

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

### SECTION A: GENERAL DISCLOSURES

#### I. Details of the listed entity

Sr. No.	Particulars	Details
1.	Corporate Identity Number (CIN) of the Listed Entity	L64200DL1993PLC054086
2.	Name of the Listed Entity	Optiemus Infracom Limited
3.	Year of incorporation	17/06/1993
4.	Registered office address	K-20, 2 <sup>nd</sup> Floor Lajpat Nagar-II, New Delhi -110024
5.	Corporate address	D-348, Sector-63, Noida, Uttar Pradesh-201307
6.	E-mail	<a href="mailto:info@optiemus.com">info@optiemus.com</a>
7.	Telephone	011-29840906/07
8.	Website	<a href="http://www.optiemus.com">www.optiemus.com</a>
9.	Financial year for which reporting is being done	April 01, 2024 - March 31, 2025
10.	Name of the Stock Exchange(s) where shares are listed	1. National Stock Exchange of India Limited ('NSE') 2. BSE Limited ('BSE')
11.	Paid-up Capital	Rs. 8,725.30 Lakhs
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Vikas Chandra Company Secretary & Compliance Officer Telephone No.: 0120-2406452, +91 9667031878 e-mail ID: <a href="mailto:info@optiemus.com">info@optiemus.com</a>
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 made in this report are on a standalone basis.
14.	Name of assurance provider	NA
15.	Type of assurance obtained	NA

#### II Products/Services

16. Details of business activities (accounting for 90% of the Turnover):			
Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Trading	Wholesale Trading of Telecommunication and allied products	99.86%

  

17. Products/Services sold by the entity (accounting for 90% of the entity's Turnover):			
Sr. No.	Product/Service	NIC Code	% of total Turnover Contributed
1	Telecommunication and allied products	4652	99.86%

### III. Operations

18. Number of locations where plants and/or operations/offices of the entity are situated:			
Location	Number of plants	Number of offices	Total
National	0	3	3
International	0	0	0

  

19. Markets served by the entity:	
a. Number of locations	
Locations	Number
National (No. of States)	*7
International (No. of Countries)	0
<i>*Note: The Company has obtained GST in seven states; however, its presence extends across India.</i>	
b. What is the contribution of exports as a percentage of the total turnover of the entity?	0%
c. A brief on types of customers	
The Company operates in National Markets through both - Direct Sales and a Dealer Distribution Network.	

### IV. Employees

20. Details as at the end of Financial Year:						
a. Employees and workers (including differently abled):						
Sr. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B / A)	No. (C)	% (C / A)
Employees						
1	Permanent (D)	40	38	95.00%	2	5.00%
2	Other than Permanent (E)	0	NA	NA	NA	NA
3	<b>Total employees (D + E)</b>	40	38	95.00%	2	5.00%
Workers						
4	Permanent (F)	NA	NA	NA	NA	NA
5	Other than Permanent (G)	NA	NA	NA	NA	NA
6	<b>Total workers (F + G)</b>	NA	NA	NA	NA	NA
Note: The Company doesn't have any staff in 'other than permanent employees' and 'workers' categories.						
b. Differently abled Employees and Workers:						
Sr. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B / A)	No. (C)	% (C / A)
Differently abled employees						
1	Permanent (D)	0	0	0	0	0
2	Other than Permanent (E)	NA	NA	NA	NA	NA
3	<b>Total differently abled employees (D + E)</b>	0	0	0	0	0
Differently abled workers						
4	Permanent (F)	NA	NA	NA	NA	NA
5	Other than Permanent (G)	NA	NA	NA	NA	NA
6	<b>Total differently abled workers (F + G)</b>	NA	NA	NA	NA	NA

21. Participation/Inclusion/Representation of Women			
Particulars	Total	No. and percentage of Females	
	(A)	No. (B)	% (B / A)
Board of Directors	6	1	16.67%
Key Management Personnel	*3	0	0.00%

Note: Includes 1 Whole-time Director.

22. Turnover rate for permanent employees and workers									
Particulars	FY 2024-25			FY 2023-24			FY 2022-23		
	(Turnover rate in current FY)			(Turnover rate in previous FY)			(Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	*72.16%	150.00%	78.10%	37.62%	18.18%	35.71%	40.00%	50.00%	41.18%
Permanent Workers	NA	NA	NA	NA	NA	NA	NA	NA	NA

\*Including resignation due to Group Transfer of employees.

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

23. (a) Names of Holding / Subsidiary / Associate Companies / Joint Ventures				
Sr. 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	Optiemus Electronics Limited	Wholly Owned Subsidiary	100%	No
2	GDN Enterprises Private Limited	Wholly Owned Subsidiary	100%	No
3	Optiemus Infracom (Singapore) Pte. Ltd.	Wholly Owned Subsidiary	100%	No
4	Optiemus Unmanned Systems Private Limited*	Wholly Owned Subsidiary	100%	No
5	Troosol Enterprises Private Limited	Subsidiary	60%	No
6	FineMS Electronics Private Limited	Subsidiary	60%	No
7	Bharat Innovative Glass Technologies Private Limited	Subsidiary and Joint Venture	70%	No
9	Teleecare Network India Private Limited	Associate	46.22%	No
10	WIN Technology**	Joint Venture	0%	No

\*Optiemus Unmanned Systems Private Limited has been incorporated as a Wholly Owned Subsidiary of the Company on June 21, 2024.

\*\*WIN Technology is a Partnership firm.

**VI. CSR Details**

<b>24.(i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)</b>	Yes
<b>(ii) Turnover (Rs. in Lakhs)</b>	59,153.05
<b>(iii) Net worth (Rs. in Lakhs)</b>	58,908.97

**VII. Transparency and Disclosures Compliances**

<b>25. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:</b>							
Stakeholder group from whom complaint is received	*Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2024-25			FY 2023-24		
		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	0	0	NA	0	0	NA, The Company has invested in the PM Care fund as its CSR activity. Whether any communities would be targeted through this fund or not, is not known to the Company.
Investors (other than shareholders)	Yes	0	0	NA	0	0	NA, During the year, there was no investor in the Company other than Shareholders.
Shareholders	Yes	2	0	All the complaints received from the shareholders of the Company were resolved by the Company / its RTA within stipulated timeline. Further, queries/ requests received from shareholders were substantially replied/ resolved.	7	0	All the complaints received from the shareholders of the Company were resolved by the Company and its RTA within the stipulated time. Further, queries/ requests received from shareholders were substantially replied/ resolved.
Employees and Workers	Yes	0	0	NA	0	0	NA
Customers	Yes	0	0	NA	0	0	NA
Value Chain Partners	*NA	0	0	NA	0	0	NA

