

Business Responsibility and Sustainability Report for FY 2023-2024

About BRSR

The Business Responsibility and Sustainability Report (BRSR) is a framework developed by the Securities and Exchange Board of India (SEBI) to promote responsible and sustainable business practices among listed companies in India. Introduced in 2021, the BRSR builds upon the earlier Business Responsibility Reporting (BRR) framework and aims to enhance the quality and comprehensiveness of ESG (Environmental, Social, and Governance) disclosures.

The BRSR framework requires the top 1,000 listed companies (by market capitalization) on Indian stock exchanges to report their ESG-related information in a structured manner. It encompasses a wide range of parameters, including environmental impact, social initiatives, governance practices, stakeholder engagement, and business ethics. The objective is to provide stakeholders with a holistic view of a company's sustainability performance and its contribution to the overall well-being of society.

Under the BRSR, companies are required to disclose relevant ESG information in their annual reports or through a separate sustainability report. The framework encourages companies to adopt a strategic approach towards sustainability, integrate ESG considerations into their business models, and align their practices with internationally recognized frameworks and principles.

Executive Summary

BSE is committed to upholding the principles of Business Responsibility and Sustainability Reporting (BRSR) framework, mandated by the Securities and Exchange Board of India (SEBI), for the top 1,000 listed companies in India. BSE views BRSR reporting not merely as a regulatory requirement but as an integral part of its corporate ethos, recognizing the significant role of Environmental, Social, and Governance (ESG) factors in today's business environment. By adhering to BRSR, BSE actively demonstrates its dedication to transparency and sustainability, acknowledging the importance of comprehensive ESG reporting for investors, stakeholders, and society as a whole.

BSE diligently follows the guiding principles of the BRSR framework. Adhering to the first principle, it has implemented robust policies such as Whistle Blower policy, Codes of Ethics for Directors and Key Management Personnel, and a comprehensive Ethical Code of Conduct for all employees, underscoring its commitment to integrity, transparency, and accountability. Moreover, BSE's procurement strategy exemplifies its dedication to principle two, prioritizing safety and minimizing resource consumption.

In line with principle three, BSE fosters an inclusive workplace environment, providing facilities for differently abled individuals and promoting ethical conduct and open dialogue among employees. Comprehensive employee benefits, including medical insurance and health and wellness programs, contribute to employee well-being. Pursuant to principle four, stakeholder engagement is a priority for BSE, with various communication channels available for stakeholders to provide input on economic, environmental, and social issues. The company actively addresses shareholder queries and maintains a dedicated CSR & ESG committee to fulfil its societal responsibilities.

Embodying principle five, BSE integrates human rights awareness into its employee induction program and upholds policies against sexual harassment and for grievance redressal, ensuring the fair treatment of all individuals within the organization. With respect to principle six, environmental sustainability is a key focus for BSE, with initiatives such as rainwater harvesting, energy conservation measures, and plastic bottle recycling at its Mumbai facilities.

In terms of principle seven, BSE collaborates with trade and industry chambers to positively influence regulatory policies. Addressing principle eight, BSE has demonstrated its commitment to inclusive growth through its CSR initiatives. Notably, contributions to the Prime Minister's National Relief Fund aid the public indiscriminately, and support for the Indian Cancer Society has directly affected individuals in need. Fulfilling principle nine, BSE prioritizes responsible customer engagement through comprehensive policies on cybersecurity and data privacy, as well as investor protection measures such as the Investor Protection Fund. The company also champions financial literacy among investors, extending educational outreach to college and university students.

Overall, BSE's adherence to the BRSR framework reflects its steadfast dedication to operating as a socially responsible, inclusive, and transparent organization, contributing to sustainable development within the parameters of BRSR.

Note: The numbers are rationalised in this year's BRSR, wherever required.

SECTION A: GENERAL DISCLOSURES

I. DETAILS OF THE LISTED ENTITY

| Sr. Particulars No. | Response | | | | |
|---|---|------------------|------------|-------------------------------|-----|
| 1. Corporate Identity Number (CIN) of the Listed Entity | L67120MH2005PLC155188 | | | | |
| 2. Name of the Listed Entity | BSE Limited | | | | |
| 3. Year of incorporation | 2005 | | | | |
| 4. Registered office address | 25 th floor, P.J. Towers, Dalal Street, Fort, Mumbai 400 001 | | | | |
| 5. Corporate address | 25 th floor, P.J. Towers, Dalal Street, Fort, Mumbai 400 001 | | | | |
| 6. E-mail | vishal.bhat@bseindia.com | | | | |
| 7. Telephone | 022 22721233/4 | | | | |
| 8. Website | www.bseindia.com | | | | |
| 9. Financial year for which reporting is being done | FY 2023-2024 | | | | |
| 10. Name of the Stock Exchange(s) where shares are listed | <table border="1"> <thead> <tr> <th>Name of Exchange</th><th>Scrip Code</th></tr> </thead> <tbody> <tr> <td>National Stock Exchange (NSE)</td><td>BSE</td></tr> </tbody> </table> | Name of Exchange | Scrip Code | National Stock Exchange (NSE) | BSE |
| Name of Exchange | Scrip Code | | | | |
| National Stock Exchange (NSE) | BSE | | | | |
| 11. Paid-up Capital | Rs. 27,07,52,718 | | | | |
| 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. Kiran Patil 022-22728147 kiran.patil@bseindia.com | | | | |
| 13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together) | Standalone basis | | | | |
| 14. Name of assurance provider | Not applicable | | | | |
| 15. Type of assurance obtained | Not applicable | | | | |

Henceforth referred to as “BSE”, “We”, Company, or “BSE Ltd.”

II. PRODUCTS/SERVICES

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

| Sr. No. | Description of Main Activity | Description of Business Activity | % of Turnover of the entity |
|---------|----------------------------------|----------------------------------|-----------------------------|
| 1 | Financial and insurance services | Other financial services | 100% |

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 | Securities Services | 66110 | 62 |
| 2 | Services to Corporates | 66110 | 34 |
| 3 | Data dissemination fees | 66110 | 4 |
| Total | | | 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 | 0 | 28 | 28 |
| International | 0 | 0 | 0 |

19. Markets served by the entity:

a. Number of locations

| Locations | Number |
|----------------------------------|-----------------------------------|
| National (No. of States) | 28 states and 8 Union Territories |
| International (No. of Countries) | Nil |

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

3%

c. A brief on types of customers

BSE is a capital market where savings and investments are channelled between suppliers and those requiring capital. BSE provides a secured, efficient and transparent platform for listing and trading in equity, currencies, debt instruments, derivatives, mutual funds and other securities as permitted by the regulator. BSE's Sensex serves as an economic barometer indicating financial growth of the country. Our customers are as below:

Companies listed on BSE exchange platform:

BSE serves as a market for selling and buying of securities of corporates, government, institutions etc. The companies/institutions who need to raise capital in their early stages / for expansion purpose, list and sell their securities to investors such as general public, financial institutions etc. through the platform provided by the stock exchange. Regulatory guidelines are followed while listing any company/institution on the stock exchange. All the security dealings at the exchange are controlled as per rules and regulations laid down by the exchange and regulatory bodies.

Members/Brokers trading on the exchange platform:

These are licensed traders who are authorised to buy and sell securities on the exchange platform. Typically, members/brokers buy and sell securities on behalf of their end customers who could be general public, company, institution etc. The dealings of the members/brokers are governed by the exchange as per rules and regulations laid down by the exchange and regulatory bodies.

Data Vendors:

BSE Information Products offers an extensive range of market data and reference data products (Real Time, Delayed, End of day, Historical) to a wide range of customers including Data Vendors, Charting Software Vendors, Algo Traders, Websites, Television Channels, Mobile app developers, Custodians etc.

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) | 518 | 378 | 72.97 | 140 | 27.03 |
| 2 | Other than Permanent (E) | 560 | 436 | 77.86 | 124 | 22.14 |
| 3 | Total employees (D + E) | 1078 | 814 | 75.51 | 264 | 24.49 |
| 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 |

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 | Nil | Nil |
| 2 | Other than Permanent (E) | | Nil | Nil | Nil | Nil |
| 3 | Total employees (D + E) | | Nil | Nil | Nil | Nil |

21. Participation/Inclusion/Representation of women

| | Total (A) | No. and percentage of Females | |
|--------------------------|-----------|-------------------------------|-----------|
| | | No. B | % (B / A) |
| Board of Directors | 9 | 2 | 22 |
| Key Management Personnel | 12 | 2 | 17 |

22. Turnover rate for permanent employees and workers

| | FY - 2023-2024 | | | FY - 2022-2023 | | | FY - 2021-2022 | | |
|---------------------|-------------------------------|--------|-------|--------------------------------|--------|-------|--|--------|-------|
| | (Turnover rate in current FY) | | | (Turnover rate in previous FY) | | | (Turnover rate in the year prior to previous FY) | | |
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Permanent Employees | 14 | 20 | 16 | 15 | 19 | 16 | 15 | 17 | 15 |
| Permanent Workers | Nil | Nil | Nil | Nil | Nil | Nil | Nil | Nil | Nil |

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

23. (a) Holding Subsidiary and Associate Companies (including 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 | Indian Clearing Corporation Limited (ICCL) | Subsidiary | 100 | Yes* |
| 2 | BSE Investments Limited | Subsidiary | 100 | Yes* |
| 3 | BSE Institute Limited | Subsidiary | 100 | Yes* |
| 4 | BSE Technologies Private Limited (BTPL) | Subsidiary | 100 | Yes* |
| 5 | BFSI Sector Skill Council of India Limited | Associate | 48.78 | Yes* |
| 6 | BSE Administration and Supervision Limited (BASL) | Subsidiary | 100 | Yes* |
| 7 | BSE CSR Integrated Foundation | Subsidiary | 75 | Yes* |
| 8 | India International Clearing Corporation (IFSC) Limited (India ICC) | Subsidiary | 60.53 | No |
| 9 | India International Exchange (IFSC) Limited (India INX) | Subsidiary | 62.87 | No |
| 10 | Asia Index Private Limited | Joint Venture | 50 | No |
| 11 | Central Depository Services (India) Limited (CDSL) | Associate | 15 | No |

*Participation in the BRSR initiatives is done wherever feasible.

