

Aditya Birla Sun Life AMC Ltd.

(A part of Aditya Birla Capital Ltd.)



ADITYA BIRLA CAPITAL

PROTECTING INVESTING FINANCING ADVISING

Ref. No: ABSLAMC/ PS/47/2023-24

July 17, 2023

BSE Limited

Phiroze Jeejeebhoy Towers
Dalal Street Mumbai-400 001
Scrip Code: **543374**

National Stock Exchange of India Limited

Exchange Plaza, 5th Floor
Plot No. C/1, G Block,
Bandra Kurla Complex
Bandra (East), Mumbai - 400 051
Symbol: **ABSLAMC**

Dear Sir/Ma'am,

Sub: Disclosure under Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 – Business Responsibility and Sustainability Report for the financial year 2022-23

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith Business Responsibility and Sustainability Report ("BRSR/ said report") of the Company for the financial year 2022-23. Additionally, the said report is also being uploaded on the website of the Company at <https://mutualfund.adityabirlacapital.com/shareholders/annual-reports>.

The BRSR also forms part of the Annual Report for the financial year 2022-23 submitted to the Stock Exchanges.

This is for your information and records.

Thanking you.

Yours faithfully,

For **Aditya Birla Sun Life AMC Limited**

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Date: 2023.07.17
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Hemanti Wadhwa
Company Secretary & Compliance Officer
FCS - 6477

Encl.: As above

Aditya Birla Sun Life AMC Limited
(A part of Aditya Birla Capital Ltd.)
+91 22 4356 8000 I (F) +91 22 4356 8110/ 8111
<https://mutualfund.adityabirlacapital.com>

Correspondence & Registered Office:
One World Centre, Tower 1, 17th Floor,
Jupiter Mills, Senapati Bapat Marg,
Elphinstone Road, Mumbai – 400 013
CIN: L65991MH1994PLC080811

Business Responsibility and Sustainability Report

SECTION A: GENERAL DISCLOSURE

I. Details of the Listed Entity

1	Corporate Identity Number (CIN) of the Listed Entity	L65991MH1994PLC080811
2	Name of the Listed Entity	Aditya Birla Sun Life AMC Limited
3	Year of incorporation	1994
4	Registered office address	One World Center, Tower 1, 17 th Floor, Jupiter Mills, Senapati Bapat Marg, Elphinstone Road, Mumbai - 400013
5	Corporate address	
6	E-mail	abslamc.cs@adityabirlacapital.com
7	Telephone	022-43568008
8	Website	https://mutualfund.adityabirlacapital.com
9	Financial year for which reporting is being done	Financial Year 2022-23 (1 st April, 2022 to 31 st March, 2023)
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited ("BSE") and National Stock Exchange of India Limited ("NSE")
11	Paid-up Capital	₹144 Crore
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Ms. Hemanti Wadhwa, Head - Compliance, Legal and Secretarial and Company Secretary 022-43568008 abslamc.cs@adityabirlacapital.com
13	Reporting Boundary	The disclosures under this report are made on standalone basis for Aditya Birla Sun Life AMC Limited.

II. Product/Services

14	Details of business activities	Description of Main Activity	Description of Business Activity	% Turnover of the Entity
		Financial & Insurance Service	Fund Management Services	100%
15	Products/Services sold by the entity	Product/Service	NIC Code	% of Total Turnover contributed
		The Company offers comprehensive investment solution platform across asset classes – including active, passive and alternative asset classes in equity and fixed income. The Company also provides portfolio management and segregated account services.	65991	100%



III. Operations

16	Number of locations where plants and/or operations/offices of the entity are situated:	Location	Number of plants	No. of Offices	Total
		National	Not applicable*	290+ investor service centres	
		International		Through its subsidiaries in Dubai, Mauritius and Singapore	

* The Company is into financial services and does not undertake any manufacturing-related activities

Market served by the entity		Locations	
a. No. of Locations	National (No. of States)	Pan -India	
	International (No. of Countries)	Various international markets through its subsidiaries in Dubai, Mauritius and Singapore	
17	b. What is the contribution of exports as a percentage of the total turnover of the entity?	Not applicable	
	c. A brief on types of customers	Aditya Birla Sun Life AMC Limited (ABSLAMC) is one of the leading Asset Management Companies (AMCs) in India and the sixth largest AMC in the country. ABSLAMC currently caters to more than 8.05 million investor folios. The Company has consistently focused on providing services to diverse customer segments, including first-time investors, middle-income groups, NRIs, and global investors. To cater to these investor (customer) segments and their needs, the Company continuously attempts to widen its product portfolio, outreach efforts, and geographic presence pan-India.	

IV. Employees

18. Details as at the end of Financial Year:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
a. Employees and workers (including differently abled)						
Employees						
1	Permanent Employees (A)	1205	879	73%	326	27.05%
2	Other than Permanent Employees (B)	457	390	85%	67	14.66%
3	Total Employees (A+B)	1662	1269	76%	393	23.65%
b. Differently abled employees and workers						
Employees						
1	Permanent Employees (E)	-	-	-	-	-
2	Other than Permanent Employees (F)	-	-	-	-	-
3	Total Employees (E+F)	-	-	-	-	-

19. Participation/Inclusion/Representation of women

S. No.	Category	Total (A)	No. and % of females	
			No. (B)	% (B/A)
1	Board of Directors*	10	2	20%
2	Key Management Personnel*	3	1	33%

* The details of Board of Directors and Key management personnel is as on 31st March, 2023.

20. Turnover rate for permanent employees and workers

Category	FY 2022-2023 (Turnover rate in current FY)			FY 2021-2022 (Turnover rate in previous FY)			FY 2020-2021 (Turnover rate in the year prior to previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	28%	22%	26%	29%	31%	30%	15%	15%	15%

V. Holding, Subsidiary and Associate Companies (including joint ventures)**21. Names of Holding, Subsidiary, and Associate Companies (including joint ventures) as on 31st March, 2023**

S. No	Name of the holding / subsidiary / associate companies	Indicate whether it is a holding / Subsidiary / Associate	% of shares held by the listed entity	Does the entity indicated in column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)*
1.	Grasim Industries Limited	Ultimate Holding Company	-	Yes*
2.	Aditya Birla Capital Limited	Holding Company	50.01%	
3.	Aditya Birla Sun Life AMC (Mauritius) Limited	Subsidiary	100%	
4.	Aditya Birla Sun Life Asset Management Company Ltd, DIFC, Dubai	Subsidiary	100%	
5.	Aditya Birla Sun Life Asset Management Company. Pte Ltd, Singapore (ABSLAMC Singapore)	Subsidiary	100%	
6.	India Advantage Fund Limited ¹ (IAFL)	Subsidiary	100%	
7.	International Opportunities Fund – SPC ¹	Subsidiary of ABSLAMC Singapore		

*The Holding Company(s) have their own Business Responsibility (BR) Initiatives whereas the subsidiaries of the Company participate in the BR initiatives to the extent applicable to them.