Other (please specify)	-	0	0	NA	0	0	NA
<i>*Note: The Company does not have value chain partners.</i>							
<b>*The details of Grievance Redressal Mechanism in for applicable stakeholder group is given below:</b>							
<b>Stakeholder group from whom complaint is received</b>	<b>Web Link for Grievance Policy</b>						
Communities	The Company undertakes CSR expenditure in line with its commitment to community welfare. Beneficiaries can share their concerns or feedback by reaching out via an e-mail at <a href="mailto:care@optiemus.com">care@optiemus.com</a> or through the contact section of the Company's website at <a href="https://www.optiemus.com/contactus.php">https://www.optiemus.com/contactus.php</a> .						
Investors and Shareholders	<p>The Company offers a means to handle any issues or complaints or queries raised by its investor and shareholders. Contact details to reach out the Company by Investors and shareholders is available at <a href="https://www.optiemus.com/investorcontact.html">https://www.optiemus.com/investorcontact.html</a>.</p> <p>Beetal Financial &amp; Computer Services Private Limited serves as the Registrar and Share Transfer Agent (RTA) of the Company for addressing shareholders' inquiries, requests and grievances.</p> <p>Also, the Shareholders can lodge their grievances at SCORES portal, ODR portal/ or by writing an e-mail to the Company Secretary &amp; Compliance Officer of the Company at <a href="mailto:info@optiemus.com">info@optiemus.com</a>.</p>						
Employees and Workers	<p>The Company has a dedicated HR portal for filing complaints. The employees can raise their complaints on <a href="https://hrone.cloud/">https://hrone.cloud/</a> or can mark an e-mail to HR Department of the Company at <a href="mailto:hr@optiemus.com">hr@optiemus.com</a>.</p> <p>Further, the Company's Vigil Mechanism/Whistle Blower Policy is a mechanism that allows Employees and Directors to report grievances. It also ensures that complainants are protected with full anonymity against any victimisation practices. The employee, on becoming aware of any suspected or actual fraud, can file their grievances to Mr. Vikas Chandra, Company Secretary &amp; Compliance Officer, who is also the Vigilance Officer of the Company through an e-mail at <a href="mailto:cs.vikas@optiemus.com">cs.vikas@optiemus.com</a>. The Company's Vigil Mechanism/ Whistle Blower Policy can be accessed at <a href="https://www.optiemus.com/policies.html">https://www.optiemus.com/policies.html</a>.</p> <p>Also, the 'Internal Complaints Committee' of the Company handles complaint received regarding the sexual harassment at workplace. The details of the members of Internal Complaint Committee are given in the Company's POSH Policy which is hosted on the website of the Company at <a href="https://www.optiemus.com/policies.html">https://www.optiemus.com/policies.html</a>.</p>						
Customers	The customers can reach out to the Single Point of Contact at <a href="https://www.optiemus.com/contactus.php">https://www.optiemus.com/contactus.php</a> . Any further escalation can be made to Director/HODs of the Company.						
Value Chain Partners	NA						
Other (please specify)	-						

*\*Note: NA, The Company does not have value chain partners.*

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

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

Sr. 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	Material and Sourcing	Opportunity	The greater the sustainability of sourced goods, the more favorable the long-term outcomes for the business.	The Company is in the process of formulating and adopting a Sustainable Sourcing Policy.	Positive
2	Technology Dynamics	Risk	Ongoing advancements and shifts in technology can significantly affect the Company's operations.	The Company emphasizes effective change management and maintains flexibility in its business operations.	Negative
3	Change in consumer demand	Risk	Given the evolving technological landscape and available options, consumer preferences may shift based on convenience and necessity. Failure to adapt to these changes could adversely affect long-term business performance.	The Company regularly evaluates consumer demand to stay prepared for future market shifts.	Negative
4	Climate change	Risk	Climate change presents risks by potentially disrupting operations and impacting overall profitability.	The Company aims to build a strong climate resilience strategy, supported by frequent materiality assessments and a well-structured stakeholder engagement plan.	Negative
5	Compliance and Governance	Risk	Adherence to regulations and sound corporate governance is fundamental to our Company, as any instance of non-compliance can seriously damage our business and reputation.	A dedicated team of professionals monitors legal and regulatory developments to ensure the Company remains compliant with all applicable laws and timely fulfills its obligations.	Negative

6	Governance and Ethical business conduct	Opportunity	Upholding the highest ethical standards is essential for building and maintaining a sustainable enterprise.	The Company's policies promote ethical conduct across all operations, complemented by regular training and awareness programs on industry best practices.	Positive
7	Data Privacy and Security	Risk	The Company recognizes the critical importance of data security and privacy challenges. Protecting customer data remains one of our highest priorities.	To protect against data security and privacy threats, the Company has put robust measures in place, including strict access controls, encryption of sensitive information, regular security assessments, and employee training programs focused on responsible data handling practices.	Negative

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and process put in place towards adopting the NGRBC Principles and Core Elements.

Sr. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</b>										
1. a	Whether the entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No/NA)	Yes	NA	Yes	Yes	Yes	Yes	NA	Yes	Yes
b	Has the policy been approved by the Board? (Yes/No/NA)	Yes	NA	Yes	Yes	Yes	Yes	NA	Yes	Yes
c	Web Link of the Policies, if available	Policies are available on the website of the Company i.e. <a href="https://www.optiemus.com/policies.html">https://www.optiemus.com/policies.html</a> . Policies which are internal to the Company are available on the intranet of the Company.								
2	Whether the entity has translated the policy into procedures. (Yes / No/ NA)	Yes	NA	Yes	Yes	Yes	Yes	NA	Yes	Yes
3	Do the enlisted policies extend to entity's value chain partners? (Yes/No/NA)	NA	NA	NA	NA	NA	NA	NA	NA	NA
4	Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by the entity and mapped to each principle.	NA	NA	NA	NA	NA	NA	NA	NA	NA

5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	While the Company has not yet set formal, time-bound commitments or targets, it continues to work progressively towards enhancing its environmental, social, and governance (ESG) practices. Internal efforts are focused on improving key areas, including sustainability, compliance, ethical conduct and employee well-being. Future plans aim to establish measurable goals aligned with business growth and stakeholder expectations.								
6	Performance of the entity against the specific commitments, goals and targets along-with reasons, in case the same are not met.	NA	NA	NA	NA	NA	NA	NA	NA	NA
<b>Governance, leadership and oversight</b>										
7	<b>Statement by Director, responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)</b>									
	<p>In an era defined by rapid technological advancements, dynamic market trends and evolving regulatory frameworks, the ability of a company to thrive depends on its commitment to strong governance, innovation, and stakeholder trust. At Optiemus, we remain steadfast in our vision to be a trusted and forward-looking organization that delivers value not just to our shareholders, but to every stakeholder connected to our business.</p> <p>Our approach is built on transparency, ethical practices and sustainable growth. We are actively working towards integrating best practices in governance while aligning our strategies with long-term societal and environmental responsibilities. We recognize that true corporate success goes beyond financial performance; it is about creating a positive impact on employees, customers and the communities we serve.</p> <p>Health, safety and environmental stewardship continue to be at the heart of our operations. We are dedicated to build an inclusive workplace, nurturing talent and ensuring that our growth journey is sustainable and future ready.</p> <p>As we move forward, we will continue to innovate, adapt and strengthen our practices to meet emerging opportunities and challenges. I extend my heartfelt gratitude to all our stakeholders for their continued trust and support as we work towards realizing our shared vision of progress and responsibility.</p>									
8	<b>Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).</b>									
	Mr. Ashok Gupta, Executive Chairman (Whole-time Director)									
9	<b>Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No/ NA).</b>									
	<b>If Yes please provide details</b>									
	<p>Yes,</p> <p>The Directors and Senior Leadership Team of the Company monitor various aspects of Social, Environmental &amp; Governance responsibilities of the Company on a continuous basis.</p>									



