



Unleash your potential

Aptech Limited
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Mumbai - 400 093.
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August 25, 2025

To, BSE Limited 25 th Floor, P J Towers, Dalal Street, Mumbai - 400 001	To, The National Stock Exchange of India Limited Exchange Plaza, Plot no. C/1, G Block, Bandra-Kurla Complex Bandra (E), Mumbai - 400 051
Scrip Code: 532475 Email: corp.comm@bseindia.com	Symbol: APTECHT Email: compliance@nse.co.in

Dear Sir/Madam,

Sub: Submission of Business Responsibility and Sustainability Report for Financial Year 2024-25.

Pursuant to Regulation 34(2)(f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are enclosing herewith the Business Responsibility and Sustainability Report for the Financial Year 2024-25, which also forms part of the Annual Report of the Company for the Financial Year 2024-25.

Kindly take the same on record.

For Aptech Limited

Shruti Laud
Company Secretary & Compliance Officer
Membership No: A38705
Encl.: as above

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L72900MH2000PLC123841
2.	Name of the Listed Entity	Aptech Limited
3.	Year of incorporation	2000
4.	Registered office address	Aptech House, A 65, M.I.D.C Marol, Andheri (East) Mumbai 400093
5.	Corporate address	Aptech House, A 65, M.I.D.C Marol, Andheri (East) Mumbai 400093
6.	E-mail	cs@aptech.co.in
7.	Telephone	022-68282300
8.	Website	https://www.aptech-worldwide.com/
9.	Financial year for which reporting being done	April 01, 2024 to March 31, 2025
10.	Name of the Stock Exchange(s) where shares are listed	
	Bombay Stock Exchange (BSE)	532475
	National Stock Exchange (NSE)	APTECHT
11.	Paid-up Capital	The paid-up equity share capital as on March 31, 2025, stood at Rs. 57,99,97,430 consisting of 5,79,99,743 equity shares of Rs. 10/- each
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. Shruti Laud Company Secretary cum Compliance Officer Tel no. 022-68282300 Email – cs@aptech.co.in
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	The disclosures under this report are made on a Consolidated basis.
14.	Name of Assurance Provider	This year we have not obtained assurance.
15.	Type of Assurance obtained	

II. Products/Services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Retail Domestic and International Training, Skilling and Education Business	Vocational skilling and non-formal academic curriculum based training programs. Under Individual Training, Aptech offers non-formal education, career and professional training through its multi brands - Arena Animation, Aptech Learning, Aptech Aviation Academy, MAAC, Aptech International Preschool. Lakme Academy Powered by Aptech and The Virtual Production Academy.	92%
2.	Institutional Training and Assessment Solutions (Enterprise Business Group – EBG)	Institutional Business Training, Assessment and recruitment solutions including infrastructure and software solutions for various Organizations / Institutions / Corporates.	8%

17. 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.	Other Educational Service	85499	92%
2.	Educational Support Services (Testing Evaluation Services)	85500	8%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	NA	55	55
International	NA	2^	2^

^The International offices of the Company are situated in Malaysia & Dubai.

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	Pan India
International (No. of Countries)	20+

b. What is the contribution of exports as a percentage of the total turnover of the entity? - Exports contribute 6.88% to the Company's total turnover.

c. A brief on types of customers

Our customers include retail customers, parents, guardians, students, skill aspirants, QUGs (Qualified Unemployed Graduates) and academic institutions for learning various skill, education, career and professional training. Enterprise business group caters to Government Authorities, Semi-Government Organisations, National/State Institutions, NGO, Public Sector Undertakings, High Courts, Universities & Corporates.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	483	349	72.26%	134	27.74%
2.	Other than Permanent (E)	129	112	86.82%	17	13.18%
3.	Total employees (D + E)	612	461	75.33%	151	24.67%
WORKERS						
4.	Permanent (F)	Nil	Nil	Nil	Nil	Nil
5.	Other than Permanent (G)	Nil	Nil	Nil	Nil	Nil
6.	Total workers (F + G)	Nil	Nil	Nil	Nil	Nil

Note: Being a Technology driven Skilling, Education and Training Company, we do not have workforce categorised as "Workers"; thus, no such disclosure applies to the entire Report.

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	Nil	Nil	Nil	Nil	Nil
2.	Other than Permanent (E)	Nil	Nil	Nil	Nil	Nil
3.	Total differently abled employees (D + E)	Nil	Nil	Nil	Nil	Nil

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

21. Participation / Inclusion / Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	9	1	11.11%
Key Management Personnel	2	1	50%

22. Turnover rate for permanent employees and workers

Particulars	FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	29.05	27.12	28.52	25.76	22.50	24.86	20.65	31.72	23.70
Permanent Workers	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil

V. Holding, Subsidiary and Associate Companies (including joint ventures)

23. (a) Names of holding / subsidiary / associate companies / joint ventures

S. No.	Name of the Holding / Subsidiary / Associate companies / Joint Ventures (A)	Indicate whether Holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	MEL Training & Assessments Limited	Subsidiary	100.00	All Subsidiaries / Associate Companies endeavor to participate in the Business Responsibility initiatives of the Company.
2.	Aptech Training Limited FZE Dubai	Subsidiary	100.00	
3.	AGLSM SDN BHD, Malaysia	Subsidiary	100.00	
4.	Aptech Ventures Ltd, Mauritius	Subsidiary	100.00	
5.	Aptech Investment Enhancers Limited (Subsidiary of Aptech Ventures Limited)	Subsidiary	100.00	

VI. CSR Details

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

- a. Turnover (in Rs. Lakhs) – Rs. 46,010.10 Lakhs
- b. Net worth (in Rs. Lakhs) – Rs. 25,132.41 Lakhs

