

# Business Responsibility and Sustainability Report

## A: GENERAL DISCLOSURES

### A1: Details of the listed entity

1.	Corporate identity number (CIN) of the listed entity	:	L72200MP2011PLC025622
2.	Name of the listed entity	:	Infobeans Technologies Limited
3.	Date of incorporation	:	18 March 2011
4.	Registered office address	:	Crystal IT Park, STP-I 2 <sup>nd</sup> Floor, Ring Road, Indore MP 452001 IN
5.	Corporate address	:	Crystal IT Park, STP-I 2 <sup>nd</sup> Floor, Ring Road, Indore MP 452001 IN
6.	E-mail	:	<a href="mailto:compliance@infobeans.com">compliance@infobeans.com</a>
7.	Telephone	:	07317162102
8.	Website	:	<a href="http://www.infobeans.com">www.infobeans.com</a>
9.	Financial year for which reporting is being done	:	2024 - 2025
10.	Name of the stock exchange(s) where shares are listed	:	BSE, NSE
11.	Paid-up Capital (in Rs.)	:	243688300
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	:	Surbhi Jain, Company Secretary and Compliance Officer, 07317162102, <a href="mailto:compliance@infobeans.com">compliance@infobeans.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).	:	Standalone basis
14.	Whether the Company has undertaken reasonable assurance of the BRSR Core?	:	No
15.	Name of assurance provider	:	NA
16.	Type of assurance obtained	:	NA

### A2: Products/services

#### 17. 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.	Software and IT Consulting	Software application development and maintenance, IT Consulting	95.0

#### 18. Products/services sold by the entity (accounting for 90% of the entity's turnover):

S. No.	Product/Service	NIC code	% of total turnover contributed
1.	Software application development and maintenance, IT Consulting	620	95.0

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

Location	Number of plants	Number of offices	Total
National	0	5	5
International	0	4	4

## 20. Markets served by the entity:

**a. Number of locations**

Location	Number
National (No. of States)	4
International (No. of Countries)	4

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

80%

c. A brief on types of customers

## Business to Business

#### A4: Employees

## 21. Details as at the end of financial year:

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

[illegible]

**b. Differently abled employees and workers:**

[illegible]

**b. Differently abled employees and workers: (Contd.)**

S. No.	Particulars	Total (A)	Male		Female		Other	
			No. (B)	% (B/A)	No. (C)	% (C/A)	No. (H)	% (H/A)
DIFFERENTLY ABLED WORKERS								
4.	Permanent (F)	0	0	0	0	0	0	0
5.	Other than Permanent (G)	0	0	0	0	0	0	0
6.	Total differently-abled workers (F + G)	0	0	0	0	0	0	0

**22. Participation/inclusion/representation of women:**

Leadership team	Total (A)	Number and percentage of females	
		No. (B)	% (B/A)
Board of Directors	7	3	42.8
Key Management Personnel	3	1	33.33

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

Particulars	FY 2024 - 2025 (Turnover rate in current FY)				FY 2023-2024 (Turnover rate in previous FY)				FY 2022-2023 (Turnover rate in the year prior to the previous FY)			
	Male	Female	Other	Total	Male	Female	Other	Total	Male	Female	Other	Total
Permanent Employees	11.90	5.73	0	17.64	8.5	4.86	0	13.36	19.5	10.2	0	29.7
Permanent Workers	0	0	0	0	0	0	0	0	0	0	0	0

**A5: Holding, Subsidiary and Associate Companies (including joint ventures)****24. Details of holding/subsidiary/associate companies/joint ventures.**

S. No.	Entity name (A)	Entity type	% of shares held	Entity (A) participate in the BRSR initiatives of the parent entity?
	InfoBeans CloudTech Limited	Subsidiary	100	Yes
	InfoBeans Technologies DMCC	Subsidiary	100	Yes
	InfoBeans Technologies INC	Subsidiary	100	Yes
	InfoBeans Technologies Europe GMBH	Subsidiary	100	Yes
	InfoBeans Technologies LLC	Subsidiary	100	Yes

**A6: CSR Details****25. CSR details of the Company:****a. Whether CSR is applicable as per Section 135 of Companies Act, 2013**

Yes

**b. Turnover (in Rs.)**

2859280440

**c. Net worth (in Rs.)**

2790552029.70

## A7: Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place?	If Yes, then provide web-link for policy	FY 2024 - 2025 Current Financial Year		FY 2023-2024 Previous Financial Year		If NA, then provide the reason
			No. of complaints filed during the year	No. of complaints pending resolution at close of the year	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	
Communities	Yes	<a href="https://www.infobeans.com/wp-content/uploads/2015/12/Corporate-Social-Responsibility-Policy.pdf">https://www.infobeans.com/wp-content/uploads/2015/12/Corporate-Social-Responsibility-Policy.pdf</a> and <a href="https://www.infobeans.com/wp-content/uploads/2024/04/Updated-Whistle-Blower-Policy.pdf">https://www.infobeans.com/wp-content/uploads/2024/04/Updated-Whistle-Blower-Policy.pdf</a>	0	0	0	0	NA
Investors (other than shareholders)	Yes	<a href="https://www.infobeans.com/wp-content/uploads/2015/12/Whistle-Blower-Policy.pdf">https://www.infobeans.com/wp-content/uploads/2015/12/Whistle-Blower-Policy.pdf</a>	0	0	0	0	NA
Shareholders	Yes	<a href="https://www.infobeans.com/wp-content/uploads/2015/12/Whistle-Blower-Policy.pdf">https://www.infobeans.com/wp-content/uploads/2015/12/Whistle-Blower-Policy.pdf</a>	1	0	0	0	NA
Employees and workers	Yes	<a href="https://www.infobeans.com/wp-content/uploads/2015/12/Whistle-Blower-Policy.pdf">https://www.infobeans.com/wp-content/uploads/2015/12/Whistle-Blower-Policy.pdf</a>	0	0	0	0	NA
Customers	Yes	<a href="https://www.infobeans.com/wp-content/uploads/2015/12/Whistle-Blower-Policy.pdf">https://www.infobeans.com/wp-content/uploads/2015/12/Whistle-Blower-Policy.pdf</a>	0	0	0	0	NA
Value chain partners	Yes	<a href="https://www.infobeans.com/wp-content/uploads/2015/12/Whistle-Blower-Policy.pdf">https://www.infobeans.com/wp-content/uploads/2015/12/Whistle-Blower-Policy.pdf</a>	0	0	0	0	NA