10	Details of Review of NGRBCs by the Company									
	Subject for Review	Indicate whether review was undertaken by Director/Committee of the Board/Any other Committee								
		P1	P2	P3	P4	P5	P6	P7	P8	P9
a.	Performance against above policies and follow up action	Board of Directors	NA	Board of Directors	Board of Directors	Board of Directors	Board of Directors	NA	Board of Directors	Board of Directors
b.	Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	Board of Directors	NA	Board of Directors	Board of Directors	Board of Directors	Board of Directors	NA	Board of Directors	Board of Directors
	Subject for Review	Frequency (Annually / Half yearly /Quarterly/ Any other-please specify)								
		P1	P2	P3	P4	P5	P6	P7	P8	P9
a.	Performance against above policies and follow up action	Annually	NA	Annually	Annually	Annually	Annually	NA	Annually	Annually
b.	Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	Quarterly	NA	Quarterly	Quarterly	Quarterly	Quarterly	NA	Quarterly	Quarterly
11	Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No).	No	No	No	No	No	No	No	No	No
	If yes, provide name of the agency.	NA	NA	NA	NA	NA	NA	NA	NA	NA

*Note - As a practice, policies on the Business Responsibility of the Company are reviewed annually or on a need basis by the respective Committee/ Board. During this assessment, the efficacy of the policies is reviewed and necessary changes to policies & procedures are implemented.*

12	If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated:	P1	*P2	P3	P4	P5	P6	*P7	P8	P9
a.	The entity does not consider the Principles material to its business (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
b.	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	NA	NA	NA	NA	NA	NA	NA	NA
c.	The entity does not have the financial or/ human and technical resources available for the task (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
d.	It is planned to be done in the next financial year (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
e.	Any other reason (please specify)	NA	NA	NA	NA	NA	NA	NA	NA	NA

*\*Note – As the Company is in the service sector, policies on Principles 2 and 7 are not applicable.*

## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

**PRINCIPLE 1: BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY, AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE.**

### Essential Indicators

1. Percentage coverage by training and awareness programmes on any of the principles during the financial year			
Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	3	1. Overview of Company's business strategies, Risk Management; 2. Update on regulatory changes/ amendments issued under various applicable laws; and 3. Overview and update the provisions of Company's Code of Conduct to regulate, monitor and report trading by Designated Persons.	100%
Key Managerial Personnel	4	1. Overview of Company's business strategies, Risk Management; 2. Update on regulatory changes/ amendments issued under various applicable laws; and 3. Overview and update the provisions of Company's Code of Conduct to regulate, monitor and report trading by Designated Persons; and 4. HR Policies and awareness on well-being and Human Rights.	100%
Employees other than BOD and KMPs	10	1. Prevention of Sexual Harassment; 2. Health & Safety; 3. Skill Upgradation; and 4. Well-Being & Human Rights.	100%
Workers	NA	NA	NA

**2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by Directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and as disclosed on the entity's website):**

Monetary					
Particulars	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR) (For Monetary Cases only)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	NA				
Settlement					
Compounding fee					
Non-Monetary					
Particulars	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case		Has an appeal been preferred? (Yes/No)
Imprisonment	NA				
Punishment					

*Note: No 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.*

**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
NA	NA

**4. Does the entity have anti-corruption or anti-bribery policy? (Yes/ No)**

If Yes, provide details in brief

Yes,

The Company upholds a strict zero-tolerance policy towards unethical conduct, including bribery and kickbacks. We are dedicated to carry out all business activities with honesty, fairness, and professionalism. Robust systems have been put in place to prevent and manage any instances of bribery, with clearly defined procedures and consequences for violations. Any allegations of bribery or corruption are addressed through formal investigation protocols. Our internal controls are structured to deter such actions and we encourage employees to report any suspected misconduct. These values form the foundation of our governance framework, as outlined in the Company's Anti-Bribery and Anti-Corruption Policy.

If Yes, Provide a web link to the policy, if available

[https://www.optiemus.com/policies/OIL\\_Anti-BriberyorAnti-CorruptionPolicy.pdf](https://www.optiemus.com/policies/OIL_Anti-BriberyorAnti-CorruptionPolicy.pdf)

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

Particulars	FY 2024-25	FY 2023-24
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	NA	NA

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

Case Details	FY 2024-25		FY 2023-24	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	NA	0	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	NA	0	NA

**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.**

No such case of corruption and conflict of interest has taken place.

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

Particulars	FY 2024-25	FY 2023-24
Number of days of accounts payables	113	78

**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 2024-25	FY 2023-24
<b>Concentration of Purchases</b>	a. Purchases from trading houses as % of total purchases	0	0
	b. Number of trading houses where purchases are made from	0	0
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	0	0
<b>Concentration of Sales</b>	a. Sales to dealers / distributors as % of total sales	100%	100%
	b. Number of dealers / distributors to whom sales are made	240	230
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	98.89%	99.09%
<b>Share of RPTs in</b>	a. Purchases (Purchases with related parties / Total Purchases)	52.95%	62.41%
	b. Sales (Sales to related parties / Total Sales)	4.39%	0.01%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	*0%	95.62%
	d. Investments (Investment in related parties / Total Investment made)	99.98%	99.93%

\*Note –All loans and advances provided to related parties during the year have been fully repaid. As of March 31, 2025, there are no outstanding balances due from related parties.

