

August 26, 2024

The Manager
Dppt. of Corporate Services
BSE Limited
Phirozee Jeejeebhoy Tower, Dalal Street
Mumbai 400 001
BSE Scrip Code: 532395

Listing Department
The National Stock Exchange of India Limited
Exchange Plaza, 5 Floor, Plot C/1, G Block
Bandra – Kurla Complex, Bandra(E),
Mumbai 400 051
NSE Symbol: AXISCADES

Dear Sir/Madam,

Sub.: Submission of Business Responsibility and Sustainability Report for FY 2023-24

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are submitting herewith the Business Responsibility and Sustainability Report for FY 2023-24, which also forms part of the Annual Report for FY 2023-24.

Kindly take the above information on records.

Yours faithfully,
For **AXISCADES Technologies Limited**

Sonal Dudani
Company Secretary & Compliance Officer

Encl: A/a

AXISCADES Technologies Limited
(Formerly AXISCADES Engineering Technologies Limited)
CIN No.: L72200KA1990PLC084435

Reg. Office: Block C, Second Floor, Kirloskar Business Park, Bengaluru - 560024, Karnataka, INDIA
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ANNEXURE X

Business Responsibility & Sustainability Report

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

Essential Indicators

Leadership Indicators

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

Essential Indicators

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

Essential Indicators

Leadership Indicators

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

Essential Indicators

Leadership Indicator

PRINCIPLE 5: Businesses should respect and promote human rights

Essential Indicators

Leadership Indicators

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

Essential Indicators

Leadership Indicators

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

Essential Indicators

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

Essential Indicators

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

Essential indicator

Leadership Indicator

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity	L72200KA1990PLC084435
2. Name of the Listed Entity	AXISCADES Technologies Limited (hereafter referred to as "AXISCADES" or the "Company")
3. Year of incorporation	24-08-1990
4. Registered office address	Block C, Second Floor, Kirloskar Business Park, Bengaluru 560024
5. Corporate address	Block C, Second Floor, Kirloskar Business Park, Bengaluru 560024
6. E-mail	sustainability@axiscades.in
7. Telephone	+91 80 4193 9000
8. Website	http://www.axiscades.com/
9. Financial year for which reporting is being done	FY 2023-24
10. Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited and BSE Limited
11. Paid-up Capital	Rs. 20,97,41,020
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Dinesh Krishnamurthy Telephone: +91 80 4193 9000 email address: sustainability@axiscades.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 standalone basis.
14. Name of assurance provider	Not Applicable as it does not fall under the purview of Reasonable Assurance as per SEBI Guidelines
15. Type of assurance obtained	Not Applicable

II. Product/Services

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Technology services and solutions	AXISCADES provides cutting-edge engineering and technology solutions for leading OEMs and renowned brands in aerospace, heavy engineering, automotive, and energy sectors. Additionally, it serves the semiconductor industry with programming tools, processors, memory devices, and embedded engineering services. The Company's comprehensive suite of offerings accelerates product development, enabling clients to achieve business goals efficiently and within strict deadlines.	100%

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

Sr. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Technology services and solutions and strategic technology Solutions	620	100%

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	3	3
International	NA	13	13

19. Markets served by the entity**a. Number of locations**

Location	Number
National (No. of States)	3
International (No. of Countries)	7

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

73.46%

c. A brief on the types of customers

AXISCADES is a leading provider of end-to-end technology and engineering solutions, dedicated to creating innovative, sustainable, and safer products globally. The company offers a comprehensive suite of services, including Embedded Software and Hardware, Digitization and Automation, Mechanical Engineering, System Integration, Test Solutions, Manufacturing Engineering, Technical Publications, and Aftermarket Solutions. Serving Fortune 500 companies across Aerospace, Defence, Heavy Engineering, Automotive, Medical Devices, and Industrial Products, the Company excels in every stage of the product development lifecycle, from concept evaluation to manufacturing support and certification.

IV. Employees**20. Details as at the end of financial year:****a. Employees and workers (including differently abled):**

Sr. No.	Particulars	Total (A)	Male		Female	
			No.(B)	%(B/A)	No.(C)	%(C/A)
EMPLOYEES						
1.	Permanent(D)	1,866	1,622	86.92	244	13.08
2.	Other than Permanent (E)	133	117	87.97	16	12.03
3.	Total employees (D+E)	1,999	1,739	86.99	260	13.01

***AXISCADES does not employ workers*

b. Differently abled Employees and workers:

Sr. No.	Particulars	Total (A)	Male		Female	
			No.(B)	%(B/A)	No.(C)	%(C/A)
DIFFERENTLY ABLED EMPLOYEES**						
1.	Permanent(D)	Nil	Nil	0%	Nil	0%
2.	Other than Permanent (E)	Nil	Nil	0%	Nil	0%
3.	Total differently abled employees (D+E)**	Nil	Nil	0%	Nil	0%

***Even though there are no differently abled employees presently, the organization follows a non-discriminatory approach during the recruitment process as per our Human Resources Policy.*

21. Participation/Inclusion/Representation of women:

	Total (A)	Number and percentage of Females	
		No.(B)	%(B/A)
Board of Directors	8	1	12.5%
Key Management Personnel**	3	1	33.33%

***KMPs includes CEO, CFO and CS.*

22. Turnover rate for permanent employees and workers:**

(Disclose trends for the past 3 years)

