

# Business Responsibility and Sustainability Report

## A: GENERAL DISCLOSURES

### A.1: Details of the listed entity

1.	Corporate identity number (CIN) of the listed entity	L72200MP2011PLC025622
2.	Name of the listed entity	InfoBeans Technologies Limited
3.	Year of incorporation	18/03/2011
4.	Registered office address	Crystal IT Park, STP-I, 2 <sup>nd</sup> Floor, Ring Road, Indore, MP-452001, India.
5.	Corporate address	Crystal IT Park, STP-I, 2 <sup>nd</sup> Floor, Ring Road, Indore, MP-452001, India.
6.	E-mail ID	<a href="mailto:compliance@infobeans.com">compliance@infobeans.com</a>
7.	Telephone	07317162102
8.	Website	<a href="http://www.infobeans.com">www.infobeans.com</a>
9.	Financial year for which reporting is being done	2023 - 2024
10.	Name of the stock exchange(s) where shares are listed	BSE, NSE
11.	Paid-up Capital (In Rs.)	24,29,84,300
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Surbhi Jain, Company Secretary and Compliance Officer, 07317162102, <a href="mailto:compliance@infobeans.com">compliance@infobeans.com</a>
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)	Standalone basis
14.	Name of assurance provider	
15.	Type of assurance obtained	

### A.2: 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.	Software and IT Consulting	Software application development and maintenance, IT Consulting	>95

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

Sr. No.	Product/Service	NIC code	% of total turnover contributed
1.	Software application development and maintenance, IT Consulting	620	>95

### A.3: 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	-	5	5
International	-	5	5

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

Location	Number
National (No. of States)	5
International (No. of Countries)	4

**b. What is the contribution of exports as a percentage of the total turnover of the entity? 80%****c. A brief on types of customers:** Business to Business**A.4: Employees****20. Details as at the end of financial year:****a. Employees and Workers (including differently abled):**

Sr. No.	Particulars	Total (A)	Male		Female		Other	
			No. (B)	% (B/A)	No. (C)	% (C/A)	No. (H)	% (H/A)
<b>Employees</b>								
1.	Permanent (D)	1099	774	70.37	325	29.63	-	-
2.	Other than Permanent (E)	37	29	78.38	8	21.62	-	-
<b>3.</b>	<b>Total employees (D + E)</b>	<b>1134</b>	<b>801</b>	<b>70.63</b>	<b>333</b>	<b>29.37</b>	<b>-</b>	<b>-</b>
<b>Workers</b>								
4.	Permanent (F)							
5.	Other than Permanent (G)							Not applicable
<b>6.</b>	<b>Total workers (F + G)</b>							

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

Sr. No.	Particulars	Total (A)	Male		Female		Other	
			No. (B)	% (B/A)	No. (C)	% (C/A)	No. (H)	% (H/A)
<b>Differently Abled Employees</b>								
1.	Permanent (D)	-	-	-	-	-	-	-
2.	Other than Permanent (E)	-	-	-	-	-	-	-
<b>3.</b>	<b>Total differently abled employees (D + E)</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Differently Abled Workers</b>								
4.	Permanent (F)							
5.	Other than Permanent (G)							Not applicable
<b>6.</b>	<b>Total differently abled workers (F + G)</b>							

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

Leadership team	Total (A)	Female	
		No. (B)	% (B/A)
Board of Directors	6	2	33.33
Key Management Personnel	3	1	33.33

**22. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years):**

Particulars	FY 2023-2024 (Turnover rate in current FY)				FY 2022-2023 (Turnover rate in previous FY)				FY 2021-2022 (Turnover rate in the year prior to the previous FY)			
	Male	Female	Other	Total	Male	Female	Other	Total	Male	Female	Other	Total
Permanent Employees	8.50	4.86	-	13.36	19.50	10.20	-	29.70	12.60	3.80	-	16.40
Permanent Workers	-	-	-	-	-	-	-	-	-	-	-	-

**A.5: Holding, Subsidiary and Associate Companies (including joint ventures)****23. Details of holding/subsidiary/associate companies/joint ventures:**

Sr. No.	Entity name (A)	Entity type	% of shares held	Entity (A) participate in the BSR initiatives of the parent entity?
1.	InfoBeans CloudTech Limited	Subsidiary	100	Yes
2.	InfoBeans Technologies DMCC	Subsidiary	100	Yes
3.	InfoBeans Technologies INC	Subsidiary	100	Yes
4.	InfoBeans Technologies Europe GMCC	Subsidiary	100	Yes
5.	InfoBeans Technologies LLC	Subsidiary	-	Yes

**A.6: CSR Details****24. CSR details of the Company:**

a.	Whether CSR is applicable as per Section 135 of Companies Act, 2013	Yes
b.	Turnover (in Rs.)	2,42,58,49,914
c.	Net worth (in Rs.)	2,69,81,66,885

**A.7: Transparency and Disclosures Compliances****25. Complaints/grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:**