## Leadership Indicators

1. Awareness programmes conducted for value chain partners on any of the Principles during the financial year:		
Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
NA		

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No)	Yes
If Yes, provide details of the same.	
<p>The Company has established procedures to effectively manage and prevent conflicts of interest involving Board members, as outlined in the Code of Conduct for Directors and Senior Management. To prevent any potential conflict of interest, employees must ensure that their personal interests do not interfere with the Company's interests, particularly when considering investments in the Company's customers, suppliers or competitors. Prior to making such investments, individuals should thoroughly assess whether these decisions could impact their responsibilities to the Company. In the event of a conflict of interest arising, full disclosure of all relevant facts and circumstances must be made to the Board of Directors for proper resolution. This ensures transparency and upholds the integrity of both personal and company interests.</p>	

## PRINCIPLE 2: BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE

### Essential Indicators

1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.				
Sr. No.	Particulars	FY 2024-25	FY 2023-24	Details of improvements in environmental and social impacts
1	R&D	0%	0%	NA
2	Capex	0%	0%	NA

2 a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)	*No
b. If yes, what percentage of inputs were sourced sustainably?	NA

*\*Note: While the Company is primarily engaged into wholesale and distribution of telecommunication and allied products, it remains committed to progressively incorporating sustainable sourcing practices into its procurement processes.*

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

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

\*Note: Since the Company is primarily engaged into wholesale and distribution of telecommunication and its allied products, EPR is not applicable to the Company.

#### 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)? (Yes/ No) If yes, provide details in the following format?						*NA
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.
NA						

\*Note: Since the Company is primarily engaged into wholesale and distribution of telecommunication and its allied products, LCA is not applicable to the Company.

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of entity's 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.			
Sr. No.	Name of Product/Service	Description of the risk/concern	Action Taken
NA			

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).			
Sr. No.	Indicate input material	Recycled or re-used input material to total material (In % to Total Material considering the Value)	
		FY 2024-25	FY 2023-24
NA			

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:							
Sr. No.	Particulars	FY 2024-2025			FY 2023-2024		
		Re-Used (In MT)	Recycled (In MT)	Safely Disposed (In MT)	Re-Used (In MT)	Recycled (In MT)	Safely Disposed (In MT)
1	Plastics (including packaging)	NA	NA	NA	NA	NA	NA

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:

Sr. No.	Particulars	FY 2024-2025			FY 2023-2024		
		Re-Used (In MT)	Recycled (In MT)	Safely Disposed (In MT)	Re-Used (In MT)	Recycled (In MT)	Safely Disposed (In MT)
2	E waste	NA	NA	NA	NA	NA	NA
3	Hazardous waste	NA	NA	NA	NA	NA	NA
4	Other waste	NA	NA	NA	NA	NA	NA

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

Sr. No.	Indicate product category	Reclaimed products and their packaging materials (as % of total products sold in respective category)
NA	NA	NA

**PRINCIPLE 3: BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS**

#### Essential Indicators

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

Category	% of employees covered by										
	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	38	38	100%	38	100%	NA	NA	0	0%	0	0%
Female	2	2	100%	2	100%	2	100%	NA	NA	2	100%
Total	40	40	100%	40	100%	2	100%	0	0%	2	5%
Other than permanent employees											
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

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

Category	% 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 workers											
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
<b>Total</b>	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
<b>Other than permanent workers</b>											
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
<b>Total</b>	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

<b>1. c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent)</b>	<b>FY 2024-25</b>	<b>FY 2023-24</b>
Cost incurred on well-being measures as a % of the total revenue of the company	0.01%	0.01%

<b>2. Details of retirement benefits, for Current Financial Year and Previous Financial Year.</b>						
<b>Benefits</b>	<b>FY 2024-25</b>			<b>FY 2023-24</b>		
	<b>No. of employees covered as a % of total employees</b>	<b>No. of workers covered as a % of total workers</b>	<b>Deducted and deposited with the authority (Yes/No/NA)</b>	<b>No. of employees covered as a % of total employees</b>	<b>No. of workers covered as a % of total workers</b>	<b>Deducted and deposited with the authority (Yes/No/NA)</b>
<b>PF</b>	70.00%	NA	Yes	69.23%	NA	Yes
<b>Gratuity</b>	100.00%	NA	Yes	100.00%	NA	Yes
<b>ESI</b>	22.50%	NA	Yes	21.54%	NA	Yes
<b>Others – please specify</b>	NA	NA	NA	NA	NA	NA

<b>3. Accessibility of workplaces</b>	
<b>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?</b>	No
<b>If not, whether any steps are being taken by the entity in this regard.</b>	As of now, the Company does not have any employee with special abilities. The Company is committed to create an inclusive & accessible workplace and acknowledges the importance of such provisions. The Company will take necessary steps to progressively enhance accessibility across its locations.

<b>4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016?</b>	Yes
<b>If so, provide a web-link to the policy.</b>	<a href="https://www.optiemus.com/pdf/OILPolicyonRightsofPersonswithDisabilities.pdf">https://www.optiemus.com/pdf/OILPolicyonRightsofPersonswithDisabilities.pdf</a>



**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	0%	0%	NA	NA
Female	0%	0%	NA	NA
Total	0%	0%	NA	NA

**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.**

Category	Yes/No	If Yes, then give details of the mechanism in brief
Permanent Workers	NA	NA
Other than Permanent Workers	NA	NA
Permanent Employees	Yes	<p>The Company has a dedicated HR portal for filing complaints. The employees can raise their complaints on <a href="https://hrone.cloud/">https://hrone.cloud/</a> or can mark an e-mail to HR Department of the Company at <a href="mailto:hr@optiemus.com">hr@optiemus.com</a>.</p> <p>Further, the Company's Vigil Mechanism/ Whistle Blower Policy is a mechanism that allows Employees and Directors to report grievances. It also ensures that complainants are protected with full anonymity against any victimisation practices. The employee, on becoming aware of any suspected or actual fraud, can file their grievances to Mr. Vikas Chandra, Company Secretary &amp; Compliance Officer who is also the Vigilance Officer of the Company through an e-mail at <a href="mailto:cs.vikas@optiemus.com">cs.vikas@optiemus.com</a>. The Company's Vigil Mechanism/Whistle Blower Policy can be accessed at <a href="https://www.optiemus.com/policies.html">https://www.optiemus.com/policies.html</a>.</p> <p>Also, the 'Internal Complaints Committee' of the Company handles complaint received regarding the sexual harassment at workplace. The details of the members of Internal Complaint Committee are given in the Company's POSH Policy which is hosted on the website of the Company at <a href="https://www.optiemus.com/policies.html">https://www.optiemus.com/policies.html</a>.</p>
Other than Permanent Employees	NA	NA

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

Category	FY 2024-25			FY 2023-24		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
<b>Total Permanent employees</b>	40	0	0%	65	0	0%
Male	38	0	0%	59	0	0%
Female	2	0	0%	6	0	0%
<b>Total Permanent Workers</b>	NA	NA	NA	NA	NA	NA
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA

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

Category	FY 2024-25					FY 2023-24				
	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)	% (C / D)
Employees										
Male	38	35	92.11%	30	78.95%	59	33	55.93%	44	74.58%
Female	2	2	100.00%	2	100.00%	6	6	100.00%	5	83.33%
Total	40	37	92.50%	32	80.00%	65	39	60.00%	49	75.38%
Workers										
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	38	38	100%	59	44	74.58%
Female	2	2	100%	6	5	83.33%
<b>Total</b>	<b>40</b>	<b>40</b>	<b>100%</b>	<b>65</b>	<b>49</b>	<b>75.38%</b>
<b>Workers</b>						
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA
<b>Total</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>