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) – Yes
- (ii) Turnover in lakhs (₹): 1,02,098
- (iii) Net Worth in lakhs (₹): 2,73,542

VII. Transparency and Disclosure Compliances

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

| 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 2023-2024 | | | FY 2022-2023 | | |
| | | Number of complaints filed during the year | Number of complaints pending resolution at close of the year | Remarks | Number of complaints filed during the year | Number of complaints pending resolution at close of the year | Remarks |
| Communities | Yes. https://www.bseindia.com/static/about/contact_us.aspx | 10 | 4 | Nil | 3 | 1 | Nil |
| Investors (other than share holders) | Not Applicable | 0 | 0 | Nil | 0 | 0 | Nil |
| Shareholders | Yes https://www.bseindia.com/investor_relations.html | 55 | 0 | Nil | 7 | 0 | Nil |

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 2023-2024 | | | FY 2022-2023 | | |
|---|--|--|--|---------|--|--|---------|
| | | 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 |
| Employees and workers | Yes. The policy related to employee grievance redressal is available on the internal portal of the company | 3,114 | 0 | Nil | 3,685 | 0 | Nil |
| Customers* | Yes. https://www.bseindia.com/members.html | 2 | 2 | Nil | 0 | 0 | Nil |
| Value Chain Partners | Yes. The value chain partners can raise their concerns/ grievances with their respective relationship manager, point of contact or reporting manager | 0 | 0 | Nil | 0 | 0 | Nil |
| Others (please specify) | - | 0 | 0 | Nil | 0 | 0 | Nil |

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

| 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 & Data Security | Risk | <p>Protection of Classified Corporate Information / Data from unauthorized access / use, unauthorized Change / modification, unauthorized disruption / destruction of information, unauthorized transfer on removable or any other media, unauthorized deletion, and unauthorized disclosure, inspection or recording.</p> <p>In this world of digitalization, cyber-attacks have increased exponentially. This includes Ransomware attacks including sabotage to computer systems. Reputational damage from hacktivism (e.g. Maze attack). Unintended impacts from the use of cyberspace</p> <p>Data Privacy is the right to have some control over how your personal information is collected, used and shared. "Privacy encompasses the rights and obligations of individuals and organizations with respect to the collection, use, disclosure and retention of personally identifiable information"</p> | <p>BSE Ltd has established data privacy policy to manage the privacy of personal information collected, received, processed, stored, dealt with or handled by the organization or on behalf of the organization and to establish and implement necessary processes and controls to ensure the privacy of personal information handled by the organization or on behalf of the organization. BSE has 24x7 365 Days, Next Gen Cyber Security Operation Centre to monitor such cyber alerts. Whenever there is an alert, BSE Next Gen SOC team takes necessary action.</p> <p>Regulatory Systems, Networks and Cyber Audits are performed Bi-Annually.</p> <p>Periodical training and awareness programs are conducted by IT Security team for employees and contractual staff on cyber security.</p> <p>General awareness in the form of computer screen savers on the importance of various cyber security measures, cyber vigilance, non-sharing of confidential information etc. are posted periodically.</p> | Negative |
| 2. | Business Continuity Risk | Risk | Any delay in achieving DR - RTO and RPO by organization could result into financial risk and business reputation. | <ol style="list-style-type: none"> 1. Established process to implement all changes at Disaster recovery as soon as it is implemented at Primary site. 2. Monthly automated checks of DR service availability. 3. Quarterly Mock drills to ensure all DR functionalities are working appropriately. 4. Redundant connectivity available from 2 different service providers. 5. All our Applications, Servers, Network & Security Devices have built-in redundancy. In case of a hardware failure our systems are equipped to fall back on the redundant setup, either automatically or manually as design may be. 6. All applications and systems have a DRS (Disaster Recovery Site) setup with performance & capacity similar to PDC (Primary Data Centre). 7. We have complete automation of all our BOD (Beginning of day) and EOD (End of day) activities both at PDC and DRS. The invoke/switchover of systems to DRS and switching back to PDC is also completely automated. 8. Regular backup is scheduled and performed of critical databases. 9. Proper Release & Version Management System in place to ensure timely release & code sync between PR and DR sites. All changes on PDC and DRS is followed by mock on the Live environment. | Negative |

| 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) |
|--------|--------------------------------|--|--|---|--|
| | | | | <p>10. All BSE applications/systems can be accessed via multiple locations to perform Operations and monitoring. Remote accessibility via secured connectivity.</p> <p>11. Well-planned DR & BCP yearly planner to ensure appropriate DR Mock & Live Testing including various Business Continuity Scenarios (BCP) in alignment with BCMS ISO 22301-2019 certification.</p> <p>12. Training & Awareness sessions scheduled at regular intervals to ensure competency of employees.</p> | |
| 3. | Hardware/ Software Malfunction | Risk | Any malfunctioning of critical hardware and software with higher down time could disrupt the business operations. | <p>Hardware-</p> <ol style="list-style-type: none"> 1. Hardware redundancy. 2. Periodic upgradation of critical hardware resources. 3. Tracking of warranties and AMCs. 4. Ensuring proper system support environment for critical hardware resources. 5. Additional stock of critical components. 6. SLAs with vendors and suppliers. 7. Proper capacity planning. <p>Software-</p> <ol style="list-style-type: none"> 1. Ensuring proper documentation of Business requirement specifications. 2. Thorough User Acceptance Testing (UAT). 3. Ensuring proper validation of software licenses. 4. Timely application of security and upgrade patches. 5. Proper implementation of security software. 6. Periodic review of access rights. 7. Proper capacity planning. 8. Maintenance of log and audit trail of changes made in software. | Negative |
| 4. | Third-Party Risk | Risk | Absence or inappropriate oversight of critical third-party IT vendor/ suppliers could impact the company ability to achieve its objectives and disrupt operations. | <p>BSE has put in place effective control procedures to govern the third party personnel and vendors, during the selection, service and separation.</p> <p>The vendor's reputation and service history, ability to serve during exigencies and ensuring regulatory compliances are part of RFP/selection document and given due weightage during selection and monitored during service delivery.</p> <p>The process of periodic vendor evaluation is in place to proactively plug any issues which may impact operations.</p> <p>There is no dependency on one particular vendor.</p> <p>Certain items like desktops and laptops are kept in spare which can take care of any immediate requirements.</p> <p>We normally buy IT equipment with 4 to 5 years warranty which is directly from the OEM.</p> | Negative |

| 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. | Outsourcing Risks | Risk | Risk arising from failure or delay in providing the services from outsourced partners/vendors and high attrition of vendor staff could result into delay/non-compliance with regulatory requirements. | Vendor service level agreements are designed in a way to include regulatory compliance requirements, sufficient resources in reserves on vendor side are ensured to meet exigencies or immediate requirements from regulators. The monitoring of the outsourced functions are supervised by BSE IT Management Team and vendor staff is stationed at BSE premises only. Once a vendor has been on-boarded, risk assessments are performed to minimize any operational, regulatory, strategic, cybersecurity and financial risk. These risk assessments are carried out based on industry best standards, regulatory and legal requirements. Vendors are required to handle and secure the confidentiality, integrity and availability of the organization's information. As part of vendor monitoring, SLA monitoring, vendor performance management and periodic review meetings are also conducted. | Negative |
| 6. | Non-compliance with applicable laws and regulations | Risk | Any instance of regulatory non-compliance or receipt of notices from regulators/statutory authorities could result into monetary penalty and reputational risk for company. | <ol style="list-style-type: none"> 1. Dedicated department which is responsible for SEBI related compliance, corporate laws, Labour laws, tax laws etc is established. 2. Periodic review by SEBI prescribed Committee's (Regulatory oversight committee). 3. Implementation of Legatrix Software to monitor compliance to all laws. 4. Review by Internal audit department. 5. Secretarial Audit, Internal Audit and External audit. 6. Reporting to Audit committee. | Negative |
| 7. | Physical building security | Risk | BSE is one of the few public institutions of national importance in India. It is synonymous with development of capital markets and investments in India. Considering its significance to the economy and people of India, it was the BSE building which was the first place of attack in the 1993 serial bomb blasts resulting in 84 casualties and hundreds of injuries. Since then, BSE has continuously been on heightened risk of another terror attack based on intelligence inputs. | <ol style="list-style-type: none"> 1. Bollards/Crash Barriers are installed at 5 approach points to prevent vehicle from reaching the BSE premises. No vehicles (except essential services vehicles like Police, Cash Van, Ambulance etc.) are permitted to enter BSE premises. The BSE building is guarded by 4 levels of security including BSE's personnel security and Mumbai Police. Periodical joint mock drills are carried out by Mumbai Police, Special Commandos and SRPF along with BSE security guards. Decoy attempts are carried out by Mumbai Police to check alertness of BSE security guards. | Negative |
| 8. | Investor Protection | Opportunity | We believe, investor education and awareness are the key to the wealth and financial wellbeing of the investors. Protecting the interest of the investors dealing in securities is one of the main objectives of BSE. The capital market can grow only when investors find it safe for them to invest and they are assured that the rules governing the market are fair and just to all the players. | The grievances of investors against listed companies and BSE Trading Members are redressed by BSE. BSE also assists in the arbitration process both, between Trading Members inter-se and between Trading Members and non - Trading Members. With a view to ensure speedy and effective resolution of claims, differences, and disputes between Trading Members inter-se and between Trading Members and non - Trading Members, BSE has laid down a set of procedures for arbitration thereof. These procedures are duly embodied in the Rules, Byelaws and Regulations of BSE, which have been duly approved by the Government of India / Securities and Exchange Board of India (SEBI). | Positive |