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place?	If Yes, then provide web-link for policy	FY 2023-2024 (Current Financial Year)			FY 2022-2023 (Previous Financial Year)			If NA, then provide the reason
			No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	
Communities	Yes	<a href="https://www.infobeans.com/wp-content/uploads/2024/02/CSR-Policy-InfoBeans.pdf">https://www.infobeans.com/wp-content/uploads/2024/02/CSR-Policy-InfoBeans.pdf</a> and <a href="https://www.infobeans.com/wp-content/uploads/2024/04/Updated-Whistle-Blower-Policy.pdf">https://www.infobeans.com/wp-content/uploads/2024/04/Updated-Whistle-Blower-Policy.pdf</a>	-	-	NA	-	-	NA	-

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place?	If Yes, then provide web-link for policy	FY 2023-2024 (Current Financial Year)			FY 2022-2023 (Previous Financial Year)			If NA, then provide the reason
			No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	
Investors (other than shareholders)	Yes	<a href="https://www.infobeans.com/wp-content/uploads/2024/04/Updated-Whistle-Blower-Policy.pdf">https://www.infobeans.com/wp-content/uploads/2024/04/Updated-Whistle-Blower-Policy.pdf</a>	-	-	NA	-	-	NA	-
Shareholders	Yes	<a href="https://www.infobeans.com/wp-content/uploads/2024/04/Updated-Whistle-Blower-Policy.pdf">https://www.infobeans.com/wp-content/uploads/2024/04/Updated-Whistle-Blower-Policy.pdf</a>	-	-	NA	-	-	NA	-
Employees and workers	Yes	<a href="https://www.infobeans.com/wp-content/uploads/2024/04/Updated-Whistle-Blower-Policy.pdf">https://www.infobeans.com/wp-content/uploads/2024/04/Updated-Whistle-Blower-Policy.pdf</a>	-	-	NA	-	-	NA	-
Customers	Yes	<a href="https://www.infobeans.com/wp-content/uploads/2024/04/Updated-Whistle-Blower-Policy.pdf">https://www.infobeans.com/wp-content/uploads/2024/04/Updated-Whistle-Blower-Policy.pdf</a>	-	-	NA	-	-	NA	-
Value chain partners	Yes	<a href="https://www.infobeans.com/wp-content/uploads/2024/04/Updated-Whistle-Blower-Policy.pdf">https://www.infobeans.com/wp-content/uploads/2024/04/Updated-Whistle-Blower-Policy.pdf</a>	-	-	NA	-	-	NA	-

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

Sr. No.	Material issue identified	Indicate whether risk (R) or opportunity (O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity
1.	Data Privacy and Security	R&O	Rising cyberthreats and more stringent data protection laws.	Regular security audits, encryption measures, staff training, and robust data protection protocols.	<b>Positive:</b> Utilising cutting-edge cybersecurity solutions, reduce cybersecurity dangers to InfoBeans and consumers.

Sr. No.	Material issue identified	Indicate whether risk (R) or opportunity (O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity
2.	Talent management	O	Securing workforce diversity and skill development, enticing and keeping great talent.	Offering competitive pay and benefits, giving possibilities for job advancement, using diversity recruitment techniques, and spending money on training and development programmes.	Given the shortage of digital expertise, there is a huge opportunity to build a talent pool and speed up our clients' digital transformation processes.
3.	Climate Change Event	R&O	Increasing awareness of Climate change and regulations on carbon emissions, additionally, it provides opportunities brought about by advancements in renewable energy and energy efficiency.	Implementing energy-efficient technologies, renewable energy sources, carbon offset initiatives, and adopting sustainable practices.	The Company firmly believes that prioritizing environmental sustainability is crucial for long-term business success. Moreover, it not only enhances operational efficiency but also ensures long-term financial viability.