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

S. No.	Material issue identified	Indicate whether risk (R) or opportunity (O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity
	Data Privacy and Security	R	Rising cyberthreats and more stringent data protection laws	Regular security audits, encryption measures, staff training, and robust data protection protocols	Positive Implications
	Talent management	O	Securing workforce diversity and skill development, enticing and keeping great talent	Offering competitive pay and benefits, giving possibilities for job advancement, using diversity recruitment techniques, and spending money on training and development programmes	Positive Implications
	Climate Change Event	O	Increasing awareness of climate change and regulations on carbon emissions, additionally, it provides opportunities brought about by advancements in renewable energy and energy efficiency.	Implementing energy-efficient technologies, renewable energy sources, carbon offset initiatives, and adopting sustainable practices	Positive Implications



Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements. (Listed entity has flexibility regarding the placement of this disclosure.)	We at InfoBeans, have always been committed to create a positive impact on society and tackle environmental challenges. Continuing with this philosophy we took several steps to further integrate excellent Environmental, Social and Governance (ESG) practices in our business operations. We have established a goal to attain net-zero carbon emissions by 2030 through energy-efficient technology, renewable energy sources, and carbon offset programmes because we recognise the serious concerns that climate change poses. We place a high value on diversity and inclusion, and we hope to see more members of underrepresented groups in positions of leadership. We also place a lot of emphasis on waste reduction, community involvement, and ethical supply chain practices.								
8. Details of the highest authority responsible for implementation and oversight of the business responsibility policy(ies).	The ESG committee of the Board oversees the Business Responsibility and progress on our ESG ambitions.								
9. Details about the entity's committee of the board/director responsible for decision making on sustainability related issues?	a. Does the entity have a specified committee of the board/director responsible for decision making on sustainability related issues?	Yes							
b. If yes, provide details	Yes, the ESG committee of the Board is responsible for decision making on sustainability issues.								

<b>Disclosure Questions</b>								
		<b>P1</b>	<b>P2</b>	<b>P3</b>	<b>P4</b>	<b>P5</b>	<b>P6</b>	<b>P7 P8 P9</b>
		<b>Indicate whether review was undertaken by Director/Committee of the Board/Any other Committee</b>						
10.	Details of review of NGRBCs by the Company:							
a.	Details about reviewing authority:							
	Performance against above policies and follow up action	Director	Director	Director	Director	Director	Any other Committee	Director Committee of the Board  Director
	Description of any other committee						ESG Committee	
	Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	Director	Director	Director	Director	Director	Any other Committee	Director Committee of the Board
	Description of any other committee						ESG Committee	
b.	Details about frequency:							
<b>Subject for Review</b>		<b>Frequency (Annually/Half yearly/Quarterly/Any other – please specify)</b>						
	Performance against above policies and follow up action	<b>P1</b> Annually	<b>P2</b> Annually	<b>P3</b> Annually	<b>P4</b> Annually	<b>P5</b> Annually	<b>P6</b> Annually	<b>P7 P8 P9</b> Annually Annually Annually
	Description of any other frequency							
	Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	Annually	Annually	Annually	Annually	Annually	Annually	Annually
	Description of any other frequency							



## C: PRINCIPLE WISE PERFORMANCE DISCLOSURES

### C1: Principle 1

#### 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	2	POSH & INFOSEC	100
Key Managerial Personnel	2	POSH & INFOSEC	100
Employees other than BoD and KMPs	2	POSH & INFOSEC	100
Workers	0	Not applicable	0

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

#### a. Monetary:

Penalties and Fees	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred?
Penalty/Fine					
Settlement			NA		
Compounding fee					

#### b. Non-monetary:

Legal sanctions	NGRBC principle	Name of the regulatory/enforcement agencies/judicial institutions	Brief of the case	Has an appeal been preferred?
Imprisonment				
Punishment			NA	

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

4. Details about anti-corruption or anti-bribery policy.

a. Does the entity have an anti-corruption or anti-bribery policy?

Yes

b. If yes, provide details in brief.

<https://www.infobeans.com/wp-content/uploads/2023/06/Anti-Bribery-and-Anti-Corruption-Policy-.pdf>

c. If available, provide a web-link to the policy.

<https://www.infobeans.com/wp-content/uploads/2023/06/Anti-Bribery-and-AntiCorruption-Policy-.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:**

There has been no disciplinary action taken by any law enforcement agency for charges of bribery/corruption against any Directors, KMPs or employees in FY 2023-24 or FY 2024-25.

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

There have been no complaints received in relation to issues of Conflict of Interest of the Directors or KMPs in FY 2023-24 or FY 2024-25.

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

Not applicable

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

Question	FY 2024 - 2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Accounts payable × 365 days		
Cost of goods or services procured		NA
Number of days of accounts payables		

**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 - 2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Concentration of Purchases	a. i) Purchases from trading houses	-	-
	ii) Total purchases	-	-
	iii) Purchases from trading houses as % of total purchases	-	-
	b. Number of trading houses where purchases are made	-	-
	c. i) Purchases from top 10 trading houses	-	-
	ii) Total purchases from trading houses	-	-
	iii) Purchases from top 10 trading houses as % of total purchases from trading houses	-	-
Concentration of Sales	a. i) Sales to dealers/distributors	-	-
	ii) Total Sales	-	-
	iii) Sales to dealers/distributors as % of total sales	-	-
	b. Number of dealers/distributors to whom sales are made	-	-
	c. i) Sales to top 10 dealers/distributors	-	-

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: (Contd.)