- The Company holds 100% management shares of India Advantage Fund Limited (IAFL), having no beneficial interest or ownership on IAFL's income or gains as the same belongs to the investors of Collective Investment Schemes offered by IAFL. Similarly, ABSLAMC Singapore holds 100% management shares of International Opportunities Fund – SPC and by virtue of that it is a subsidiary of the Company.

VI. CSR Details

Whether CSR is applicable as per section 135 of Companies Act, 2013:		Yes
22	Turnover (in FY 2022-23)	₹ 1,205.23 Crore
	Net worth (in FY 2022-23)	₹ 2,508.95 Crore



VII. Transparency and Disclosures Compliances

23. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct

Stakeholder group from whom the complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	If Yes, then provide web-link for the grievance redress policy	FY 2022-2023 Current FY		Remarks	FY 2021-2022 Previous FY		Remarks
			Number of complaints filed during the year	Number of complaints pending resolution at the close of the year		Number of complaints filed during the year	Number of complaints pending resolution at the close of the year	
Communities	Yes	Note 1	-	-	-	-	-	-
Investors (other than shareholders)	-	-	-	-	-	-	-	-
Shareholders	Yes	Note 2	16	0	-	24	0	-
Employees	Yes	Note 3	-	-	-	1	1	-
Customers	Yes	Note 4	352	13	-	297	7	-
Value Chain Partners	-	-	-	-	-	-	-	-

Note 1 - For communities, the grievance redressal mechanism is managed as part of CSR activities. This is led by the Company's implementation partners (NGOs), and involves, as required, consultations with the beneficiary communities. The CSR Policy is available on the Company's Website at <https://mutualfund.adityabirlacapital.com/shareholders/corporate-governance/>

Note 2 - <https://mutualfund.adityabirlacapital.com/shareholders/contact-us>

Note 3 - Internal Policies for the Employees are placed on the intranet and the policy guiding Company's Code of Conduct for Board and Senior Management is available on Company's website at <https://mutualfund.adityabirlacapital.com/shareholders/corporate-governance>.

Note 4 - <https://mutualfund.adityabirlacapital.com/help-centre/grievance>

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

Material Issue Identified	Indicate whether risk or opportunity	The 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)
Corporate Governance	Risk	<p>Within corporate governance, ethical and responsible business conduct and anti-bribery are the key issues applicable to the AMC sector. On the compliance front, the key issue pertains to adherence to changing regulatory requirements and disclosures for the AMC industry.</p> <p>Rapid and continuous changes to the regulatory landscape, markets, and product offerings can lead to a risk of inadequacy in fully comprehending and swiftly responding to such changes or regulatory requirements.</p> <p>Additionally, an increasing focus on governance, compliance and disclosures on ESG would require the Company to address emerging ESG-related risks.</p>	<p>The Company has put in place a robust and documented framework for managing corporate governance, including a documented whistle-blower policy. Through such policies, and a robust code of conduct that applies to all employees across the Company, ABSLAMC has created an ecosystem conducive to mitigating governance-related and compliance related risks.</p> <p>The Company also provides trainings as well as monitors the performance against these periodically.</p> <p>This includes for example training programs for Directors to familiarize them with matters relating to changes in the regulations, policies impacting the business of the Company, and regulatory developments.</p>	<p>Negative:</p> <p>In the event of issues arising in managing the Company's governance practices and alignment with compliance-based or regulatory requirements, the likelihood of a negative impact can be on the Company's:</p> <ol style="list-style-type: none"> 1. ESG ratings 2. Potential to draw additional investment in the business from responsible or ESG-aware investors
Risk Management	Opportunity	<p>The Company considers effective risk management as a key component of effective business management, and key to meeting business goals and objectives. The Company continues to face various types of risks, such as strategic risk, investment risk, operational risk, and ESG-linked risks. To mitigate these risks, over the years, the Company has developed and consistently improved on its Risk Management Framework.</p> <p>There exists an opportunity for the Company to continue to iterate and innovate on its risk management framework and related practices and policies, in line with regulatory requirements and the evolving landscape of the AMC industry.</p>	<p>Backed by well-established protocols and processes, the Company has created a robust enterprise risk management framework. This framework includes strategies and protocols on risk identification, risk assessment, risk response, and an all-encompassing risk management strategy.</p> <p>Through its robust risk management framework, the Company has demonstrated its commitment to ethical conduct in all aspects of its business and operations. Alongside maintaining compliance with regulatory requirements, the Company has also taken efforts to take into account industry best practices in risk management.</p> <p>Currently, the Company also has a Responsible Investment Policy for the 'Aditya Birla Sun Life ESG Fund'.</p>	<p>Positive:</p> <p>The Company's robust risk management framework has enabled it to overcome key risks and challenges, including those stemming from the COVID-19 crisis.</p> <p>The Company also believes that its commitment to address and mitigate ESG-related risks is demonstrated through its initiatives taken on responsible investing.</p> <p>Through such efforts on risk management, the Committee aims to contribute to the overall financial stability and focus on sustainability of the Company.</p>