VII. Transparency and Disclosure Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2024-25			FY 2023-24		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	No	Nil	Nil	NA	Nil	Nil	NA
Investors (other than Shareholders)	No	Nil	Nil	NA	Nil	Nil	NA
Shareholders	Yes, Redressal/ Complaints can be made to the Company [by phone & email-cs@aptech.co.in], RTA [by phone & email-einward.ris@kfintech.com]	13	0	Routine complaints	22	1	Routine complaints
Employees and Workers	Yes, Whistle Blower policy. Weblink- https://www.aptech-worldwide.com/downloads/code-of-conduct/WhistleBlowerPolicy.pdf	Nil	Nil	NA	Nil	Nil	NA
Customers	Yes, Customer Care Mechanism customercare@aptech.co.in	5.93	2	Routine complaints	462	1	Routine complaints
Value Chain Partners	Yes, Grievance Care Mechanism grievances@aptech.co.in	Nil	Nil	NA	Nil	Nil	NA
Other (Please Specify)	Nil	Nil	Nil	NA	Nil	Nil	NA

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

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to 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 or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Data Privacy and Cyber Security	Risk	The exposure / leakage of sensitive personal data information through cybersecurity breaches, digital malicious / hacking activities, Student negligence, dedicated cyber-attacks and such other fraudulent attempts through digital, social media, darknet and other newer technological/ Artificial Intelligence threats	The Company has prioritized the implementation of the Information Security Management System within the Organization to strengthen the security posture. This will include a focus on Information Data and Privacy through a rigorous and well-evident structured policy and procedure.	Negative
2.	Selling Practices & Services Delivery with Student complaints	Opportunity	We are able to listen to our customer more frequently and regularly.	-	Retaining Customers for an entire duration of the program
3.	Legal, Compliance and Regulatory Risks	Risk	The Company understands that Legal / Regulatory / Compliance obligations and representations, if not followed may result in business continuity risks. Lack of policies preventing fraud, unethical behaviour, integrity issues, corrupt practices, financial impropriety and other unfairness are some indicators of governance issues.	The Company has set stringent policies and procedures in place to protect itself from any legal / regulatory / compliance issues and ensuing fines/ penalties. The company has proper compliance management systems and SOPs in place which is key to ensure all regulatory risks are mitigated in case any future risk arises.	Negative
4.	Emerging Areas and Innovation (AI, Gen AI, Virtual Production, etc.)	Opportunity	Fast-changing technological trends are redefining skilling needs. Staying ahead by embedding emerging tech in curriculum presents a competitive edge and aligns with future workforce demand.	Launch of Gen Ai & Ai/ML dedicated courses along with Dedicated course in Virtual Production to widen our product portfolio	Positive: Increased enrolments, new revenue streams through future-ready programs.
5.	Employability & Future Skills for Youth	Opportunity	High demand for skills in Creator Economy, Digital Media, and VFX; opportunity to lead as a skill development provider.	Launch of new career and specialized programs (e.g., Professional Program in Video Creation, Digital Content Creation, AI for Creators, Trinity AVGC, AAIP Next gen Series),	Positive: High student engagement, enhanced brand value, increased placement opportunity

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Principle	Particulars
P1	Businesses should conduct and govern themselves with integrity in a manner that is ethical, transparent and accountable.
P2	Businesses should provide goods and services in a manner that is sustainable and safe.
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains
P4	Businesses should respect the interests of and be responsive towards all its stakeholders.
P5	Businesses should respect and promote human rights.
P6	Businesses should respect, protect and make efforts to restore the environment.
P7	Businesses when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.
P8	Businesses should promote inclusive growth and equitable development.
P9	Businesses should engage with and provide value to their consumers in a responsible manner.

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and Management processes									
1. a. Whether your entity's policy / policies cover each principle and its core elements of the NGRBCs. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	<p>P1 - FAMILIARISATION FOR INDEPENDENT DIRECTORS-https://www.aptech-worldwide.com/downloads/InvestorPolicy/Familiarisation-for-Independent-Directors.pdf</p> <p>P1, P2 - RISK MANAGEMENT POLICY- https://www.aptech-worldwide.com/downloads/InvestorPolicy/RiskManagementPolicy.pdf</p> <p>P3, P4 -DIVIDEND DISTRIBUTION POLICY - https://www.aptech-worldwide.com/downloads/InvestorPolicy/DIVIDENDDISTRIBUTIONPOLICY-APTECH.pdf</p> <p>P5 - PREVENTION OF SEXUAL HARASSMENT- (Internal)</p> <p>P6 – E-WASTE MANAGEMENT POLICY (Internal)</p> <p>P1 - DETERMINATION OF LEGITIMATE PURPOSE-https://www.aptech-worldwide.com/downloads/InvestorPolicy/Policyonlegitimatepurpose2.0.pdf</p> <p>P1 - POLICY AND PROCEDURE OF INQUIRY IN CASE OF LEAK OF UNPUBLISHED PRICE SENSITIVE INFORMATION-https://www.aptech-worldwide.com/downloads/InvestorPolicy/PolicyProcedure-LeakofUPSI.pdf</p> <p>P1 - POLICY ON BOARD DIVERSITY-https://www.aptech-worldwide.com/downloads/InvestorPolicy/Policy-on-Board-Diversity2.0.pdf</p> <p>P1 - POLICY FOR ARCHIVING DISCLOSURES-https://www.aptech-worldwide.com/downloads/InvestorPolicy/ArchivalPolicy.pdf</p> <p>P9 - INVESTOR COMMUNICATION POLICY-https://www.aptech-worldwide.com/downloads/aptech-policy/aptech-investors-policy.pdf</p> <p>P1, P4, P7 - POLICY ON MATERIALITY OF RELATED PARTY TRANSACTIONS-https://www.aptech-worldwide.com/downloads/InvestorPolicy/AptechRPTPolicy_FINAL.pdf</p> <p>P1 - POLICY ON MATERIAL SUBSIDIARY- https://www.aptech-worldwide.com/downloads/InvestorPolicy/Policy-on-Material-Subsidiaries2.0-FINAL.pdf</p> <p>P3, P8 - REMUNERATION POLICY-https://www.aptech-worldwide.com/downloads/InvestorPolicy/Remuneration_Policy.pdf</p> <p>P1, P4 - POLICY ON DETERMINATION OF MATERIALITY OF EVENTS-https://www.aptech-worldwide.com/downloads/InvestorPolicy/Policy-on-determination-of-materiality-of-events2.0.pdf</p>								