Parameter	Metrics	FY 2024 - 2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
	ii) Total sales to dealers/ distributors	-	-
	iii) Sales to top 10 dealers/ distributors as % of total sales to dealers/ distributors	-	-
Share of RPTs in	a. i) Purchases (Purchases with related parties)	-	-
	ii) Total Purchases	-	-
	iii) Purchases (Purchases with related parties as % of Total Purchases)	-	-
	b. i) Sales (Sales to related parties)	-	-
	ii) Total Sales	-	-
	iii) Sales (Sales to related parties as % of Total Sales)	-	-
	c. i) Loans & advances (Loans & advances given to related parties)	-	-
	ii) Total loans & advances	-	-
	iii) Loans & advances (Loans & advances given to related parties as % of Total loans & advances)	-	-
	d. i) Investments (Investments in related parties)	-	-
	ii) Total Investments made	-	-
	iii) Investments (Investments in related parties as % of Total Investments made)	-	-

Notes: \*As per the consolidated financial statements under Ind AS.

### Leadership indicators

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

Total number of awareness programmes held	Topics/principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
1	POSH (Prevention of Sexual Harassment) training	20%
1	INFOSEC	20%

2. Details about the processes in place to avoid/manage conflict of interests involving members of the Board.

a. Does the entity have processes in place to avoid/manage conflict of interests involving members of the Board?

Yes

**b. If yes, provide details of the same.**

Yes, the Code of Conduct for Directors and Senior Management covers the definition of conflict of interest. Clause B explains the requirement of not involving in any subject matter which could cause a conflict of interest. The policies and procedures under this code requires that the Directors of InfoBeans shall avoid any activity or association that creates or appears to create a conflict between the personal interests of the Directors and the business interests of the Company. This policy is available on the InfoBeans website: <https://www.infobeans.com/wp-content/uploads/2023/06/CODE-OF-CONDUCT.pdf>

**C2: Principle 2****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.**

Expenditure type	FY 2024 - 2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)	Details of improvements in environmental and social impacts
R&D	0	0	-
Capex	0	0	Majority of our office operations are conducted from Crystal IT Park Indore. This facility uses an energy efficient air conditioning plant and has a sewage treatment plant for recycling water. The computers and electric equipment used to deliver software services are also rated for high energy efficiency. We are investing in reducing and recycling waste produced in our facilities. It is under 2% of our capital expenditure for the year.

**2. Details about sustainable sourcing:**

**a. Does the entity have procedures in place for sustainable sourcing?**

No

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

We are an IT Services Company, we do not source materials. However, all our procurement follows the principles of sustainable sourcing

**3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for the following waste categories.**

Not applicable. We don't manufacture any products. We are a software services Company. We are working with vendors to dispose of e-waste from our facility.

**4. Details about Extended Producer Responsibility (EPR):**

Not applicable

**Leadership indicators**

**1. Details about the Life Cycle Perspective/ Assessments (LCA):**

**a. Has the entity conducted Life Cycle Perspective/ Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)?**

NA

**b. If yes, provide details in the following format?**

NA

**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.**

Not applicable. We are an IT services Company, we don't manufacture any products.

**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).**

Notes: Not applicable. We are an IT services Company, we don't manufacture any products.

**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:**

Not applicable. We are an IT services Company, we don't manufacture any products.

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

Notes: Not applicable. We are an IT services Company, we don't manufacture any products.

### C3: Principle 3

#### Essential indicators

#### 1. Details regarding well-being of employees and workers:

##### 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	830	818	99	818	99	0	0	818	99	818	99
Female	327	324	99	324	99	324	99	324	99	324	99
Other	0	0	0	0	0	0	0	0	0	0	0
Total	1157	1142	99	1142	99	324	28	1142	99	1142	99
Other than permanent employees											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0

##### 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	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0
Other than permanent workers											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0

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

Question		FY 2024 - 2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
i)	Cost incurred on wellbeing measures (well-being measures means well-being of employees and workers (including male, female, permanent and other than permanent employees and workers))	-	-
ii)	Total revenue of the Company	-	-
iii)	Cost incurred on wellbeing measures as a % of total revenue of the Company	-	-

## 2. Details of retirement benefits, for the current and previous financial year.

Benefits	FY 2024 - 2025 (Current Financial Year)			FY 2023-2024 (Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority
PF	100	0	Yes	100	0	Yes
Gratuity	100	0	Yes	100	0	Yes
ESI	100	0	Yes	100	0	Yes

## 3. Accessibility of workplaces

Questions	Response
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?	Yes- The office of the entity is so enabled that associates with disabilities have a barrier-free access.

## 4. Details about equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016.

Questions	Response
Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016?	Yes
If so, provide a web-link to the policy.	<a href="https://www.infobeans.com/wp-content/uploads/2023/06/Human-Rights-policy.pdf">https://www.infobeans.com/wp-content/uploads/2023/06/Human-Rights-policy.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	57	100	NA	NA
Female	17	81	NA	NA
Other	0	0	NA	NA
<b>Total</b>	<b>74</b>	<b>181</b>	<b>NA</b>	<b>NA</b>

## 6. a. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker?

Yes

## b. If yes, give details of the mechanism in brief.

Category	Yes/No	If Yes, then give details of the mechanism in brief
Permanent workers	No	
Other than permanent workers	No	

## b. If yes, give details of the mechanism in brief. (Contd.)

Category	Yes/No	If Yes, then give details of the mechanism in brief
Permanent employees	Yes	We have a Human Resources Business Partner (HRBP) model that assigns an HRBP to each department that has been put into place. These HRBPs act as designated points of contact for people to voice their complaints and issues. Within their respective departments, they are always available to listen, support, and offer advice on a variety of HR-related topics. The HR help desk helps address team members queries and grievances within 2 working days. a. We also have Internal Committee(IC), where anyone who is a victim of or witness to sexual harassment or discrimination can raise a complaint with their name or anonymously. The IC members consist of more than 50% of the female members and one external member trained in handling any case without any bias. b. The Audit Committee has been mandated to establish a vigil mechanism for reporting genuine concerns or grievances c. The Stakeholders Relationship Committee has been formed for the redressal of all security holders' and investors' grievances, such as complaints related to transfer of shares, including nonreceipt of share certificates and review of cases for refusal of transfer/transmission of shares and debentures, non-receipt of the balance sheet, non-receipt of declared dividends, non-receipt of annual reports, etc., and assisting with quarterly reporting of such complaints.
Other than permanent employees	Yes	

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

There is no Union/Association in InfoBeans that members are affiliated to.