<b>10. Health and safety management system</b>	
<b>a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No)</b>	Yes
<b>If Yes, the Coverage such systems?</b>	
The Company has implemented necessary systems in place which includes fire safety audit, regular health check-ups of employees, mock drill training for earthquake, emergency evacuation and fire.	
<b>b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?</b>	
The Company consistently works to identify and mitigate workplace hazards by implementing measures such as fire and smoke detectors, access control systems, CCTV surveillance, round-the-clock security, water purifiers and provisions for access to medical facilities.	
<b>c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks? (Yes/ No)</b>	NA, the Company doesn't have any worker.
<b>d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)</b>	Yes

*Note: The Company ensures overall well- being of employees by providing health insurance, accident insurance, regular health check-ups for its employees.*

<b>11. Details of safety related incidents, in the following format:</b>			
<b>Safety Incident/Number</b>	<b>Category*</b>	<b>FY 2024-25</b>	<b>FY 2023-24</b>
<b>Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)</b>	<b>Employees</b>	0	0
	<b>Workers</b>	-	-
<b>Total recordable work-related injuries</b>	<b>Employees</b>	0	0
	<b>Workers</b>	-	-
<b>No. of fatalities</b>	<b>Employees</b>	0	0
	<b>Workers</b>	-	-
<b>High-consequence work-related injury or ill health (excluding fatalities)</b>	<b>Employees</b>	0	0
	<b>Workers</b>	-	-

*\*Including in the contract workforce*

<b>12. Describe the measures taken by the entity to ensure a safe and healthy workplace.</b>
The Company has established robust safety measures, including conducting fire safety audits, regular employee health check-ups, and mock drills for emergencies such as earthquakes, fire incidents, and evacuation procedures.

<b>13. Number of Complaints on the following made by employees and workers:</b>						
<b>Particulars</b>	<b>FY 2024-25</b>			<b>FY 2023-24</b>		
	<b>Filed during the year</b>	<b>Pending resolution at the end of year</b>	<b>Remarks</b>	<b>Filed during the year</b>	<b>Pending resolution at the end of year</b>	<b>Remarks</b>
<b>Working Conditions</b>	0	0	NA	0	0	NA
<b>Health &amp; Safety</b>	0	0	NA	0	0	NA

14. Assessment for the year:	
Particulars	% of entity's plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100%
Working Conditions	100%

*\*Note: The Company has undertaken a self-assessment focusing on health and safety practices and 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.	NA
--	----

#### Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of	
(A) Employees (Yes/No/NA)	Yes
(B) Workers (Yes/No/NA)	NA

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

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:				
Particulars	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 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
Employees	0	0	0	0
Workers	NA	NA	NA	NA

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)	No*
--	-----

*\*Note: The Company does not have a dedicated formal transition assistance program; however, it periodically conducts skill enhancement trainings for all employees during their tenure. These programs are tailored to the specific needs of each cadre and functional area, thereby equipping employees with competencies that can support their career pursuits post-retirement or upon separation from the organization.*

5. Details on assessment of value chain partners:	
Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	NA
Working Conditions	NA

**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.**

NA

**PRINCIPLE 4: BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS**

**Essential Indicators**

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

The key stakeholders identified include Customers, Suppliers, Employees, Communities, Investors, and Government Bodies. Our approach towards responsible and sustainable business practices undergoes a systematic mapping through regular engagement with our internal and external stakeholders. This practice helps the company to prioritize key sustainability issues in terms of relevance to its business and stakeholders, including society and clients. Throughout the year, we engage formally and informally with our stakeholders to explore strategic areas, along with trends and development relevant to our industry.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website, Other- Please Specify)	Frequency of engagement (Annually, Half-yearly, Quarterly, others- Please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders & Investors	No	Annual General Meeting, Shareholder meetings, e-mail, Stock Exchange (SE) announcements, investor/analysts meetings/ conference calls, annual reports, quarterly results, media releases, Notice Board and the Company's website.	Quarterly/ Half Yearly/ Annually/ as and when required	Key topics of engagement include the Company's business performance, financial health, growth outlook, and material disclosures, as well as shareholder queries related to duplicate share certificates, transmission, dematerialization, dividends, and other related matters.
Employees	No	Senior leaders' communication, cultural events, Performance appraisal review, Training and Development initiatives, wellness initiatives, e-mail, poster campaigns, intranet, circulars and newsletters.	Ongoing	Engagement areas include employee satisfaction, performance linked incentives, career oriented training and development, ensuring a safe and healthy workplace, fostering a discrimination - free environment across all identities and maintaining swift grievance redressal systems.

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

<b>Stakeholder Group</b>	<b>Whether identified as Vulnerable &amp; Marginalized Group</b>	<b>Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website, Other- Please Specify)</b>	<b>Frequency of engagement (Annually, Half-yearly, Quarterly, others- Please specify)</b>	<b>Purpose and scope of engagement including key topics and concerns raised during such engagement</b>
Customers	No	Website, complaints management, helpdesk, conferences, customer surveys, face-to-face meetings, e-mail, Customer feedback, advertisement, newspapers and other digital platforms.	Event-based/ as and when required.	The Company primarily serves B2B customers, enabling strategic partnerships and collaboration opportunities with reputed organizations.
Government	No	Meetings, calls, and e-mail with different government bodies and ministries.	As and when required.	We consider this as a valuable opportunity to stay informed about evolving regulatory requirements, explore collaborative solutions to critical challenges, and contribute positively to environmental and social outcomes through active participation in government-led initiatives.
Suppliers	No	Regular interaction through phone, e-mail and in-person.	Event-based/ as and when required.	Strengthen commitment and collaboration through effective negotiations, streamlined supply chain management, prompt query resolution, and the cultivation of strong, lasting relationships.
Community	Yes	E-mail, Website, Phone calls.	Event-based/ as and when required.	Monitoring & Implementing the CSR projects and activities.