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes								
3. Do the enlisted policies extend to your value chain partners? (Yes / No)	At present, the Company does not involve its value chain partners in its policies, as they operate as separate entities on a principal-to-principal basis. However, the Company requires its value chain partners to adhere to its POSH Policy and to comply with the brand guidelines while conducting business.								
4. Name of the national and international codes / certifications / labels / standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle..	Company has following Certifications from Institutional Business: <ul style="list-style-type: none"> • ISO 9001 – Standards for Quality Management Systems to improve customer satisfaction • ISO 27001 – Standards for information Management to avoid Security breaches • CMMi – Standards for Risk Management and Risk Mitigation • ISO 20000 – Standards for Service Management to delivery better Services • CERTIn Certification - Application has undergone a security audit and meets the required standards set by CERT-In, demonstrating their commitment to cybersecurity best practices. • STQC Certification - Framework for assessing and ensuring the quality of application and services. It signifies that the product meets specific national and international standards, demonstrating conformity to established benchmarks. • ISO 14001 - Standards for commitment to establishing and maintaining an effective Environmental Management System. 								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	In its ESG Journey, in alignment with Global targets, the Company looks forward to setting short term targets for sustainability KPIs mentioned below: <ol style="list-style-type: none"> 1. Energy conservation 2. Water management 3. Waste management 								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.									
Governance, leadership and oversight									
7. Statement by director responsible for the Business Responsibility and Sustainability Report, highlighting ESG related challenges, targets and achievements. The Company has been endorsing and practicing best practices towards conservation of environment, people care management and best governance practices with continued efforts over the years. We are fully committed to giving our stakeholders insights into our ESG Journey.									
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Board of Directors, Whole-time Directors.								
9. Does the entity have a specified Committee of the Board / Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	The Board takes decisions on sustainability related issues with the help of Policies and Procedures in place.								
10. Details of Review of NGRBCs by the Company:									

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	Yes									Annually								
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	No major non-compliance of material nature has been reported. Operational issues are being addressed on an 'ongoing basis' as and when identified. Each functional head monitors and ensures Compliance applicable to their respective functions.									Ongoing Basis								

11. Has the entity carried out independent assessment / evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	In addition to periodic internal evaluation at Senior Management level, assurances and comfort is sought by the Company on its policies / procedures / codes through periodic audits by internal auditors and by external agencies / law firms on case-to-case basis.								

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the principles material to its business (Yes / No).	NA	NA	NA	NA	NA	NA	NA	NA	NA
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes / No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
It is planned to be done in the next financial year (Yes / No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
Any other reason (please specify)	NA	NA	NA	NA	NA	NA	NA	NA	NA

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as “Essential” and “Leadership”. While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

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

Leadership 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	0	NIL	0
Key Managerial Personnel	12	POSH	100%
		Email Etiquettes	
		The Art of communication	
		How to Make a Great PowerPoint Presentation	
		ISMS Awareness	
		Annual Appraisal 2024-2025: Refresher Training	
		Giving and Receiving Feedback	
		Email Security	
		Executive Presence	
		Building a Growth Mindset	
		Time Management Essentials	
		PMS Training - HRMS (Only Eligible employees for Appraisal)	

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
Employees other than BoD and KMPs	12	POSH	100%
		Email Etiquettes	
		The Art of communication	
		How to Make a Great PowerPoint Presentation	
		ISMS Awareness	
		Annual Appraisal 2024-25: Refresher Training	
		Giving and Receiving Feedback	
		Email Security	
		Executive Presence	
		Building a Growth Mindset	
		Time Management Essentials	
PMS Training – HRMS (Only Eligible employees for Appraisal)			
Workers	Not Applicable		

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

Monetary					
	NGRBC Principle	Name of the regulatory / enforcement agencies / judicial institutions	Amount (in INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	Nil	NA	NA	NA	NA
Settlement	Nil	NA	NA	NA	NA
Compounding Fees	Nil	NA	NA	NA	NA
Non-Monetary					
Imprisonment	NA				
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
No	

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

The Company recognizes the importance of fostering a culture of integrity and ethical conduct. As part of its ongoing commitment to responsible business practices, the Company has documented and implemented Anti-bribery and Anti-corruption policy available on the Company's Internal Policy Section.

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

Particulars	FY 2024-25	FY 2023-24
Directors	Nil	Nil
KMPs		
Employees		
Workers		

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

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

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

Not Applicable

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

Particulars	FY 2024-25	FY 2023-24
Number of days of accounts payables	24 days	28 days

9. Openness of business

Provide details of concentration of purchases and sales with trading houses, dealers and related parties along-with loans and advances and investments, with related parties, in the following format:

Parameter	Metrics	FY 2024-25	FY 2023-24
Concentration of Purchases	a. Purchases from trading houses as % of total purchase.	Nil	Nil
	b. Number of trading houses where purchases are made from.	Nil	Nil
	c. Purchases from top 10 trading houses as % of total purchases from trading houses.	Nil	Nil
Concentration of Sales	a. Sales to dealers / distributors as % of total sales.	Nil	Nil
	b. Number of dealers / distributors to whom sales are made.	Nil	Nil
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors.	Nil	Nil
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases).	0*	0*
	b. Sales (Sales to related parties / Total Sales).	Nil	Nil
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances).	Nil	Nil
	d. Investments (Investments in related parties / Total Investments made)	Nil	Nil

*Note – It is not in the nature of Purchases, but Services availed from third party RPT (Airpay Services Pvt. Ltd.) reflected on consolidated basis. For detailed RPT disclosure, please refer in the Financial Section of Annual Report.

Leadership Indicators

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

Total number of awareness programs held	Topic / Principles covered under the training	% age of value chain partners covered (by value of business done with such partners) under the awareness programs
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Given the nature of our business, the Company does not currently cover any value chain partners.

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.

Yes, the Company has a Code of Conduct for the Board and Senior Management, which effectively addresses and manages conflicts of interest. This code sets clear guidelines for identifying and disclosing conflicts, ensuring decisions are made in the best interests of the company. It promotes transparency, accountability and ethical decision-making, fostering a culture of integrity at the highest levels of governance.

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.