	FY 2024			FY 2023			FY 2022		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	15.25%	1.86%	17.24%	17%	2%	19%	19%	2%	21%

**AXISCADES does not employ workers

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	Jupiter Capital Private Limited	Holding Company	60.30%	No. However, all the Company's subsidiaries share the vision and values and are responsible businesses.
2	AXISCADES Aerospace & Technologies Private Limited	Wholly Owned Subsidiary	100%	
3	AXISCADES Technology Canada Inc.	Wholly Owned Subsidiary	100%	
4	AXISCADES Inc.	Wholly Owned Subsidiary	100%	
5	Axis Mechanical Engineering Design (Wuxi) Co. Ltd	Wholly Owned Subsidiary	100%	
6	AXISCADES GmbH	Wholly Owned Subsidiary	100%	
7	Mistral Solutions Private Limited	Subsidiary Company	58.12% held by ACTL, 41.28% held by Explosoft	
8	Explosoft Tech Solutions Private Limited	Wholly Owned Subsidiary	100%	
9	Cades Studec Technologies (India) Private Limited	Subsidiary Company	76%	
10	Enertec Controls Limited	Step Down Subsidiary	51.84% shares are held by ACAT and 48.16% shares are held by AAIPL	
11	AXISCADES UK Ltd.	Step Down Subsidiary	100% shares held by AXISCADES Inc.	
12	Aero Electronics Pvt. Ltd.	Step Down Subsidiary	74% shares are held by Mistral Solutions Pvt. Ltd.	
13	Mistral Technologies Pvt Ltd.	Step Down Subsidiary	100% shares held by Mistral Solutions Pvt. Ltd.	
14	Mistral Solutions Inc.	Step Down Subsidiary	100% shares held by Mistral Solutions Pvt. Ltd.	
15	AXISCADES Aerospace Infrastructure Private Limited	Step Down Subsidiary	100% shares are held by ACAT	
16	add solution GmbH	Subsidiary Company	94% shares held by AXISCADES GmbH	
17	Epcogen Private Limited	Subsidiary Company	99.99%	

VI. CSR Details**24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) No****(ii) Turnover (in ₹)** 3,530,243,566**(iii) Net worth (in ₹)** 3,65,97,65,000

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2023-24			FY 2022-23		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	https://axiscades.com/contact-us	Nil	Nil	-	Nil	Nil	-
Investors (other than shareholders)	https://axiscades.com/investor-relation	Nil	Nil	-	Nil	Nil	-
Shareholders	https://axiscades.com/investor-relation	Nil	Nil	-	Nil	Nil	-
Employees and workers	https://axiscades.com/investor-relation	2	Nil	-	Nil	Nil	-
Customers	https://axiscades.com/contact-us	Nil	Nil	-	Nil	Nil	-
Value Chain Partners	https://axiscades.com/contact-us	Nil	Nil	-	Nil	Nil	-

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	R & O	Given the Company's handling of sensitive client information and proprietary technologies, breaches could lead to significant financial losses, legal repercussions, and damage to reputation, undermining client trust and competitive advantage in the highly regulated aerospace, defence, and automotive sectors.	AXISCADES' information systems and cybersecurity infrastructure have been validated by industry-recognized certifications, including ISO 27001 and TISAX, alongside regular internal and external audits. The company employs a multi-dimensional strategy to address cybersecurity risks, investing in the latest technology, building employee awareness, reviewing data protection policies, and implementing robust incident response processes. Cyber insurance covers various breaches and cyber events. The Company believes that a resilient and reliable technology landscape benefits both the company and its customers by safeguarding data, ensuring system availability, and mitigating risks from increased device connectivity. TISAX certification provides additional assurance on data protection and third-party connections.	Positive – Reduced financial costs on account of robust systems to control data breaches and cyber-attacks. Negative – Data breaches or cyber-attacks could cause significant business losses and disruption in delivering services to the customers.

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)
2.	Energy & Emission Management	R & O	Energy and GHG management pose significant risks for the Company. Technologies due to increasing regulatory pressures and stakeholder expectations for sustainable practices. Inefficient energy use and high greenhouse gas emissions can lead to financial penalties, reputational damage, and reduced competitiveness, impacting long-term business viability and client relationships.	The Company is committed to combating climate change by continually improving its environmental performance, focusing on efficient water use and waste management. Certified with ISO 14001, the international standard for Environmental Management Systems, AXISCADES proactively minimizes its environmental footprint and adheres to legal requirements. The Company's energy consumption, primarily from IT infrastructure, is being optimized by replacing conventional systems with energy-efficient alternatives, reducing carbon emissions and enhancing service quality for customers.	Positive – Reduced energy costs on account of efficient utilization of energy resources. Negative - Any drastic climate change developments can impact the businesses of our customers as well as directly / indirectly impact the Company plans.
3.	Business Ethics, and Corporate Governance	R	Ethics and governance are critical risks for AXISCADES Technologies as lapses can lead to legal issues, financial losses, and reputational damage. Ensuring strong ethical practices and robust governance is essential to maintain stakeholder trust, comply with regulations, and sustain long-term business success in a competitive market.	AXISCADES has implemented an Enterprise Risk Management Framework that encompasses the principles of continuous risk monitoring through internal and external audits, addressing risks through adequate timely measures in the form of policies and procedures with defined governance model that ensures accountability. Employee code of conduct is implemented and is re-enforced through periodic training. In addition, anti-corruption and anti-bribery policies are implemented.	Negative – Non adherence to regulatory compliance requirements may lead to penalties and reputational damage.
4.	Employee well-being, Health, and Safety	R & O	Focusing on employee wellbeing is not only a moral and ethical responsibility but also a strategic imperative for us. It leads to a more productive, engaged, and loyal workforce, while also mitigating various risks associated with poor employee health and satisfaction. Investing in employee wellbeing programs and creating a supportive work environment can yield significant long-term benefits for both employees and the organization.	AXISCADES is focused on employee wellbeing. We have invested in employee health programs that provide free online consultation with doctor for self and family, , we also offer EAP for addressing mental health. Besides the above, we have educational webinars on topics relevant to employee health. employee meal program and has implemented a robust grievance redressal mechanism.	Positive – Increased employee productivity Negative – Increased attrition rates and related talent acquisition costs.

