food Rescue Community

**2 ZERO
HUNGER**



On November 28, 2023, Singapore associates partnered with Food Rescue Community to rescue 4.5 tons of produce, feeding over 3,000 people and exemplifying ESG commitment through enhanced food security, reduced waste, and community support.

Celebration of joy of childhood

**3 GOOD HEALTH
AND WELL-BEING**



The Company fostered employee well-being and lifelong learning by hosting a vibrant "Bring Your Kids to Work" day with games, workshops, and a fun lunch in the Mumbai and Pune offices.

Annual Aurionpro Premier League

The annual Aurionpro Premier League, highlighted exceptional performances, emerging talents, and seasoned veterans. Beyond the competition, the event brought over 200 team members together, fostering camaraderie and unity within the Company. It also reinforced the Company's commitment to ESG principles by promoting employee well-being, community spirit, and social cohesion.

Corporate Sustainability Initiatives: **Comprehensive ESG Strategies**

Office Trip for families

The Omnifin team's office-cum-family trip to Alwar, Rajasthan, offered a memorable experience through historic explorations and Rajasthani cuisine. The trip fostered camaraderie, well-being, and team cohesion, promoting social sustainability.

4 QUALITY EDUCATION



CSR Initiative for Aurionpro Kids

Auro Cares, a CSR initiative of Aurionpro, launched "Mazhi Aksharank Olak - My First English Book" in Maharashtra's Zilla Parishad schools to bridge the education gap between English and vernacular languages, fostering educational equity and engagement.

5 GENDER EQUALITY



WE Hub Initiative

WE Hub and Aurobees have partnered to empower women entrepreneurs in Telangana by leveraging Aurionpro's digital platform to support leadership development and inspire aspiring female leaders.

8 DECENT WORK AND ECONOMIC GROWTH



Collaboration Initiative of Wow Handicraft with Rural Business Incubator (RBI), Udham Singh Nagar, Uttarakhand

The Company's partnership with the WoW Handicraft & Rural Business Incubator (RBI) in Udham Singh Nagar empowered 250+ artisans by integrating them into the digital economy via the WoW Handicraft platform. This initiative, held on July 22, 2024, promotes technology adoption to preserve traditional crafts and boost economic productivity.

Corporate Sustainability Initiatives: **Comprehensive ESG Strategies**

Leading Malaysian Bank Selects Integro Technologies for Loan Origination System Transformation

Integro Technologies, an Aurionpro subsidiary, has been selected by a leading Malaysian bank to modernize its corporate processes using the Smartlender commercial loan origination solution. This initiative will enhance lending decisions by incorporating ESG considerations, aligning with global sustainability standards, and offering corporate customers a superior lending experience.

Best enterprise of the year award for Aurobees

The Company won the prestigious “Best Enterprise of the Year Award” in the IT sector for digitizing the SME industry through its Aurobees platform. Aurobees empowers SMEs by expanding their digital presence, automating supply chain fulfillment, and providing financing options, promoting efficient business operations. This initiative supports sustainable supply chain practices and inclusive access to financial services, aligning with ESG principles.

Acquisition of Arya.AI

The Company acquired a 67% stake in Arya.ai, a Mumbai-based PaaS startup trusted by over 100 banks and insurers across Asia, expanding its fintech portfolio with AI-driven solutions. This acquisition empowers domestic institutions to reach their full potential. It also aligns with ESG principles, ensuring sustainable and responsible growth in the financial sector.



Corporate Sustainability Initiatives: **Comprehensive ESG Strategies**

Innovation

The Company has made new launches across all segments recently, including Aurobees, a robust supply chain fulfilment platform, Aurodigi, a digital banking engagement platform for our corporate customers, and most importantly ECR-one, the first homegrown EMV Card Type Payment Terminal, all of which integrate ESG principles by promoting sustainable practices, enhancing digital financial inclusion, and reducing the environmental impact through efficient resource use.

Collaboration Initiative of Aurionpro with Fime

Aurionpro Transit has partnered with Fime to explore innovations in transit ticketing and fare collection worldwide. This collaboration aims to revolutionize public transportation through emerging technologies, supporting sustainable transit systems.

Collaboration Initiative with Google Partner for Public Transportation

Aurionpro Transit has integrated its ticketing solutions with Google Wallet to offer a seamless and affordable travel experience. This initiative enhances rider convenience and supports sustainable transport options.

Partnership with Philippine National Bank (PNB)

Integro Technologies and Philippine National Bank are collaborating to modernize business loan processes, enhancing client accessibility and operational efficiency.

11 SUSTAINABLE CITIES
AND COMMUNITIES



Corporate Sustainability Initiatives:

Comprehensive ESG Strategies

Partnership with Mastercard Urban Mobility, Maldives Transport & Contracting Company Plc, and Bank of Maldives

Aurionpro Transit, in partnership with Mastercard and local entities, launched the Maldives' first multi-modal transit payment system, earning the 'Best Smart Ticketing Programme' award. This initiative promotes sustainable transit and reduces environmental impact.

Partnership with Vix Technology

Aurionpro Transit and Vix Technology have teamed up to introduce advanced mobility solutions that streamline public transport operations and improve passenger experiences.

Partnership with Mastercard

Aurionpro Transit and Mastercard have joined forces to integrate contactless payment solutions with transit systems, enhancing daily commutes and aligning with sustainability and ESG goals.

Certifications acquired by the Company

Our Company is certified for ISO 20000:2018 certification for IT Services management systems (ITMS), ISO 9001:2015 certification for Quality Management System (QMS), ISO 270001:2013 for IT Security Management Systems. The Company has attained Maturity Level 5 of Capability Maturity Model Integration (CMMI). This stands testimony to their continuously improving processes based on quality assessment of objectives and performance needs.



Corporate Sustainability Initiatives:

Comprehensive ESG Strategies

Tree plantation campaign

13 CLIMATE ACTION



Auro Cares initiated a new tree plantation campaign, witnessing the green revolution unfold with community participation. Together, they planted hope for a greener future, promoting sustainable living. The campaign contributes to climate action by enhancing green cover, which helps absorb CO2 and mitigate climate change.

Acquisition of Omnifin

17 PARTNERSHIPS FOR THE GOALS



The Company acquired Omnifin®, a leading loan management system used by over 45 banks in India, enhancing its lending solutions with advanced technologies. This acquisition strengthens the Company's position in the financial sector by broadening its range of next-generation lending tools.

Acquisition of Interact DX

The Company acquired Interact DX, a top digital customer engagement platform, to elevate its digital communication and marketing capabilities. This move determines the Company's commitment to advancing digital solutions in the BFSI sector.

Partnership with Mastercard

Aurionpro Transit and Mastercard partnered to integrate contactless payment solutions with transit systems, focusing on convenience and efficiency. This collaboration aims to simplify mobility and enhance the public transport experience with a customer-centric approach.