**B: MANAGEMENT AND PROCESS DISCLOSURES**

**B.1: Policy and Management Processes**

**1-6. Policy and management processes:**

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available.	<a href="https://www.infobeans.com/wp-content/uploads/2024/04/Updated-Whistle-Blower-Policy.pdf">https://www.infobeans.com/wp-content/uploads/2024/04/Updated-Whistle-Blower-Policy.pdf</a> & <a href="https://www.infobeans.com/wp-content/uploads/2023/06/CODE-OF-CONDUCT.pdf">https://www.infobeans.com/wp-content/uploads/2023/06/CODE-OF-CONDUCT.pdf</a>	<a href="https://www.infobeans.com/wp-content/uploads/2023/06/Supplier-Code-of-Conduct.pdf">https://www.infobeans.com/wp-content/uploads/2023/06/Supplier-Code-of-Conduct.pdf</a>	<a href="https://www.infobeans.com/wp-content/uploads/2023/06/Human-Rights-policy.pdf">https://www.infobeans.com/wp-content/uploads/2023/06/Human-Rights-policy.pdf</a>	<a href="https://www.infobeans.com/wp-content/uploads/2023/06/Supplier-Code-of-Conduct.pdf">https://www.infobeans.com/wp-content/uploads/2023/06/Supplier-Code-of-Conduct.pdf</a> & <a href="https://www.infobeans.com/wp-content/uploads/2023/06/Human-Rights-policy.pdf">https://www.infobeans.com/wp-content/uploads/2023/06/Human-Rights-policy.pdf</a> & <a href="https://www.infobeans.com/wp-content/uploads/2023/06/Corporate-Social-Responsibility-Policy.pdf">https://www.infobeans.com/wp-content/uploads/2023/06/Corporate-Social-Responsibility-Policy.pdf</a>	<a href="https://www.infobeans.com/wp-content/uploads/2020/07/Prevention-of-Sexual-Harassment-Policy-1.pdf">https://www.infobeans.com/wp-content/uploads/2020/07/Prevention-of-Sexual-Harassment-Policy-1.pdf</a> & <a href="https://www.infobeans.com/wp-content/uploads/2023/06/Human-Rights-policy.pdf">https://www.infobeans.com/wp-content/uploads/2023/06/Human-Rights-policy.pdf</a>	<a href="https://www.infobeans.com/wp-content/uploads/2023/06/ESG-Policy.pdf">https://www.infobeans.com/wp-content/uploads/2023/06/ESG-Policy.pdf</a>	<a href="https://www.infobeans.com/wp-content/uploads/2023/06/ESG-Policy.pdf">https://www.infobeans.com/wp-content/uploads/2023/06/ESG-Policy.pdf</a>	<a href="https://www.infobeans.com/wp-content/uploads/2015/12/Corporate-Social-Responsibility-Policy.pdf">https://www.infobeans.com/wp-content/uploads/2015/12/Corporate-Social-Responsibility-Policy.pdf</a>	<a href="https://www.infobeans.com/privacy-policy/">https://www.infobeans.com/privacy-policy/</a>
2. Whether the entity has translated the policy into procedures.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners?	No	No	No	No	No	No	No	No	Yes
4. Name of the national and international codes/certifications/labels/standards (eg. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (eg. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.						ISO 14001:2015 & ISO 45001:2018			ISO 27001
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.									Aiming to achieve carbon neutrality in the Company's operation by 2030. Establish volunteering and community involvement programs to cover team members Education of under privileged students through InfoBeans Foundation and supporting other educational institutes.
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.									InfoBeans has set the goals for specific component of sustainability, and we make sure they're carried out, tracked, and met within the allotted time frames.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements. (Listed entity has flexibility regarding the placement of this disclosure).	We at InfoBeans, have always been committed to create a positive impact on society and tackle environmental challenges. Continuing with this philosophy we took several steps to further integrate excellent Environmental, Social and Governance (ESG) practices in our business operations. We have established a goal to attain net-zero carbon emissions by 2050 through energy-efficient technology, renewable energy sources, and carbon offset programmes because we recognise the serious concerns that climate change poses. We place a high value on diversity and inclusion, and by 2023, we hope to see more members of underrepresented groups in positions of leadership. We also place a lot of emphasis on waste reduction, community involvement, and ethical supply chain practices.								
8. Details of the highest authority responsible for implementation and oversight of the business responsibility policy(ies).	The ESG committee of the Board oversees the Business Responsibility and progress on our ESG ambitions.								
9. Details about the entity's committee of the board/director responsible for decision making on sustainability related issues?	<p>a. Does the entity have a specified committee of the board/director responsible for decision making on sustainability related issues? Yes</p> <p>b. If yes, provide details Yes, the ESG committee of the Board is responsible for decision making on sustainability issues.</p>								

**B.2: Governance, leadership and oversight**

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9																																																		
10. Details of review of NGRBCs by the Company	<p>a. Details about reviewing authority: Indicate whether review was undertaken by Director/Committee of the Board/Any other Committee</p> <table border="1"> <thead> <tr> <th>Subject for Review</th> <th>Director</th> <th>Director</th> <th>Director</th> <th>Director</th> <th>Director</th> <th>Any other Committee</th> <th>Director</th> <th>Committee of the Board</th> <th>Director</th> </tr> </thead> <tbody> <tr> <td>Performance against above policies and follow up action</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Description of any other committee</td> <td colspan="9">ESG Committee</td> </tr> <tr> <td>Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances</td> <td colspan="9">ESG Committee</td> </tr> </tbody> </table>									Subject for Review	Director	Director	Director	Director	Director	Any other Committee	Director	Committee of the Board	Director	Performance against above policies and follow up action										Description of any other committee	ESG Committee									Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	ESG Committee																		
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## C: PRINCIPLE WISE PERFORMANCE DISCLOSURES

### C.1: Principle 1

#### Essential indicators

1. Percentage coverage by training and awareness programmes on any of the principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	2	POSH & INFOSEC	100
Key Managerial Personnel	2	POSH & INFOSEC	100
Employees other than BoD and KMPs	2	POSH & INFOSEC	100
Workers		Not applicable	

2. Details of fines/penalties/punishment/award/compounding fees/settlement amount paid in proceedings (by the entity or by directors/KMPs) with regulators/law enforcement agencies/judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website): Not applicable

3. Of the instances disclosed in Question 2 above, details of the Appeal/Revision preferred in cases where monetary or non-monetary action has been appealed: Not applicable

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

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

b. If available, provide a web-link to the policy: <https://www.infobeans.com/wp-content/uploads/2023/06/Anti-Bribery-and-Anti-Corruption-Policy.pdf>.

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

There has been no disciplinary action taken by any law enforcement agency for charges of bribery/corruption against any Directors, KMPs or employees in FY 2022-23 or FY 2023-24.

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

There have been no complaints received in relation to issues of Conflict of Interest of the Directors or KMPs in FY 2022-23 or FY 2023-24.