**Leadership Indicators**

<b>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.</b>	
The Company engages with stakeholders through various channels to gather insights on economic, environmental, and social matters. These interactions include meetings, surveys, feedback mechanisms and public disclosures. While direct consultations with the Board may not occur in every instance, relevant feedback is systematically compiled and presented to the Board or its designated committees by the management team. This ensures that stakeholders perspectives are considered in strategic decision-making and policy formulation, reinforcing the Company's commitment to transparency, accountability, and sustainable growth.	
<b>2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes/No).</b>	Yes
<b>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.</b>	
The Company actively incorporates stakeholder consultations to identify and manage key environmental and social topics. Feedback received through employee engagement initiatives, customer interactions, and investor communications has guided the Company in refining its internal policies, enhancing workplace practices, and aligning its operations with evolving sustainability expectations. These insights have contributed to ongoing improvements in areas such as employee well-being, ethical business conduct and environmental responsibility.	
<b>3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.</b>	NA

**PRINCIPLE 5: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS**
**Essential Indicators**

<b>1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format</b>						
Category	FY 2024-25			FY 2023-24		
	Total (A)	No. of employees/ workers covered (B)	% (B/ A)	Total (C)	No. of employees/ workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	40	40	100.00%	65	45	69.23%
Other than permanent	NA	NA	NA	NA	NA	NA
<b>Total Employees</b>	40	40	100.00%	65	45	69.23%
<b>Workers</b>						
Permanent	NA	NA	NA	NA	NA	NA
Other than permanent	NA	NA	NA	NA	NA	NA
<b>Total Workers</b>	NA	NA	NA	NA	NA	NA

2. Details of minimum wages paid to employees and workers										
Category	FY 2024-25					FY 2023-24				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B /A)	No. (C)	% (C /A)		No. (E)	% (E /D)	No. (F)	% (F /D)
Employees										
Permanent										
Male	38	0	0%	38	100%	59	0	0%	59	100%
Female	2	0	0%	2	100%	6	0	0%	6	100%
Total	40	0	0%	40	100%	65	0	0%	65	100%
Other than Permanent										
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Workers										
Permanent										
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Other than Permanent										
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

3. Details of remuneration/salary/wages				
a. Median remuneration / wages:				
Particulars	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
<b>Board of Directors (BOD)*</b>	5	90,00,000	1	NA
<b>Key Managerial Personnel**</b>	3	37,56,384	0	NA
<b>Employees other than BOD and KMP***</b>	35	4,00,800	2	3,81,732
<b>Workers</b>	NA	NA	NA	NA

\*Note:

- The Company has 1 (One) Executive Director who is paid remuneration; therefore, median remuneration cannot be computed; hence, the actual salary of Mr. Ashok Gupta, Whole-time Director, is mentioned here.
- The Company has 5 (Five) Non-Executive Directors, out of which 4 (Four) are Independent Directors. The Independent Directors were paid only sitting fees, and 1 (One) Non-Executive Director is not withdrawing any salary or sitting fee. Please refer Corporate Governance for more details.

\*\*Note: KMP includes 1 (One) Whole Time Director.



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

Particulars	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages	1.64%	6.25%

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

Yes,  
The Company has HR department dedicated to addressing issues related to human rights. Mr. Vikas Chandra, Company Secretary & Compliance Officer of the Company who also serves as the Vigilance Officer for the Vigil Mechanism. We have established a whistle-blower policy that allows both employees and directors to report any concerns or issues. The Audit Committee conducts a quarterly review of these reports.

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

The Company has HR help desk in our cloud base HRMS Software, where employee can register their grievances and get it resolved.

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

Particulars	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	NA	0	0	NA
Discrimination at workplace	0	0	NA	0	0	NA
Child Labour	0	0	NA	0	0	NA
Forced Labour / Involuntary Labour	0	0	NA	0	0	NA
Wages	0	0	NA	0	0	NA
Other human rights related issues	0	0	NA	0	0	NA

Note: There are no workers in the organization.

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

Particulars	FY 2024-25	FY 2023-24
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0%	0%
Complaints on POSH upheld	0	0

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

All employees have access to the Company's HR Portal, where they can submit their issues. Such issues are considered and resolved by HR Department. Further, the Company has established an Internal Compliant Committee (ICC). This Committee operates independently, making decisions and taking actions in accordance with the provisions of "The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013".

<b>9. Do human rights requirements form part of entity's business agreements and contracts? (Yes/No/NA)</b>	Yes
---	-----

<b>10. Assessments for the year:</b>	
<b>Name of the Assessment</b>	<b>% of entity's plants and offices that were assessed (by entity or statutory authorities or third parties)</b>
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others – please specify	-

*Note: The Company has undertaken a self-assessment focusing on Child labour, Forced/ involuntary labour, Sexual harassment, Discrimination at workplace and Wages.*

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

NA
----

**Leadership Indicators**

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

The Company has not received any complaints/grievances on issues related to human rights, therefore, no modification was required to introduce in current business process as a result of addressing human rights grievances/complaints.

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

The Company's top management is closely monitoring and overseeing the implementation of these measures to ensure uniform adoption across all locations.

<b>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/No)</b>	No
--	----

*Note: As of now, the Company does not have any employee with disabilities. The Company is committed to create an inclusive & accessible workplace and acknowledges the importance of such provisions. The Company will take necessary steps to progressively enhance accessibility across its locations.*

4. Details on assessment of value chain partners:	
Name of the Assessment	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	NA
Discrimination at workplace	NA
Child Labour	NA
Forced Labour/Involuntary Labour	NA
Wages	NA
Others – please specify	NA

5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.
NA

## 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 2024-25 (in Giga Joules)	FY 2023-24 (in Giga Joules)
<b>From renewable sources</b>		
Total electricity consumption (A)	0	0
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
<b>Total energy consumed from renewable sources (A+B+C)</b>	0	0
<b>From non-renewable sources</b>		
Total electricity consumption (D)	175.88	288.13
Total fuel consumption (E)	0	0
Energy consumption through other sources (F)	0	0
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	175.88	288.13
<b>Total energy consumed (A+B+C+D+E+F)</b>	175.88	288.13
<b>Energy intensity per rupee of turnover</b> [Total energy consumed (in GJ) / Revenue from operations (in rupees)]	0.000000297	0.000000447
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> [Total energy consumed (in GJ)/ Revenue from operations in rupees adjusted for PPP]	0.0000006143	0.0000010015
<b>Energy intensity in terms of physical output</b> [Total energy consumed (in GJ) / Full Time Equivalent (FTE)]	4.3970000000	4.4327692308
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-
<b>Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?</b>		
<b>If yes, name of the external agency.</b>	NA	

Note: The revenue from operations has been adjusted for Purchasing Power Parity (PPP) using the latest PPP conversion factor published by the International Monetary Fund (IMF) for India for the year 2025, which is 20.66.