	FY 2023-24	FY 2022-23	Details of improvements in the environmental and social impacts
R&D	Nil	Nil	Not Applicable
Capex	17.52%	13.75%	The Company follows a blended learning model wherein training is delivered primarily through physical centers, while the content and assessments are developed and delivered digitally. This approach reduces the dependency on the printed materials, provide the accessibility with the scalable learning solution. The 17.52% of the total capital expenditure was directed towards upgrading digital content delivery and assessment platforms, contributing to efficient and resource-conscious training solutions.

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

Yes, the company aims at procuring goods & services in a way that considers environmental, social and ethical impacts across the supply chain, ensuring resources are sourced responsible, without causing harm to eco-systems.

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

We do not have a policy of computing the value of inputs sourced sustainably.

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

Not Applicable, as we are engaged in providing Training, Skilling, Education, Institutional Training, Assessment services and business solutions and we do not engage in manufacturing any products.

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.

Considering the nature of our business, EPR is not applicable.

Leadership Indicators

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

NIC Code	Name of Product/ Service	% of total Turnover Contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/ No)	Results communicated in public domain (Yes/No). If yes, provide the web-link.
Not applicable. Since the Company is engaged in providing Training, Skilling, Education, Institutional Training and Assessment services. We are dedicated to offering services that do not raise any social or environmental concerns. The Company maintains a focus on delivering services that align with responsible and sustainable practices, ensuring that its offerings have no adverse impacts on society or environment. We strive to uphold high standards of ethical and responsible business conduct in all aspects of its operations.					

2. If there are any significant social or environmental concerns and / or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Name of Product/ Service	Description of the risk/ concern	Action Taken
Considering the nature of business, LCA is 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).

Indicate input material	Recycled or re-used input material to total material	
	FY 2024-25	FY 2023-24
Not Applicable, as we are engaged in Training, Skilling, Education, Institutional Training and Assessment services and do not 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:

Particulars	FY 2024-25			FY 2023-24		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Considering the nature of our business the same is not applicable.					
E-waste						
Hazardous Waste						
Other waste						

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

Indicate product category	Reclaimed products and their packaging materials (as percentage of products sold) for each product category.
Considering the nature of our business the same is not applicable.	

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

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

Particular	Total (A)	% of Employees covered by									
		Health Insurance		Accident Insurance		Maternity Insurance		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	349	349	100%	349	100%	Nil	Nil	349	100%	349	100%
Female	134	134	100%	134	100%	134	100%	Nil	Nil	134	100%
Total	483	483	100%	483	100%	134	27.74%	349	72.26%	483	100%
Other than Permanent Employees											
Male	112	18	16.07%	8	7.14%	Nil	Nil	Nil	Nil	Nil	Nil
Female	17	0	0	0	0	Nil	Nil	Nil	Nil	Nil	Nil
Total	129	18	13.95%	8	6.20%	Nil	Nil	Nil	Nil	Nil	Nil

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

Particular	Total (A)	% of Employees covered by									
		Health Insurance		Accident Insurance		Maternity Insurance		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		Not Applicable									
Female											
Total											
Other than Permanent Employees											
Male		Not Applicable									
Female											
Total											

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

Particulars	FY 2024-25	FY 2023-24
Cost incurred on well- being measures as a % of total revenue of the Company.	14.39%	16.26%

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

Benefits	FY 2024-25			FY 2023-24		
	No. of employees* covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	NA	Yes	100%	NA	Yes
Gratuity	100%	NA	Yes	100%	NA	Yes
ESI	NA	NA	NA	0	NA	NA
Others – please specify	NA	NA	NA	NA	NA	NA

*Considered permanent employees

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.

The Company premises is accessible for differently abled employees as per the requirements of the Rights of Persons with Disabilities Act, 2016. Currently, there are no persons with disabilities employed with the Company.

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.

Yes. The Company has a policy on Equal Employment Opportunity. Policy is available on Company's internal policy section.

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

Gender	Permanent Employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100.00	86.00	Not Applicable	
Female	100.00	75.00		
Total	100.00	82.00		

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

	Yes / No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Not Applicable
Other than Permanent Workers	
Permanent Employees	Employees may register their concerns through the dedicated e-mail address being grievances@aptech.co.in The Company encourages its employees to register their concerns/grievances and ensures that there is no discrimination, retaliation or harassment of any kind against any employee who reports under the vigil mechanism or participates in the investigation.
Other than Permanent Employees	

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

Category	FY 2024-25			FY 2023-24		
	Total employees / workers in respective category (A)	No. of employees/ workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees/ workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	Nil			Nil		
Male						
Female						
Total Permanent Worker						
Male						
Female						

8. Details of training given to employees and workers:

	FY 2024-25					FY 2023-24				
	Total (A)	On Health and Safety measures		On Skill upgradation		Total (D)	On Health and Safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees*										
Male	349	145	41.55	349	100.00	363	144	39.67	200	55.10
Female	134	48	35.82	134	100.00	134	45	33.58	125	93.28
Total	483	193	39.96	483	100.00	497	189	38.03	325	65.39
Workers										
Male	Not Applicable									
Female										
Total										

*Considered permanent employees

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees*						
Male	349	69	19.77%	363	268	73.83%
Female	134	26	19.40%	134	106	79.10%
Total	483	95	19.67%	497	374	75.25%
Workers						
Male	Not Applicable					
Female						
Total						

*Considered permanent employees

10. Health and safety management system:

- a. Whether an occupational health and safety management system has been implemented by the entity? (Y/N). If yes, the coverage such system?

The Company places a significant emphasis on safety management and prioritizes the well-being of its employees through a variety of measures. These include conducting regular fire drill trainings to equip employees with the essential skills and readiness for fire emergencies. Ongoing safety training programs encompass a broad spectrum of topics, cultivating a general sense of safety awareness among employees. To foster active employee participation, the Company encourages safety meetings, while also conducting regular safety audits and inspections to ensure adherence to safety standards and regulations.