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)
5.	Talent Management	R & O	Effective talent management mitigates the risk of skill shortages and high turnover, ensuring project continuity and innovation. Investing in employee development and retention enhances organizational capability, attracts top talent, and drives long-term competitive advantage and business growth.	AXISCADES' dedicated Talent Acquisition team ensures world-class service delivery by strategically partnering with leading educational institutions to meet project-specific hiring needs efficiently. The company prioritizes employee engagement through comprehensive upskilling programs, rewards and recognition schemes, and a strong focus on employee well-being across its global workforce.	Positive - Reduced operational costs due to increased employee productivity Negative – Increased attrition rates and related talent acquisition costs.
6	Diversity, Equity and Inclusion (DEI)	O	Embracing DEI fosters innovation, enhances employee engagement, and improves problem-solving by leveraging diverse perspectives. It strengthens the company's reputation, attracts top talent, and drives business growth by creating a more dynamic and inclusive workplace culture.		Positive – Improved work culture leading to reduced attrition costs and increased employee engagement.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1.a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/ No)	Yes	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.	https://AXISCADES.com/investor-relation								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The national and international codes/certifications/labels/ standards are as follows: o ISO 14001: 2015 o AS 9100D o TISAX, Level 2 o ISO 9100: 2015 o ISO 27001: 2015								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	1. Adherence to the regulatory compliance requirements. 2. Minimise energy consumption - 5% reduction from the previous year.								

6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The Company has ensured complete adherence to the regulatory requirements. In FY 2023-24, AXISCADES saw increased energy consumption due to resuming office work, bringing employees back to on-site operations, and implementing multiple work shifts, resulting in higher office electricity usage.
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Governance, leadership and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure) Kindly refer to section – “Letter from CEO and MD” of the company which is part of Annual Report on page number XX.	
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Name: Mr. Arun Krishnamurthi Designation: CEO & Managing Director
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes, the Managing Director is responsible for decisions on sustainability related issues under the guidance of the Risk Management Committee of the Directors.

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									
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9	
	Performance against above policies and follow up action					Director										Annually			
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances					Director										Annually				

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.

P1	P2	P3	P4	P5	P6	P7	P8	P9
Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

Note: NVT Quality Certification International conducted an assessment of the policies.

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

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

Not Applicable

SECTION C: PRINCIPAL 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	4	<ul style="list-style-type: none"> o Macro-economic environment and industry developments. o Regulatory updates in the areas of Companies Act, and other related regulations including ESG. 	100%
Key Managerial Personnel	3	<ul style="list-style-type: none"> o Environment (as part of our EMS orientation & ESG orientation) 	100%
Employees other than BoD and KMPs	15	<ul style="list-style-type: none"> o Integrity, Ethics, accountability (as part of Induction for all employees) o Environment (as part of our EMS orientation & ESG orientation) o POSH, fairness, mutual respect, well-being, inclusiveness (as part of induction) o Value to customers & stakeholders (as part of induction) 	47.32%

**AXISCADES does not employ any workers

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	-	Nil	Nil	-
Settlement	Nil	-	Nil	Nil	-
Compounding fee	Nil	-	Nil	Nil	-
Non-Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)	
Imprisonment	Nil	-	Nil	Nil	
Punishment	Nil	-	Nil	Nil	

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

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.

AXISCADES upholds a robust Anti-Corruption Policy which is available on the Company's intranet. This policy firmly prohibits commercial bribery, emphasizing that employees and their associates must not accept personal payments from suppliers, contractors, or others. It strictly forbids receiving gifts or favours that could influence personal decisions, even if they lack commercial value. The policy also addresses fraud and dishonesty, including theft of company property, forgery, and misuse of company resources for personal gain. AXISCADES ensures compliance through rigorous procedures for reporting and investigating suspected violations, underscoring a commitment to ethical conduct and transparency. Disciplinary actions, including termination, are enforced for breaches of this policy, reinforcing a culture of integrity and accountability across the organization.

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

None

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

	FY 2024		FY 2023	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	NA	Nil	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	NA	Nil	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:

	FY 2024	FY 2023
Number of days of accounts payables	93	116

9. Open-ness of business

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

Parameter	Metrics	FY 2024	FY 2023
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	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)	7.40%	1.29%
	b. Sales (Sales to related parties/ Total Sales)	14.86%	18.39%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	53.85%	16.73%
	d. Investments (Investments in related parties/ Total Investments made)	100.00%	99.36%

Leadership Indicators

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

The Company has not conducted any awareness programmes for its value chain partners in the current year however shall look to do so in the forthcoming reporting periods.