Material Issue Identified	Indicate whether risk or opportunity	The 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)
Data Privacy and Cyber Security	Risk	<p>Within data privacy and security management, cybersecurity-related risk remains a key challenge for the Company. This primarily refers to the likelihood of the Company's information technology/ IT-based resources being weakened or failing.</p> <p>Given the growing incidence of cybersecurity threats in the industry, a few of the risks the Company has identified include:</p> <ol style="list-style-type: none"> 1. Ransomware 2. Phishing 3. Associated loss or wiping out of proprietary data or material information 4. Associated loss of control over the Company's key IT systems and processes because of attacks by third parties <p>The Company has identified these risks as having the potential to significantly affect the Company's operations, reputation, and profitability.</p>	<p>The Company has accorded high priority to this issue, and taken steps to identify, address and mitigate risks related to data privacy and cyber security.</p> <p>The Company has included data privacy and cyber security risks in its Risk Management Policy. This information is also confirmed and documented in the Charter of the Risk Management Committee.</p> <p>The Company has also taken measures to mitigate such risks and their impact. This includes regular testing of its IT systems, having effective firewalls in place, and regular and comprehensive reviews of its IT systems, processes and assets.</p>	<p>Negative:</p> <p>The likelihood of incurring increased costs to effectively manage and ensure timely updates to the Company's IT infrastructure, systems, and processes, including any costs incurred for system upgradation.</p>
Customer satisfaction and Relationship Management	Risk	<p>Since the Company provides financial products and services to a diverse set of customer segments, pan-India, any negative impact on customer satisfaction or experience can directly affect the Company's brand, reputation, and its efforts to maintain and/or its customer base.</p> <p>Negative impact in this context could be the result of lack of transparency or in following of responsible and ethical practices in selling, marketing and information disclosure on its products.</p>	<p>To address any escalations or grievances from customers, ABSLAMC has in place a robust system and processes. This includes a dedicated grievance redressal system, and an escalation matrix defined in the system for automatic escalation of grievances to the next level. These grievances may pertain to varying topics, including marketing and sale of specific products, and information disclosures on these products.</p> <p>The Company values and promotes ethical and responsible behaviour by its representatives in its operations, marketing, and selling practices. These values form a core part of the training of key employee groups managing marketing and sales. The Company ensures that all such employee groups follow ethical marketing and selling practices across all stages of the product sales cycle.</p>	<p>Negative:</p> <p>In the event of issues arising in ensuring customer satisfaction and a positive customer experience, this can lead to a decrease in the Company's customer base and affect its reputation.</p>

Material Issue Identified	Indicate whether risk or opportunity	The 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)
			To this end, the Company has endeavoured to consistently focus on providing a seamless customer experience and ensure customer satisfaction. Providing effective service and placing customer care at the core of its ethos is and remains a priority for the Company.	

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

The National Guidelines for Responsible Business Conduct (NGRBCs) as prescribed by the Ministry of Corporate Affairs advocates the following nine principles referred to as P1 to P9.

- P1 - Business should conduct and govern themselves with Ethics, Transparency and Accountability
- P2 - Businesses should provide goods and services that are safe and contribute to sustainability throughout their life cycle
- P3 - Businesses should promote the wellbeing of all employees
- P4 - Businesses should respect the interests of, and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalized
- P5 - Businesses should respect and promote human rights
- P6 - Business should respect, protect, and make efforts to restore the environment
- P7 - Businesses, when engaged in influencing public and regulatory policy, should do so in a responsible manner
- P8 - Businesses should support inclusive growth and equitable development
- P9 - Businesses should engage with and provide value to their customers and consumers in a responsible manner

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and Management Processes									
1 a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	N.A.	Yes	Yes	Yes	Yes	No ¹	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes (as applicable)								
c. Web Link of the Policies, if available	The Corporate Policies are available on Company's website at https://mutualfund.adityabirlacapital.com/shareholders/corporate-governance . Some of the Policies being internal document are available to the employees through the Company's intranet.								
2 Whether the entity has translated the policy into procedures. (Yes / No)	Yes (as applicable)								
3 Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes. The Company expects value chain partners to adhere to the standards of ethics and conduct set by the Company.								



Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
4 Name of the national and international codes/ certifications/labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The Company's Information Security and Cyber Security policies are as per/ in compliance with the requirements of ISO 27001.								
5 Specific commitments, goals, and targets set by the entity with defined timelines, if any.	<ul style="list-style-type: none"> The Company has consistently focused on reducing its carbon footprint through initiatives such as reducing single-use plastic usage, minimizing paper usage, and minimizing waste generation (dry and wet waste) The Company is currently exploring expanding its offerings in sustainable finance The Company is committed to contributing to community development through its CSR activities, especially in areas such as financial literacy (investor education), and digital and financial inclusion 								
6 Performance of the entity against the specific commitments, goal, and targets along with reasons in case the same are not met.	<p>The Company has made progress on these commitments through initiatives such as the following:</p> <ul style="list-style-type: none"> At the Company's Mumbai offices, wet waste, especially the food waste from the cafeteria, has been composted by the property team, by an Organic Waste Compost Machine (OWC) The Company has deployed timers for signage boards, and is in the process replacing conventional lighting with LED in its offices, to reduce energy consumption The Company launched an ESG fund in 2020, and is in the planning stage of launching 2 more ESG funds ABSLAMC regularly conducts investor education programs to further promote financial inclusion, including at college campuses and for corporations The Company has a Responsible Investment Policy, for its ESG Fund (Aditya Birla Sun Life ESG Fund) 								

Governance, Leadership, and Oversight

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

As a responsible financial institution, the Company considers Environmental, Social, and Governance (ESG) aspects to be essential for long-term sustainability and performance. We recognize the need to address the impact of our operations and investments, and our responsibility in doing our part for creating a sustainable future.

We are committed to provide solutions to our customers in a responsible and safe manner. Through our integrated platform-based offerings across asset classes, we have attempted to cater to the needs of customers across different geographies – via physical and digital presence. We recognize the role we can play in expanding our service offerings to diverse segments. Our focus has been on growing the Company's customer base on B30 cities (beyond the top-30 cities).

On the community development front, we have aimed to create positive impact through investor education and distributor development initiatives to educate and empowered millions of people in India - to enable their financial independence. Additionally, our CSR initiative such as SHAYOG focus on the cause of financial inclusion at last mile. We are committed to empowering and uplifting traditionally underserved communities and customer segments.

At the organization level, we prioritize the well-being and safety of our employees through various employee well-being initiatives and by offering a safe working environment. The Company is also continuing to focus on promoting diversity and inclusion across all levels of our organization.

The Company has prioritized environmental sustainability in its operations by promoting sustainable waste management practices, and judicious usage of natural resources such as water and electricity. We are committed to promoting environmentally sustainable practices, and to reducing our carbon footprint by imbibing and following responsible business practices.

Moving forward, our goal is to continue to focus on monitoring and (where possible) adopting leading ESG practices being following in the industry.

We are committed to contributing to ESG-linked progress areas, including ESG-linked products, enhancing digitalization, promoting diversity, equality and inclusion, and doing our part in creating a sustainable and equitable future for all.

A. Balasubramanian
Managing Director & CEO

Business Responsibility and Sustainability Report (Contd.)