| 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) |
|--------|---|--|--|---|--|
| 9. | Corporate responsibility | Social | Opportunity | BSE recognizes the importance of Corporate Social Responsibility as a corner stone of its business philosophy. Through our unwavering commitment to CSR, we strive to make a meaningful impact on the society and the communities we operate in. | Positive |
| 10. | Net worth Adequacy, Liquidity and Credit Risk | Liquidity | Risk | Inadequate Net worth and Liquidity may pose Risk to continuity and survival of the organization. Excessive Credit Risk may result in value erosion of the Financial Assets of the Company. | Negative |
| 11. | Critical Skill, Resource Management and Succession Planning | Resource | Risk | <p>The HR function needs to provide timely resources with the required skill sets as well as retain the right talent. Failure to do so may cause productivity issues and affect the Organizational performance.</p> <p>Robust Succession Planning strategy needs to be in place to overcome the leadership vacuum situations anytime in the organization.</p> <p>With BSE's strong empanelment of headhunting and recruiting agencies and subscription to job portals, talent acquisition process becomes objective and fast paced so as to cater emerging skill requirements for businesses. For entry level skills requirements, campus hiring is done by collaborating with various business schools. Apart from this BSE conducts various in house and external training programs for the skill development of existing workforce.</p> <p>There is succession policy in place which is approved by Nomination and Remuneration committee. The attrition level details are presented to NRC and Board every quarter.</p> <p>BSE's strong retention strategies help to retain the key managerial personnel & senior position employees.</p> | Negative |
| 12. | Market Resilience | Risk & Opportunity | Opportunity | <p>BSE stands to draw a larger pool of investors and traders, thereby augmenting trading volumes and transaction revenues. Confidence in the exchanges' integrity and transparency fosters increased market participation, driving revenue generation for the exchange.</p> <p>A resilient market diminishes the probability of abrupt market downturns or disturbances, mitigating the potential for significant financial repercussions for both the exchange and its participants.</p> | Positive & Negative |

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.

| 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 | https://www.bseindia.com/investor_relations/corporategovernance.html | Available on the internal portal of the company | Available on the internal portal of the company | https://www.bseindia.com/investor_relations/corporategovernance.html | https://www.bseindia.com/investor_relations/corporategovernance.html | Available on the internal portal of the company | Available on the internal portal of the company | https://www.bseindia.com/investor_relations/corporategovernance.html | Available on the internal portal of the company |
| 2. Whether the entity has translated the policy into procedures. (Yes / No) | Yes | No | Yes | Yes | Yes | Yes | No | Yes | Yes |
| 3. Do the enlisted policies extend to your value chain partners? (Yes/No) | Yes | Yes | No | Yes | Yes | Yes | No | No | 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. | ISO 9001 : 2015, Indian Accounting Standards (Ind AS) | Nil | ISO 45001 : 2018 & Form B from Director of Maharashtra Fire Service | ISO 9001 : 2015 | Nil | ISO 14064: 2018, ISO 14046 : 2014, ISO 50001 : 2018 & ISO 22301 : 2019 | Nil | Nil | ISO/IEC 27001 : 2013, ISO 22301: 2019 & ISO 9001 : 2015 |
| 5. Specific commitments, goals and targets set by the entity with defined timelines, if any. | The goal of the company is to comply and adhere to all the possible principles of the BRSR | | | | | | | | |
| 6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met. | Not Applicable | | | | | | | | |
| 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) | As the Director overseeing Environmental, Social, and Governance (ESG) practices at BSE, I am proud to affirm our unwavering commitment to sustainable business conduct and responsible corporate citizenship. | | | | | | | | |
| | Aligned with the core principles of the National Guidelines for Responsible Business Conduct, we prioritize ethical practices, transparency, and accountability across all facets of our operations. We firmly believe that our success is intertwined with the well-being of our stakeholders, communities, and the environment. | | | | | | | | |
| | Our commitment to ESG is not just a box-ticking exercise; it's ingrained in our corporate DNA. We recognize the importance of mitigating environmental impact, fostering inclusive workplaces, upholding human rights, and engaging in fair business practices. By adhering to these principles, we aim to create long-term value not only for our shareholders but for society at large. | | | | | | | | |
| | Looking ahead, we remain steadfast in our dedication to advancing our ESG agenda. We will continue to innovate, collaborate, and evolve our strategies to address emerging challenges and opportunities. By staying true to our ESG commitments, we aspire to be a beacon of sustainable business excellence, driving positive change and leaving a lasting legacy for generations to come. | | | | | | | | |
| | Sushri Jayashree Vyas | | | | | | | | |
| | Chairperson – Investment, CSR & ESG Committee & Public Interest Director | | | | | | | | |

| Disclosure Questions | P 1 | P 2 | P 3 | P 4 | P 5 | P 6 | P 7 | P 8 | P 9 |
|---|---|-----|-----|-----|-----|-----|-----|-----|-----|
| 8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies). | Mr. Deepak Goel Chief Financial Officer Phone no: 022-22725699 Email address: deepak.goel@bseindia.com | | | | | | | | |
| 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. | Investment, CSR & ESG committee is responsible for overseeing and decision making on sustainability issues | | | | | | | | |

*Policies are applicable to major value chain partners wherever relevant

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 | Y | Y | Y | Y | Y | Y | Y | Y | Y | | | | | Annually | | | | |
| Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances | The company is compliant with the applicable regulations. There are no material instances of non-compliance. Operational issues are continuously being addressed as they arise. The company monitors and ensures timely completion of all required compliances. | | | | | | | | | | | | | | | | | |

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 |
|---|----|----|----|----|----|----|----|----|
| In addition to periodic internal evaluation at Board and Committee level assurance, comfort is sought by BSE on its policies/procedures/codes through periodic audits by external agencies. For the purpose of this report through an extensive exercise, assessment of operationalization and effectiveness of policies mentioned in this section, is done by Dhir & Dhir Associates, an eminent Law firm. | | | | | | | | |

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) | 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

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 | Training Programs – 02 Other Forums - 04 | The company provided comprehensive training to the board of directors, encompassing several critical areas like in-depth understanding of the nature of the industry in which company operates, company's business model, company's code of conduct, the directors' roles, rights, and responsibilities, regulatory compliances, risk management framework, trading operations and both statutory and internal policies of the Company. | Training Programs: 33 Other Forums: 100 |
| Key Managerial Personnel | 5 | Key Management Personnel undergo a comprehensive training regimen which includes topics like information security and risks, social engineering attacks, physical security, mobile device security, incident reporting, business continuity, Information Security Management System (ISMS) and Business Continuity Management System (BCMS) policies and procedures, security best practices, fire safety & evacuation mock drills and Human Rights. | 100 |
| Employees other than BoD and KMPs | 47 | Employees are provided with a diverse array of training programs that also cover topics like information security and risks, social engineering attacks, physical security, mobile device security, incident reporting, business continuity, ISMS and BCMS policies and procedure, security best practices, phishing, fire safety & evacuation mock drills, Human Rights. Additionally, they are also provided Office Manager Training, and training on other topics like Lego Series Play, Stress Management, Digital Data Protection, Time Management and Decision Making, and Physical Building Security. | 100 |

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 | Nil | No |
| Settlement | Nil | Nil | Nil | Nil | No |
| Compounding fee | Nil | Nil | Nil | Nil | No |

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

3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.

| Case Details | Name of the regulatory/ enforcement agencies/ judicial institutions |
|--------------|---|
| NA | NA |
| NA | NA |

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.

Yes. The company maintains robust policies aimed at combating corruption and bribery within its operations. These policies include Whistle Blower policy, Code of Ethics for Directors, and Key Management Personnel (KMPs)' as well as the 'Ethical Code of Conduct' for all employees. These documents serve as guiding principles for directors, KMPs, and employees, outlining the company's stance against unethical practices and emphasizing integrity, transparency, and accountability in all business dealings. While specific details of the anti-corruption and anti-bribery measures are outlined within these policies, the overarching goal is to ensure compliance with legal and ethical standards.

Weblink of the policy: https://www.bseindia.com/investor_relations/corporategovernance.html#

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

| | FY 2023-2024 | FY 2022-2023 |
|-----------|--------------|--------------|
| Directors | Nil | Nil |
| KMPs | Nil | Nil |
| Employees | Nil | Nil |
| Workers | NA | NA |

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

| | FY 2023-2024 | | FY 2022-2023 | |
|--|--------------|---------|--------------|---------|
| | Number | Remarks | Number | Remarks |
| Number of complaints received in relation to issues of Conflict of Interest of the Directors | Nil | Nil | Nil | Nil |
| Number of complaints received in relation to issues of Conflict of Interest of the KMPs | Nil | Nil | Nil | Nil |

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 2023-2024 | FY 2022-2023 |
|-------------------------------------|--------------|--------------|
| Number of days of accounts payables | 110.64 | 59.10 |

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 2023-2024 | FY 2022-2023 |
|----------------------------|--|--------------|--------------|
| 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 | NA | NA |
| | b. Number of dealers / distributors to whom sales are made | NA | NA |
| | c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors | NA | NA |
| Share of RPTs in | a. Purchases (Purchases with related parties / Total Purchases) | Nil | Nil |
| | 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) | 35% | 48% |

*BSE, being into service industry, no goods and services are being purchased from a Trading house. In absence of specific criteria defined, we are not considering the Foreign Exchange being bought for our employee travels.