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

The Company understands the importance of identifying work-related hazards and assessing potential risks. It is committed to ensuring a safe work environment through regular inspections, audits, risk assessments and incident reporting

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

The Company prioritizes the safety and well-being of all individuals involved in its operations. Although we do not have any workers in the Company, we uphold a strong system that promotes the reporting of any work related concern or risk.

- d. Do the employees / worker of the entity have access to non-occupational medical and healthcare services? (Y/N)

Yes, the Company values employee well-being and has a comprehensive mediclaim policy and annual healthcare check-ups, ensuring access to quality medical coverage and promoting proactive health management.

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

Safety Incident/ Number	Category	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
	Workers	NA	NA
Total recordable work-related injuries.	Employees	Nil	Nil
	Workers	NA	NA
No. of fatalities	Employees	Nil	Nil
	Workers	NA	NA
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	NA	NA

The Company's operations does not involve any hazardous activity.

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

The Company prioritizes employee safety by implementing robust safety measures, including fire-fighting equipment, a reliable alarm system, 24-hour security, regular sanitization, and CCTV surveillance, ensuring a secure working environment.

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

Particulars	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	Nil	Nil	Nil	Nil	Nil
Health & Safety	Nil	Nil	Nil	Nil	Nil	Nil

14. Assessments for the year:

Particulars	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	While we haven't conducted any formal assessments however we have robust safety measures, including firefighting equipments, reliable alarm system, 24 hours security, Regular Sanitization, Regular Health Check-up and CCTV Surveillance.
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.

No such assessment was carried out during the reporting period. However, several safety infrastructures such as emergency exits, signage and first aid kits have been appropriately placed and improved on periodic basis. Regular emergency response, safety meetings are conducted to ensure employees are well prepared for emergency situations. Emergency contacts, information is clearly displayed on the notice boards.

Leadership Indicators

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

Yes, the Company provides life insurance coverage to protect its employees in the event of their death. The Company's dedication to its employees and their families is demonstrated through the offering of comprehensive life insurance coverage. In the unfortunate event of an employee's passing, the Company ensures that their family and beneficiaries receive crucial financial support and assistance.

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 compliances are adhered by value chain partners. Proof of payment, deposit of statutory dues e.g., TDS payments is matched with Form 26AS, GST payment by the suppliers is matched through GST portal to ensure compliance, amongst other controls.

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

Particulars	Total no. of affected employees/workers		No. of employees / workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
Employees	Nil, as no such instance was reported.			
Workers	Not Applicable			

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? (Y/N)

Yes, the Company provides life insurance coverage to protect its employees in the event of their death. The Company's dedication to its employees and their families is demonstrated through the offering of comprehensive life insurance coverage. In the unfortunate event of an employee's passing, the Company ensures that their family and beneficiaries receive crucial financial support and assistance.

5. Details on assessment of value chain partners:

Particular	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	We are committed to assessing our value chain partners on health and safety issues such as safe working conditions and sanitation.
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.

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders

Essential Indicators

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

We identify and prioritize our stakeholders based on the impact of the Company on the stakeholders and the ability of the stakeholder groups to influence the functioning of the Company. As part of processes for identifying key stakeholder groups of the Company, we have identified six key stakeholder groups: Investors/shareholders, customers/students, employees, suppliers, business partners and government/regulators.

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
Investors/ shareholders	No	Press releases and press conferences, Stock Exchange updates, Email advisories; SMS, E-Voting facilities; Physical / Digital Meetings; Investor conferences; Analyst/Institutional Investor Calls / Meets.	As and when required	Discuss Company's financial performance and strategic priorities. Pursuant to Regulation 46 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, the Company's website contains a dedicated functional segment 'INVESTOR RELATIONS' where all the information meant for the shareholders is available, including information on directors, financial statements, annual reports, codes and policies, etc. Financial performance, Regulatory compliances and Corporate Governance.
Customers/ students	No	Direct communication	Regular and need-based	To be preferred vocational training, skilling and learning solutions provider to students/ skills aspirants and make them highly employable and job ready with industry relevant course curriculum.
Employees	No	Website, E-mails, Intranet, Documents, Meetings, Trainings	Continuous	Proposing initiatives to enhance employee competency at work and promote work-life balance, including continuous learning, health and safety programs, diversity initiatives and additional benefits.
Suppliers	No	Direct communication	Regular and need-based	Dispute resolutions, if any.
Business partners	No	In-personal and Virtual Meetings	Regular and need-based	Day-to-day business and operations.
Government/ regulators	No	Official communication channels, Regulatory audits/ inspections, Environmental compliance, Policy intervention, good governance, Statutory Corporate Filings	As per the Statutory Requirements	Report and comply on Legal and Regulatory Requirements.

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 Board through its CSR Committee engages with community representatives and other stakeholders to identify needs, mainly in education, skill development and now exploring other area of social impact beyond education sectors. Feedback from these areas is presented to the CSR Committee for consideration and approval.

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 CSR Committee deliberates on these inputs, approves relevant initiatives, and monitors progress, ensuring stakeholder perspectives to guide the Company's economic, environmental, and social contributions.

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

All the CSR programs are primarily focused on vulnerable and marginalized sections of the society. A significant percentage of our beneficiaries are from economically backward section of the society.

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 2024-25			FY 2023-24		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	483	483	100%	497	497	100%
Other than permanent	129	129	100%	114	114	100%
Total Employees	612	612	100%	611	611	100%
Workers						
Permanent	Not Applicable					
Other than permanent						
Total Workers						

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

Category	FY 2024-25					FY 2023-24				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	483	Nil	Nil	483	100	497	Nil	Nil	497	100
Male	349	Nil	Nil	349	100	363	Nil	Nil	363	100
Female	134	Nil	Nil	134	100	134	Nil	Nil	134	100
Other than Permanent	129	Nil	Nil	129	100	114	Nil	Nil	114	100
Male	112	Nil	Nil	112	100	94	Nil	Nil	94	100
Female	17	Nil	Nil	17	100	20	Nil	Nil	20	100
Workers										
Permanent	Not Applicable					Not Applicable				
Male										
Female										
Other than Permanent	Not Applicable					Not Applicable				
Male										
Female										

3. Details of remuneration / salary / wages, in the following format (Rupees in lakhs p.a.):

a. Median remuneration / wages:

Particulars	Male		Female	
	Number	Median remuneration/ Salary/ Wages of respective category	Number	Median remuneration/ Salary/ Wages of respective category (₹ in lakhs)
Board of Directors (BoD)	8	10	1	13
Key Managerial Personnel	1	104.48	1	11.20
Employees* other than BoD and KMP	348	8.69	133	7.96
Workers	NA	NA	NA	NA

*Considered permanent employees

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

Particulars	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages*	19.87%	19.44%

*Considered permanent employees

4. Do you have a focal point (Individual / Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Y/N)

Yes, Mr. Shourya K. Chakravarty- Chief Human Resources Officer, is responsible for addressing any human rights related issues.