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

Category	FY 2024 - 2025 (Current Financial Year)					FY 2023-2024 (Previous Financial Year)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		Number (B)	% (B/A)	Number (C)	% (C/A)		Number (E)	% (E/D)	Number (F)	% (F/D)
Employees										
Male	830	830	100	818	99	801	772	96.38	772	96.38
Female	327	327	100	324	99	333	325	97.60	325	97.60
Other	0	0	0	0	0	0	0	0	0	0
Total	1157	1157	100	1142	99	1134	1097	96.74	1097	96.74
Workers										
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0

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

Category	FY 2024 - 2025 (Current Financial Year)			FY 2023-2024 (Previous Financial Year)		
	Total (A)	Number (B)	% (B/A)	Total (C)	Number (D)	% (D/C)
<b>Employees</b>						
Male	830	546	66	801	645	81.00
Female	327	211	65	333	283	85.00
Other	0	0	0	0	0	0
<b>Total</b>	<b>1157</b>	<b>757</b>	<b>65</b>	<b>1134</b>	<b>928</b>	<b>81.83</b>
<b>Workers</b>						
Male	0	0	0	0	0	0
Female	0	0	0	0	0	0
Other	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

**10. Health and safety management system:**

Questions	Response
a. Whether an occupational health and safety management system has been implemented by the entity?	Yes
If yes, the coverage such system?	It covers all the employees present & working in any of the office of InfoBeans
b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	Risk assessment is done on an annual basis by the organization which identifies the probability of occurrence & impact of the risk on individuals. Appropriate mitigation & contingency plans are drafted to deal with the same. In case any issues/hazards are identified in between, similar exercise is being done to deal with the same in the most effective manner.
c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks.	Yes
d. Do the employees/worker of the entity have access to non-occupational medical and healthcare services?	Yes

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

Safety incident/number	Category*	FY 2024 - 2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Lost time injury frequency rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

\*Including in the contract workforce.

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

We have implemented comprehensive measures to ensure a safe and healthy workplace, taking into consideration physical safety as well as the overall well-being of our employees: 1) We prioritize the health of our employees by providing comprehensive health insurance coverage. This ensures that they have access to necessary medical services and treatment promoting their overall well-being and financial security. 2) On a periodic basis, we also conduct comprehensive health checkups for our team members in our different offices. 3) We have established the Sehat Group, which actively encourages and motivates employees to participate in various health initiatives. These initiatives may include health and wellness programs, fitness challenges, marathons, workshops, and awareness campaigns. 4) We also recognize the importance of mental well-being and have taken steps to address this aspect. The Manan Group, within our organization, promotes mental well-being by sharing knowledge and resources. This includes organizing educational sessions, providing access to relevant books, and creating a supportive environment that encourages open conversations about mental health. 5) In order to promote a culture of fitness and support individual aspirations, we encourage and support our team members' participation in marathons. Several team members complete marathons each year. 6) We have established proper fire exits and evacuation routes throughout our premises. Our fire safety systems, including fire alarms, extinguishers, and sprinkler systems, are regularly inspected and maintained to ensure their effectiveness in case of emergencies. Regular fire drills are conducted to familiarize employees with evacuation procedures and enhance their preparedness.

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

Category	FY 2024 - 2025 (Current Financial Year)			FY 2023-2024 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working conditions	0	0	-	0	0	-
Health and safety	0	0	-	0	0	-

## 14. Assessments for the year:

Category	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	2
Working conditions	2

## 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 &amp; 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:

Category	Response
Employees	Yes
Workers	NA

## 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 ensures that statutory dues as applicable to the transactions within the scope of the Company are deducted and deposited in accordance with extant regulations, which is also reviewed as a part of the Internal Audit.

## 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:

Category	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024 - 2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)	FY 2024 - 2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Employees	0	0	0	0
Workers	0	0	0	0

## 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

## 5. Details on assessment of value chain partners:

No, we have not conducted any formal assessments of our Value Chain Partners. However, we recognize the utmost importance of ensuring a safe and healthy working environment for our stakeholders and as part of our future ESG reporting efforts, we plan to implement a structured assessment framework to provide more detailed insights.

## 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.

No, we have not conducted any formal assessments of our Value Chain Partners. However, we recognize the utmost importance of ensuring a safe and healthy working environment for our stakeholders and as part of our future ESG reporting efforts, we plan to implement a structured assessment framework to provide more detailed insights. No corrective actions have been undertaken during the last fiscal year and no such needs or concerns have been identified that require immediate attention. However, we continuously evaluate and monitor our value chain partners practices and conditions to ensure compliance with our health and safety standards.

### C4: Principle 4

#### Essential indicators

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

The stakeholders that we identified are employees, shareholders and investors, customers, channel partners, and key partners, regulators, lenders, vendors, credit rating agencies, communities, and non-governmental organizations. The identification of key stakeholders is carried out in collaboration with the Companies management to establish priorities, which includes: 1) Stakeholder mapping, identifying individuals and organizations affected by its activities 2) Prioritization process assesses stakeholders based on influence, dependence, and impact on operations 3) External research and materiality assessment 4) Engaging in dialogue and consultation through various means helps understand stakeholders expectations and concerns 5) Ongoing monitoring ensures the identification process remains up to date as stakeholder priorities may change.

#### 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	Channels of communication	Details of other channels of communication	Frequency of engagement	Details of other frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Clients	No	Other	1. Project-related calls and meetings; project management reviews; relationship meetings and reviews; executive meetings and briefings; customer visits, sponsored events; mailers; newsletters; brochures. 2. Company website; social media (LinkedIn, Facebook, Instagram). 3. Customer Surveys	Others – please specify	1. As Needed; 2. Continuous; 3. Annual	Client expansion, Bettering Services, Feedback
Employees	No	Other		All hands meet-Delivery	Continuous	Career Opportunity, Skill Development, Employee Wellness
Shareholders/ Investors	No	Other	1. Earnings Calls, Email for updates, Press Release. 2. AGM, Annual Report. 3. Investor Section on website	Others – please specify	1. Quarterly; 2. Annually; 3. Continuous	Disclosure, Corporate Governance, Sustainable Performance
Suppliers and Alliance Partners	No	Other	Meetings/Calls, Partner events, Business reviews	Others – please specify	As Needed	Strengthen relationship and actively engage in progressive development