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

Not applicable

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

Question	FY 2023-2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
Number of days of accounts payables	-	-

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

Parameter	Metrics	FY 2023-2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	-	-
	b. Number of trading houses where purchases are made from	-	-

Parameter	Metrics	FY 2023-2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	-	-
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	-	-
	b. Number of dealers/distributors to whom sales are made	-	-
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	-	-
Share of RPTs in	a. Purchases (Purchases with related parties/Total Purchases)	-	-
	b. Sales (Sales to related parties/Total Sales)	-	-
	c. Loans & advances (Loans & advances given to related parties/ Total loans & advances)	-	-
	d. Investments (Investments in related parties/Total Investments made)	-	-

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

### Leadership indicators

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

Total number of awareness programmes held	Topics/principles covered under the training	% age of value chain partners covered (by value of business done with such partners) under the awareness programmes
2	1. POSH (Prevention of Sexual Harassment) training 2. INFOSEC	20%

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

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

b. If yes, provide details of the same:

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

## C.2: Principle 2

### Essential indicators

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

Expenditure type	FY 2023-2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)	Details of improvements in environmental and social impacts
R&D	0	0	-

Expenditure type	FY 2023-2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)	Details of improvements in environmental and social impacts
Capex	0	2.0	Majority of our office operations are conducted from Crystal IT Park Indore. This facility uses an energy efficient air conditioning plant and has a sewage treatment plant for recycling water. The computers and electric equipment used to deliver software services are also rated for high energy efficiency. We are investing in reducing and recycling waste produced in our facilities. It is under 2% of our capital expenditure for the year.

## 2. Details about sustainable sourcing:

a. Does the entity have procedures in place for sustainable sourcing? No

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

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

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

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

4. Details about Extended Producer Responsibility (EPR): Not applicable

## Leadership indicators

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

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

b. If yes, provide details in the following format: NA

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

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

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

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

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

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

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

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

## C.3: Principle 3

### Essential indicators

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

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent employees</b>											
Male	800	800	100	-	-	-	-	772	-	-	-
Female	334	334	100	-	-	325	-	-	-	-	-

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)
Other	-	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>1134</b>	<b>1134</b>	<b>100</b>	-	-	<b>325</b>	-	<b>772</b>	-	-	-

**Other than permanent employees**

We cover only permanent employees for Health & Accident Insurance

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

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

Question	FY 2023-2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
Cost incurred on well being measures as a % of total revenue of the Company	-	-

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

Benefits	FY 2023-2024 (Current Financial Year)			FY 2022-2023 (Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority
PF	100	-	Yes	100	-	Yes
Gratuity	100	-	Yes	100	-	Yes
ESI	100	-	Yes	-	-	Yes

3. Accessibility of workplaces:

Questions	Response
Are the premises/offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016?	The office of the entity is so enabled that associates with disabilities have a barrier-free access.

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

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

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	54	100		
Female	19	95		
Other	-	-		NA
<b>Total</b>	<b>73</b>	<b>195</b>		

## 6.

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

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

Category	Yes/No	If Yes, then give details of the mechanism in brief
Permanent workers	No	-
Other than permanent workers	No	-
Permanent employees	Yes	We have a Human Resources Business Partner (HRBP) model that assigns an HRBP to each department that has been put into place. These HRBPs act as designated points of contact for people to voice their complaints and issues.
Other than permanent employees	Yes	

Within their respective departments, they are always available to listen, support, and offer advice on a variety of HR-related topics. The HR help desk helps address team members queries and grievances within 2 working days.

- We also have Internal Committee(IC), where anyone who is a victim of or witness to sexual harassment or discrimination can raise a complaint with their name or anonymously. The IC members consist of more than 50% of the female members and one external member trained in handling any case without any bias.
- The Audit Committee has been mandated to establish a vigil mechanism for reporting genuine concerns or grievances.
- The Stakeholders Relationship Committee has been formed for the redressal of all security holders' and investors grievances, such as complaints related to transfer of shares, including nonreceipt of share certificates and review of cases for refusal of transfer/transmission of shares and debentures, non-receipt of the balance sheet, non-receipt of declared dividends, non- receipt of annual reports, etc., and assisting with quarterly reporting of such complaints.

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

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

8. Details of training given to employees and workers:

Category	FY 2023-2024 (Current Financial Year)				FY 2022-2023 (Previous Financial Year)					
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		Number (B)	% (B/A)	Number (C)	% (C/A)		Number (E)	% (E/D)	Number (F)	% (F/D)
<b>Employees</b>										
Male										
Female										
Other										
<b>Total</b>										
<b>Workers</b>										
Male										
Female										
Other										
<b>Total</b>										

Trainings were given to all the Permanent Employees of the Company.

Not applicable

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

Category	FY 2023-2024 (Current Financial Year)		
	Total (A)	Number (B)	% (B/A)
<b>Employees</b>			
Male	801	645	81.00%
Female	333	283	85.00%
Other	-	-	-
<b>Total</b>	-	-	-
<b>Workers</b>			
Male			
Female			
Other			
<b>Total</b>			

Not applicable

10. Health and safety management system:

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

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

Safety incident/number	Category*	FY 2023-2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
Lost time injury frequency rate (LTIFR) (per one million - person hours worked)	Employees	-	-
		-	-
Total recordable work-related injuries	Employees	-	-
		-	-
No. of fatalities	Employees	-	-
		-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
		-	-

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

We have implemented comprehensive measures to ensure a safe and healthy workplace, taking into consideration physical safety as well as the overall well-being of our employees:

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

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

Category	FY 2023-2024 (Current Financial Year)			FY 2022-2023 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working conditions	-	-	-	-	-	-
Health and safety	-	-	-	-	-	-

## 14. Assessments for the year:

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

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

Not applicable

**Leadership indicators**

1. Does the entity extend any life insurance or any compensatory package in the event of death of?

Category	Response
Employees	Yes
Workers	NA

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

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

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

Category	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2023-2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)	FY 2023-2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
Employees	-	-	-	-
Workers	-	-	-	-

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment?