<b>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? (Yes/No)</b>	NA
<b>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.</b>	NA

<b>3. Provide details of the following disclosures related to water, in the following format:</b>		
<b>Parameter</b>	<b>FY 2024-25</b>	<b>FY 2023-24</b>
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	0	0
(ii) Groundwater	353.34	126.00
(iii) Third party water	8.00	13.56
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	361.54	139.56
<b>Total volume of water consumption (in kilolitres)</b>	361.54	139.56
<b>Water intensity per rupee of turnover</b> [Total water consumption (in KL) / Revenue from operations (in rupees)]	0.0000000611	0.0000000217
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> [Total water consumption (in KL) / Revenue from operations in rupees adjusted for PPP]	0.0000012627	0.0000004851
<b>Water intensity in terms of physical output</b> [Total water consumption (in KL) / Full Time Equivalent (FTE)]	9.0385000000	2.1470769231
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
<b>Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/No)</b>	No	
<b>If yes, name of the external agency.</b>	NA	

*Note: As per CGWA guidelines, the estimated water consumption for all offices is based on an assumption of 45 litres per person per day and is included in third-party water.*

<b>4. Provide the following details related to water discharged:</b>		
<b>Parameter</b>	<b>FY 2024-25</b>	<b>FY 2023-24</b>
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
<b>(i) To Surface water</b>		
No treatment	0	0
With treatment – please specify level of treatment	0	0
<b>(ii) To Groundwater</b>		
No treatment	0	0
With treatment – please specify level of treatment	0	0
<b>(iii) To Seawater</b>		
No treatment	0	0
With treatment – please specify level of treatment	0	0

4. Provide the following details related to water discharged:		
Parameter	FY 2024-25	FY 2023-24
<b>(iv) Sent to third-parties</b>		
No treatment	361.54	139.56
With treatment – please specify level of treatment	0	0
<b>(v) Others</b>		
No treatment	0	0
With treatment – please specify level of treatment	0	0
<b>Total water discharged (in kilolitres)</b>	<b>361.54</b>	<b>139.56</b>
<b>Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/No)</b>		No
<b>If yes, name of the external agency.</b>	NA	

*Note: Water consumption at office locations is discharged into community sewage.*

<b>5. Has the entity implemented a mechanism for Zero Liquid Discharge?</b>	No
<b>If yes, provide details of its coverage and implementation.</b>	
NA	

*Note: The Company's water consumption is primarily for domestic use and is not utilised in any operational processes; however, we acknowledge the impact of brown water discharge on the environment and remain committed to address it responsibly.*

6. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:			
Parameter	Unit	FY 2024-25	FY 2023-24
NOx	NA	NA	NA
SOx	NA	NA	NA
Particulate matter (PM)	NA	NA	NA
Persistent organic pollutants (POP)	NA	NA	NA
Volatile organic compounds (VOC)	NA	NA	NA
Hazardous air pollutants (HAP)	NA	NA	NA
Others – please specify	NA	NA	NA
<b>Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/No)</b>			No
<b>If yes, name of the external agency.</b>	NA		

*Note - The Company is primarily engaged in the wholesale trading of telecommunication and allied products and is not involved in any operations where such emissions are generated.*

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:			
Parameter	Unit	FY 2024-25	FY 2023-24
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	0	0
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	35.52	57.31

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

Parameter	Unit	FY 2024-25	FY 2023-24
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover</b> [Total Scope 1 and Scope 2 GHG emissions (in MTCO <sub>2</sub> e) / Revenue from operations (in rupees)]		0.0000000060	0.0000000089
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> [Total Scope 1 and Scope 2 GHG emissions (in MTCO <sub>2</sub> e) / Revenue from operations in rupees adjusted for PPP]		0.0000001241	0.0000001817
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b> [Total Scope 1 and Scope 2 GHG emissions (in MTCO <sub>2</sub> e)/ Full Time Equivalent (FTE)]		0.8880000000	0.8816923077
<b>Total Scope 1 and Scope 2 emission intensity</b> (optional) – the relevant metric may be selected by the entity		-	-
<b>Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/No)</b>			No
<b>If yes, name of the external agency.</b>		NA	

Note: a) Source of emission factors used - CEA's CDM - CO<sub>2</sub> Baseline Database User Guide Version 20.

b) The company has updated its calculation methodology to align with the industry's best practices, resulting in updated figures for FY 2023-24.

<b>8. Does the entity have any project related to reducing Green House Gas emission? (Yes/ No)</b>	No
<b>If Yes, then provide details.</b>	
NA	

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

Parameter	FY 2024-25	FY 2023-24
<b>Total Waste generated (in metric tonnes)</b>		
<b>Plastic waste (A)</b>	The data cannot be collated because the waste generated is miniscule and is collected by the municipal corporation. However, the Company is looking to implement a system to measure such waste.	The data cannot be collated because the waste generated is miniscule and is collected by the municipal corporation. However, the Company is looking to implement a system to measure such waste.
<b>E-waste (B)</b>	NIL	NIL
<b>Bio-medical waste (C)</b>	NA	NA
<b>Construction and demolition waste (D)</b>	NA	NA
<b>Battery waste (E)</b>	NA	NA

9. Provide details related to waste management by the entity, in the following format:		
Parameter	FY 2024-25	FY 2023-24
Radioactive waste (F)	NA	NA
Other Hazardous waste. Please specify, if any. (G)	NA	NA
*Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	NA	NA
<b>Total (A+B + C + D + E + F + G + H)</b>	NA	NA
<b>Waste intensity per rupee of turnover</b> [Total waste generated (in MT) / Revenue from operations (in rupees)]	NA	NA
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> Total waste generated (in MT) / Revenue from operations in rupees adjusted for PPP	NA	NA
<b>Waste intensity in terms of physical output</b> Total waste generated (in MT) / Full Time Equivalent (FTE)]	NA	NA
<b>Waste intensity (optional)</b> – the relevant metric may be selected by the entity	NA	NA
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
Category of waste	FY 2024-25	FY 2023-24
(i) Recycled	NA	NA
(ii) Re-used	NA	NA
(iii) Other recovery operations	NA	NA
<b>Total</b>	NA	NA
Parameter	FY 2024-25	FY 2023-24
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
Category of waste	FY 2024-25	FY 2023-24
(i) Incineration	NA	NA
(ii) Landfilling	NA	NA
(iii) Other disposal operations	NA	NA
<b>Total</b>	NA	NA
<b>Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Yes/No)</b>	No	
<b>If yes, name of the external agency.</b>	NA	

\*Note - The Company is primarily engaged in the wholesale trading of telecommunication and allied products; hence the quantity of waste generated is minuscule and it is non-hazardous in nature, which is collected by the municipal corporation on a regular basis. However, the Company is in the process of establishing the system to measure such waste.



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

The quantity of waste generated is minuscule and it is non-hazardous in nature, which is collected by the municipal corporation on a regular basis.