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

The Whistle-blower Policy and other reporting mechanisms have been implemented to empower our employees to voice their concerns and report any instances of malpractice, impropriety, abuse, deviant behaviour, or other such events. We recognize the importance of creating a safe and transparent work environment where every individual feels heard and protected. Our commitment to this policy ensures that employees can come forward without fear of retaliation, victimization, or any form of discrimination.

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

Particulars	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual harassment	1	0	NA	Nil	Nil	
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:

Particulars	FY 2024-25	FY 2023-24
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	1	NIL
Complaints on POSH as a % of female employees / workers	1	NIL
Complaints on POSH upheld	1	NIL

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

We take pride in being a company that prioritizes the well-being and safety of our employees. Our comprehensive policy on the prevention of sexual harassment ensures a respectful and inclusive workplace for everyone. We handle every case of sexual harassment with utmost seriousness, committing to swift and thorough investigations, providing support to victims, and taking necessary actions to prevent recurrence. Our commitment to fostering a culture of respect and zero tolerance for harassment distinguishes us and contributes to the overall happiness and success of our employees.

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

While human rights requirements may not currently be incorporated into our agreements / contracts with our business partners, since our business partner are separate entities working on principle-to-principle basis. However, it is our endeavour to bring human rights posture/ considerations in our future engagements.

10. Assessments for the year:

Particulars	% of your plants and Offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	100
Forced/involuntary labour	100
Sexual Harassment	100
Discrimination at workplace	100
Wages	100

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

Nil, as during the reporting period no major concerns were reported.

Leadership Indicators

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

Nil, as during the reporting no major concerns were reported.

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

The Company embraces a zero-tolerance approach when it comes to issues pertaining to human rights. We are deeply committed to upholding the fundamental rights and dignity of every individual. Our unwavering dedication extends to complying with all government regulations and regulatory policies, as we believe in fostering an environment that promotes responsible and ethical practices.

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 entity's premises/office comply with the accessibility requirements outlined in the Rights of Persons with Disabilities Act ensuring equal access for differently-abled persons.

4. Details on assessment of value chain partners:

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	We are committed to assessing our value chain partners on human rights issues such as child labour and sexual harassment. At present the company does not involve value chain partner in its assessment, since they are separate entities working on principle to principle basis.
Discrimination at workplace	
Child Labour	
Forced Labour / Involuntary Labour	
Wages	
Others – Please Specify	

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

Not Applicable, since no such assessment were conducted during the reporting period.

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

Essential Indicators

1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

Parameter	FY 2024-25	FY 2023-24
From renewable sources		
Total electricity consumption (A)	0	0
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumption (A+B+C)	0	0
From Non-renewable sources		
Total electricity consumption (D)	3032 GJ	2837.88 GJ
Total fuel consumption (E)	41 GJ	64.694 GJ
Energy consumption through other sources (F)	0	
Total energy consumption (D+E+F)	3073 GJ	2902.574 GJ
Energy intensity per rupee of turnover <i>(Total energy consumption/turnover in rupees)</i>	0.00000066788/GJ	0.000000665/GJ
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* <i>(Total energy consumed / Revenue from operations adjusted for PPP)</i>	0.00001379976/GJ	0.0000149/GJ
Energy intensity in terms of physical output (GJ / Full time Employee)	6.36	5.748
Energy intensity <i>(optional)</i> – the relevant metric may be selected by the entity	NIL	NIL

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 evaluation is not being conducted by any external agency.

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.

Not Applicable. The Company is not identified as a Designated Consumer under the PAT Scheme.

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

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	4193	3596.084
(ii) Groundwater	295	280.00
(iii) Third party water	48	50.10
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	4536	3926.184
Total volume of water consumption (in kilolitres)	4536	3926.184
Water intensity per rupee of turnover <i>(Water consumed / turnover)</i>	0.000000985831	0.000000899
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* <i>(Total water consumption / Revenue from operations adjusted for PPP)</i>	0.000020369250	0.0000201
Water intensity in terms of physical output (Kilolitres / Full time Employee)	9.39	7.775
Water intensity <i>(optional)</i> – the relevant metric may be selected by the entity	NIL	NIL

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, evaluation is not being conducted by any external agency.

4. Provide the following details related to water discharged:

Parameter	FY 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surfacewater		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(ii) To Groundwater		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(iii) To Seawater		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(iv) Sent to third-parties		
- No treatment	Nil	Nil
- With treatment – (Wastewater sent for municipal treatment)	1814.328	1570.474
(v) Others		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
Total water discharged (in kilolitres)	1814.328	1570.474

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, evaluation is not being conducted by any external agency.

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

Given the nature of business the same is not applicable.

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

Parameter	Please specify unit	FY 2024-25	FY 2023-24
NOx			
Sox			
Particulate matter (PM)			
Persistent organic pollutants (POP)			
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others – please specify			

The Company being a training and education services and business solutions company does not have significant air emissions other than those arising from the operation of diesel generator sets during power outages. The operations of the Company have necessary consent under the Air (Prevention & Control of Pollution) Act, 1981 for operation of DG sets and ensures compliance.

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, evaluation is not being conducted by any external agency.

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

Parameter	Unit	FY 2024-25	FY 2023-24
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	485.048	18.16
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	10.81	0.47
Total Scope 1 and Scope 2 emissions intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	tCO ₂ e	0.00000010777	0.00000000427
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)	tCO ₂ e	0.00000222679	0.0000000955
Total Scope 1 and Scope 2 emission intensity in terms of physical output (tCO₂e / Full time employee)	tCO ₂ e	1.03	0.0369
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		Nil	Nil

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, evaluation is not being conducted by any external agency.