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

Stakeholder group	Whether identified as vulnerable & marginalized group	Channels of communication	Details of other channels of communication	Frequency of engagement	Details of other frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Community	No	Other	Personal visit to the NGOs, Inviting the students for office visit, Social Media, Press release, Founders Interaction with students	Others – please specify	As Needed	Uplifting society by giving access to better education and health, Benefiting humans
Vendors	No	Other	E-mail, Meetings, Calls, Contracts	Others – please specify	As Needed	Fair business practices, Governance, Sustainability of demand, Creditworthiness
Govt. and Regulatory Bodies	No	Other	Interactions with statutory bodies like SEBI, ROC, RBI, MPAKVN etc, Policy Advocacy Interaction and participation in events with Industry Associations like NASSCOM	Others – please specify	As Needed	Better Governance, Compliance

**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.**

Periodic discussion between the Board, management, and relevant departments helps us identify significant stakeholder concerns and ensure our priorities align with their expectations. The Stakeholder Relationship Committee, overseen by the Board, guides us in addressing grievances and complaints from stakeholders, as well as aligning stakeholder priorities with InfoBeans business strategy. Additionally, the CSR committee reviews the companies social obligations towards the community and identify the areas where we should make efforts to improvise the same. The valuable inputs we receive through these processes influence the development of appropriate policies and practices that govern responsible business conduct.

**2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics. 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.**

Our commitment to stakeholder collaboration includes involving internal teams; we gathered their insights on environmental process enhancements during Environment Day. Furthermore, we proactively manage client expectations by meeting their specific environmental compliance demands (including SBTi, Ecovadis, and supplier sustainability questionnaires) and continuously adapt our practices to bridge any emerging gaps.

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

Not applicable

**C5: Principle 5****Essential indicators**

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

Category	FY 2024 - 2025 (Current Financial Year)			FY 2023-2024 (Previous Financial Year)		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	1157	1157	100	1097	1097	100
Other than permanent	38	38	100	37	37	100
<b>Total employees</b>	<b>1195</b>	<b>1195</b>	<b>100</b>	<b>1134</b>	<b>1134</b>	<b>100</b>
<b>Workers</b>						
Permanent						
Other than permanent						
Total workers						

NA

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

Category	FY 2024 - 2025 (Current Financial Year)					FY 2023-2024 (Previous Financial Year)				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		Number (B)	% (B/A)	Number (C)	% (C/A)		Number (E)	% (E/D)	Number (F)	% (F/D)
Employees										
Permanent	1157	0	0	1157	100	1134	25	2.28	1109	98
Male	830	10	1	820	99	800	17	2.20	783	98
Female	327	0	0	327	100	334	8	2.46	326	98
Other	0	0	0	0	0	0	0	0	0	0
Other than permanent	38	0	0	38	100	0	0	0	0	0
Male	13	0	0	13	100	0	0	0	0	0
Female	25	0	0	25	100	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0
Workers										
Permanent										
Male										
Female										
Other										
Other than permanent						NA				
Male										
Female										
Other										

NA

### 3. Details of remuneration/salary/wages:

#### a. Median remuneration/wages:

Category	Male		Female		Other	
	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category
Board of Directors (BoD)	2	4392000	0	0	0	0
Key Managerial Personnel	1	3624000	1	1048861	0	0
Employees other than BoD and KMP	830	0	327	0	0	0
Workers	0	0	0	0	0	0

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

Question	FY 2024 - 2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Gross wages paid to females	2,83,36,817	3,44,47,838
Total wages	11,72,59,082	14,38,64,626
Gross wages paid to females as % of total wages	23.94	23.90

### 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

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

We have a Human Resources Business Partner (HRBP) model that assigns an HRBP to each department that has been put into place. These HRBPs act as designated points of contact for people to voice their complaints and issues. The HR help desk helps address team members queries and grievances within 2 working days. We also have Internal Committee(IC), where anyone who is a victim of or witness to sexual harassment or discrimination can raise a complaint with their name or anonymously. The IC members consist of more than 50% of the female members and one external member trained in handling any case without any bias. We also have helpdesk for all of our team members, where the query can be raised for any concerns or grievances.

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

Category	FY 2024 - 2025 (Current Financial Year)			FY 2023-2024 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual harassment	-	-	-	-	-	-
Discrimination at workplace	-	-	-	-	-	-
Child labour	-	-	-	-	-	-
Forced labour/ involuntary labour	-	-	-	-	-	-
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:**

Category	FY 2024 - 2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Total complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Female employees/workers	352	334
Complaints on POSH as a % of female employees/workers	0	0
Complaints on POSH upheld	0	0

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

The Company is an equal employment opportunity provider. As part of its Equal Opportunity Policy, it provides equal opportunities at all levels of employment without discrimination on the grounds of race, ethnicity, nationality, gender, language, age, sexual orientation, religion, marital status, socioeconomic status, or special ability. Approximately 32% of our team is women, while our leadership team, including the composition of the Board, consists of one-third women. 1) An awareness program is conducted for all new hires on discrimination and harassment. 2) The policy is drafted and shared across the organization for quick reference. 3) Employees can raise concerns or complaints with the Company's Help Desk. The Company has a policy against sexual harassment and a formal process for dealing with complaints of harassment or discrimination. The Company has strict guidelines for preventing sexual harassment. POSH training is conducted regularly; this is mandatory for all new joiners. The Company encourages participation of women & building representation through focused initiatives and interventions. To prevent any adverse impact, the Company has undertaken initiatives to make the workplace safe for women, which include building employee awareness and stringent guidelines on Prevention of Sexual Harassment.

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

Yes

**10. Assessments for the year:**

Category	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	0
Forced/involuntary labour	0
Sexual harassment	0
Discrimination at workplace	0
Wages	0

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

The Company follows the laws, as applicable. Although no assessment was done by the Company, no complaints were received. With a detailed assessment of topics mentioned above related to Human Rights, the Company has followed the applicable laws. Hence, it does not foresee any significant risks/concerns.

**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 grievances or complaints regarding Human Rights Violation in FY 2024-25. The following tools and processes were implemented to strengthen the Human Rights policy in the Company: 1) Internal Help Desk, to address all the queries and grievances 2) Response to the grievance raised will be within 2 working days.

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

The Company has a Code of Conduct in place to ensure that all Human Rights protocols are respected and followed.