LEADERSHIP INDICATORS

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

| Total no of awareness programs held | Topics / principles covered under the training | % of value chain partners covered (by value of business done with such partners) under the awareness programmes |
|-------------------------------------|--|---|
| 108 | <ol style="list-style-type: none"> Information Security and Risks Social Engineering Attacks Physical Security Mobile Device Security Incident Reporting Business Continuity ISMS and BCMS Policies and Procedures Phishing System Trainings Human Rights Facility Management Fire Evacuation Drill Building Security Procedures Facility Management | 100* |

*Awareness programmes are conducted for contractual staff deputed at BSE who are one of the value chain partners. In addition to this, around 14,000 Investor Awareness Programs are conducted by BSE IPF for general investors. Periodic trainings are also conducted for Member Brokers as and when there is introduction of new products or systems.

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. There is a process in place to manage matters pertaining to conflict of interests for Board Members. The same is covered under Code of Ethics for Directors and KMP's policy. The policy aims at providing guidelines to the Board members for avoiding conflict of self-interest.

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 2023-2024 | FY 2022-2023 | Details of improvements in environmental and social impacts |
|-------|--------------|--------------|---|
| R&D | NA | NA | NA |
| Capex | NA | NA | NA |

BSE being in service industry and providing virtual services, does not have a direct environmental or social impact of its business operations. However, BSE continues to explore opportunities to invest in power-reducing technologies to run its day-to-day operations.

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

No however the resources consumed by the company are limited to running of day-to-day operations. Procurement of IT hardware is conducted exclusively through authorized Original Equipment Manufacturers (OEMs) or reputable vendors. Prior to onboarding, vendors and suppliers undergo evaluation processes to ensure compliance with established standards.

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

Not applicable

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

While the scope for reusing and recycling is limited due to the nature of our business, we adhere to the following protocols:

- Plastic waste: We employ biodegradable plastic garbage bags for waste collection and disposal. Additionally, used plastic water bottles are directed to authorized recyclers for recycling purposes.
- E-Waste: Our commitment to sustainable practices is evident through the appointment of authorized E-Waste recyclers. They handle the sustainable recycling and disposal of E-Waste, encompassing items such as computers, laptops, servers, and printers, in accordance with government and local regulatory guidelines.
- Hazardous waste: As we do not generate hazardous waste within our operations, this category is not applicable to our processes.
- Other waste: This category encompasses materials like used paper, which is directed to authorized recyclers for proper recycling procedures.

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

LEADERSHIP INDICATORS

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for 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. |
|----------|--------------------------|---------------------------------|--|---|---|
| NA | NA | NA | NA | NA | NA |

BSE is engaged in the business of stock exchange services. The services provided by BSE are virtual in nature and hence there is no direct Environmental or Social impact.

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 |
|-------------------------|---------------------------------|--------------|
| NA | NA | NA |

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry)

| Indicate input material | Recycled or re-used input material to total material | |
|-------------------------|--|--------------|
| | FY 2023-2024 | FY 2022-2023 |
| NA | NA | NA |

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

| | FY 2023-2024 | | | FY 2022-2023 | | |
|--------------------------------|--------------|----------|-----------------|--------------|----------|-----------------|
| | Re-Used | Recycled | Safely Disposed | Re-Used | Recycled | Safely Disposed |
| Plastics (including packaging) | NA | NA | NA | NA | NA | NA |
| E-waste | NA | NA | NA | NA | NA | NA |
| Hazardous waste | NA | NA | NA | NA | NA | NA |
| Other waste | NA | NA | NA | NA | NA | NA |

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 % of total products sold in respective category |
|---------------------------|---|
| NA | NA |

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



ESSENTIAL INDICATORS

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

| Category | % of employees covered by | | | | | | | | | | |
|--------------------------------|---------------------------|------------------|-----------|--------------------|-----------|--------------------|-----------|--------------------|-----------|---------------------|-----------|
| | Total (A) | Health Insurance | | Accident Insurance | | Maternity benefits | | Paternity benefits | | Day care facilities | |
| | | Number (B) | % (B / A) | Number (C) | % (C / A) | Number (D) | % (D / A) | Number (E) | % (E / A) | Number (F) | % (F / A) |
| Permanent employees | | | | | | | | | | | |
| Male | 378 | 378 | 100.00 | 378 | 100.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Female | 140 | 140 | 100.00 | 140 | 100.00 | 140 | 100.00 | 0 | 0.00 | 0 | 0.00 |
| Total | 518 | 518 | 100.00 | 518 | 100.00 | 140 | 27.03 | 0 | 0.00 | 0 | 0.00 |
| Other than permanent employees | | | | | | | | | | | |
| Male | 436 | 419 | 96.10 | 131 | 30.05 | 0 | 0.00 | 146 | 33.49 | 0 | 0.00 |
| Female | 124 | 117 | 94.35 | 68 | 54.84 | 115 | 92.74 | 0 | 0.00 | 0 | 0.00 |
| Total | 560 | 536 | 95.71 | 199 | 35.53 | 115 | 20.54 | 146 | 26.07 | 0 | 0.00 |

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

| Category | % of workers covered by | | | | | | | | | | |
|------------------------------|-------------------------|------------------|-----------|--------------------|-----------|--------------------|-----------|--------------------|-----------|---------------------|-----------|
| | Total (A) | Health Insurance | | Accident Insurance | | Maternity benefits | | Paternity benefits | | Day care facilities | |
| | | Number (B) | % (B / A) | Number (C) | % (C / A) | Number (D) | % (D / A) | Number (E) | % (E / A) | Number (F) | % (F / A) |
| Permanent workers | | | | | | | | | | | |
| Male | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Female | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Total | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Other than Permanent Workers | | | | | | | | | | | |
| Male | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Female | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Total | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |

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

| | FY 2023-2024 | FY 2022-2023 |
|---|--------------|--------------|
| Cost incurred on well-being measures as a % of total revenue of the company | 0.051 | 0.045 |

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

| Benefits | FY 2023-2024 | | | FY 2022-2023 | | |
|----------|--|--|--|--|--|--|
| | 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 | Y | 100 | NA | Y |
| Gratuity | 94 | NA | NA | 95 | NA | NA |
| ESI | NA | NA | NA | NA | NA | NA |
| NPS | 18 | NA | Y | 20 | NA | Y |

3. Accessibility of workplaces

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

Yes, our office building is accessible to differently abled employees and visitors. We have installed ramps at the entrance gates to ensure easy access. Additionally, we provide wheelchairs for the convenience of differently abled individuals. Furthermore, we have provided certain rest rooms which are designed for accommodating special needs of person with disabilities.

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. Company is deeply committed to fostering a workplace culture that embraces the principles of equal opportunity. We believe that diversity is a cornerstone of our success, and we strive to create an environment where every individual, regardless of background or personal characteristics, has the opportunity to excel. We ensure non-discrimination and respect for persons with disabilities and believe in providing equal employment opportunity to all groups of people.

Weblink of the policy: https://www.bseindia.com/investor_relations/corporategovernance.html#

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

| | Permanent employees | | Permanent workers | |
|--------------|---------------------|----------------|---------------------|----------------|
| Gender | Return to work rate | Retention rate | Return to work rate | Retention rate |
| Male | NA | NA | NA | NA |
| Female | 100 | 100 | NA | NA |
| Total | 100 | 100 | NA | NA |

BSE is in compliance with the statutory provisions pertaining to providing maternity leave & other benefits to its female employees.

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 | Not Applicable |
| Permanent Employees | Yes |
| Other than Permanent Employees | Yes |

BSE fosters a culture of ethical conduct, encouraging open communication where employees are empowered to voice their concerns and grievances to their immediate Managers, HODs, Human Resource personnel, and members of the Management Committee.

Specifically, regarding complaints of sexual harassment, employees have the option to directly approach any member of the POSH Committee or a designated senior woman official from the Human Resource Department.

Ethical code of conduct grievances is handled at senior levels with utmost sensitivity and transparency.

All relevant policies, including those concerning anti-sexual harassment and ethical conduct, can be accessed on the company's internal portal. Periodic sensitization sessions are conducted to ensure that the employees remain informed.

It's worth noting that contractual staff are subject to the same policies as permanent employees, underscoring the company's commitment to equitable treatment across its workforce.

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

| | 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 | 518 | 101 | 19.50% | 492 | 104 | 21.14% |
| Male | 378 | 89 | 23.54% | 349 | 91 | 26.07% |
| Female | 140 | 12 | 8.57% | 143 | 13 | 9.09% |
| Total Permanent Workers | NA | NA | NA | NA | NA | NA |
| Male | NA | NA | NA | NA | NA | NA |
| Female | NA | NA | NA | NA | NA | NA |

8. Details of training given to employees and workers

| Category | FY 2023-2024 | | | | | FY 2022-2023 | | | | |
|-----------|--------------|-------------------------------|-----------|----------------------|-----------|--------------|-------------------------------|-----------|----------------------|-----------|
| | 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 | 378 | 378 | 100.00 | 373 | 98.68 | 349 | 349 | 100.00 | 150 | 42.98 |
| Female | 140 | 140 | 100.00 | 42 | 30.00 | 143 | 143 | 100.00 | 56 | 39.16 |
| Total | 518 | 518 | 100.00 | 415 | 80.12 | 492 | 492 | 100.00 | 206 | 41.87 |
| Workers | | | | | | | | | | |
| Male | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Female | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Total | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |

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

| Category | FY 2023-2024 | | | FY 2022-2023 | | |
|------------------|--------------|------------|-----------|--------------|------------|-----------|
| | Total (A) | No. (B) | % (B / A) | Total (C) | No. (D) | % (D / C) |
| Employees | | | | | | |
| Male | 378 | 289 | 76 | 349 | 258 | 74 |
| Female | 140 | 128 | 91 | 143 | 130 | 91 |
| Total | 518 | 417 | 81 | 492 | 388 | 79 |
| Workers | | | | | | |
| Male | NA | NA | NA | NA | NA | NA |
| Female | NA | NA | NA | NA | NA | NA |
| Total | NA | NA | NA | NA | NA | NA |

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?