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.

AXISCADES has implemented robust processes to effectively handle and mitigate conflicts of interest involving members of its board. These processes include:

- 1. Transparent Disclosure Requirements:** Board members are required to disclose any potential conflicts of interest promptly and transparently. This ensures that any relevant relationships or financial interests are known and can be evaluated objectively.
- 2. Regular Assessments:** The Company conducts regular assessments to identify and evaluate potential conflicts of interest. This proactive approach helps in addressing conflicts before they escalate and impact decision-making.
- 3. Abstention and Recusal:** Board members are expected to abstain from participating in discussions or decisions where a conflict of interest exists. This ensures that decisions are made impartially and in the best interests of the company and its stakeholders.
- 4. Ethical Standards:** AXISCADES upholds high ethical standards and promotes a culture of integrity among its board members. This includes adherence to legal requirements and governance principles that safeguard against conflicts of interest.

By maintaining these processes, AXISCADES demonstrates its commitment to governance transparency, ethical behavior, and the effective management of potential conflicts of interest at the board level.

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

Essential Indicators

- Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.**

	FY 2024	FY 2023	Details of improvements in environmental and social impacts
R&D	Nil	Nil	NA
Capex	Nil	Nil	NA

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

Yes

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

AXISCADES' procurement policy emphasizes social and environmental factors in vendor selection and sourcing processes. Despite not engaging in material purchases or product manufacturing as an IT services company, AXISCADES is dedicated to embedding sustainable practices into its procurement procedures. This commitment ensures that environmental and social considerations are prioritized throughout the supply chain, aligning with the company's ethos of responsible corporate citizenship.

- Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for**

- Plastics (including packaging)
- E-waste
- Hazardous waste and
- other waste.

As an IT services provider, AXISCADES does not manufacture physical products that necessitate end-of-life reclamation. Nonetheless, the company places a strong emphasis on responsible waste management. The Company collaborates with authorized vendors to ensure the recycling and proper disposal of any waste generated, reflecting its commitment to environmental stewardship and regulatory compliance.

- 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 owing to the nature of business.

Leadership Indicators

- 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	FY 2023

The said metric is not applicable to AXISCADES, owing to the nature of business

- Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:**

	FY 2024			FY 2023		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed

- Plastics (including packaging)
- E-waste
- Hazardous waste
- Other waste

Not Applicable owing to the nature of business.

- 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 % of total products sold in respective category
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Not Applicable; owing to the nature of the business

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

Essential Indicators

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

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	1,622	1,622	100%	1,622	100%	NA		1,622	100%	Nil	0%
Female	244	244	100%	244	100%	244	100%	NA		Nil	0%
Total	1,866	1,866	100%	1,866	100%	244	13.08%	1,622	86.92%	Nil	0%
Other than Permanent employees											
Male	117	19	16.24%	Nil	0%	Nil	0%	Nil	0%	Nil	0%
Female	16	4	25%	Nil	0%	Nil	0%	Nil	0%	Nil	0%
Total	133	23	17.29%	Nil	0%	Nil	0%	Nil	0%	Nil	0%

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

Not Applicable as the Company does not employ any workers.

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

	FY 2024	FY 2023
Cost incurred on well-being measures as a % of total revenue of the company	1.43%	1.37%

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

Benefits	FY 2024			FY 2023		
	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	NA	100%	NA	NA
ESI	0%	0%	NA	0%	0%	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.

AXISCADES' offices adhere to the Rights of Persons with Disabilities Act 2016, ensuring accessibility for all staff members. This commitment is evident through the implementation of various accessibility features, such as wheelchair ramps and providing assistance when needed. These initiatives underscore the Company's dedication to inclusivity, ensuring that individuals with disabilities have easy access to healthcare facilities and services.

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 policy is accessible at the link - <https://axiscades.com/investor-relation>

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

Gender	Permanent employees	
	Return to work rate	Retention rate
Male	100%	100%
Female	100%	100%
Total	100%	100%

**AXISCADES does not employ workers

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.

Yes/No (If Yes, then give details of the mechanism in brief)	
Permanent Workers**	Not Applicable
Other than Permanent Workers	
Permanent Employees	Yes, AXISCADES ensures a transparent and accessible grievance redressal mechanism for its employees, prominently featured in the company's policy section. This policy provides a structured process for employees to raise concerns confidently and monitor their resolution. By fostering an environment where feedback is valued and addressed promptly, the Company promotes a culture of openness and continuous improvement, enhancing employee satisfaction and organizational effectiveness.
Other than Permanent Employees	

**AXISCADES does not employ workers

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

Category	FY (2023-24)			PY (2022-23)		
	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	1,866	0	0.00%	1,766	0	0.00%
Male	1,622	0	0.00%	1,578	0	0.00%
Female	244	0	0.00%	188	0	0.00%

**AXISCADES does not employ workers.

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

Category	FY 2024					FY 2023				
	Total (A)	On Health		On Skill upgradation		Total (D)	On Health		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	1,622	774	47.72%	1,364	84.09%	1,629	806	49.48%	1,095	67.22%
Female	244	125	51.23%	195	79.92%	211	129	61.14%	175	82.94%
Total	1,866	899	48.18%	1,559	83.55%	1,840	935	50.82%	1,270	69.02%