**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?**

True

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

Category	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	0
Discrimination at workplace	0
Child labour	0
Forced labour/involuntary labour	0
Wages	0

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

No corrective action plan has been necessitated on the above-mentioned parameters in FY 2024-25.

**C6: Principle 6****Essential indicators****1. Details of total energy consumption (in joules or multiples) and energy intensity:****a. Whether total energy consumption and energy intensity is applicable to the Company?**

Yes

**b. Details about revenue from operations (in Rs.)**

	FY 2024 - 2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Revenue from operations (in Rs.)	2859280440	2425849914

**c. Details of total energy consumption (in joules or multiples) and energy intensity, in the following format:**

Parameter	Unit	FY 2024 - 2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
<b>From renewable sources</b>			
Total electricity consumption (A)	GJ	0	0
Total fuel consumption (B)	GJ	0	0
Energy consumption through other sources (C)	GJ	0	0
Total energy consumed from renewable sources (A+B+C)	GJ	0	0
<b>From non-renewable sources</b>			
Total electricity consumption (D)	GJ	2135	1866
Total fuel consumption (E)	GJ	0	0
Energy consumption through other sources (F)	GJ	0	0
Total energy consumed from non-renewable sources (D+E+F)	GJ	2135	1866
Total energy consumed (A+B+C+D+E+F)	GJ	2135	1866

## c. Details of total energy consumption (in joules or multiples) and energy intensity, in the following format: (Contd.)

Parameter	Unit	FY 2024 - 2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Energy intensity per rupee of turnover (Total energy consumed/revenue from operations)	GJ/Rs. turnover	0.000000747	0.000000769
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/revenue from operations adjusted for PPP)	GJ/US\$ turnover	0.00001543	0.00001759
Energy intensity in terms of physical output	GJ/employee	1.79	1.65
Energy intensity (optional) – the relevant metric may be selected by the entity		-	-
Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency?		No	No
If yes, name of the external agency.		NA	NA

Note: For India, PPP conversion factor is 20.66 for the years 2025 as per Implied PPP conversion rate available at <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND>

## 2. Details about Performance, Achieve and Trade (PAT) Scheme of the Government of India:

Questions	Response
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?	No
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.	NA

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

Parameter	Unit	FY 2024 - 2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
<b>Water withdrawal by source</b>			
(i) Surface water	kilolitres	0	0
(ii) Groundwater	kilolitres	0	0
(iii) Third party water	kilolitres	3762	3883
(iv) Seawater/desalinated water	kilolitres	0	0
(v) Others	kilolitres	0	0
Total volume of water withdrawal (i + ii + iii + iv + v)	kilolitres	3762	3883
Total volume of water consumption	kilolitres	3762	3883
Water intensity per rupee of turnover (Total water consumption/Revenue from operations)	kilolitres/Rs. turnover	0.0000013	0.0000016

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

Parameter	Unit	FY 2024 - 2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Water intensity per rupee of turnover adjusted for purchasing power parity (Total water consumption/Revenue from operations adjusted for PPP)	kilolitres/US\$ turnover	0.00002718	0.00003662
Water intensity in terms of physical output (Total water consumption/ employee)		3.15	3.42
Water intensity (optional) – the relevant metric may be selected by the entity		-	-
Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency?		No	No
If yes, name of the external agency.		NA	NA

**Notes:**

- Our organization operates in leased spaces shared with others, making it hard to measure our exact water usage due to the lack of separate meters or utility bills. We estimate our water consumption based on employee count and daily usage. Our facility includes a sewage treatment plant that recycles wastewater. We are committed to water conservation and reducing our environmental impact.
- Note: For India, PPP conversion factor is 20.66 for the years 2025 as per Implied PPP conversion rate available at <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND>

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

Parameter	FY 2024 - 2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
<b>(i) To Surface water</b>	0	0
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
<b>(ii) To Groundwater</b>	0	0
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
<b>(iii) To Seawater</b>	0	0
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
<b>(iv) Sent to third-parties</b>	0	0
- No treatment	0	0
- With treatment - please specify level of treatment	0	0

**4. Provide the following details related to water discharged: (Contd.)**

Parameter	FY 2024 - 2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
<b>(v) Others</b>	0	0
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
<b>Total water discharged (in kilolitres)</b>	<b>0</b>	<b>0</b>
Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency?	No	No
If yes, name of the external agency.	NA	NA

**Notes:** We operate from shared spaces and we ensure no untreated effluent is discharged. Some of our units, located in SEZ areas, have their own sewage treatment plants. For other leased spaces, wastewater is discharged into municipal sewers for further treatment.

**5. Details about zero liquid discharge (ZLD):**

Questions	Response
Has the entity implemented a mechanism for zero liquid discharge (ZLD)?	No
If yes, provide details of its coverage and implementation.	

Notes: We operate from shared spaces and we ensure no untreated effluent is discharged. Some of our units, located in SEZ areas, have their own sewage treatment plants. For other leased spaces, wastewater is discharged into municipal sewers for further treatment.

**6. Details of air emissions (other than GHG emissions) by the entity:****a. Whether air emissions (other than GHG emissions) by the entity is applicable to the Company?**

No

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

Not applicable

Notes: Due to the nature of our operations, our air emissions are negligible to non-existent. Our business activities mainly involve the use of information technology equipment and software, which typically do not produce air emissions.