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

At present, the Company does not have any specific project directly aimed at reducing greenhouse gas (GHG) emissions. However, it remains committed to responsible environmental practices and continues to explore opportunities to minimise its environmental footprint through initiatives such as optimising energy usage, leveraging digital learning content to reduce natural resource consumption, and promoting sustainable practices across its offices and training centres.

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

Parameter	FY 2024-25	FY 2023-24
Total Waste generated (in metric tonnes)		
Plastic waste (A)	0.02	0.0216
E-waste (B)		
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0.27	0.430
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. (Break-up by composition i.e. by materials relevant to the sector)	6.04	15.756
Total (A+B + C + D + E + F + G +H)	6.34	16.208
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.000000013776	0.00000000371
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total waste generated / Revenue from operations adjusted for PPP)	0.0000000284638	0.0000000831
Waste intensity in terms of physical output (Metric tonnes / Full time employee)	0.0131228157350	0.0321
Waste intensity (optional) – the relevant metric may be selected by the entity	NIL	NIL

Parameter	FY 2024-25	FY 2023-24
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	Nil	Nil
(ii) Re-used	Nil	Nil
(iii) Other recovery operations	Nil	Nil
Total	Nil	Nil
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	Nil	Nil
(ii) Landfilling	Nil	Nil
(iii) Other disposal operations – Municipal Corporation	6.34	16.208
Total	6.34	16.208

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, evaluation is not being conducted by any external agency.

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

Not Applicable. The Company is engaged in Training, Skilling, Education, Institutional Training, and Assessment services, and does not involve the use of hazardous or toxic chemicals. Wherever feasible, we adopt environmentally friendly alternatives in our operations. Our approach includes stringent procurement practices, collaboration with responsible suppliers, and the use of safe, sustainable materials and technologies, thereby ensuring minimal adverse impact on the environment.

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

S. No.	Location of operations / offices	Types of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
			Nil, since none of the Company's entity is located in ecologically sensitive area.

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Nil. Currently, the Company has not undertaken any such assessment.					

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

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 taken, if any action
Yes, the Company is compliant with all applicable environmental law / regulations / guidelines in India.				

Leadership Indicators

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

Not Applicable

For each facility / plant located in areas of water stress, provide the following information:

- (i) Name of the area : Not Applicable
- (ii) Nature of operations : Training, Skilling, Education, Institutional Training, Assessment services and business solutions
- (iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	Not Applicable, since the company does not withdraw, consume, or discharge water in Central Ground Water Board (CGWB) notified areas of water stress.	
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres)		
Total volume of water consumption (in kilolitres)		
Water intensity per rupee of turnover (Water consumed / turnover)		
Water intensity (optional) – the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	Not Applicable, since the company does not withdraw, consume, or discharge water in Central Ground Water Board (CGWB) notified areas of water stress.	
- No treatment		
- With treatment – please specify level of treatment		
(ii) Into Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) Into Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		

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

No, evaluation is not being conducted by any external agency.

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

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)		Considering the level of quantification required for scope 3 calculation.	
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 emission 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, evaluation is not being conducted by any external agency.

3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct and 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:

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
Nil, since the reporting period no such initiative was undertaken.			

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

The Company has provisioned adequate disaster management and business continuity measures in order to deal with any unfortunate situation. The Company has tested and implemented Work from home / anywhere policy dealing with unfortunate situations and have a robust disaster recovery system in place.

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?

No adverse impact from the company's value chain.

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

Not assessed, as the company does not have any adverse impact to the environment due to value chain.

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

Essential Indicators

1. a) Number of affiliations with trade and industry chambers / associations.
The Company has 7 affiliations with 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.	Bombay Chamber of Commerce & Industry	State
2.	Confederation of Indian Industry (CII)	National
3.	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
4.	National Association of Software and Service Companies (NASSCOM)	National
5.	Beauty and Wellness Sector Skill Council (BWSSC)	National
6.	Media and Entertainment Skill Council (MESCC)	National
7.	Advertising Standards Council of India	National

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

Name of authority	Brief of the case	Corrective active taken
Not Applicable		

Leadership Indicators

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

Sr. No	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, If available
No					

PRINCIPLE 8 : Businesses should promote inclusive growth and equitable development

Essential Indicators

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

Name and Brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/ No)	Relevant Web Link
No such projects were undertaken by the Company for which SIA was required as per applicable laws.					

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

S. No	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (in INR)
Not Applicable, since no such projects were undertaken.						

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

The company engages with the communities impacted by its CSR initiatives through regular interactions with implementation partners, site visits, and focused group discussions. These inputs are reviewed, addressed in consultation with relevant stakeholders, and reported to the CSR Committee as part of CSR project monitoring, ensuring timely and effective resolution.

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

Particulars	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/ small producers	6%	5%
Sourced directly from within the district and neighbouring districts		

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 2024-25	FY 2023-24
Rural	0	0
Semi-urban	0	0
Urban	0	20
Metropolitan	100	80

(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: Question 1 of Essential Indicators above):

Details of negative social impact identified	Corrective action taken
Not Applicable, as the Company has not undertaken any projects of this nature.	

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)
Nil, since none of the Company's CSR projects are undertaken in designated aspirational districts.			

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

Considering the type of industry, the organization currently do not purchase from suppliers comprising marginalized/ vulnerable groups.

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

Not Applicable, since the organization do not procure from marginalized/ vulnerable group.

- (c) What percentage of total procurement (by value) does it constitute?

Not Applicable, since the organization do not procure from marginalized/ vulnerable group.

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

S. No	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
Not Applicable, since no Intellectual Property was acquired by the entity.				

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Name of authority	Brief of the case	Corrective Action taken
Not Applicable, since no Intellectual Property was owned or acquired by the entity.		