**AXISCADES does not employ workers

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

Category	FY 2024			FY 2023		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	1,622	1,316	81.13	1269	1221	74.95%
Female	244	191	78.28	211	141	66.82%
Total	1,866	1,507	80.76	1840	1362	74.02%

**AXISCADES does not employ workers

10. Health and safety management system:

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

Yes: AXISCADES has implemented an occupational health and safety management system across its offices. The company conducts a wide array of tests and procedures to uphold the safety and quality of its environment and facilities. These efforts encompass regular testing of water, food, and air quality, assessments of lux levels, maintenance of fire extinguishers and smoke detectors, and scheduling fire drill training sessions. AXISCADES also prioritizes the cleaning of AC ducts to ensure optimal indoor air quality, demonstrating its commitment to maintaining a safe and healthy workplace environment.

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

AXISCADES maintains a structured approach to hazard identification and mitigation across its operations. The Company implements a rigorous preventive maintenance schedule for electrical equipment, conducting quarterly inspections and annual assessments of transformers and electrical panels. Monthly checks ensure fire extinguishers are fully operational. Access to restricted areas like electrical rooms, UPS rooms, and AC rooms is tightly controlled. Ongoing risk monitoring involves regular inspections, internal audits, management reviews, and mock drills. Identified hazards are swiftly addressed through detailed mitigation plans and controls, reinforcing AXISCADES' commitment to maintaining a safe and secure workplace environment.

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

Yes, the Company has established robust processes to encourage employees to promptly report any work-related hazards they encounter.

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

Yes, the Company has tie-ups with third party service providers for general medical and healthcare consultations for its employees aimed at promoting their overall health and quality of life.

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

Safety Incident/Number	Category	FY 2024	FY 2023
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

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

At AXISCADES, ensuring a safe and healthy workplace is paramount. The company upholds this commitment through a variety of proactive measures and practices. This includes strict adherence to safety regulations, regular assessments to identify and mitigate potential hazards pre-emptively, and comprehensive training on safety protocols. AXISCADES fosters a culture of open communication, encouraging employees to report concerns and participate in safety initiatives. This dedication to employee safety and well-being creates an environment where everyone can work confidently, contributing effectively to the organization's success while maintaining high standards of operational excellence.

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

	FY 2024			FY 2023		
	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. Assessment for the year:

% of your plants and offices that were assessed (by entity or statutory authorities or third parties)	
Health and safety practices	100%
Working Conditions	100%

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 significant risks/ concerns were noted as part of the assessments conducted.

Leadership Indicators

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

AXISCADES ensures that the value chain partners timely deduct deposit the applicable statutory dues.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024	FY 2023	FY 2024	FY 2023
Employees	Nil	Nil	Nil	Nil

**AxisCades does not employ workers

3. 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)

Yes

PRINCIPLE 4: Business 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.

AXISCADES has mapped out its core internal and external stakeholders through a systematic approach, engaging both the board and management team. This method involves an evaluation of different stakeholder segments and analysing their potential effects on the Company. Each group’s significance was weighed through a series of discussions, considering factors like their potential influence on business decisions. Continuous engagement and vigilant monitoring are important for the Company’s long-term success and stakeholder relationships. This approach enables us to identify and meet stakeholders’ needs while adapting to evolving circumstances swiftly.

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

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 and shareholders	No	Annual report Quarterly report Media Website	As and when required	Growth and profitability Operational efficiency Future expansion strategies
Suppliers	No	Email Communication, Supplier location visits, Annual Report	As and when required	Stronger partnerships, Fair business practices, Governance
Customers	No	Annual report, Customer satisfaction surveys, Customer experience centres	As and when required	Better services, Competitive pricing and product quality, Optimizing environmental performance
Employees	No	Transparent performance management systems, Skill development, career development and welfare initiatives,	As and when required	Ethical practices, Employee safety and wellbeing, Work life balance and career growth
Regulators/ Government Authorities	No	Interactions as and when required, Regulatory compliance reporting, Industry bodies memberships, Stock Exchange filings, Annual Reports, Quarterly Reports, Media, Website	As and when required	Transparency and ethics, Regulatory compliance, Timely and transparent reporting

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 Chief Risk Officer (CRO) regularly engages with the Senior Management including the Managing Director and the Chief Financial Officer of the Company on topics focusing on Environmental, Social, and Governance (ESG). On a periodic basis, the Risk Management Committee (RMC) of the Directors is presented with the status of various initiatives and corresponding progress. These engagements follow a structured approach regarding frequency, delegation, and reporting of outcomes, including stakeholders' feedback to the Board.

- 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, stakeholder consultation plays a crucial role in AXISCADES' environmental and social strategy development. Insights gathered from these engagements guide the identification of key issues for both the company and stakeholders. This feedback shapes policies, objectives, and monitoring methods, ensuring effective implementation of sustainability initiatives. An extensive online survey further enriches this process, gathering diverse stakeholder perspectives on the materiality of sustainability topics. These insights enhance AXISCADES' materiality assessment, refining focus areas and strengthening its commitment to sustainability across operations.