**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:**

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

**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
NA	NA	NA	NA	NA	NA

**13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment Protection Act and rules thereunder. (Yes/No/NA)**

NA

**If not, provide details of all such non-compliances, in the following format:**

Specify the law/regulation/ guidelines which was not complied with	Provide details of the non- compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
NA	NA	NA	NA

### 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			-
(ii) Nature of Operations			-
(iii) Water withdrawal, consumption and discharge in the following format:			
Parameter		FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)			
(i) Surface water		-	-
(ii) Groundwater		-	-



(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal (in kilolitres)</b>		
<b>Total volume of water consumption (in kilolitres)</b>	-	-
<b>Water intensity per rupee of turnover</b> (Water consumed / turnover)	-	-
<b>Water intensity</b> (optional) – the relevant metric may be selected by the entity	-	-
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
<b>(i) To Surface water</b>	-	-
No treatment	-	-
With treatment – please specify level of treatment	-	-
<b>(ii) To Groundwater</b>		
No treatment	-	-
With treatment – please specify level of treatment	-	-
<b>(iii) To Seawater</b>		
No treatment	-	-
With treatment – please specify level of treatment	-	-
<b>(iv) Sent to third-parties</b>		
No treatment	-	-
With treatment – please specify level of treatment	-	-
<b>(v) Others</b>		
No treatment	-	-
With treatment – please specify level of treatment	-	-
<b>Total water discharged (in kilolitres)</b>		
<b>Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)</b>		No
<b>If yes, name of the external agency.</b>		NA

<b>2. *Please provide details of total Scope 3 emissions &amp; its intensity, in the following format:</b>			
<b>Parameter</b>	<b>Unit</b>	<b>*FY 2024-25</b>	<b>*FY 2023-24</b>
<b>Total Scope 3 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	-	-
<b>Total Scope 3 emissions per rupee of turnover</b> [Total Scope 3 emissions (in MTCO <sub>2</sub> e) / Revenue from operations (in rupees)]		-	-
<b>Total Scope 3 emission intensity</b> (optional) – the relevant metric may be selected by the entity		-	-
<b>Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/No)</b>			No
<b>If yes, name of the external agency.</b>			NA

*\*Note: The Company will establish necessary systems and processes for calculation of scope 3 emissions in times to come.*

**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.**

NIL

**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
NIL			

**5. Does the entity have a business continuity and disaster management plan? (Yes/No)**

Yes

**Give details in 100 words/ web link.**

The Company has established a comprehensive Business Continuity Plan (BCP) designed to ensure organisational resilience and to enable the resumption of critical operations in the event of unforeseen disruptions, including natural calamities, equipment breakdowns, cyber incidents or other contingencies. The BCP provides for identification of alternate sites and manual fallback mechanisms, supported by a defined chain of command for effective crisis management. Preventive maintenance schedules and emergency repair protocols are in place for key machinery, complemented by secure off-site/cloud data backups, redundant IT infrastructure and failover systems. Clearly defined escalation, recovery and communication protocols ensure continuity across employees, partners and stakeholders.

**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.**

NIL

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

NIL

**8. How many Green Credits have been generated or procured:**

**a. By the listed entity** NIL

**b. By the top ten (in terms of value of purchases and sales, respectively) value chain partners** NIL

**PRINCIPLE 7: BUSINESSES, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT**

#### Essential Indicators

<b>1. a. Number of affiliations with trade and industry chambers/ associations.</b>		NA
<b>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.</b>		
Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
	NA	NA

*Note: The Company is not a member of / or affiliated with any industry chambers/ associations.*

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

Name of authority	Brief of the case	Corrective action taken
NA	NA	NA

**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
NA	NA	NA	NA	NA	NA

**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
NA	NA	NA	NA	NA	NA

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

Sr. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
NA	NA	NA	NA	NA	NA	NA

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

The Company ensures that individuals from any community can freely reach out to its officials for the redressal of concerns affecting them. We maintain a transparent and inclusive grievance redressal system to ensure that every voice is heard. Concerns can be raised through multiple channels including e-mail ([info@optiemus.com](mailto:info@optiemus.com)), the Company's official website, and direct communication with relevant departments. This approach reflects our commitment to responsiveness and community engagement.

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

Particulars	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/ small producers	0%	0%
Directly from within India	100%	100%

**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**

Particulars	FY 2024-25	FY 2023-24
Rural	0.00%	0.00%
Semi-urban	0.00%	0.00%
Urban	90.68%	87.43%
Metropolitan	9.32%	12.57%

#### 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
NA	NA

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

Sr. No.	State	Aspirational District	Amount spent (In INR)
NIL	NIL	NIL	NIL

3. a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No/NA)	NA
b) From which marginalized /vulnerable groups do you procure?	NA
c) What percentage of total procurement (by value) does it constitute?	NA

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

Sr. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No/NA)	Benefit shared (Yes / No)	Basis of calculating benefit share
NA	NA	NA	NA	NA

**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
NA	NA	NA

**6. Details of beneficiaries of CSR Projects:**

Sr. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	Promoting education, including special education & employment enhancing vocation skills especially among children, women, elderly & the differently unable & livelihood enhancement projects	5,000	80%
2.	Promoting Health care and sanitation and making available safe drinking water	4,200	100%

**PRINCIPLE 9: BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER**
**Essential Indicators**

<b>1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.</b>
The Company has a strong and responsive system to effectively manage customer feedback and address complaints. Multiple communication channels are available to customers including e-mail, phone, the Company's website, social media platforms and feedback forms. These mechanisms ensure that customer concerns are promptly acknowledged and resolved. Customers may also directly reach out to us at <a href="mailto:care@optiemus.com">care@optiemus.com</a> for assistance.

2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about	
Particulars	As a percentage to total turnover
Environmental and social parameters relevant to the product	*NA
Safe and responsible usage	*NA
Recycling and/or safe disposal	*NA

*\*Note: The Company is engaged in wholesale trading, hence this clause is not applicable.*

3. Number of consumer complaints in respect of the following:						
Particulars	FY 2024-25		Remarks	FY 2023-24		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	NA	0	0	NA
Advertising	0	0	NA	0	0	NA
Cyber-security	0	0	NA	0	0	NA
Delivery of essential services	0	0	NA	0	0	NA
Restrictive Trade Practices	0	0	NA	0	0	NA
Unfair Trade Practices	0	0	NA	0	0	NA
Other	0	0	NA	0	0	NA

4. Details of instances of product recalls on account of safety issues:		
Particulars	Number	Reason for recall
Voluntary recalls	*0	NA
Forced recalls	*0	NA

*\*Note: The Company is engaged in wholesale trading.*

<b>5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No)</b>	Yes, the Company has an Information Security Policy which outlines the acceptable use of technology, data privacy guidelines, device management protocols, and cyber security measures.
<b>If available, provide a web link of the policy</b>	<a href="https://www.optiemus.com/pdf/OILITPolicy.pdf">https://www.optiemus.com/pdf/OILITPolicy.pdf</a>

**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.**

NA

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

<b>a. Number of instances of data breaches</b>	0
<b>b. Percentage of data breaches involving personally identifiable information of customers</b>	0%
<b>c. Impact, if any, of the data breaches</b>	NA

#### **Leadership Indicators**

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

The Company's website provides detailed information on the products sold region-wise. Web link of the same is: [https://www.optiemus.com/what\\_we\\_do.html](https://www.optiemus.com/what_we_do.html).

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

The Company is engaged in wholesale trading of telecommunication products. While the Company does not manufacture or own the products, it ensures that accurate product information and safe usage guidelines are relayed to consumers.

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

NA

**4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/NA)**

NA

**a. If yes, provide details in brief.**

NA

**b. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products/ services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)**

NA