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	The Risk Management Committee of the Company is responsible for implementation and oversight of the Business Responsibility policies. The Chief Risk Officer is the highest authority responsible for implementation of the Business Responsibility policy.								
9	Does the entity have a specified Committee of the Board/ Director responsible for decision-making on sustainability-related issues? (Yes / No). If yes, provide details.	Yes. The Risk Management Committee ensures that the Company achieves progress on sustainability and is responsible for decision-making on sustainability-related issues.								
10. Details of Review of NGRBCs by the Company:										
Indicate whether the review was undertaken by the Director / Committee of the Board/ Any other Committee Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)										
Performance against the above policies and follow-up action		The relevant Policies have been approved by the Board, it's Committees or the Senior Management of the Company, wherever applicable. Policies are reviewed periodically, given factors such as regulatory requirements, or recommendations from relevant industry associations.								
Compliance with statutory requirements of relevance to the principles, and the rectification of any non-compliances		The Company has the required policies and procedures in place to ensure compliance with laws applicable to the Company.								
11	Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency	The process and compliances are subject to scrutiny by the Audits and Inspections, as applicable. The policies are reviewed on periodic basis by the respective department and updated accordingly.								

Note:

- The Company may share its expertise to help in the formulation of public policy but it does not directly engage in advocacy activities and hence does not have a specific policy for this purpose. The Company actively engages in investor education programmes for mutual funds in line with AMFI guidelines.

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	31 (No. of Hours)	The orientation programmes are conducted for the new directors wherein the Senior Management of the Company make presentations to familiarise the Directors with the Mutual Fund business/ regulatory changes, industry practice, systems and policies adopted by various departments, especially the governance practices and compliance process adopted by the Company. This includes key topics such as risk management, and data or information security. In addition, at the quarterly Board Meeting, the Directors are updated on the key regulatory changes and performance of the Company's business.	100%
Key Managerial Personnel	3	Modules on Information Security Refreshers, Code of Conduct Guidelines, Prohibition of Insider trading, Prevention of sexual harassment, Whistle blower, etc	100%



ESSENTIAL INDICATORS

Employees other than BODs and KMPs	11	<p>Modules on Information Security Refreshers, Code of Conduct Guidelines, Prohibition of Insider trading, Prevention of sexual harassment, Whistle blower, Prevention of Money Laundering, Organisation Overview, Legal & Compliance do's & don'ts, Risk Management, Wellness, Product Training, Operations process, Partner portals & Apps, Skill, Behavioural.</p> <p>Additionally, a capacity building session on the BRSR principles and indicators and its relevance to the Company's operations was held in March 2023. This workshop was attended by functional heads from HR, Finance, Legal, Risk, Admin, IT and the CSR department.</p>	96%
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.			
No fines/ penalties / punishments have been levied in the financial year 2022-23.			
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.			
Not applicable, as no instances were reported.			
4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.			
<p>The Company has an Anti-Corruption and Anti-Bribery Policy in place and the same extends to all the employees of the Company. The Company communicates, creates awareness and disseminates the Anti-Corruption and Anti Bribery Codes to all its employees, vendors, suppliers, outlining its zero-tolerance approach to corruption and bribery. The policy is available in the public domain and can be accessed on the Company's website at https://mutualfund.adityabirlacapital.com/shareholders/corporate-governance</p>			
5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:			
No cases of corruption or bribery were reported.			
6. Details of complaints with regard to conflict of interest:			
No complaints with regards to conflict of interest were reported.			
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 corrective action taken, as there were no cases on corruption and conflict of interest.			

LEADERSHIP INDICATORS

1. Awareness programmes conducted for value chain partners on any of the principles during the financial year:		
Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in value chain covered by the awareness programmes
The Company conducts regular product training for its distributors.		
2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If yes, provide details of the same.		
<p>Yes, the Company has a Code of Conduct for the Board of Directors and Senior Management (“Code of Conduct”) pursuant to the provisions of SEBI (LODR) Regulations, 2015.</p> <p>The Board Members and KMPs, on an annual basis, provide an affirmation that they have complied with the Code of Conduct for the financial year under review and that there are no instances of conflict of interest during the year. The Board Members and KMPs do not participate in agenda items at the Board/Committee Meetings in which they are interested or deemed to be interested party.</p> <p>The Company’s Code of Conduct is available on the Company’s website at https://mutualfund.adityabirlacapital.com/shareholders/corporate-governance.</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.**

Type	FY 2022-2023 (Current FY)	FY 2021-2022 (Previous FY)	Details of improvement in Social and Environmental aspects
Research & Development (R&D)	Given the nature of the Company's business, CAPEX investments are largely made in IT hardware and software to enhance the Company's digital ecosystem.		
Capital Expenditure (CAPEX)	The Company intends to continue its commitment to reduce its impact on the environment. To this end, it has consistently invested in technology to enable the creation of a digital environment or ecosystem to best support the Organization's business needs and priorities. The Company's initiative to shift towards 'green' methods of conducting business, such as shift towards electronic transactions, eliminating paper reports and forms where possible, recycling and reducing waste in all premises, etc., form part of our contribution towards this cause.		

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

No. Given the nature of the Company's business, the Company sources materials only for running its operations. However, the Company does follow broad-based responsible practices as part of its efforts for sourcing for its operations.

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

Not applicable

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

Given the services-oriented nature of the business, the Company does not produce any product. Hence, the following indicators are not applicable.

Product	Process to safely reclaim the product
a. Plastics (including packaging)	Not applicable.
b. E-Waste	
c. Hazardous Waste	
d. Other Waste	

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

Not Applicable



LEADERSHIP INDICATORS

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for the manufacturing industry) or for its services (for the service industry)? If yes, provide details in the following format.

NIC code	Name of Product/Service	% of total Turnover contributed	The boundary for which the Life Cycle Perspective/Assessment was conducted	Whether conducted by an independent external agency (Yes/ No)	Results communicated in the public domain (Yes/ No)
Given that the Company's core focus is in the Financial Services sector, this indicator is not applicable.					