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

At AXISCADES, community engagement is central to the corporate ethos. The Company is committed to fostering community development, promoting environmental initiatives, advancing skill development, and supporting IT literacy programs. AXISCADES values proactive dialogue and promptly addresses community concerns, ensuring that the community feels heard, supported, and empowered through collaborative efforts.

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			FY 2023		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	1,866	766	41.05%	1,766	756	42.81%
Other than permanent	133	133	100%	78	78	100%
Total Employees	1,999	899	44.97%	1,844	834	45.23%

**AXISCADES does not employ workers

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

Category	FY 2024					FY 2023				
	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	1,866	0	0%	1,866	100%	1,844	0	0%	1,844	100%
Female	244	0	0%	244	100%	78	0	0%	78	100%

**AXISCADES does not employ workers or other than permanent workers.

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

a. Median remuneration/wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	8	20,30,000	1	22,50,000
Key Managerial Personnel	2	3,82,50,000	1	22,00,000
Employees other than BoD and KMP	1,620	6,50,000	243	4,50,000
Workers	NA	NA	NA	NA

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

	FY 2024	FY 2023
Gross wages paid to females as % of total wages	10.44%	9.43%

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; at AXISCADES, the Human Resource Business Partners (HRBP) serve as the focal point for addressing human rights and other behavioural issues in accordance with organisational policies.

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

At AXISCADES, fostering a safe and supportive workplace environment is of paramount importance. To uphold this principle, the Company maintains an open-door policy and has instituted a robust grievance redressal mechanism governed by Grievance Redressal Policy. This policy applies universally to all AXISCADES employees, including those on contract. All complaints are thoroughly investigated in accordance with standard procedures, ensuring fairness and protection against any form of retaliation.

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

	FY 2024			FY 2023		
	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	Nil	NA	-	Nil	NA	-
Discrimination at workplace	Nil	NA	-	Nil	NA	-
Child Labour	Nil	NA	-	Nil	NA	-
Forced Labour/Involuntary Labour	Nil	NA	-	Nil	NA	-
Wages	Nil	NA	-	Nil	NA	-
Other human rights related issues	Nil	NA	-	Nil	NA	-

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

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

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

At AXISCADES, concerns related to discrimination and harassment are managed with the highest level of confidentiality, ensuring the protection of individuals who report such matters in good faith. The company maintains a zero-tolerance policy against any form of retaliation towards those who raise these concerns. Individuals found engaging in retaliatory behaviour will face disciplinary action.

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

Yes; human rights requirements form part of business agreements and contracts.

10. Assessment for the year:

	% 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/ concerning arising from the assessments at Question 10 above.

None

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

AXISCADES takes pride in its robust grievance redressal system, designed to uphold compliance with human rights issues and regulatory obligations across the organization. To address human rights grievances and complaints, AXISCADES has implemented a comprehensive framework comprising the Group Policy on Human Rights, Whistle-blower Policy, Diversity & Inclusion initiatives, POSH Policy, and Equal Opportunity Policy for all employees.

2. 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?

AXISCADES adheres to the requirements of Rights of Persons with Disabilities Act, demonstrating dedication to creating inclusive workplaces that cater to every individual. To seamlessly integrate these associates into the organization and cater to their specific needs, including accessibility and accommodation, remains the Company's top priority.

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	Unit	FY 2024	FY 2023
From renewable sources			
Total electricity consumption (A)	GJ	Nil	Nil
Total fuel consumption (B)	GJ	Nil	Nil
Energy consumption through other sources (C)		Nil	Nil
Total energy consumed from renewable sources (A+B+C)	GJ	Nil	Nil
From non-renewable sources			
Total electricity consumption (D)	GJ	7,555.84	5,766.10**
Total fuel consumption (E)	GJ	130.81	20.25**
Energy consumption through other sources (F)	GJ	-	-
Total energy consumed from non-renewable sources (D+E+F)	GJ	7,686.64	5,786.35
Total energy consumed (A+B+C+D+E+F)	GJ	7,686.64	5,786.35
Energy intensity per lakh rupee of turnover (Total energy consumption/ turnover in rupees)		0.22	0.20
Energy intensity per lakh rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/ Revenue from operations adjusted for PPP)#		3.80	2.86
Energy intensity in terms of physical output		-	-
Energy intensity (in terms of full time employees)- the relevant metric may be selected by the entity		3.85	3.14

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

**Restated due to inclusion of locations which were not considered in the FY 2023 and change in approach to ensure comparability of information disclosed.

#The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2022 by World Bank for India which is 22.88.

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, the entity doesn't have any sites/facilities identified as designated consumers for the PAT scheme.

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

Parameter	FY 2024	FY 2023
Water withdrawal by source (in kilolitres)		
(i) Surface Water	Nil	Nil
(ii) Ground Water	5,546	6,063
(iii) Third Party Water	309	170
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	5,855	6,233
Total volume of water consumption (in kilolitres)	5,855	6,233
Water intensity per lakh rupee of turnover (Total Water consumption / Revenue from operations)	0.17	0.22
Water intensity per lakh rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/ Revenue from operations adjusted for PPP)#	3.79	5.04
Water intensity in terms of physical output	-	-
Water intensity (in terms of full time employee) – the relevant metric may be selected by the entity	2.92	3.38

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 revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2022 by World Bank for India which is 22.88.