Yes

5. Details on assessment of value chain partners:

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

6. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from assessments of health and safety practices and working conditions of value chain partners:

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

a structured assessment framework to provide more detailed insights. No corrective actions have been undertaken during the last fiscal year and no such needs or concerns have been identified that require immediate attention. However, we continuously evaluate and monitor our value chain partners practices and conditions to ensure compliance with our health and safety standards.

**C.4: Principle 4  
Essential indicators**

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

The stakeholders that we identified are employees, shareholders and investors, customers, channel partners, and key partners, regulators, lenders, vendors, credit rating agencies, communities, and non-governmental organizations.

The identification of key stakeholders is carried out in collaboration with the Companies management to establish priorities, which includes:

- 1) Stakeholder mapping, identifying individuals and organizations affected by its activities.



- 2) Prioritization process assesses stakeholders based on influence, dependence, and impact on operations.
- 3) External research and materiality assessment.
- 4) Engaging in dialogue and consultation through various means helps understand stakeholders expectations and concerns.
- 5) Ongoing monitoring ensures the identification process remains up to date as stakeholder priorities may change.

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

Stakeholder group	Whether identified as vulnerable & marginalized group	Channels of communication	Details of other channels of communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Clients	No	Other	<ol style="list-style-type: none"> <li>1. Project-related calls and meetings; project management reviews; relationship meetings and reviews; executive meetings and briefings; customer visits, sponsored events; mailers; newsletters; brochures.</li> <li>2. Company website; social media (LinkedIn, Facebook, Instagram).</li> <li>3. Customer Surveys.</li> </ol>	<ol style="list-style-type: none"> <li>1. As Needed</li> <li>2. Continuous</li> <li>3. Annual</li> </ol>	Client expansion, Bettering Services, Feedback
Employees	No	Other	Emails, Internal Newsletter à TIDES, Employee Help desk, Celebrations of Events, All Hands (Community Meeting), Skill Orientation Programme, Fitness and Gaming Club	Continuous	Career Opportunity, Skill Development, Employee Wellness
Shareholders/ Investors	No	Other	<ol style="list-style-type: none"> <li>1. Earnings Calls, Email for updates, Press Release.</li> <li>2. AGM, Annual Report.</li> <li>3. Investor Section on website.</li> </ol>	<ol style="list-style-type: none"> <li>1. Quarterly</li> <li>2. Annually</li> <li>3. Continuous</li> </ol>	Disclosure, Corporate Governance, Sustainable Performance
Suppliers and Alliance Partners	No	Other	Meetings/Calls, Business reviews Partner events,	As Needed	Strengthen relationship and actively engage in progressive development
Community	No	Other	Personal visit to the NGO's Inviting the students for office visit, Social Media, Press release, Founders Interaction with students	As Needed	Uplifting society by giving access to better education and health, Benefiting humans
Vendors	No	Other	E-mail, Meetings, Calls, Contracts	As Needed	Fair business practices, Governance, Sustainability of demand, Creditworthiness
Govt. and Regulatory Bodies	No	Other	Interactions with statutory bodies like SEBI, ROC, RBI, MPAKVN etc, Policy Advocacy Interaction and participation in events with Industry Associations like NASSCOM	As Needed	Better Governance, Compliance

### Leadership indicators

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

Periodic discussion between the Board, management, and relevant departments helps us identify significant stakeholder concerns and ensure our priorities align with their expectations. The Stakeholder Relationship Committee, overseen by the Board, guides us in addressing grievances and complaints from stakeholders, as well as aligning stakeholder priorities with InfoBeans business strategy. Additionally, the CSR committee reviews the Company's

social obligations towards the community and identify the areas where we should make efforts to improve the same. The valuable inputs we receive through these processes influence the development of appropriate policies and practices that govern responsible business conduct.

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

We recognize the importance of stakeholder consultation and are in process of establishing a formal mechanism for stakeholder consultation and plan to take necessary actions to incorporate stakeholder’s inputs.

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

Not applicable

**C.5: Principle 5**

**Essential indicators**

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

Category	FY 2023-2024 (Current Financial Year)			FY 2022-2023 (Previous Financial Year)		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	1,097	1,097	100	-	-	-
Other than permanent	37	37	100	-	-	-
<b>Total employees</b>	<b>1,134</b>	<b>1,134</b>	100	-	-	-
<b>Workers</b>						
Permanent						
Other than permanent						Not applicable
<b>Total workers</b>						

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

Category	FY 2023-2024 (Current Financial Year)				
	Total (A)	Equal to minimum wage		More than minimum wage	
		Number (B)	% (B/A)	Number (C)	% (C/A)
<b>Employees</b>					
Permanent	1,134	25	0.02	1,109	0.98
Male	800	17	0.02	783	0.98
Female	334	8	0.02	326	0.98
Other	-	-	-	-	-
<b>Workers</b>					
Permanent	-	-	-	-	-
Male	-	-	-	-	-
Female	-	-	-	-	-
Other	-	-	-	-	-