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalized groups
1	Ugam Education Foundation	7000+	All the programs are primarily focused on vulnerable & marginalised sections of the society. A significant percentage of our beneficiaries are from economically backward sections of the society.
2	Azad Foundation	105	
3	Children's Movement for Civic Awareness (CMCA)	5998	
4	Jivan Jyot Cancer Relief & Care Trust, Mumbai	34	

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

Essential Indicators

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

The company's official email address, customercare@aptech.co.in, is prominently displayed across all platforms and promotional materials.

- Turnover of products / services as a percentage of turnover from all products / service that carry information about:

Particulars	As a percentage to total turnover
Environmental and social parameters relevant to the product	Given the nature of the business, this is not applicable.
Safe and responsible usage	
Recycling and / or safe disposal	

- Number of consumer complaints in respect of the following:

Particulars	FY 2024-25		Remarks	FY 2023-24		Remarks
	Received during the Year	Pending resolution at end of Year		Received during the Year	Pending resolution at end of Year	
Data Privacy	Nil			Nil		
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other – Customer Complaints	593	2	Routine complaints	462	1	Routine complaints

- Details of instances of product recalls on account of safety issues:

	Number	Reasons for recall
Voluntary recalls	NIL	
Forced recalls		

- Does the entity have a framework / policy on cyber security and risks related to data privacy? (Y/N) If available, provide a web-link of the policy

Yes, Policy is available on Company's internal policy section.

- 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.

The Company has mentioned the Data breach incident dated November 17, 2024 which forms the part of the public disclosure, the following are the corrective measures taken for the same:

- Restricted access to PHPMyAdmin via Virtual Private Network (VPN).
- Implemented WAF and MFA.
- Enforced IP geofencing, updated firewall rules.
- Strengthened credentials and access controls.
- Launched continuous monitoring via SIEM and enabled alert logging.

7. Provide the following information relating to data breaches:
- Number of instances of data breaches : 1
 - Percentage of data breaches involving personally identifiable information of customers: 100%
 - Impact, if any of the data breaches: Nil

Leadership Indicators

1. Channels / platforms where information on products and services of the entity can be accessed.

BRAND	PLATFORM	LINK
ARENA ANIMATION	Website	https://www.arena-multimedia.com/in/en
	Instagram	https://www.instagram.com/arenaanimation/
	Facebook	https://www.facebook.com/arenaanimation
	LinkedIN	https://www.linkedin.com/school/arena-animation/
	Twitter	https://twitter.com/Animation_Arena
	Youtube	http://www.youtube.com/arenaanimation
MAAC	Website	https://www.maacindia.com/
	Instagram	https://www.instagram.com/maacindiaofficial/
	Facebook	https://www.facebook.com/maacindia/
	LinkedIN	https://www.linkedin.com/school/595329/admin/
	Twitter	https://twitter.com/MayaAcademyInd
	Youtube	https://www.youtube.com/user/maacindia
LAKME ACADEMY POWERED BY APTECH	Website	https://www.lakme-academy.com/
	Instagram	https://www.instagram.com/lakmeacademy_aptech/
	Facebook	https://www.facebook.com/lakmeacademypoweredbyaptech/
	LinkedIN	https://www.linkedin.com/school/65074556/admin/
	Twitter	https://twitter.com/lakmeacademy/
	Youtube	https://www.youtube.com/channel/UCPXWTT2B2I8j4Y4PZ5JNXsQ
APTECH LEARNING	Website	https://www.aptechlearning.com/
	Instagram	https://www.instagram.com/aptechlearning_official/
	Facebook	https://www.facebook.com/AptechLearningOfficial
	LinkedIN	https://www.linkedin.com/school/aptech-learning/
	Twitter	https://twitter.com/Aptech_Learning
	Youtube	https://www.youtube.com/c/AptechLearning
APTECH AVIATION ACADEMY	Website	https://www.aptechaviationacademy.com/
	Instagram	https://www.instagram.com/aptech_aviation_official/
	Facebook	https://www.facebook.com/aptechaviationhospitality
	LinkedIn	https://www.linkedin.com/school/aptech-aviation-academy/
	Twitter	https://twitter.com/AptechAviation2
	YouTube	https://www.youtube.com/user/aptechaviation
APTECH INTENRATIONAL PRESCHOOL	Website	https://www.aptechinternationalpreschool.com/
	Instagram	https://www.instagram.com/aptech_international_preschool/
	Facebook	https://www.facebook.com/aptechinternationalpreschool
	LinkedIN	https://www.linkedin.com/school/aptech-international-preschool/
	Twitter	https://x.com/AptechIntl
	Youtube	https://www.youtube.com/@AptechInternationalPreschool

BRAND	PLATFORM	LINK
APTECH LIMITED	Website	https://www.aptech-worldwide.com/
	Instagram	https://www.instagram.com/thehouseofaptech/
	Facebook	https://www.facebook.com/Aptech
	LinkedIn	https://in.linkedin.com/company/aptech
	Twitter	https://x.com/aptechltd
	Youtube	https://www.youtube.com/aptechltd
THE VIRTUAL PRODUCTION ACADEMY	Website	https://www.thevirtualproductionacademy.com
	Instagram	https://instagram.com/thevirtualproductionacademy?igshid=MzRlODBiNWFlZA==v
	Facebook	https://www.facebook.com/thevirtualproductionacademy/
	LinkedIn	https://www.linkedin.com/company/97937773/admin/feed/posts/
	Twitter	https://twitter.com/thetvpaofficial
	Youtube	https://www.youtube.com/channel/UCnp9RBM9Ao4-ItB8WBTvRw
	Pinterest	https://in.pinterest.com/thevirtualproductionacademy/
	Threads	https://www.threads.net/@thevirtualproductionacademy

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

The company is into the business of providing educational services. The welcome email to the students of its courses address the relevant aspects related to delivery of their course and usage of its online learning platform OnlineVarsity and online career platform Creosouls.

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

The Company has put in place systems to let customers know if there is a possibility of important services being disrupted or stopped however, we are upgrading the systems further. We believe in being open and honest with our customers, so we have mechanisms in place to communicate any risks or potential problems that may affect the services they rely on.

We use various methods such as email and messaging groups to provide timely updates about any risks or potential.

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

Not applicable, since the Company is involved in providing services.