**7. Details of greenhouse gas emissions (scope 1 and scope 2 emissions) & its intensity.****a. Whether greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity is applicable to the Company?**

Yes

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

Parameter	Unit	FY 2024 - 2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Total scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	tCO <sub>2</sub> e	12.51	7.34
Total scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	tCO <sub>2</sub> e	431.24	371.19
Total scope 1 and scope 2 emission intensity per rupee of turnover (Total scope 1 and scope 2 GHG emissions/Revenue from operations)	tCO <sub>2</sub> e/Rs. turnover	0.000000155	0.000000156

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

Parameter	Unit	FY 2024 - 2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Total scope 1 and scope 2 emission intensity per rupee of turnover adjusted for purchasing power parity (PPP)(Total scope 1 and scope 2 GHG emissions/Revenue from operations adjusted for PPP)	tCO2e/US\$ turnover	0.0000032	0.00000357
Total scope 1 and scope 2 emission intensity in terms of physical output	tCO2e/employee	0.37	0.33
Total scope 1 and scope 2 emission intensity (optional) - the relevant metric may be selected by the entity		-	-
Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency?		No	No
If yes, name of the external agency.		NA	NA

Note: For India, PPP conversion factor is 20.66 for the years 2025 as per Implied PPP conversion rate available at <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND>

## 8. Details about projects related to reducing GHG emission.

**a. Does the entity have any project related to reducing GHG emission?**

Yes

**b. If yes, then provide details.**

Yes, we undertake several projects aimed at reducing greenhouse gas (GHG) emissions. These initiatives include annual tree planting efforts, the promotion of a paperless work culture, and the adoption of zero waste principles. The tree planting activities help restore green spaces and mitigate the impacts of climate change, while the shift towards a paperless work environment and zero waste principles both serve to minimize the organization's GHG footprint. Collectively, these projects underscore the entity's dedication to environmental stewardship and sustainable practices.

## 9. Details related to waste management:

**a. Different types of waste generated by the entity, in the following format:**

Question	FY 2024 - 2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
<b>Total waste generated (in metric tonnes)</b>		
Plastic waste (A)	0	0
E-waste (B)	0	0
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any (G)	0	0
Other Non-hazardous waste generated (H). Please specify, if any	7.79	7.54
<b>Total (A+B+C+D+E+F+G+H)</b>	<b>7.79</b>	<b>7.54</b>
Waste intensity per rupee of turnover (tonne/Rs. turnover)	0.0000000027	0.0000000031

**a. Different types of waste generated by the entity, in the following format: (Contd.)**

Question	FY 2024 - 2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (tonne/US\$ turnover)	0.000000056	0.000000071
Waste intensity in terms of physical output (tonne/employee)	0.0065	0.0066
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-

**Note:**

- All the paper waste generated is recycled by third party vendor.
- For India, PPP conversion factor is 20.66 for the years 2025 as per Implied PPP conversion rate available at <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND>

**b. Different types of waste recovered or disposed by the entity, in the current financial year:**

Category of waste (in metric tonnes)	Recycled	Re-used	Other recovery operations	Incineration	Landfilling	Other disposal operations
Plastic waste	0	0	0	0	0	0
E-waste	0	0	0	0	0	0
Bio-medical waste	0	0	0	0	0	0
Construction and demolition waste	0	0	0	0	0	0
Battery waste	0	0	0	0	0	0
Radioactive waste	0	0	0	0	0	0
Other hazardous waste, if any	0	0	0	0	0	0
Other non-hazardous waste generated, if any	7.22	0	0	0	0.57	0
<b>Total</b>	<b>7.22</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.57</b>	<b>0</b>

**c. Different types of waste recovered or disposed by the entity, in the previous financial year:**

Category of waste (in metric tonnes)	Recycled	Re-used	Other recovery operations	Incineration	Landfilling	Other disposal operations
Plastic waste	0	0	0	0	0	0
E-waste	0	0	0	0	0	0
Bio-medical waste	0	0	0	0	0	0
Construction and demolition waste	0	0	0	0	0	0
Battery waste	0	0	0	0	0	0
Radioactive waste	0	0	0	0	0	0
Other hazardous waste, if any	0	0	0	0	0	0
Other non-hazardous waste generated, if any	7.54	0	0	0	0	0
<b>Total</b>	<b>7.54</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

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.

Given the nature of the business, there is no usage of hazardous and toxic chemicals by the organization.

11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals/clearances are required, please specify details in the following format:

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

Notes: 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	Results communicated in public domain	Relevant web link
NA	NA	NA			NA

Notes: 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 (Y/N). If not, provide details of all such non-compliances, in the following format:

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

**Notes:** Yes, InfoBeans is compliant with all the applicable environmental laws and regulations based on its nature of business.

### Leadership indicators

1. Details of water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

a. Details of water withdrawal and consumption in areas of water stress (in kilolitres):

Not applicable

b. Details of water discharge in areas of water stress (in kilolitres):

Not applicable

2. Details of total scope 3 emissions & its intensity.

a. Whether total Scope 3 emissions & its intensity is applicable to the Company?

Yes

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

Parameter	Unit	FY 2024 - 2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Total scope 3 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	tCO <sub>2</sub> e	1829	2107

**b. Please provide details of total scope 3 emissions & its intensity, in the following format:** (Contd.)

Parameter	Unit	FY 2024 - 2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Total scope 3 emissions per rupee of turnover	tCO2e/Rs. turnover	0.00000064	0.000000869
Total scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	tCO2e/employee	1.53	1.86
Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency?		No	No
If yes, name of the external agency.		NA	NA

Notes: Scope 3 emissions figures for the last year have been revised this year as we have expanded our coverage to include all relevant Scope 3 categories.

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

Not applicable

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

S. No.	Initiatives undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Annual Tree Plantation	<a href="https://growbilliontrees.com/pages/forest-by-infobeans-technologies?srltid=AfmBOopsHW27zojjJQOKvTSemgBMC4jo7sAS0_oCkWOQsRlf1xW52aEM">https://growbilliontrees.com/pages/forest-by-infobeans-technologies?srltid=AfmBOopsHW27zojjJQOKvTSemgBMC4jo7sAS0_oCkWOQsRlf1xW52aEM</a>	These initiatives have successfully restored green spaces, mitigated the impacts of climate change.
2.	Paperless Work Culture	-	These initiatives contribute positively to mitigating climate change and reducing our greenhouse gas footprint.
3.	Zero Waste Principle	-	These initiatives contribute positively to mitigating climate change and reducing our greenhouse gas footprint.

**5. Details about the disaster management plan.**

**a. Does the entity have a business continuity and disaster management plan?**

Yes

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

InfoBeans adheres to a robust Business Continuity Plan (BCP) that directs the Company's response to natural or man-made disasters that may disrupt or severely impact operations. The BCP program encompasses comprehensive aspects of business continuity, including Governance, Situation Monitoring, Risk Assessment, Mitigation Planning & Tracking, Stakeholder Communication, Liaison with external entities, and Scenario Planning. A dedicated task force oversees the transition to remote work and ensures uninterrupted operations. Throughout the years, especially during the pandemic, InfoBeans has effectively executed its business continuity strategies, facilitating an efficient remote work practices and maintaining connectivity across the organization.