The company has prioritized health and safety management with several proactive initiatives:

- Comprehensive medical insurance coverage extends to all BSE employees and their immediate family members, ensuring their well-being.
- Various programs promoting physical and mental well-being have been launched, encouraging employees to cultivate healthy habits.
- A dedicated medical centre, staffed with doctor during specified hours, is available to all BSE employees, as well as those from BSE group companies and contractual staff, at no cost.
- Fire and first-aid marshals are stationed on each floor, equipped with basic training to respond effectively to emergencies such as fires, evacuations, and cardiac arrests.
- The company facilitates group Medclaim policy for dependents of employees which includes parent/s and/or in-laws, offering additional support for their health needs during old ages. In the event of hospitalization for employees or their dependent family members, an assistance in claim process is provided by the organization and the Insurer.
- Defibrillators are strategically placed within the building premises, with designated officials trained to utilize them during emergencies.
- Fire exit signs and extinguishers are prominently positioned on each floor, aiding in swift evacuation and emergency response.

- VIII. Emergency contact information, including numbers for the BSE Fire Department, security, ambulance services, hospitals, and blood banks, are displayed on each floor.
- IX. Regular mock fire evacuation drills are conducted, enhancing preparedness and response capabilities among personnel.
- X. Routine testing of potable water from overhead and underground tanks ensures its quality for drinking purposes.
- XI. The company maintains high standards of cleanliness and hygiene in office areas, fostering a healthy and sanitary work environment for employees and staff alike.

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

BSE employs systematic processes to identify work-related hazards and assess associated risks regularly. This includes routine inspections and audits conducted by trained personnel to identify potential hazards in the workplace including that of fire and electrical hazards. Additionally, employees are encouraged to report any observed hazards or concerns through established reporting channels. Non-routine risk assessments are conducted for new projects, changes in processes, or other significant events, utilizing techniques such as job safety analyses or hazard assessments. These processes ensure proactive identification and mitigation of hazards, promoting a safe and healthy work environment for all.

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

Not applicable

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

Yes. All our employees are covered under medical insurance.

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

| Safety Incident/Number | Category | FY 2023-2024 | FY 2022-2023 |
|---|-----------|--------------|--------------|
| 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.

Following measures are taken to ensure a safe and healthy workplace.

- a. Owing to vulnerability of institution, visitors with government Id proof are only allowed to enter the premises. Through visitor management system, concerned host (employee of BSE or group company) is notified regarding arrival of visitor and floor security personnel and access control system ensures restricted access to office areas.
- b. Installation of smoke detectors and fire alarm systems throughout the premises
- c. Conducting periodic mock fire drills to enhance preparedness and response capabilities.
- d. Deployment of trained Fire & First-aid Marshals on each floor, equipped to handle emergencies such as fire outbreaks, evacuations, and medical incidents.
- e. Placement of fire exit signages at various locations on each floor to guide occupants during emergency evacuations. Emergency exit areas are free of obstacles.
- f. Provision of fire extinguishers on each floor for effective response to fire emergencies

- g. Provision of Automated External Defibrillator (AED) training to employees to address cardiac emergencies.
- h. Display of emergency contact numbers, including those for the BSE Fire Department, security, ambulance services, hospitals, and blood banks, at prominent locations on each floor
- i. Operation of a dedicated medical centre within the office building, offering free medical treatment to BSE employees, group company employees, and contractual staff
- j. Regular checks and maintenance of equipment such as air conditioners, DG sets, and chillers to prevent wear and tear.
- k. Mandating all visitors to enter through metal detectors and undergo frisking by security personnel, with their belongings scanned through X-ray baggage scanners.
- l. Regular checks on smoke extract fans and Public Announcement (PA) systems to ensure functionality.
- m. Cleanliness and hygiene standards are maintained keeping in mind slipping hazard, tripping hazard, and falling hazard within the premises.

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

| | FY 2023-2024 | | | FY 2022-2023 | | |
|--------------------|-----------------------|---------------------------------------|---------|-----------------------|---------------------------------------|---------|
| | 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 | 3,114 | 0 | Nil | 3,685 | 0 | Nil |
| Health & Safety | 0 | 0 | Nil | 0 | 0 | Nil |

14. Assessments 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 |

Third party assessment is carried out for Mumbai offices by M/s. Quality Cetification Services being primary centre for exchange operations. The offices located outside Mumbai are mostly Investor Service Centres with minimal manpower and infrastructure. Thus, the assessment for these offices is carried out by the entity itself.

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

Nil. There were no material risks/ concerns identified during the assessment.

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).

Employees - Yes

Workers – Not applicable

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 such as minimum wages, payment of wages, Provident Fund and ESIC are complied with. This includes timely remittances of contributions by our value chain partners which is getting audited in terms of timeline and amounts by personnel from both the Human Resource and Internal Audit departments. Such payment receipts are reviewed by BSE as a part of payment process.

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:

| | 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 2023-2024 | FY 2022-2023 | FY 2023-2024 | FY 2022-2023 |
| Employees | Nil | Nil | Nil | Nil |
| Workers | NA | NA | NA | NA |

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)

No

5. Details on assessment of value chain partners:

| | % of value chain partners (by value of business done with such partners) that were assessed |
|-----------------------------|---|
| Health and safety practices | Given the nature of company's business, our value chain partners are limited to supplying equipment & manpower required for running our business operations. A preliminary assessment of value chain partners is carried out while onboarding them. We do not carry out assessment with respect to health and safety and working conditions of value chain partners offices, factories etc. However, company expects its value chain partners to follow all Health & Safety related guidelines issued by local authorities from time to time. |
| 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.

Identifying key stakeholder groups is a critical aspect of effective stakeholder management for any entity. The process involves several steps aimed at comprehensively identifying and understanding the various parties with a vested interest in the organization's activities, decisions, and outcomes.

- Stakeholder Mapping:** The first step in the process is to conduct stakeholder mapping, wherein stakeholders are identified based on their level of influence and interest in the organization. This involves categorizing stakeholders into different groups based on factors such as their relationship with the entity, their degree of influence, and their potential impact on the organization's objectives.
- Stakeholder Analysis:** Once stakeholders are identified, a thorough analysis is conducted to understand their needs, expectations, and concerns. This involves gathering information through stakeholder consultations, surveys, interviews, and other forms of engagement to gain insights into their perspectives and priorities.
- Prioritization:** Stakeholders are then prioritized based on their level of importance to the organization and the potential impact of their engagement. Key criteria for prioritization may include the degree of influence they wield, the extent of their dependence on the organization, and the potential risks associated with their interests.
- Engagement Planning:** With key stakeholders identified and prioritized, the next step is to develop an engagement plan outlining how the organization will interact with each stakeholder group. This involves defining objectives, determining communication channels, and establishing mechanisms for ongoing dialogue and feedback.

- e. Continuous Monitoring and Review: The process of identifying key stakeholders is not static and requires continuous monitoring and review. As the organization evolves and its operating environment changes, new stakeholders may emerge, while existing stakeholders' interests may shift. Therefore, regular reviews of stakeholder identification processes are essential to ensure they remain relevant and effective.

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' |
|---|--|---|--|---|
| Shareholders | No | Annual/Quarterly Reports, Investor Calls, Filing with Stock Exchange, Annual General meeting, Email, SMS, Newspaper advertisement, Website, Media releases etc. | Ongoing | Announcement of Quarterly & Annual results, Board Meeting intimation and outcome, Other company disclosures, Present key business performance highlights etc. |
| Investors (Investing in BSE Listed Companies) | No | Help Desk, Emails, Website, Notices, Media release, Newspaper advertisement | Ongoing | Share Price, Financial Analytics, Announcement of Quarterly & Annual results, Board Meeting intimation and outcome, Other company disclosures etc. |
| Members | No | Relationship Managers, Help Desk, Emails, Direct Contact, Website, Notices, Media releases, SMS, Newspaper advertisement | Ongoing | Information on various services offered by the company, Addressing grievances, Communication on new products/services, Share Price, Financial Analytics etc. |
| Regulators | No | Emails, Physical & Virtual Meetings, Notices, Media releases | Ongoing | Regulatory inspections, Audits, queries and discussions with respect to various regulations |
| Employees | No | Intranet, Emails, Direct Contact, Leadership programs, Employee engagement programs, SMS, Calls, Website | Ongoing | Knowledge sharing, Training, Induction programs, seeking feedback, Townhall, Programs on skill development, health and wellness, Fire & safety etc., Celebration of various festivals and events etc. |
| Business Partners | No | Emails, Direct Contact, SMS, Calls, Website | Ongoing | Training, Induction, Program on skill development, health and wellness, Fire & safety etc., Celebration of various festivals and events etc. |

LEADERSHIP INDICATORS

- 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.

BSE facilitates & encourages its stakeholders to interact with the nodal officers / utilise communication channels made available to them to provide feedback/ suggestions/ ask queries w.r.t. any matter concerning BSE – including Economic, Environment & Social aspects.

The shareholders are encouraged to ask questions to the Management and Board related to any aspect of the company like financials, future growth plans, operations of the company etc. and the same are addressed through general meetings conducted by BSE.

Investor calls are conducted after announcement of quarterly results to address queries/concerns of the investors.

Company has ESG committee which assists Board in fulfilling its commitment towards society on environment and social front.

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 is sought and implemented in various policies and processes of the company wherever feasible.

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

The company does not have any vulnerable/ marginalized stakeholder group. However, BSE IPF conducts various Investor Awareness Programs for general investors. These programs cover various sects of investors ranging from college students, women groups, general investors, personnel from defence and police etc. Additionally, investor education is also carried out through various social media posts and TV advertisements.