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

#### a. Median remuneration/wages:

Category	Male		Female	
	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category
Board of Directors (BoD)	2	62,40,000	-	-
Key Managerial Personnel	1	52,80,000	1	30,65,000
Employees other than BoD and KMP	772	-	324	-

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

Question	FY 2023-2024 (Current Financial Year)
Gross wages paid to females as % of total wages	23.90

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

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

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

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

Category	FY 2023-2024 (Current Financial Year)			FY 2022-2023 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual harassment	-	-	-	-	-	-
Discrimination at workplace	-	-	-	-	-	-
Child labour	-	-	-	-	-	-
Forced labour/involuntary labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other human rights related issues	-	-	-	-	-	-

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

Category	FY 2023-2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
Total complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	-	-
Complaints on POSH as a % of female employees/workers	-	-
Complaints on POSH upheld	-	-

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

The Company is an equal employment opportunity provider. As part of its Equal Opportunity Policy, it provides equal opportunities at all levels of employment without discrimination on the grounds of race, ethnicity, nationality, gender, language, age, sexual orientation, religion, marital status, socioeconomic status, or special ability. Approximately 32% of our team is women, while our leadership team, including the composition of the Board, consists of one-third women.

- An awareness program is conducted for all new hires on discrimination and harassment.
- The policy is drafted and shared across the organization for quick reference.
- Employees can raise concerns or complaints with the Company's Help Desk.

The Company has a policy against sexual harassment and a formal process for dealing with complaints of harassment or discrimination. The Company has strict guidelines for preventing sexual harassment. POSH training is conducted regularly; this is mandatory for all new joiners. The Company encourages participation of women & building representation through focused initiatives and interventions. To prevent any adverse impact, the Company has undertaken initiatives to make the workplace safe for women, which include building employee awareness and stringent guidelines on Prevention of Sexual Harassment.

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

10. Assessments for the year:

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

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

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

### Leadership indicators

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

The Company has not received any grievances or complaints regarding Human Rights Violation in FY 2022-23.

The following tools and processes were implemented to strengthen the Human Rights policy in the Company:

- Internal Help Desk, to address all the queries and grievances;
- Response to the grievance raised will be within 2 working days.

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

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

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

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

The Company expects its value chain partners/vendors to adhere to the same values, principles, and business ethics upheld by the Company in all their dealings. No specific assessment in respect of value chain partners/Vendors have been carried out, other than certain covenants where some of these parameters are being monitored closely.

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

No corrective action plan has been necessitated on the above-mentioned parameters in FY 2023-24.

### C.6: Principle 6

#### Essential indicators

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

Parameter	Unit	FY 2023-2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
<b>From renewable sources</b>			
Total electricity consumption (A)	GJ	-	-
Total fuel consumption (B)	GJ	-	-
Energy consumption through other sources (C)	GJ	-	-
<b>Total energy consumed from renewable sources (A+B+C)</b>	GJ	-	-
<b>From non-renewable sources</b>			
Total electricity consumption (D)	GJ	1,866	1,587
Total fuel consumption (E)	GJ	-	21
Energy consumption through other sources (F)	GJ	-	-
Total energy consumed from non-renewable sources (D+E+F)	GJ	1,866	1,608
<b>Total energy consumed (A+B+C+D+E+F)</b>	GJ	<b>1,866</b>	<b>1,608</b>
Energy intensity per rupee of turnover (Total energy consumed/revenue from operations)	GJ/Crore ₹ turnover	7.69	6.47
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/revenue from operations adjusted for PPP)	GJ/Mn \$ turnover	17.59	14.80
Energy intensity in terms of physical output	GJ/employee	1.65	1.43

Parameter	Unit	FY 2023-2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-	-
Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency?	-	Yes	Yes
If yes, name of the external agency.	-	Assessment has been carried out by Sprih	Assessment has been carried out by Sprih

2. Details about Performance, Achieve and Trade (PAT) Scheme of the Government of India: Not applicable

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

Parameter	Unit	FY 2023-2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
<b>Water withdrawal by source</b>			
(i) Surface water	kilolitres	-	-
(ii) Groundwater	kilolitres	-	-
(iii) Third party water	kilolitres	3883	-
(iv) Seawater/desalinated water	kilolitres	-	-
(v) Others	kilolitres	-	-
Total volume of water withdrawal (i + ii + iii + iv + v)	kilolitres	3883	-
Total volume of water consumption	kilolitres	3883	-
Water intensity per rupee of turnover (Total water consumption/Revenue from operations)	kilolitres/ Crore ₹ turnover	16	-
Water intensity per rupee of turnover adjusted for purchasing power parity (Total water consumption/Revenue from operations adjusted for PPP)	kilolitres/ Mn \$ turnover	36.62	-
Water intensity in terms of physical output (Total water consumption/ physical unit)	kilolitres/ employee	3.42	-
Water intensity (optional) – the relevant metric may be selected by the entity		-	-
Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency?		Yes	-
If yes, name of the external agency		Assessment has been carried out by Sprih	-

**Notes:** Our organization operates in leased spaces shared with others, making it hard to measure our exact water usage due to the lack of separate meters or utility bills. We estimate our water consumption based on employee count and daily usage. Our facility includes a sewage treatment plant that recycles wastewater. We are committed to water conservation and reducing our environmental impact.