2. If there are any significant social or environmental concerns and/or risks arising from the 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

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). NIL

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:

Benefits	FY 2022-2023 (Current FY)			FY 2021-2022 (Previous FY)		
	Reused	Recycled	Safely Disposed	Reused	Recycled	Safely Disposed
Plastics (including packaging)	Not applicable, given that the Company's core business of financial services does not involve products and packaging material to be reclaimed at the end-of-life stage					
E-waste						
Hazardous waste						
Other waste						

5. Reclaimed products and their packaging materials (as a percentage of products sold) for each product category. Not Applicable

PRINCIPLE 3 Businesses should respect and promote the well-being of all employees, including those in their value chains

ESSENTIAL INDICATORS

1. 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	
		No. (B)	% (B/A)	No. (C)	%(C/A)	No.(D)	%(D/A)	No. (E)	%(E/A)	No. (F)	%(F/A)
Permanent Employees											
Male	879	879	100%	879	100%	NA	NA	879	100%	0	0
Female	326	326	100%	326	100%	326	100%	NA	NA	326	100%
Total	1205	1205	100%	1205	100%	326	27%	879	73%	326	27%
Other than Permanent Employees											
Male	390	390	100%	390	100%	NA	NA	NA	NA	NA	NA
Female	67	67	100%	67	100%	67	100%	NA	NA	NA	NA
Total	457	457	100%	457	100%	-	-	NA	NA	NA	NA

Note:

The Company is consistently working towards ensuring employees' holistic well-being. To this end, the Company's is taking multiple initiatives. Promoting a healthy work-life balance is a key priority for the Company. The Company is offering wellness services through partners, including health check-ups and nutrition coaching. It also offers a comprehensive leave package, including earned annual leaves, sick leave, and maternity and paternity leave, and medical insurance coverage for all its permanent employees.

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

S. No.	Benefits	FY 2022-2023 (Current FY)			FY 2021-2022 (Previous FY)		
		No. of employees covered as a % of total employees	No. of workers covered as a % of total worker	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total worker	Deducted and deposited with the authority (Y/N/N.A.)
1	PF	100%	NA	Yes	100%	NA	Yes
2	Gratuity	100%	NA	NA	100%	NA	NA
3	ESI	NA	NA	NA	NA	NA	NA

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

Yes. While the Company does not currently have any differently abled employees, they have ensured that its premises have the facility for elevators, and / or ramps wherever possible. At the Mumbai office (head office), there is availability of ramps as well as elevators, which has enabled us to create an inclusive built environment and ecosystem.

Additionally, the restrooms in all our office premises have been designed to be accessible for the differently abled. The Company is committed to ensuring that its office spaces are in alignment with the guidelines provided in the Act.



ESSENTIAL INDICATORS

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web link to the policy.

We as part of Aditya Birla Group follow the principles of Equal Opportunities, and endeavour to provide equitable growth and development opportunities to all, including to persons with disabilities.

The Company is committed to provide equal employment opportunities without any discrimination or harassment based on factors such as race, national origin, religion, gender, age, disability, citizenship, marital status, sexual orientation, or any other characteristic protected by applicable law. The Company has consistently prioritized a focus on creating a work environment in which everyone is treated with respect.

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

Gender	Total number of people returned after parental leave in FY	Total Number of people who took parental leave in FY	Return to work rate	Total Number of people retained for 12 months after returning from parental leave	Total number of people returned from parental leave in prior FY	Retention Rate
Permanent Employees						
Male	37	37	100%	38	38	100%
Female	5	8	63%	7	9	78%
Others	1	4	25%	2	3	67%
Total	43	49	88%	47	50	94%

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

Category	Yes/No	Details of the mechanism in brief
Permanent Employees		The Company has always followed an open-door policy, wherein any employee irrespective of their role has access to the Business Heads, HR, Legal & Compliance, Senior Management or other such members. In addition to that, a Whistle-Blower Policy has been formulated for employees and Directors to report concerns about unethical behaviour, actual or suspected fraud or violation of the Company's Code of Business Conduct and Ethics Policy.
Other than Permanent Employees	Yes	The Company has zero tolerance for sexual harassment at the workplace and is compliant with provisions relating to the constitution of Internal Complaints Committee under the Sexual Harassment of women at workplace (Prevention, Prohibition and Redressal) Act, 2013. The Company also has various online training modules and awareness programmes which sensitise its employees on such issues. The Company ensures that it provides various channels of grievance redressal, and safeguards employees against any form of victimisation.

*Other than Permanent category consists of Fixed term contract employees, interns and outsourced (housekeeping, security, office assistants etc. on the third-party payroll).

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

ESSENTIAL INDICATORS

8. Details of training given to employees and workers:

a. Details of Skill training given to employees and workers.	Category	FY 2022-2023 (Current FY)			FY 2021-2022 (Previous FY)		
		Total employees / workers in respective category (A)	No. of employees / workers in respective category, who received Skill Training (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who received Skill Training (D)	%(D/C)
		Permanent Employees					
	Male	1126	869	77.18%	954	869	91.09%
	Female	401	324	80.80%	348	311	89.37%
	Total	1527	1193	78.13%	1302	1180	90.63%

b. Details of training on Health and Safety given to employees and workers.	Category	FY 2022-2023 (Current FY)			FY 2021-2022 (Previous FY)		
		Total employees / workers in respective category (A)	No. of employees / workers in respective category, who received training on Health and Safety (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who received training on Health and Safety (D)	%(D/C)
		Permanent Employees					
	Male	1126	954	84.72%	954	908	95.18%
	Female	401	394	98.25%	348	327	93.97%
	Total	1527	1348	88.28%	1302	1235	94.85%

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

Category	FY 2022-2023 (Current FY)			FY 2021-2022 (Previous FY)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who had a career review (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who had a career review (D)	%(D/C)
	Permanent Employees					
Male	879	836	95%	725	679	94%
Female	326	310	95%	257	237	92%
Total	1205	1146	95%	982	916	93%



ESSENTIAL INDICATORS

10. Health and safety management system:

- | | |
|--|---|
| a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/No) What is the coverage of such system? | Yes. As part of efforts on health and safety management, periodic trainings on fire safety and managing firefighting equipment are provided to all employees. Periodically, evacuation drills are also conducted in the Company's offices. |
| b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity? | This is not directly applicable given the nature of business of the Company. |
| c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/No) | Given the nature of the business, the Company does not have exposure to work related hazards. Hence, this indicator is not applicable. |
| d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No) | Yes. The Company has partnered with a health care service provider which offers 24x7 online medical consultations, fitness and well-being programmes. Additionally, the Company offers regular health check-ups and medical consultation services to employees. The Company also provides its employees with group term life and personal accident cover, in addition to medical insurance. |

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

	Category	FY 2022-2023 Current FY	FY 2021-2022 Previous FY
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	-
Total recordable work-related injuries		-	-
No. of fatalities		-	-
High consequence work-related injury or ill-health (excluding fatalities)		-	-

ESSENTIAL INDICATORS

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

The Company is committed to ensuring that it provides a safe and healthy workplace, enabling its employees to deliver their best, and create an enabling ecosystem for the same.