**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.**

Not applicable

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

0

**C7: Principle 7****Essential indicators**

1. a. Number of affiliations with trade and industry chambers/associations. 2

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
1	NASSCOM	National
2	CII	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.

Not applicable

**Leadership indicators**

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

Company has not advocated any public policy during the year.

**C8: Principle 8****Essential indicators**

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.

The Company has not undertaken any SIAs in 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:

NA

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

Not applicable

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

Category	FY 2024 - 2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Directly sourced from MSMEs/small producers	57.0	57.0
Sourced directly from within the district and neighbouring districts	50.0	50.0

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 2024 - 2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
1. Rural	0	0
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent/on contract basis)	0	0
ii) Total Wage Cost	0	0
iii) % of Job creation in Rural areas	0	0

**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. (Contd.)**

Location	FY 2024 - 2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
<b>2. Semi-urban</b>		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent/on contract basis)	0	0
ii) Total Wage Cost	0	0
iii) % of Job creation in Semi-Urban areas	0	0
<b>3. Urban</b>		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent/on contract basis)	0	0
ii) Total Wage Cost	0	0
iii) % of Job creation in Urban areas	0	0
<b>4. Metropolitan</b>		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent/on contract basis)	Rs. 11,72,59,082	Rs. 14,38,64,626
ii) Total Wage Cost	Rs. 11,72,59,082	Rs. 14,38,64,626
iii) % of Job creation in Metropolitan areas	100	100

Place to be categorized as per RBI Classification System - rural/semi-urban/urban/metropolitan.

### Leadership indicators

**1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (reference: Q1 of essential indicators above).**

Details of negative social impact identified	Corrective action taken
	-

Notes: 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)
			-

Notes: Not applicable

**3. a. Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized/vulnerable groups?**

No, Being an IT Company, our major procurement is for IT related goods and services, which we predominantly sourced from large multinational OEMs directly or through distributors. However, at InfoBeans, we strive to support local procurement in other areas wherever possible.

**b. From which marginalized/vulnerable groups do you procure?** Not applicable

**c. What percentage of total procurement (by value) does it constitute?** Not applicable

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

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.**

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
	InfoBeans Social and Educational Welfare Society	218	100

**C9: Principle 9**

**Essential indicators**

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

We have a Customer Satisfaction survey mechanism in place to take formal feedback from customers (CSAT) on the services provided on a periodic basis. Presenting the flowchart for the same: Prepare/Update CSS form -> Review & Update List of Projects & Customers -> Send CSS form to Customers -> PM Prepares corrective & preventive action item -> Report Preparation & sharing with respective PM & SM -> Collects CSS feedback -> PM shares action items with CSS Department & SM -> CSS department tracks the action items to closure -> CSS department initiates PIP if required Apart from this, the project management process handles all the informal feedback/complaints received through a proper mechanism. Communication plan is set at the start of the project where issues escalation mechanism, communication channels (for raising risks, issues & giving & giving status updates) are decided. All the issues are recorded in issue tracker & risks noted in risk tracker. Discussions around the same are done in status meetings, root causes analysis done & appropriate corrective preventive actions are identified & shared with customers. We ensure to take customer feedback at the end of exercise so that risk/issue is marked as closed. InfoBeans is committed to create WOW and it's not only our tagline but our religion wherein we try to give an exceptional experience to our customers/clients and in every other aspect of our operations. We have established a comprehensive platform for receiving and responding to consumer complaints and feedback. This platform is designed to prioritize customer satisfaction, promptly address any issues that may arise, and utilize valuable input to enhance our products and services. Our mechanisms encompass dedicated customer support channels, efficient ticketing systems, an active presence on social media platforms, the utilization of feedback forms and surveys, proactive outreach initiatives, internal escalation processes, regular reporting and analysis, timely response and resolution practices, and continuous improvement efforts.

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

Not applicable

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

During the last fiscal year we did not have any consumer complaints in respect of data privacy, advertising, cybersecurity, delivery of essential services, restrictive trade practices, unfair trade practices.

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

Not applicable

**5. Does the entity have a framework/policy on cyber security and risks related to data privacy?**

Questions	Response
Does the entity have a framework/policy on cyber security and risks related to data privacy?	Yes
If available, provide a web-link of the policy.	<a href="https://www.infobeans.com/privacy-policy/">https://www.infobeans.com/privacy-policy/</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.**

During the last fiscal year 2024-25 no such action has been taken, and no such issue has arisen.

**7. Provide the following information relating to data breaches.****a. Number of instances of data breaches.** 0**b. Percentage of data breaches involving personally identifiable information of customers.** 0**c. Impact, if any, of the data breaches.** NA**Leadership indicators****1. Channels/platforms where information on products and services of the entity can be accessed (provide web link, if available).**All the information related to the services of the entity can be accessed on our website: <https://www.infobeans.com/>**2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.**

Not applicable, InfoBeans delivers IT services and is not a product Company.

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

Respective Client Representative/Project Leads made such communication We have a Business continuity policy in place to ensure uninterrupted services are provided to the clients. In the event of service disruption or disaster, business continuity plan is activated & necessary steps are followed as per the category of Disaster. (Cat A: Natural Calamities, Cat B: Local Disruption, Cat C: Other disruptions like power failure etc). Business continuity drills are conducted periodically, scenarios tested & results are recorded for improvement. Call tree testing is done on a sample basis. Stakeholders of the project (including Team, Client, Senior Management) are informed as per the details provided in the communication plan of the project. Multiple modes of communication are agreed at the start of the project so that in case of disaster even if 1 of the channels is down, the team can coordinate using the alternate way. Critical function & resource identification is done at the start of project itself & review done from time to time to ensure Recovery Time Objective & Recovery Point Objective are always met. Notification to all the stakeholders is done as per the incident notification guidelines. Priority of the incident decides the status update frequency.

**4. Details about display of product information.**

Questions	Response
Does the entity display product information on the product over and above what is mandated as per local laws?	NA
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

We have a Customer Satisfaction survey mechanism in place to take formal feedback from customers (CSAT) on the services provided on a periodic basis.