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

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

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

Questions	Response
Has the entity implemented a mechanism for zero liquid discharge (ZLD)?	No
If yes, provide details of its coverage and implementation.	We operate from shared spaces and we ensure no untreated effluent is discharged. Some of our units, located in SEZ areas, have their own sewage treatment plants. For other leased spaces, wastewater is discharged into municipal sewers for further treatment.

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

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

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

Parameter	Unit	FY 2023-2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
Total scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	tCO <sub>2</sub> e	7.34	1.38
Total scope 2 emissions(Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	tCO <sub>2</sub> e	371.19	403.25
Total scope 1 and scope 2 emission intensity per rupee of turnover (Total scope 1 and scope 2 GHG emissions/Revenue from operations)	tCO <sub>2</sub> e/ Crore ₹	1.56	1.63
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)	turnover	3.57	3.73
Total scope 1 and scope 2 emission intensity in terms of physical output	tCO <sub>2</sub> e/Mn \$ turnover	0.33	0.36
Total scope 1 and scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	tCO <sub>2</sub> e/unit production		
Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?		Yes	Yes
If yes, name of the external agency		Assessment has been carried out by Sprih	Assessment has been carried out by Sprih

**8. Does the entity have any project related to reducing GHG emission? If yes, then provide details:**

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

**9. Details related to waste management:**

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

Parameter	FY 2023-2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
<b>Total waste generated (in metric tonnes)</b>		
Plastic waste (A)	-	-
E-waste (B)	-	-
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any (G)	-	-
Other Non-hazardous waste generated (H) Please specify, if any	7.54	10.17
<b>Total (A+B+C+D+E+F+G+H)</b>	<b>7.54</b>	<b>10.17</b>
Waste intensity per Crore rupee of turnover (tonne/Crore ₹ turnover)	0.031	0.041
Waste intensity per Crore rupee of turnover adjusted for Purchasing Power Parity (PPP) (tonne/Mn \$ turnover)	0.071	0.094
Waste intensity in terms of physical output (tonne/unit production)	-	-
Waste intensity (optional) - the relevant metric may be selected by the entity	-	-

All the paper waste generated is recycled by third party vendor.

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

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

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

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



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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency	Results communicated in public domain	Relevant web link
NA	NA	NA	-	-	NA

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:

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

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

### Leadership indicators

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

a. Name of the water stress area and nature of operations: Not applicable

b. Water withdrawal, consumption and discharge in the following format: Not applicable

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

Parameter	Unit	FY 2023-2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
Total scope 3 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	tCO <sub>2</sub> e	185.00	147.20
Total scope 3 emissions per rupee of turnover	tCO <sub>2</sub> e/ Crore ₹ turnover	0.763	0.593
Total scope 3 emission intensity (optional) - the relevant metric may be selected by the entity	tCO <sub>2</sub> e/ employee	0.163	0.131
Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency?		Yes	Yes
If yes, name of the external agency		Assessment has been carried out by Sprih	Assessment has been carried out by Sprih

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

Not applicable

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

Sr. No.	Initiatives undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Annual Tree Plantation	We are dedicated to environmental sustainability, actively participating in annual tree planting initiatives.	These initiatives have successfully restored green spaces, mitigated the impacts of climate change.
2.	Paperless Work Culture	We are dedicated to environmental sustainability, actively promoting a paperless work culture in our offices.	These initiatives contribute positively to mitigating climate change and reducing our greenhouse gas footprint.
3.	Zero Waste Principle	We are committed to environmental sustainability, actively advocating for the prudent use of resources and emphasizing on waste reduction.	These initiatives contribute positively to mitigating climate change and reducing our greenhouse gas footprint.

5. Details about the disaster management plan:

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

b. Give details in 100 words/web link:

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

6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard:

Not applicable

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

Notes: Nil

**C.7: Principle 7**

**Essential indicators**

1.

a. Number of affiliations with trade and industry chambers: 2 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: NASSCOM & CII

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

Not applicable

**Leadership indicators**

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

Company has not advocated any public policy during the year.

**C.8: Principle 8**

**Essential indicators**

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

The Company has not undertaken any SIAs in the current financial year.

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

NA

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

NA

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

Category	FY 2023-2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
Directly sourced from MSMEs/small producers	57	61
Directly from within India	50	50

## 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 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
Rural	0	0
Semi-urban	0	0
Urban	0	0
Metropolitan	100	100

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

**Leadership indicators**

## 1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (reference):

**Notes:** Not applicable

## 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 (in Rs.)

**Notes:** Not applicable

## 3.

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

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

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

Not applicable

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

Not applicable

## 6. Details of beneficiaries of CSR projects:

Sr. No.	CSR project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalized groups
1.	InfoBeans Social and Educational Welfare Society	200	100