The Company has prioritized respecting and protecting the rights of its employees and following health and safety practices in line with regulatory standards, as applicable. We are dedicated to understanding the health and safety-related concerns of our employees and key stakeholders and do everything in our power to address these concerns from the affected stakeholders.

To create a safe workspace, the Company has taken several steps, across all of its office locations pan-India. For example, in its office premises across India, fire drills and quality assurance audits are conducted regularly in the premises to ensure the maintenance of safety standards.

Particularly, during the pandemic as well, the Company ensured that it prioritized the health and safety of its employees and key stakeholders. In the business environment dominated by the COVID-19 pandemic, the Company continued to assist employees and their families on all fronts to fight and overcome the serious challenge. The Company assessed the health, safety, and environment performance across all offices, which included sanitisation of all office premises, removal of biometric devices, installation of thermal scanner, daily updates, restricted movement of employees in common areas, closure of recreational facilities and avoidance of large gatherings.

Detailed SOPs and guidelines/advisories were issued periodically to the employees of the Company. The Company adhered to directives issued by the government/local authorities pertaining to COVID-19. The Company also created a safe environment with necessary protocols in place for its essential employees and those who needed to work from the office/branches whenever required. The company organised vaccination camps for the employees to ensure their safety is not compromised during the pandemic. Indoor air quality treatment is carried out to mitigate biological contamination to ensure better and hygienic indoor against any air and surface contamination.

The Company installed Corona guards at the Head Office, which acts as a complementary solution along with the use of PPE (personal protective equipment) to reduce the burden of indefinite social distancing. the devices attenuate and disables 99.9% of the corona family of viruses and prevents its spread in the enclosed spaces.

The Company is continuing to prioritize the objective of creating a safe and healthy workspace, in line with the values of the Aditya Birla Group and its people-first approach to business.

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

Topic	FY 2022-2023 (Current FY)			FY 2021-2022 (Previous FY)		
	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	-	-	-	-	-	-
Health & Safety	-	-	-	-	-	-

14. Assessments for the year:

Topic	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	No additional assessment of ABSLAMC offices has been done by statutory authorities or third parties
Working Conditions	

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

Not applicable. Currently, the Company has not encountered or had any safety-related incidents. However, through multiple measures, including as documented above, the Company has ensured that as required, procedures and practices are in place to ensure a safe and healthy workspace.

**LEADERSHIP INDICATORS**

1. **Does the entity extend any life insurance or any compensatory package in the event of death of employees (Y/N):**
Yes. The Company provides insurance cover to all its employees in the event of untimely death while employed with the firm.
2. **Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners**
Not Applicable. The Value Chain partners are expected to comply with statutory norms as per the contract entered with the Company.
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 rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:**
Nil
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
5. **Details on assessment of value chain partners:**

Topic	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	Not Applicable. Value Chain partners were not assessed by the Company
Working Conditions	
6. **Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.**
Not applicable. As the Company had not conducted an assessment on the health and safety practices of Value Chain Partners

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all their stakeholders**ESSENTIAL INDICATORS****1. Describe the processes for identifying key stakeholder groups of the entity:**

At ABSLAMC, stakeholders have been defined as an individual or a group of individuals who contribute or create value for the organization, in line with the organization's core vision and mission. These key stakeholder groups include employees (across all management levels), shareholders and investors, customers, channel and distribution partners, knowledge management partners, regulators, lenders, researchers, and communities of beneficiaries (CSR-programming-related).

In consultation with thematic experts within and outside the Company, the Company identifies key stakeholder groups, in addition to considering factors such as nature of partnership, location, requirement for statutory compliance or regulation-specific action items, and type of programming under initiatives undertaken by the Company. For example, in the case of its CSR projects, the Company considers factors such as location classification, for example of a district as an Aspirational District, in its programming and selection of key stakeholder groups or communities that could benefit from such programs.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	E-mail, Town hall sessions, Internal team meetings	Ongoing/ need based	Performance appraisal, Employee recognition and awards, Training and career development opportunities
Shareholders	No	Quarterly earnings calls, emails, SMS, notices, website, Annual General Meeting, intimation to stock exchanges, annual/ quarterly financials and investor meetings / conferences, investor presentation, press release, annual reports, audio recording of earnings call, transcripts, etc.	Quarterly and need based	To provide updates on financial performance , address grievance or concerns, if any
Investors	No	Investors calls	Quarterly	To provide updates on financial performance , address grievance or concerns, if any
Customers	No	Multiple channels, including: - In-person assistance at branches - Update emails - Customer helplines and toll-free numbers	Ongoing	To provide support and handholding, and information, to customers, as required, on for example product features, and emerging risks.
Distribution Partners	No	In-person communication, calls, and emails	Ongoing	Providing support and training, as required
Regulators	No	E-mails and one-on-one Meetings	Ongoing/ Need based	Approval and consultations, as required, regarding circulars, guidelines, and amendments
Local Communities (CSR-programming-related)	Yes	In-person meetings, CSR Partnership, Community welfare programs	Ongoing and need based	Monitoring of community development (CSR) activities



LEADERSHIP INDICATORS

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

The Company encourages constant and proactive engagement with its stakeholders to better communicate its strategies and performance. The Board is kept well informed on the progress made by various departments, and feedback on the same is sought from the Directors.

- 2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.**

Yes. The stakeholder consultations are one of the key inputs to determining the Company's material topics. As part of this process, the Company looked at the aspects each stakeholder highlighted during the engagement and prioritized them using a matrix to arrive at key material topics (different from financial materiality).

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

Not applicable, as currently, the Company has not received complaints or flagging of concerns from vulnerable/ marginalized stakeholder groups.

PRINCIPLE 5: Businesses should respect and promote human rights**ESSENTIAL INDICATORS**

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

Category	FY 2022-2023 (Current FY)			FY 2021-2022 (Previous FY)		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	1527	540	35.36%	1302	513	39.40%
Other than Permanent*	NA	NA	NA	NA	NA	NA
Total Employees	1527	540	35.36%	1302	513	39.40%

*Other than Permanent category consists of Fixed term contract employees, interns and outsourced (housekeeping, security, office assistants etc. on the third-party payroll).

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

Category	FY 2022-2023 (Current FY)					FY 2021-2022 (Previous FY)				
	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	879	-	-	879	100%	725	-	-	725	100%
Female	326	-	-	326	100%	257	-	-	257	100%
Other than Permanent										
Male	390	240	62%	150	38%	412	199	48%	213	52%
Female	67	48	72%	19	28%	96	66	69%	30	31%

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	NA	NA	NA	NA
Key Managerial Personnel ¹	2	1993389	1	466300
Employees other than BoD and KMP	874	109294	317	73396

Note 1: The remuneration details of Key Managerial Personnel includes remuneration of Managing Director & CEO of the Company.