4. Provide the following details related to water discharged:

Parameter	FY 2024	FY 2023
Water discharge by destination and level of treatment (in kilolitres) **		
i) To surface water	Nil	Nil
- No treatment	Nil	Nil
- With treatment-please specify level of treatment	Nil	Nil
ii) To Groundwater	Nil	Nil
- No treatment	Nil	Nil
- With treatment-please specify level of treatment	Nil	Nil
iii) To Seawater	Nil	Nil
- No treatment	Nil	Nil
- With treatment-please specify level of treatment	Nil	Nil
iv) Sent to third-parties	Nil	Nil
- No treatment	Nil	Nil
- With treatment-please specify level of treatment	Nil	Nil
v) Others	Nil	Nil
- No treatment	Nil	Nil
- With treatment-please specify level of treatment	Nil	Nil
Total water discharge (in kilolitres)	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

**For Portable Water we use Membrane Bioreactor Method for treatment. Water measuring used in Electromagnetic flow meter and STP Water used for Garden and flush purpose only.

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

Wastewater generated at AXISCADES sites undergoes treatment, with the recycled water repurposed for sanitation and gardening. This practice reflects the company's commitment to sustainable resource management.

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

Parameter	Please specify unit	FY 2024	FY 2023
NOx	Mg/Nm ³	47.87	121.2
SOx	Mg/Nm ³	11.76	33.4
Particulate matter (PM)	Mg/Nm ³	25.77	48.6
Persistent organic compounds (POP)		NA	NA
Volatile organic compounds (VOC)		NA	0.042
Hazardous air pollutants (HAP)		NA	NA
Others-please specify		NA	NA

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

Parameter	Unit	FY 2024	FY 2023
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	104.19	Nil *
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	1,275.47	724.83**
Total Scope 1 and Scope 2 emission intensity per lakh rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)		0.04	0.03
Total Scope 1 and Scope 2 emission intensity per lakh rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)#		0.89	0.59
Total Scope 1 and Scope 2 emission intensity in terms of physical output		-	-
Total Scope 1 and Scope 2 emission intensity (in terms of full time employees) – the relevant metric may be selected by the entity		0.69	0.39

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

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*For FY 2023, Diesel Consumption on account of DG sets was not available due to non-tracking of relevant data(as per the data availability accounted in Scope 2).

**Restated due to inclusion of locations which were not considered in the FY 2023 and change in approach to ensure comparability of information disclosed.

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

Yes; AXISCADES has taken initiatives to reduce energy consumption and GHG emissions by replacing old bulbs with LEDs, using power strips for multiple gadgets, and fixing leaky faucets.

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

Parameter	FY 2024	FY 2023
Total Waste generated (in metric tonnes)		
Plastic waste (A)	Nil	Nil
E-waste (B)	Nil	Nil
Bio-medical waste (C)	Nil	Nil
Construction and demolition waste (D)	Nil	Nil
Battery waste (E)	Nil	1.41**
Radioactive waste (F)	Nil	Nil
Other Hazardous waste. Please specify, if any. (G)	Nil	Nil
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector) – Dry and Wet Waste	44,925.09	20,404.14**
Total (A+B + C + D + E + F + G + H)	44,925.04	20,405.55
Waste intensity per lakh rupee of turnover (Total waste generated / Revenue from operations)	1.27	0.72
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)#	29.11	16.48
Waste intensity in terms of physical output	-	-
Waste intensity (in terms of full time employees) – the relevant metric may be selected by the entity	22.47	11.06
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	44,925.04	20,405.55**
iii) Other disposal operations	Nil	Nil
Total	44,925.04	20,405.55**

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 revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2022 by World Bank for India which is 22.88.

**Restated due to inclusion of locations which were not considered in the FY 2023 and change in approach to ensure comparability of information disclosed.

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.

At AXISCADES, canteen garbage, biodegradable waste, and utility waste are diligently managed and sorted into dry and wet categories. This sorted waste is moved to a designated disposal location daily, in compliance with BBMP requirements. The waste is then collected by BBMP-authorized staff. The Karnataka Pollution Control Board (KSPCB) has certified AXISCADES' waste management structure. For the Hyderabad location, waste management is handed over to GHMC for safe disposal, with similar arrangements in place for the Chennai location.

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:

Our campuses are built on government-approved land in industrial zones and do not fall within or adjacent to protected areas or high-biodiversity areas.

Sr. no.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/ clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
Not Applicable			

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web link
Not Applicable; AXISCADES shall be undertaking EIA of projects in the upcoming years.					

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

Yes, AXISCADES and its businesses are compliant with applicable environmental laws / regulations / guidelines in India.

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

Leadership Indicators

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

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

- i) Name of the area
- ii) Nature of operations
- iii) Water withdrawal, consumption and discharge in the following format:

AXISCADES' offices are located in industrial areas of Chennai, Hyderabad and Bangalore which do not fall under water stress zones, hence this metric is not applicable.

Parameter	FY 2024	FY 2023
Water withdrawal by source (in kilolitres)		
i) Surface Water	NA	NA
ii) Ground Water	NA	NA
iii) Third Party Water	NA	NA
iv) Seawater / desalinated water	NA	NA
v) Others	NA	NA
Total volume of water withdrawal (in kilolitres)	NA	NA
Total volume of water consumption (in kilolitres)	NA	NA
Water intensity per rupee of turnover (Total Water consumption / Revenue from operations)	NA	NA
Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA
Water discharge by destination and level of treatment (in kilolitres)		
i) Into Surface water	NA	NA
- No treatment	NA	NA

Parameter	FY 2024	FY 2023
- With treatment – please specify level of treatment	NA	NA
ii) Into Groundwater	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
iii) Into Seawater	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
iv) Sent to third-parties	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
v) Others	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
Total water discharged (in kilolitres)	NA	NA

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

Parameter	Unit	FY 2024	FY 2023
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	303.13**	-
Total Scope 3 emissions per lakh rupee of turnover		0.008	-
Total Scope 3 emission intensity (in terms of full time employees) – the relevant metric may be selected by the entity		0.15	-

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.

**For Scope 3 Calculations, AXISCADES have considered Employee commuting and Business travel for FY 2024.

3. 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
1.	Identification and Evaluation of Environmental Aspects	<ul style="list-style-type: none"> Awareness programs, mailers, signboards wherever possible Replace old bulbs with LEDs. Keep rating in mind while buying electric goods. Run AC at 23+- degrees temperature only. Use power strips for multiple gadgets. Unplug unused electronics. Fix the leaky faucet. 	Increased awareness on the conscious saving of electricity consumption.

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

AXISCADES is dedicated to ensuring business resilience through its comprehensive Business Continuity Plan (BCP). This plan outlines measures to protect personnel and assets during disasters, ensuring business operations continue smoothly in the face of adversity. It details robust strategies for anticipating and recovering from potential threats, with a strong focus on the well-being of staff, contractors, and all stakeholders.

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.

4

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	NASSCOM	National
2	Society of Indian Aerospace Technologies and Industries (SIATI)	National
3	Hanseatic Engineering & Consulting Association e.V. (HECAS)	International
4	Hamburg Aviation Membership	International

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
	None	

Leadership Indicator

1. Details of public policy positions advocated by the entity

While AXISCADES has not actively engaged in public policy advocacy, the company has made valuable contributions as a delegate at various conferences and forums. This participation allows AXISCADES to stay informed on industry trends and collaborate with other leaders, enhancing its strategic insights and influence.

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
Not Applicable; as there were no projects that required Social Impact Assessment (SIA)					

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						

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

AXISCADES is committed to effectively and efficiently addressing and resolving community grievances. The company's dedicated grievance redressal mechanism ensures that any concerns or queries from external communities are promptly addressed. Individuals can submit their grievances through the contact page, and these submissions are immediately directed to the corporate team for thorough investigation and resolution. AXISCADES prioritizes transparent communication and timely responses to foster trust and maintain positive relationships with all community stakeholders. For more information or to submit a grievance, please visit: [AXISCADES Contact Us](#).

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

	FY 2024	FY 2023
Directly sourced from MSMEs/ small producers	43.56%	36%
Sourced directly from within the district and neighbouring districts	56.43%	-

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	FY 2023
Rural	-	-
Semi-urban	-	-
Urban	1.8%	1.15%
Metropolitan	98.2%	98.85%

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

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

Essential indicator

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

The Quality Management team at AXISCADES consistently gathers customer feedback using the company's established mechanisms. Complaints and feedback come through various channels such as email, transmittal letters, and direct verbal communication with project management teams. Upon receipt, project management teams promptly acknowledge and analyse incidents, devising action plans to swiftly address concerns and uphold customer satisfaction.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	Not Applicable**
Safe and responsible usage	Not Applicable
Recycling and/or safe disposal	Not Applicable

**Considering the nature of business, this metric is not applicable, as our primary focus lies in delivering IT services rather than tangible products that would typically gather such information.

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

	FY 2024		Remarks	FY 2023		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	Nil	NA		Nil	NA	
Advertising	Nil	NA		Nil	NA	
Cyber-security	Nil	NA		Nil	NA	
Delivery of essential services	Nil	NA		Nil	NA	
Restrictive Trade Practices	Nil	NA		Nil	NA	
Unfair Trade Practices	Nil	NA		Nil	NA	
Other	Nil	NA		Nil	NA	

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

	Number	Reasons for recall
Voluntary recalls	Nil	Nil
Forced recalls	Nil	Nil

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.

No

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

No specific issues were raised during the financial year.

7. Provide the following information relating to data breaches:

- a. Number of instances of data breaches - Nil
- b. Percentage of data breaches involving personally identifiable information of customers - 0%
- c. Impact, if any, of the data breaches – Not applicable.

Leadership Indicators

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

Information on products and services can be accessed at <https://axiscades.com/>.

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

Not applicable, owing to the nature of business.

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

At AXISCADES, ensuring the uninterrupted delivery of services and products is of paramount importance. Each delivery team is equipped with a robust business continuity mechanism designed to handle potential disruptions. This proactive approach guarantees swift and effective responses to unforeseen events, minimizing the impact on operations and maintaining the Company's commitment to customer satisfaction.

- 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 as far as the display of product information is concerned, as AxisCades is operating under the segment of IT services.

Although AXISCADES does not have a Customer Satisfaction Survey (CSS), the company undergoes annual third-party customer audits. These audits thoroughly evaluate multiple aspects of operations, ensuring high standards of quality and delivery are consistently met, reinforcing AXISCADES' commitment to excellence and customer satisfaction.