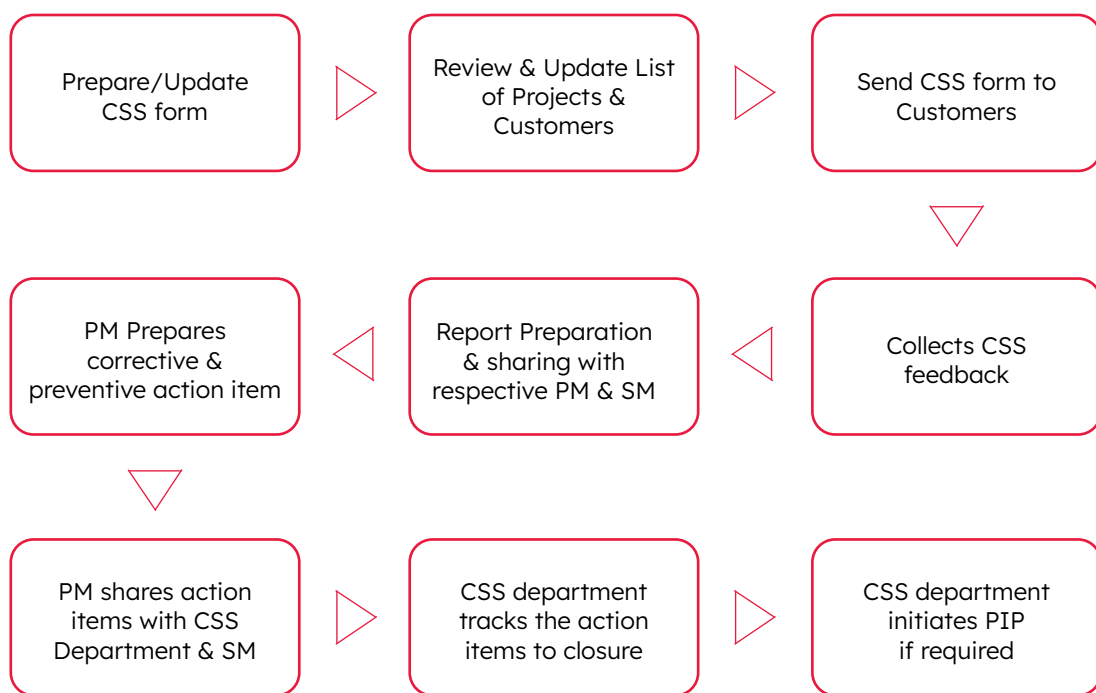
Sr. No.	CSR project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalized groups
2.	Sant Singaji Educational Society	25	100
3.	AFS Intercultural Society	2	100
4.	Friends of Tribal Society	-	-

**C.9: Principle 9**

**Essential indicators**

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

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



Apart from this, the project management process handles all the informal feedback/ complaints received through a proper mechanism. Communication plan is set at the start of the project where issues escalation mechanism, communication channels (for raising risks, issues & giving & giving status updates) are decided. All the issues are recorded in issue tracker & risks noted in risk tracker. Discussions around the same are done in status meetings, root causes analysis done & appropriate corrective preventive actions are identified & shared with customers. We ensure to take customer feedback at the end of exercise so that risk/issue is marked as closed. InfoBeans is committed to create WOW and it's not only our tagline but our religion wherein we try to give an exceptional experience to our customers/clients and in every other aspect of our operations. We have established a comprehensive platform for receiving and responding to consumer complaints and feedback. This platform is designed to prioritize customer satisfaction, promptly address any issues that may arise, and utilize

valuable input to enhance our products and services. Our mechanisms encompass dedicated customer support channels, efficient ticketing systems, an active presence on social media platforms, the utilization of feedback forms and surveys, proactive outreach initiatives, internal escalation processes, regular reporting and analysis, timely response and resolution practices, and continuous improvement efforts.

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

Not applicable

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

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

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

Not applicable

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

Yes, please refer to the link mentioned below: <https://www.infobeans.com/privacy-policy/>.

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

During the last fiscal year 2023-24 no such action has been taken, and no such issue has arisen.

**7. Provide the following information relating to data breaches:**

a. Number of instances of data breaches: 0

b. Percentage of data breaches involving personally identifiable information of customers: 0

c. Impact, if any, of the data breaches: NA

**Leadership indicators**

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

All the information related to the services of the entity can be accessed on our website:

<https://www.infobeans.com/>.

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

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

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

Respective Client Representative/Project Leads made such communication.

We have a Business continuity policy in place to ensure uninterrupted services are provided to the clients. In the event of service disruption or disaster, business continuity plan is activated & necessary steps are followed as per the category of Disaster. (Cat A: Natural Calamities, Cat B: Local Disruption, Cat C: Other disruptions like power failure etc).

Business continuity drills are conducted periodically, scenarios tested & results are recorded for improvement. Call tree testing is done on a sample basis. Stakeholders of the project (including Team, Client, Senior Management) are informed as per the details provided in the communication plan of the project. Multiple modes of communication are agreed at the start of the project so that in case of disaster even if 1 of the channels is down, the team can coordinate using the alternate way. Critical function & resource identification is done at the start of project itself & review done from time to time to ensure Recovery Time Objective & Recovery Point Objective are always met. Notification to all the stakeholders is done as per the incident notification guidelines. Priority of the incident decides the status update frequency.

**4. Does the Company display product information on the product over and above what is mandated as per local laws?**

Not applicable

**Did your entity carry out any survey with regard to consumer satisfaction relating to the major products/services of the entity, significant locations of the entity or the entity as a whole? (Yes/No)**

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