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, there are various committees responsible for human rights impacts and issues in the Company. For instance, the Company has zero tolerance for sexual harassment at workplace and is compliant with the provisions relating to the constitution of Internal Complaints Committees under the Sexual Harassment of women at workplace (Prevention, Prohibition and Redressal) Act, 2013.

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

The Company has zero tolerance towards and prohibits all forms of exploitative or forced labour, and any type of abuse. The Company has an Internal Committee as per the POSH Act (2013), a Code of Conduct Committee, as well as Whistle-blower Policy to provide redressal on any grievances.



ESSENTIAL INDICATORS

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

	FY 2022-2023 (Current FY)			FY 2021-2022 (Previous FY)		
	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. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.

The Company has an Internal Committee, in line with the POSH Act 2013. For Protection Against Sexual Harassment at Workplace [POSH] concerns, the Internal Committee (IC) manages cases and ensures that all complaint made are kept confidential.

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

Yes, the Company has included Human Rights in business agreements and contracts.

9. Assessments for the year:

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

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

No significant risks observed, therefore, not applicable.

LEADERSHIP INDICATORS

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

As there were no Human Rights issues recorded, no business process was modified or introduced due to this.

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

NIL

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?

The Company has ensured that all of its premises, including common areas such as restrooms, are accessible for differently-abled persons. Additionally, the offices of the Company have ramps and lifts to enable easy movement for differently-abled people.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Child labour	The Company expects its value chain partners to uphold the same values, principles and ethics as followed by the Company in all its dealings. Currently, no formal assessment of value chain partners has been conducted.
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	

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 actions were taken since value chain partners were not assessed.

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 2022-2023 (Current FY)	FY 2021-2022 (Previous FY)
Total electricity consumption (A) (GJ)	1,247.70	1,042.38
Total fuel consumption (B) (GJ)	175.39	151.49
Energy consumption through other sources (C) (GJ)	-	-
Total energy consumption (A+B+C) (GJ)	1,423.09	1,193.87
Energy intensity per rupee of turnover (Total energy consumption/turnover in ₹) (GJ per million ₹)	-	-
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

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

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any. No

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

Parameter	FY 2022-2023 (Current FY)	FY 2021-2022 (Previous FY)
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others (Rainwater storage)	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	-	-
Total volume of water consumption (in kilolitres)	-	-
Water intensity per rupee of turnover (Water consumed / turnover) (kl per Crore ₹ of revenue)	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

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

Given the nature of the Company's business, the usage of water is restricted to human consumption purpose only. Efforts have been made to consume water judiciously in the office premises. The Company has installed sensors and aerator taps in most of the offices. Water conservation, optimal utilization and management of water are seen by the Company as not only vital for economic development but also for the survival of the living being.

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

Considering the nature of business, the Company's usage of water is restricted to human consumption purpose only. The company has not implemented a mechanism for zero liquid discharge. However, the Company has taken various initiative as mentioned above to consume water judiciously.

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

Not applicable, as the Company is in the service industry and there are no process emissions. The Company is into service-oriented business primarily involved in flow of information and financial transactions and at the same time realizes the adverse impact of direct and indirect emissions to the environment.



ESSENTIAL INDICATORS

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

Parameter	Unit	FY 2022-2023 (Current FY)	FY 2021-2022 (Previous FY)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO ₂ e	12.99	11.23
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO ₂ e	885.87	740.09
Total Scope 1 and Scope 2 emissions per rupee of turnover (in ₹)	tCO ₂ e	-	-
Total Scope 1 and Scope 2 emission intensity (optional)– the relevant metric may be selected by the entity	tCO ₂ e/₹	-	-

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

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

No. Currently, the Company does not have any project related to reducing Green House Gas emissions.

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

Parameter	FY 2022-2023 (Current FY)	FY 2021-2022 (Previous FY)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	0.3	0.4
E-waste (B)	1	1.2
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	0.11	0.1
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	-	-
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	-	-
Total (A+B + C + D + E + F + G+ H)	1.41	1.7
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total		
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	Through our vendor, ViaGreen, we manage the disposal of our plastic waste	
Total		

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

No. The Company is in a service-oriented business primarily involved in flow of information and financial transactions, and at the same time realizes the adverse impact of direct and indirect emissions to the environment.

ESSENTIAL INDICATORS

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

The Company works closely and actively with our vendor, ViaGreen, to recycle waste. On recycling certain amounts of waste, we earn nature or Swachh Bharat points. These nature points can then be redeemed by the Company to take up eco-friendly activities, such as tree plantation or for the purchase of recycled products such as notebooks.

With respect to strategy adopted to reduce usage of hazardous and toxic chemicals in products and processes – this is not applicable, given that the core operations of the Company's business do not involve the usage of toxic and hazardous chemicals.

10. 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:

Not Applicable

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

Not Applicable

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

Yes

LEADERSHIP INDICATORS

1. Break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:

Parameter	FY 2022-2023 (Current FY)	FY 2021-2022 (Previous FY)
From renewable sources		
Total electricity consumption (A)	-	-
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	-	-
From non-renewable sources		
Total electricity consumption (D)	-	-
Total fuel consumption (E)	-	-
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	-	-

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

2. Provide the following details related to water discharged:

Not applicable

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

3. Water withdrawal, consumption and discharge in areas of water stress (in kiloliters): Not applicable

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

Currently, the Company does not estimate its Scope 3 emissions.

5. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

The Company does not have any operations in ecologically sensitive areas, and therefore, no impacts to report or remediation required.



LEADERSHIP INDICATORS

6. 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:

Not Applicable

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

Yes. The Company has a comprehensive Business Continuity Policy or Plan (BCP) which covers people, process and technology requirements to continue the business in the event any unforeseen threats, including but not limited to natural disasters, operational breakdowns, and damage to critical information technology systems.

The BCP includes all critical functions identified through the Business Impact Analysis. Each of the processes would have a Recovery Procedure to ensure that recovery happens within a stipulated timeframe. There would be critical staff identified who would support the effort of recovering the critical business processes from an Alternate Site. This plan is periodically reviewed.

8. 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?

Given the nature of the business, no significant adverse impact to the environment is created. Thus, this indicator is not applicable.

9. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impact

During the reporting period, the Company has not conducted any assessment of value chain partners.