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 2023-2024 | | | FY 2022-2023 | | |
|------------------------|--------------|--|--------------|--------------|--|--------------|
| | Total (A) | No. of employees / workers covered (B) | % (B / A) | Total (C) | No. of employees / workers covered (D) | % (D / C) |
| Employees | | | | | | |
| Permanent | 518 | 518 | 100.00 | 492 | 120 | 24.39 |
| Other than permanent | 560 | 400 | 71.43 | 573 | 0 | 0.00 |
| Total Employees | 1078 | 918 | 85.16 | 1065 | 120 | 11.27 |
| Workers | | | | | | |
| Permanent | NA | NA | NA | NA | NA | NA |
| Other than permanent | NA | NA | NA | NA | NA | NA |
| Total Workers | NA | NA | NA | NA | NA | NA |

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

| Category | FY 2023-2024 | | | | | FY 2022-2023 | | | | |
|----------------------|--------------|-----------------------|-----------|------------------------|-----------|--------------|-----------------------|-----------|------------------------|-----------|
| | 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 | 518 | 0 | 0 | 518 | 100.00 | 492 | 0 | 0.00 | 492 | 100.00 |
| Male | 378 | 0 | 0 | 378 | 100.00 | 349 | 0 | 0.00 | 349 | 100.00 |
| Female | 140 | 0 | 0 | 140 | 100.00 | 143 | 0 | 0.00 | 143 | 100.00 |
| Other than Permanent | 560 | 263 | 46.96 | 297 | 53.04 | 573 | 216 | 37.70 | 357 | 62.30 |
| Male | 436 | 217 | 49.77 | 219 | 50.23 | 451 | 176 | 39.02 | 275 | 60.98 |
| Female | 124 | 46 | 37.10 | 78 | 62.90 | 122 | 40 | 32.79 | 82 | 67.21 |

| Category | FY 2023-2024 | | | | | FY 2022-2023 | | | | |
|----------------------|--------------|-----------------------|-----------|------------------------|-----------|--------------|-----------------------|-----------|------------------------|-----------|
| | 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) |
| Workers | | | | | | | | | | |
| Permanent | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Male | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Female | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Other than Permanent | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Male | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Female | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |

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

| | 2023-24 | | | | 2022-23 | | | |
|----------------------------------|---------|---|--------|---|---------|---|--------|---|
| | Male | | Female | | Male | | Female | |
| | Number | Median remuneration/ salary/ wages of respective category | Number | Median remuneration/ salary/ wages of respective category | Number | Median remuneration/ salary/ wages of respective category | Number | Median remuneration/ salary/ wages of respective category |
| Board of Directors (BoD) | 7 | 19,30,000 | 2 | 20,40,000 | 7 | 28,30,000 | 2 | 15,45,000 |
| Key Managerial Personnel | 10 | 37,62,511 | 2 | 56,00,231 | 23 | 85,77,273 | 4 | 31,91,554 |
| Employees other than BOD and KMP | 368 | 15,84,136 | 138 | 9,28,578 | 326 | 7,90,666 | 139 | 7,23,850 |
| Workers | NA | NA | NA | NA | NA | NA | NA | NA |

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

| | FY 2023-2024 | FY 2022-2023 |
|---|--------------|--------------|
| Gross Wages paid to females as % of total wages | 20 | 20 |

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. BSE's Human Resource Department is responsible for addressing Human Rights issues caused or contributed by the business within the company.

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

The company is committed for upholding ethical business practices and fostering a culture of respect and integrity in employment. As part of its induction program, BSE integrates discussions on human rights and instilling fundamental values in all new employees. Furthermore, BSE has established comprehensive policies, including those addressing topics such as Antisexual Harassment, Human Rights, and Grievance Redressal, aimed at safeguarding the human rights of both its employees and contractual staff as well as creating awareness on the mechanisms available for grievance redressal. These initiatives underscore BSE's dedication to promoting dignity, fairness, and equality across its workforce.

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

| | FY 2023-2024 | | | FY 2022-2023 | | |
|-----------------------------------|-----------------------|---------------------------------------|---------|-----------------------|---------------------------------------|---------|
| | 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 | Nil | Nil | Nil | Nil | Nil |
| Discrimination at workplace | Nil | Nil | Nil | Nil | Nil | Nil |
| Child Labour | Nil | Nil | Nil | Nil | Nil | Nil |
| Forced Labour/Involuntary Labour | Nil | Nil | Nil | Nil | Nil | Nil |
| Wages | Nil | Nil | Nil | Nil | Nil | Nil |
| Other human rights related issues | Nil | Nil | Nil | Nil | Nil | Nil |

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

| | FY 2023-2024 | FY 2022-2023 |
|---|--------------|--------------|
| 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 | Nil | Nil |
| Complaints on POSH upheld | Nil | Nil |

BSE has a robust anti-sexual harassment mechanism. It conducts trainings / awareness programmes and has been in strict compliance with the provisions of POSH Act.

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

Preventing adverse consequences to complainants in discrimination and harassment cases is paramount to fostering a safe and inclusive work environment. Mechanisms are in place to ensure that individuals who come forward with complaints are protected from retaliation and further harm. The protection mechanisms include:

- Confidential Reporting Channels:** Providing confidential avenues for reporting discrimination and harassment cases encourages individuals to come forward without fear of reprisal.
- Non-Retaliation Policies:** Implementing robust non-retaliation policies is essential to safeguarding complainants from adverse actions or treatment following the filing of a complaint. These policies make it clear that retaliation against individuals who report discrimination or harassment will not be tolerated and will be subject to disciplinary action.
- Whistle-blower Protections:** Ensuring that complainants are protected under whistle-blower laws and policies reinforces their rights and shields them from retaliation. Whistle-blower protections may include legal safeguards, anonymity provisions, and mechanisms for reporting retaliation.
- Supportive Environment:** Creating a supportive environment for complainants is crucial for their well-being and confidence in the reporting process. This may involve offering counselling services, legal assistance, or access to employee assistance programs to help individuals cope with the emotional and psychological impact of discrimination or harassment.
- Prompt Investigation and Resolution:** Conducting thorough and timely investigations into discrimination and harassment complaints is essential for preventing further harm to the complainant. Prompt resolution of complaints demonstrates the organization's commitment to addressing issues swiftly and effectively.
- Training and Awareness Program:** Providing training and awareness programs on discrimination, harassment, and retaliation helps educate employees about their rights and responsibilities. Training programs also emphasize the importance of creating a respectful and inclusive workplace culture.
- Regular Monitoring and Review:** Continuously monitoring and reviewing the effectiveness of prevention mechanisms ensures that they remain responsive to the evolving needs of the workforce. Regular assessments help identify gaps or areas for improvement and enable proactive measures to be taken to enhance protection for complainants.

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

Yes

10. Assessments for the year

| | % of your plants and offices that were assessed (by entity or statutory authorities or third parties) |
|-----------------------------|---|
| Child labour | Not Applicable. The Company is in service industry and provides virtual services. We promote human rights, and all our staff members are required to follow the company's policies. |
| Forced/involuntary labour | |
| Sexual harassment | |
| Discrimination at workplace | |
| Wages | |
| Others – please specify | |

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

Not applicable

LEADERSHIP INDICATORS

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

Not applicable

2. Details of the scope and coverage of any Human right's due diligence conducted.

Human rights policy aims to promote Human rights in BSE's business operations and contribute to sustainability. BSE strives to recognise, prevent, and mitigate risks of adverse human rights impacts resulting from business operating activities or caused by persons associated to BSE. The Company also aims to implement Business & human rights practices through various efforts & policy by awareness and mitigation processes within the organisation.

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Yes. Our office building is accessible to differently abled employees and visitors. Ramps are built at the entrance gates for better accessibility. Wheelchair is also available for movement of differently abled employees and visitors.

4. Details on assessment of value chain partners:

| | % of value chain partners (by value of business done with such partners) that were assessed |
|-----------------------------|--|
| Sexual harassment | 100 |
| Discrimination at workplace | 100 |
| Child labour | 100 |
| Forced/involuntary labour | 100 |
| Wages | 100 |
| Others – please specify | 100 |

Assessment is done by the entity for contractual staff deployed in the company's premises.

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

Nil

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 2023-2024 | FY 2022-2023 |
|--|----------------------------------|----------------------------------|
| From renewable sources | | |
| Total electricity consumption (A) | Nil | Nil |
| Total fuel consumption (B) | Nil | Nil |
| Energy consumption through other sources (C) | Nil | Nil |
| Total energy consumed from renewable sources (A+B+C) | Nil | Nil |
| From non-renewable sources | | |
| Total electricity consumption (D) | 5,87,01,326.4 – Mega Joules | 4,83,43,489.2- Mega Joules |
| Total fuel consumption (E) | Nil | Nil |
| Energy consumption through other sources (F) | Nil | Nil |
| Total energy consumed from non-renewable sources (D+E+F) | 5,87,01,326.4 – Mega Joules | 4,83,43,489.2- Mega Joules |
| Total energy consumed (A+B+C+D+E+F) | 5,87,01,326.4 – Mega Joules | 4,83,43,489.2- Mega Joules |
| Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations) (Mega Joules/Lakh) | 574.95 | 806.29 |
| Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP) | Awaiting guidance note from SEBI | Awaiting guidance note from SEBI |
| Energy intensity in terms of physical output | - | - |
| Energy intensity (optional) – the relevant metric may be selected by the entity | - | - |

Assessment is carried out by M/s. Quality Certification Services

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

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

| Parameter | FY 2023-2024 | FY 2022-2023 |
|--|--------------|--------------|
| Water withdrawal by source (in kilolitres) | Nil | Nil |
| (i) Surface water | Nil | Nil |
| (ii) Groundwater | Nil | Nil |
| (iii) Third party water | 28,695 KL | 23,000 KL |
| (iv) Seawater / desalinated water | Nil | Nil |
| (v) Others | Nil | Nil |

| Parameter | FY 2023-2024 | FY 2022-2023 |
|--|----------------------------------|----------------------------------|
| Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v) | 28,665 KL | 23,000 KL |
| Total volume of water consumption (in kilolitres) | 5,739 KL | 4,600 KL |
| Water intensity per rupee of turnover (Total water consumption / Revenue from operations) | 0.06 | 0.08 |
| Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) | | |
| (Total water consumption / Revenue from operations adjusted for PPP) | Awaiting guidance note from SEBI | Awaiting guidance note from SEBI |
| Water intensity in terms of physical output | - | - |
| Water intensity (optional) – the relevant metric may be selected by the entity | - | - |

Assessment is carried out by M/s. Quality Certification Services

4. Provide the following details related to Water Discharged

| Parameter | FY 2023-2024 | FY 2022-2023 |
|---|------------------|-----------------|
| 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 | | |
| (ii) To Groundwater | Nil | Nil |
| No treatment | Nil | Nil |
| With treatment – please specify level of treatment | | |
| (iii) To Seawater | | |
| No treatment | 22,956 KL | 18,400 KL |
| With treatment – please specify level of treatment | Nil | Nil |
| (iv) Sent to third-parties | | |
| No treatment | Nil | Nil |
| With treatment – please specify level of treatment | Nil | Nil |
| (v) Others | | |
| No treatment | Nil | Nil |
| With treatment – please specify level of treatment | Nil | Nil |
| Total water discharged (in kilolitres) | 22,956 KL | 18400 KL |

Assessment is carried out by M/s. Quality Certification Services

Approximately 80% of the water consumed by the company is discharged in the Municipal drain which finally is let out by the Municipal corporation in the sea.

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

The Company's wastewater is discharged in the Municipal sewage system and is treated in the Municipal sewage treatment plants. We have currently not implemented a mechanism for Zero Liquid Discharge.

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

| Parameters | Please specify unit | FY 2023 - 2024 | FY 2022 - 2023 |
|-------------------------------------|---------------------|----------------|----------------|
| NOx | mg/m3 | 11 | 9 |
| Sox | mg/m3 | 9 | 6 |
| Particulate Matter (PM) | | | |
| Particulate Matter (PM) (PM10) | mg/m3 | 17 | 14 |
| Particulate Matter (PM) (PM 2.5) | mg/m3 | 31 | 24 |
| Persistent Organic Pollutants (POP) | | BDL | BDL |
| Volatile Organic Compounds (VOC) | | BDL | BDL |
| Hazardous Air Pollutants (HAP) | | BDL | BDL |
| Others – please specify | | | |
| Carbon Monoxide | mg/m3 | 0.38 | NA |

Assessment is carried out by M/s. Quality Certification Services

BDL – Below Detection Limit

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

| Parameter | Unit | FY 2023-2024 | FY 2022-2023 |
|--|--|----------------------------------|----------------------------------|
| Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available) | Metric tonnes of CO2 equivalent | 124.27 | Not calculated |
| Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available) | Metric tonnes of CO2 equivalent | 13207.80 | 10877.29 |
| Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations) | Metric tonnes of CO2 equivalent per lakh | 0.13 | 0.18 |
| 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) | | Awaiting guidance note from SEBI | Awaiting guidance note from SEBI |
| Total Scope 1 and Scope 2 emission intensity in terms of physical output | | - | - |
| Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity | | - | - |

*Scope 1 data only discloses fire suppressant and refrigerant data as the Company does not have any owned vehicle or any sources of fuel for the reporting year.

Assessment is carried out by M/s. Quality Certification Services

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

No

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

| Total Waste generated (in metric tonnes) | FY 2023 - 2024 | FY 2022 – 2023 |
|---|-------------------------------------|-------------------------------------|
| Plastic waste (A) | 0.22 | 0.28 |
| E-waste (B) | 5.12 | Nil |
| Bio-medical waste (C) | NA | NA |
| Construction and demolition waste (D) | Nil | Nil |
| Battery waste (E) | Nil | Nil |
| Radioactive waste (F) | NA | NA |
| Other Hazardous waste. Please specify, if any. (G) | NA | NA |
| Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector) Paper, cardboard etc. | 4.73 | 0.38 |
| Total (A+B + C + D + E + F + G + H) | 10.07 | 0.66 |
| Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) | 0.00010 | 0.000011 |
| Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP) | Awaiting guidance note from SEBI | Awaiting guidance note from SEBI |
| Waste intensity in terms of physical output | - | - |
| Waste intensity (optional) – the relevant metric may be selected by the entity | - | - |

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 | 10.07 | 0.66 |
| (ii) Re-used | Nil | Nil |
| (iii) Other recovery operations | Nil | Nil |
| Total | 10.07 | 0.66 |

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 | Nil | Nil |
| Total | Nil | Nil |

Assessment is carried out by M/s. Quality Certification Services

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.

Our waste stream primarily comprises E-Waste, used paper, and single-use plastic water bottles. To promote environmental responsibility, we ensure proper disposal by sending E-Waste, used plastic water bottles, and paper waste to authorized recycling facilities.

Moreover, we actively pursue digitization initiatives to minimize paper usage. For instance, we have implemented the Corporate Announcement Filing System (CAFS) for equity listed companies, enabling paperless submission of documents. Additionally, digital filing and document submission processes have been introduced across various operations to further reduce paper consumption.

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

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

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

| Name and brief details of project | EIA Notification No. | Date | Whether conducted by independent external agency (Yes / No) | Results communicated in public domain (Yes / No) | Relevant Web link |
|--------------------------------------|----------------------|------|--|---|-------------------|
| NA | NA | NA | NA | NA | NA |

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

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

LEADERSHIP INDICATORS

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

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

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

| Parameter | FY 2023-2024 | FY 2022-2023 |
|--|--------------|--------------|
| Water withdrawal by source (in kilolitres) | | |
| (i) Surface water | Nil | Nil |
| (ii) Groundwater | Nil | Nil |
| (iii) Third party water | Nil | Nil |
| (iv) Seawater / desalinated water | Nil | Nil |
| (v) Others | Nil | Nil |
| Total volume of water withdrawal (in kilolitres) | Nil | Nil |
| Total volume of water consumption (in kilolitres) | Nil | Nil |
| Water intensity per rupee of turnover (Water consumed / turnover) | Nil | Nil |
| Water intensity (optional) – the relevant metric may be selected by the entity | Nil | Nil |

| Parameter | FY 2023-2024 | FY 2022-2023 |
|---|--------------|--------------|
| Water discharge by destination and level of treatment (in kilolitres) | | |
| (i) Into Surface water | Nil | Nil |
| No treatment | Nil | Nil |
| with treatment – please specify level of treatment | Nil | Nil |
| (ii) Into Groundwater | Nil | Nil |
| No treatment | Nil | Nil |
| With treatment – please specify level of treatment | Nil | Nil |
| (iii) Into 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 discharged (in kilolitres) | Nil | Nil |

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

| Parameter | Unit | FY 2023-24 | FY 2022-23 |
|--|--|--|------------|
| Total Scope 3 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 | During the reporting year, the company did not quantify its Scope 3 emissions. Nonetheless, efforts are underway to furnish the pertinent data in the forthcoming years. | |
| 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

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

No adverse impact to the environment is caused by the entity.

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. Initiative undertaken. No | Details of the initiative (Web-link, if any, may be provided along-with summary) | Outcome of the initiative |
|---|--|---|
| 1. Rainwater Harvesting | Rainwater harvesting system is implemented for BSE buildings situated in Mumbai. The rainwater harvested will be stored and used for chiller plant after due treatment. Additionally, the harvested rainwater will also help recharge existing ring wells situated in the premises | Effective usage of rainwater |
| 2. Installation of AHU energy saving devices | New AHU energy saving devices installed thereby resulting in significant power savings | Saving on electricity consumption |
| 3. Replacement of existing lights with LED lights | We regularly replace high energy consuming electrical equipment with modern efficient devices such as replacing the induction ballasts with electronic ballasts and the fluorescent lights with LED lights. | Saving on electricity consumption |
| 4. Recycling of plastic bottles | Onetime use plastic water bottles are sent for recycling | Plastic is recycled instead of adding to landfills. |

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

BSE provides an efficient and transparent market for trading in equity, debt instruments, derivatives, mutual funds. BSE provides a host of other services to capital market participants including risk management, clearing, settlement, market data services and education. It has a global reach with customers around the world and a nation-wide presence. BSE systems and processes are designed to safeguard market integrity, drive the growth of the Indian capital market and stimulate innovation and competition across all market segments. The exchange products include currency, derivatives and equity, data-feed and indexes.

BSE has been identified as critical infrastructure by National Critical Information Infrastructure Protection Centre (NCIIPC). In the event of disruption of any one or more of the 'Critical Systems' BSE shall, within 30 minutes of the incident, declare that incident as 'Disaster' and take measures to restore operations including from DRS within 45 minutes of the declaration of 'Disaster'.

Various Policies, Procedures & Scope documents related to Business Continuity Plan are available on the company's intranet portal.

The Policies and Procedures are based on regulatory requirements (SEBI) best practices in market and international standards.

Policies, Procedures & Scope documents related to Business Continuity Plan are made available on the company's intranet portal for reference to employee and vendor staff.

Periodic Trainings with quiz are conducted on various topic related to Business Continuity and Disaster Recovery

The Business continuity and Disaster recovery of BSE is independently audited basis regulatory requirements and terms of reference.

BSE has also been awarded ISO 22301: 2019 (International Standard Organization Business Continuity Management System) Certification

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.

BSE's services are virtual in nature. The various equipment used by BSE are limited to running its operations. There is no direct adverse impact to the environment, arising from the value chain of the entity.

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

No assessment was carried out as the value chain partners are limited to supplying equipment for carrying out business operations.

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.