PRINCIPLE 7: Businesses when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

ESSENTIAL INDICATORS

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

The Company is member of 2 (two) trade and industry chambers/ associations.

- b) List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

S. no	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/ National)
1.	AMFI – Association of Mutual Funds in India	National
2.	Indian Association of Alternative Investments Funds (IAAIF)	National

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

Name of Authority	Brief of the case	Corrective action taken
Not applicable, as no issues related to anti-competitive conduct by the entity were raised by regulatory authorities.		

LEADERSHIP INDICATORS

1. Details of public policy positions advocated by the entity

S. no	Public policy advocated	Method resort for such advocacy	Whether the information is available in public domain? (Yes/No)	Frequency of review by board (Annually/ Half yearly/ Quarterly/ Other- please specify)	Web Link, if available
1.	The Company actively engages in investor education programme for mutual funds, in line with AMFI guidelines.	The Company has advocated, through AMFI, various governance, administration, economic and educational reforms. The Company's membership at industry associations such as AMFI serves as a medium for such advocacy.	Yes	-	-

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development**ESSENTIAL INDICATORS**

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

No Social Impact Assessment has been carried out in the financial year 2022-2023.

- Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity:**

Not Applicable. No such projects where Rehabilitation and Resettlement is being undertaken.

- Describe the mechanisms to receive and redress grievances of the community**

The Company implements CSR project(s) in partnership with credible project implementing agencies, as mandated by MCA. Implementation is done through participative approach, by engaging all key stakeholders of the project, so making community part of project plan and execution process. This helps to build project ownership within the community and ensure project sustenance. The Company's CSR team engages with various stakeholders, which facilitates resolution of challenges if any. This builds an institutional mechanism through which the community or any other stakeholder can reach out to the Company in case of any grievances.

- Percentage of input material (inputs to total inputs by value) sourced from local or small-scale suppliers:**

Parameter	FY 2022-2023 (Current FY)	FY 2021-2022 (Previous FY)
Directly sourced from MSMEs/ Small producers		
Sourced directly from within the district and neighbouring districts		Not Applicable

LEADERSHIP INDICATORS

- Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):**

Not Applicable

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

State	Aspirational District information	Amount spent in ₹
Rajasthan	District Name: Jaisalmer Activity: Improving quality of education through strengthening school infrastructure for conducive learning environment	5,000,000
Uttar Pradesh	District Name: Siddharth Nagar Activity: Improving quality of education through strengthening school infrastructure for conducive learning environment	6,935,198
	District Name: Shravasti Activity: Improving quality of education through strengthening school infrastructure for conducive learning environment	9,064,802

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

(b) From which marginalized /vulnerable groups do you procure? Not Applicable

(c) What percentage of total procurement (by value) does it constitute? Not Applicable

- 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

- 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



LEADERSHIP INDICATORS

6. Details of beneficiaries of CSR Projects.

S. no	CSR Project	No of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalized group
	Education:	57,175	53%
	<ul style="list-style-type: none"> • Strengthening of school infrastructure for conducive learning environment • Digital education • Disseminate science learning through a Mobile Science Lab, refurbishment of school science labs and innovation centers • Scholarship support for meritorious students from financially poor background 		
	Health:	119,505	51%
	<ul style="list-style-type: none"> • Comprehensive maternal & child health care • Menstrual hygiene awareness • Paediatric Cancer care: diagnostic, treatment, counselling, support, partnering Govt. institution for efficient access to care • Mental Health: Awareness, counselling, screening, treatment etc. • Support surgeries for congenital heart disease • Support to orphanage 		
	Women Empowerment & Sustainable Livelihood:	73,226	100%
	<ul style="list-style-type: none"> • Improving incomes from agriculture and allied livelihood activities • Soil & Water conservation & Strengthening women institutions (Self Help Group) • Financial Literacy to women • Identifying and grooming budding women micro-entrepreneurs and handhold to establish viable enterprises • Strengthening community collectives to address sustainable livelihood goal 		

PRINCIPLE 9: Businesses should engage with and provide value to their consumers in responsible manner**ESSENTIAL INDICATORS****1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.**

The Company has a robust mechanism in place for managing customer complaints and grievances. All complaints and grievances are tracked and managed in the CRM system. The system has a provision to capture all types of complaints raised by a customer. Turnaround time is defined at a sub type level of the complaints. There is a proper escalation matrix as well defined in the system for automatic escalation of grievances to the next level.

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

Type	As a percentage to total turnover
Environment and Social parameters relevant to product	
Safe and responsible usage	Not Applicable
Recycling and/or safe disposal	

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

	FY 2022-2023 Current FY			FY 2021-2022 Previous FY		
	Received during the year	Pending resolution at the end of year	Remarks	Received during the year	Pending resolution at the end of year	Remarks
Data privacy	-	-	No data breaches were reported	-	-	No data breaches were reported
Advertising	-	-	-	-	-	-
Cyber-security	-	-	No Cyber security breaches were reported	-	-	No Cyber security breaches were reported
Delivery of essential services						
Restrictive Trade Practices						Not applicable
Unfair Trade Practices						
Others	3	2	All consumer complaints filed before Consumer courts	9	8	2 consumer complaints disposed, and the others are sub judice

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

Parameter	Number	Reason for recall
Voluntary recalls		
Forced recalls		Not Applicable

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

Yes, the Company has a strong risk management framework wherein risk and its mitigation are monitored by the Risk Management Committee. Link: <https://mutualfund.adityabirlacapital.com/privacy-policy/>

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.

Not applicable. Since no such incidents were reported, currently, the Company has not taken corrective action.



LEADERSHIP INDICATORS

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

The information on various products of the Company is available on

- <https://mutualfund.adityabirlacapital.com/>
- All leading Fintech Platforms
- Distributors
- MF Center: www.mfcenter.com
- ABSLAMC Branches
- CAMS Service Centers

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

Given the nature of the business, there is limited applicability of this indicator.

However, the Company complies with all disclosure requirements relating to its products and services, as per AMFI and SEBI guidelines on product labelling within risk and disclosure categories.

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

Given the nature of the business, there is limited applicability of this indicator.

However, a Business Continuity Plan (BCP) is in place for the Company's Call Centre & branches to service the customer in case of disruption of services. At the Branch, relevant communication has been passed on the Sales and Distribution teams in the event of services disruption/discontinuation.

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

Given the nature of the business, there is limited applicability of this indicator

5. Provide the following information relating to data breaches:

- a. Number of instances of data breaches along-with impact - NIL
 - b. Percentage of data breaches involving personally identifiable information of customers - NIL
-