BSE was a member with ten (10) 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.

| Sr. No | Name of Trade and industry chambers/associations | Reach of Trade/Industry |
|--------|--|-------------------------|
| 1 | Asia Society India Centre | National |
| 2 | The Council of EU Chambers of Commerce in India | National |
| 3 | Federation of Indian Chambers of Commerce and Industry | National |
| 4 | Assocham | National |
| 5 | Chamber of Commerce and Industry (IMC) | National |
| 6 | Bombay Management Association (BMA) | National |
| 7 | The Press Club | National |
| 8 | Indian Banks Association | National |
| 9 | Bombay Chamber of Commerce & Industry | National |
| 10 | Confederation of Indian Industry (CII) | National |

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

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

There have been no instances of anti-competitive behaviour identified within the entity, as evidenced by the absence of adverse orders from regulatory authorities. Consequently, this point is not applicable to us.

LEADERSHIP INDICATORS

Details of public policy positions advocated by the entity:

| Sr. No | Public Policy Educated | Method resorted for such advocacy | Whether information available in public domain? (Yes/No) | Frequency of Review by Board (annually/ Half Yearly/Quarterly/ Others – please specify) | Web link, if available |
|--------|------------------------|-----------------------------------|--|---|------------------------|
| NA | NA | NA | NA | NA | NA |

PRINCIPLE 8: BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT



ESSENTIAL INDICATORS

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

| Name and brief details of project | SIA Notification No. | Date of notification | Whether conducted by independent external agency (Yes / No) | Results communicated in public domain (Yes / No) | Relevant Web link |
|-----------------------------------|----------------------|----------------------|---|--|-------------------|
| NA* | NA | NA | NA | NA | NA |

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by 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) |
|--------|--|-------|----------|---|--------------------------|---|
| NA | NA | NA | NA | NA | NA | NA |

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

In case of any grievance, community member can write to us or visit the nearest office of BSE. List of offices is available on our website at https://www.bseindia.com/static/about/contact_us.aspx.

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

| | FY 2023-2024 | FY 2022-2023 |
|---|----------------|----------------|
| Directly sourced from MSMEs/small producers | Not applicable | Not applicable |
| Directly from within India | Not applicable | Not applicable |

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 2023-2024 | FY 2022-2023 |
|--------------|--------------|--------------|
| Rural | 0 | 0 |
| Semi-urban | 0 | 0 |
| Urban | 0 | 0 |
| Metropolitan | 100% | 100% |

LEADERSHIP INDICATORS

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

| Details of negative social impact identified | Corrective action taken |
|--|-------------------------|
| NA | NA |

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

| Sr. No | State | Aspirational District | Amount Spent (INR) |
|--------|-------|-----------------------|--------------------|
| Nil | Nil | Nil | Nil |

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

The resources used at BSE is limited to running its operations and equal opportunity is provided to all our vendors. In this regard, the company does not have a preferential procurement policy.

b. From which marginalized /vulnerable groups do you procure?

Not applicable

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

Not applicable

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

| S. No. | Intellectual property based on traditional knowledge | Owned/Acquired (Yes/No) | Benefit Shared (Yes/No) | Basis of calculating benefit share |
|--------|--|-------------------------|-------------------------|------------------------------------|
| Nil | Nil | Nil | Nil | Nil |

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 Case | Corrective Action Taken |
|-------------------|---------------|-------------------------|
| Nil | Nil | Nil |

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 | Prime Minister's National Relief Fund | Public at large | Not ascertainable |
| 2 | Indian Cancer Society | 2 | 100 |

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



ESSENTIAL INDICATORS

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

The consumers of the company and mechanisms in place to receive and respond to their complaints are as follows:

Companies listed on BSE Platform

The companies listed on BSE platform can raise their grievances with their respective relationship manager through email OR over phone call. The relationship manager will try and resolve the complaint individually or through respective department of the company.

Members/Brokers

Members/Brokers can raise their complaints with BSE through dedicated help line. Alternatively, Members/Brokers can also register their complaints on the online portal available on BSE website at <https://www.bseindia.com/members/index.aspx>.

Data Vendors

Relationship managers are assigned for each Data Vendor. The data vendors can reach out to their respective relationship managers for any query/complaint. The respective relationship manager is responsible for addressing the query/complaint at his level or with the help of internal departments.

https://www.bseindia.com/market_data_products.html?flag=real

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 |

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

| | FY 2023-2024 | | Remarks | FY 2022-2023 | | Remarks |
|--------------------------------|--------------------------|-----------------------------------|---------|--------------------------|-----------------------------------|---------|
| | Received during the year | Pending resolution at end of year | | Received during the year | Pending resolution at end of year | |
| Data privacy | Nil | Nil | Nil | Nil | Nil | Nil |
| Advertising | Nil | Nil | Nil | Nil | Nil | Nil |
| Cyber-security | Nil | Nil | Nil | Nil | Nil | Nil |
| Delivery of essential services | Nil | Nil | Nil | Nil | Nil | Nil |
| Restrictive Trade Practices | Nil | Nil | Nil | Nil | Nil | Nil |
| Unfair Trade Practices | Nil | Nil | Nil | Nil | Nil | Nil |
| Other | Nil | Nil | Nil | Nil | Nil | Nil |

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

| | Number | Reason for recall |
|-------------------|----------------|-------------------|
| Voluntary Recalls | Not applicable | Not applicable |
| Forced Recalls | Not applicable | Not applicable |

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

Yes. BSE has policy on cyber security, cyber risks related to data privacy. The same is available on the internal portal of the organization.

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.

Nil

7. Provide the following information relating to data breaches:

- Number of instances of data breaches - Nil
- Percentage of data breaches involving personally identifiable information of customers - Nil
- 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 (provide web link, if available).

The information on the products and services offered by BSE is available on our website www.bseindia.com

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

BSE has set up an Investor Protection Fund (IPF) to meet the claims of investors against defaulter Members, in accordance with the guidelines issued by the regulator. BSE Investor Protection Fund is responsible for creating Capital markets related awareness amongst the investor community in India. BSE IPF regularly runs investor awareness campaigns through various channels like television, print media, social media etc.

Regional seminars on investor education for general investors are conducted on regular basis through our network of trained Resource Persons as well as in collaboration with SEBI and CDSL, wherever possible in the local language of that area.

BSE recognises college and university students as the future potential investors. BSE goes a step ahead by conducting investor awareness programs for college and university students whereby students are educated on financial literacy, potential risks and precautionary measures to be taken while dealing in capital markets etc.

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

The Exchange as part of its policy is required to inform market participants availing the essential services i.e. dealing on the platforms of the Exchange, any disruption of these services. Therefore, in the event of occurrence of such disruption, Exchange broadcast message immediately through SMS and Emails to its participants and by publishing on the BSE's website.

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

Key Footprints in our ESG Journey

In the contemporary business landscape, the emphasis on environmental, social, and governance principles has become increasingly pronounced. This holistic framework encourages corporations to assess and mitigate their environmental footprint, foster transparent and equitable stakeholder relations, and adhere to high standards of governance and ethical conduct. Acknowledging the integral relationship between sustainable business practices and societal well-being, the BSE has proactively embraced ESG initiatives. These efforts not only reflect a commitment to long-term sustainability but also align with the evolving expectations of investors and consumers.

1. BSE's engagement in social initiatives reflects its commitment to giving back to the community, particularly highlighted by the heartwarming gesture towards underprivileged children during the festive season of Diwali. The visit by BSE's senior management to the Salaam Balak Trust in Mumbai brought joy and smiles to the faces of these young individuals as they were presented with goodie bags.



2. BSE's initiative to organize a beach cleaning drive reflects a conscientious commitment to the Sustainable Development Goal aimed at conserving life below water. By mobilizing efforts to clear litter and pollution from beachfronts, BSE not only helps protect marine ecosystems but also promotes public awareness about the importance of maintaining our natural coastal environments. It is through such direct actions that BSE demonstrates corporate responsibility towards environmental stewardship and sustainable practices, essential for the safeguarding of our planet's precious resources.



3. As a conscientious stock exchange, BSE acknowledges its duty to empower its investors with knowledge and understanding. Through the conduct of widespread investor awareness sessions in collaboration with regulators and market intermediaries, BSE displays its commitment to responsible finance and investor education. The organization notably includes programs tailored for the especially abled, ensuring inclusivity and equal access to crucial financial information.



4. Celebrating International Women's Day, BSE honoured the occasion by recognizing the indispensable contributions and achievements of women to the corporate sector and society at large. This celebration is reflective of BSE's commitment to honouring diversity and promoting gender equality within the workplace and the broader community. By acknowledging the talents and successes of women, BSE not only commends the strides made towards inclusivity but also fosters an environment of empowerment and respect.



5. At BSE, the health and well-being of our employees and contractual staff are held in the highest regard. With a firm belief in the maxim that a healthy workforce is the backbone of a robust organization, BSE organized a free medical check-up camp for its employees and contractual staff. This initiative is a testament to our commitment to fostering a work environment that prioritizes health. By providing such essential health services, BSE reinforces a culture of care and preventive attention, ensuring that our team remains healthy, happy, and productive.



6. Demonstrating a spirit of generosity and community support, employees from BSE and its group companies came together for a voluntary donation drive aimed at aiding the underprivileged. The initiative saw active participation from the company's Senior Management, who not only contributed to the donation pool but also took part in the personal distribution of items to orphanages and facilities caring for cancer patients. The drive resonates deeply with the company's values of empathy and service, exemplifying how collective action can foster hope and support within the community.



7. BSE has taken a significant step towards environmental stewardship and sustainability by implementing a rainwater harvesting initiative. This strategic move aligns with Sustainable Development Goal 6, which focuses on ensuring the availability and sustainable management of water and sanitation for all. By collecting and storing rainwater, BSE contributes to the conservation of water resources, reducing the dependency on conventional water supply systems, and mitigating the effects of urban runoff. Rainwater harvesting not only helps in replenishing groundwater levels but also aids in the reduction of water bills and provides a buffer during water scarcity. This practice underscores BSE's commitment to sustainable development by utilizing a simple yet effective means of contributing to water security, echoing the global call for responsible consumption and production patterns outlined in the SDGs.



GLIMPSES OF OTHER ACTIVITIES:

