

June 23, 2023

National Stock Exchange of India Limited
Exchange Plaza, Bandra-Kurla Complex
Bandra (East), Mumbai — 400 051.
NSE Symbol: LTTS

BSE Limited
Phiroze Jeejeebhoy Towers,
Dalal Street, Mumbai- 400001
BSE script Code: 540115

Dear Sir/ Madam,

Sub: **Business Responsibility and Sustainability Reporting**

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligation and Disclosure Requirement) Regulations, 2015, please find the enclosed Business Responsibility and Sustainability Reporting (“BRSR”) for the Financial Year 2022-23, which also forms part of the Annual Report for FY 2022-23.

This is for your information and record.

Thanking you,

Yours sincerely,
For **L&T Technology Services Limited**

Prajakta Powle
Company Secretary & Compliance Officer
(M. No. A20135)

Encl: as above



Business Responsibility and Sustainability Report FY 2022-2023

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1. **Corporate Identity Number (CIN) of the Listed Entity**
L72900MH2012PLC232169
2. **Name of the Listed Entity**
L&T Technology Services Limited
3. **Year of incorporation**
June 14, 2012
4. **Registered office address**
L&T House, N.M. Marg, Ballard Estate, Mumbai 400 001
5. **Corporate address**
West Block-II, L&T Knowledge City (IT/ITES) SEZ,N.H. No. 8, Ajwa Waghodia Crossing, Vadodara - 390 019
6. **E-mail**
corporate.sustainability@lts.com
7. **Telephone**
912268925257
8. **Website**
www.lts.com
9. **Financial year for which reporting is being done**
April 1, 2022- March 31, 2023
10. **Name of the Stock Exchange(s) where shares are listed**
BSE and NSE
11. **Paid-up Capital**
211 (₹ Million)
12. **Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report**

SL No.	Particulars	Details
1	Name	Jayashree Ramasubbu
2	Designation	Chief Risk Officer
3	Telephone Number	(022) 68925257
4	Email ID	corporate.sustainability@lts.com

13. Reporting boundary

The BRSR report provides details of our non-financial performance from April 1, 2022 to March 31, 2023. All disclosures are done on standalone basis except energy, water and waste data which is collected from our 11 major offices in India and 8 major offices at International locations. Except 1 subsidiary, all of our subsidiaries operate from LTTs' standalone premises.

II. Products/services

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

Sl. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
	Transportation	The global customers of LTTs in this business vertical include top OEMs (original equipment manufacturers) and Tier 1 suppliers across the Automotive, Trucks & Off-Highway Vehicles and Aerospace sector. LTTs is actively involved in the future of mobility through its solutions for electrical vehicles (EV), advanced driver assistance system (ADAS), and autonomous drive (AD).	34.6%
	Industrial Products	LTTs leverages its deep domain expertise in software, electronics, connectivity, mechanical engineering, industrial networking protocols, IIoT, smart industry products, test frameworks, and enterprise control systems to support global customers. This translates into a robust presence across building automation, home and office product design, energy management, process control, and machinery design.	19.0%
	Telecom & Hi-Tech	LTTs offers engineering services and solutions across five key segments: Telecom, Consumer Electronics, Semiconductor, ISV, and Media & Entertainment.	19.4%
	Plant Engineering	LTTs provides end-to-end solutions across designing, engineering, project management, handover operations, and the delivery and maintenance of custom digital solutions. As a leading Engineering, Procurement, and Construction Management (EPCM) services specialist, the Company supports all key stages across a modern plant lifecycle – from conceptualization to commissioning – leveraging a consulting-led framework built on years of expertise and specialization	16.0%
	Medical Devices	LTTs helps medical device OEMs worldwide accelerate product development cycles, reduce time to market, deliver sustained value engineering, and ensure seamless multi-geography compliant product launches. Our engineers work closely with leading global medical device manufacturers and healthcare providers to offer solutions around remote medical care, regulatory compliances and approvals, in-vitro diagnostics, patient mobility solutions, surgical services, home healthcare, and Medical Internet of Things (MIoT)	11.0%

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

Sl. No.	Product/Service	NIC Code	% of total Turnover contributed
	To Provide a range of Engineering Services and related technologies in the areas of Embedded Systems, Mechanical etc and to act as a services provider to companies in India and abroad	620	100

III. Operations

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

Location	Number of plants	Number of offices	Total
National		13	13
International		38	38



17. Markets served by the entity:

17. a. Number of locations

Locations	Number
National (No. of States)	5
International (No. of Countries)	61

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

86.3%

17. c. A brief on types of customers

LTTTS caters to a wide range of customers across industries and creates targeted partnership models that address specific challenges and business goals. The Company has a customer base covering 57 of the world's top 100 ER&D companies across 5 Major segments:

- **Transportation:** Our global customers in the transportation sector are the top Original Equipment Manufacturers (OEMs) and Tier 1 suppliers across the Automotive, Trucks & Off-Highway vehicles and the Aerospace sector
- **Telecom & Hi-Tech:** We offer engineering services and solutions for five key segments: Telecom, Consumer Electronics, Semiconductor, ISV and Media & Entertainment. LTTTS' team of experts that work across the value chain to provide digital services and solutions for Communications Service Providers, Networking and Technology System Operators, OEMs, and chipset makers.
- **Industrial Products:** Our varied global customers who seek for services across building automation, home and office product design, energy management, process control, machinery design and digital manufacturing.
- **Plant Engineering:** LTTTS provides end-to-end solutions across designing, engineering, project management, handover operations and the delivery and maintenance of customized digital solutions. As a leading Engineering, Procurement, and Construction Management (EPCM) services specialist, we support all key stages across a modern plant life-cycle — from conceptualization to commissioning for our global customers.
- **Medical Devices:** We help medical device OEMs worldwide accelerate product development cycles, reduce time to market, deliver sustained value engineering, and ensure seamless multi-geography compliant product launches. LTTTS collaborates with leading global medical device manufacturers and healthcare providers to offer solutions around remote medical care, regulatory compliances and approvals, invitro diagnostics, patient mobility solutions, surgical services, home healthcare, and Medical Internet of Things (MIoT).

IV. Employees

18. Details as at the end of Financial Year:

18. a. Employees and workers (including differently abled):

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1.	Permanent (D)	19,773	15,372	77.7%	4,401	22.3%
2.	Other than Permanent (E)	2,605	1,975	75.8%	630	24.2%
3.	Total Employees (D+E)	22,378	17,347	77.5%	5,031	22.5%
WORKERS						
4.	Permanent (F)	NA	NA	NA	NA	NA
5.	Other than Permanent (G)	NA	NA	NA	NA	NA
6.	Total Workers (F + G)	NA	NA	NA	NA	NA

18. b. Differently abled Employees and workers:

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	20	18	90.0%	2	10.0%
2.	Other than Permanent (E)	3	2	66.7%	1	33.3%
3.	Total differently abled employees (D+E)	23	20	87.0%	3	13.0%
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	NA	NA	NA	NA	NA
5.	Other than Permanent (G)	NA	NA	NA	NA	NA
6.	Total differently abled workers (F + G)	NA	NA	NA	NA	NA

19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	10	1	10%
Key Management Personnel	2	1	50%

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

	FY 2022-23 (Turnover rate in current FY)			FY 2021-22 (Turnover rate in previous FY)			FY 2020-21 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
	Permanent Employees	32.5%	33.2%	32.7%	31.0%	32.9%	31.4%	21%	23%
Permanent Workers	NA	NA	NA	NA	NA	NA	NA	NA	NA

V. Holding, Subsidiary and Associate Companies (including joint ventures)
21. (a) Names of holding / subsidiary / associate companies / joint ventures

Sl. 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	L&T Thales Technology Services Private Limited	Subsidiary	74%	Y
2	L&T Technology Services LLC	Subsidiary	100%	Y
3	Orchestra Technology Inc.	Subsidiary	100%	Y
4	L&T Technology Services (Canada) Limited	Subsidiary	100%	Y
5	Esencia Technologies India Private Limited	Subsidiary	100%	Y
6	Graphene Semiconductor Services Private Limited	Subsidiary	100%	Y
7	Graphene Solutions Pte. Ltd	Subsidiary	100%	Y
8	Graphene Solution SDN. BHD	Subsidiary	100%	Y
9	Graphene Solutions Taiwan Limited	Subsidiary	100%	Y
10	Seastar Labs Private Limited	Subsidiary	100%	Y
11	L&T Technology Services (Shanghai) Co. Ltd	Subsidiary	100%	Y

VI. CSR Details
22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013:

Yes

22. (ii) Turnover (in ₹)

INR 80,136 million

22. (iii) Net Worth (in ₹)

INR 46,881 million



VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 22-23			FY 21-22		
		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	ltts.com/about-us/csr	0	0	No Complaints	0	0	No Complaints
Investors (other than shareholders)	https://www.ltts.com/investors/investor-services	0	0	No Complaints	0	0	No Complaints
Shareholders	https://www.ltts.com/investors/investor-services	420	1		297	0	
Employees and workers	https://www.ltts.com/investors/corporate-governance	0	0	No Complaints	1	0	No Complaints
Customers	No	0	0	No Complaints	0	0	No Complaints
Value Chain Partners	No	0	0	No Complaints	0	0	No Complaints
Other (please specify)							

24. 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

Sl. 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	Economic Performance	O	The Company has diversified operations and client portfolios across multiple business units. Also with an active Risk management & compliance framework, the Company is confident to perform in a challenging environment		Positive

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2	New Business Opportunities	O	The Company's diversified client portfolio across multiple business units strategically places the Company to tap into the growing Engineering R&D industry.		Positive
3	Business ethics & Corruption	R	Unethical business practices can lead to regulatory and/ or legal repercussions leading to financial and/ or damage to reputation.	Deployment of Whistle Blower Policy, Anti-Corruption & anti-bribery policy, awareness programs	Negative
4	Service Quality and Delivery	O	LTTS' comprehensive Quality Management System (QMS) provides a robust framework for global delivery of engineering & R&D services. LTTS' QMS framework has enabled it to win various prestigious awards and accolades and this is reinforced by a high percentage of repeat orders due to the customers belief and confidence in LTTS' services.		Positive
5	Customer Satisfaction	O	LTTS' CSAT scores have consistently ranged above 90% over previous years. LTTS is continuously on an upward trajectory in terms of customer satisfaction and key attributes like quality and delivery. Our customers are satisfied with our product development efforts and over 99% of our customers have rated us as satisfied, very satisfied or delighted.		Positive
6	Data Privacy & Security	R	Risk arising from legislations like GDPR in Europe carrying severe consequences for non-compliance or breach.	Deployment of advanced IT security standards and policy, training & awareness programs	Negative
7	Energy Consumption	O	Reducing consumption of energy from our Scope 1 & 2 would help reduce our GHG emissions and further lower our costs in the long run.		Positive



Sl. 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)
8	Climate Changes & GHG Impact	O	With top priority focus on Climate change and GHG impact, our stakeholders would require to make changes in their processes. This presents us with an opportunity to provide dedicated services on sustainability to our customers.		Positive
9	Water Consumption	O	Reducing water consumption in our campuses would help address water challenges faced in cities that we operate.		Positive
10	Waste Processing	O	Adopting best practices in waste processing helps the Company in reducing the burden on landfills in cities and also helps the environment from harm.		Positive
11	Employees (Diversity and inclusion, talent management, training and upskilling, employee health and well-being)	O/R	A diverse and inclusive workplace boosts the Company's reputation, help attract top talent, and fuels business growth and success. Employee talent management and training provides much needed motivation to continuously improve their performance, quality and satisfaction. Increased attrition levels poses risks to provide seamless services to our customers.		Positive/Negative
12	Community development (STEM education for disadvantaged communities, community empowerment)	O	Empowering the communities in which we operate provides us an opportunity to contribute to the well-being of society and the environment through various initiatives.		Positive

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

1. Policy and management processes

Disclosure Question	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	https://www.lts.com/investors/corporate-governance								

2. Whether the entity has translated the policy into procedures. (Yes / No)

Disclosure Question	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y

3. Do the enlisted policies extend to your value chain partners? (Yes/No)

Disclosure Question	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y

4. Name of the national and international codes/certifications/labels/ standards adopted by your entity and mapped to each principle.

Disclosure Question	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
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 27001, ISO 14001 & ISO 45001	ISO 45001	ILO Standards	SA 8000	ISO 14001, SA 8000	ISO 50001		SA 8000	

5. Specific commitments, goals and targets set by the entity with defined timelines, if any.

Disclosure Question	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Specific commitments, goals and targets set by the entity with defined timelines, if any.						(a)		(b)	

(a) Carbon & Water Neutrality by 2030

(b) Gender Diversity of 25% by 2025, achieved 22.5% in FY2023

6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.

Disclosure Question	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.						(a)		(b)	

Governance, leadership, and oversight
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements

As the nation's largest pure-play ER&D services company, LTTs is aware of its stewardship of the environment, the planet, and its people. We believe in the power of technology to 'do good,' and have a vision of "engineering a sustainable tomorrow through technology and innovation." This commitment to a cleaner, greener, and more sustainable future is reflected across our operations and activities – including a commitment to the SBTi goals and our stated objective of becoming carbon and water neutral. As an organization, LTTs continues to engineer significant measures to drive sustainability objectives for its global customer base. This includes our focus on product circularity, water and waste management, energy transition and management, environment and climate action, digital solutions, and sustainability-focused consulting.

We look forward to your continued support and encouragement as we continue to engineer the next frontiers of sustainable change and drive new value paradigms for customers worldwide.

Amit Chadha

CEO & Managing Director, LTTs



The report reaffirms LTTs' commitment as an organization towards engineering global sustainability for our customers, employees, and all direct and indirect stakeholders. The report also represents our commitment towards delivering industry-leading growth, while ensuring customer-centricity, driving employee engagement, enhancing our technology quotient, promoting a sustainable operating model and embracing the guidance of the core ESG principles.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy

Name: Mr Amit Chadha

Designation: CEO & Managing Director

9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.

Yes, The company's CSR committee is responsible for sustainability related issues.

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	Y	Y	Y	Y	Y	Y	Y	Y	Y	Annually								

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.

Disclosure Question	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
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.	Y	Y	Y	Y	Y	Y	N	Y	Y

Following are the external agencies involved in assessment of policies related to respective certifications:

- ISO 27001: Bureau Veritas
- SA 8000: DNV
- ISO 45001: Lloyd's Register
- ISO 14001: Lloyd's Register
- ISO 50001: Lloyd's Register

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

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

Not Applicable

SECTION C: 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	10	Business, strategy, risk and update of laws	100%
Key Managerial Personnel	10	Business, strategy, risk and update of laws	100%
Employees other than BoD and KMPs	2,764	Project Management Professional (PMP) ATP Bootcamp: 5 Day Cohort, (ISC)2 CISSP Certified Information Systems Security Professional Official Study Guide, 9 th Edition, Accessing & Managing Files, Accountable Leadership etc.	84%
Workers	NA	NA	NA

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):

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



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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
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, Anti corruption and anti bribery policy is available on the company website - <https://www.lts.com/sites/default/files/investors/corporate-gov/pdf/Global-ABAC-Statement.pdf>

Following are the key points of the policy:

- LTTS values its reputation for maintaining ethical behaviour, integrity, and reliability
- LTTS is committed to demonstrating compliance with all applicable laws
- LTTS follows a zero-tolerance policy towards all forms of bribery and corruption
- All persons working with LTTS or on behalf of LTTS in any capacity, including employees at all levels, directors, interns, agents, contractors, consultants, third-parties, and business partners are required to operate in an ethical manner with integrity and transparency
- LTTS does not give, promise to give, bribe, make any payment, gift, hospitality, kickbacks, or other benefits with the expectation of gaining a business advantage nor it allows its third parties to do so
- LTTS does not accept any payment, gift, or hospitality from third parties that is believed to have been offered with the expectation of a business advantage in return
- LTTS does not retaliate against any individual who has reported any incident concerning bribery or corruption
- LTTS will not engage in any activity that might lead to a breach of this statement.

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 22-23	FY 21-22
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	NA	NA

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

	FY 22-23		FY 21-22	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	NA	0	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	NA	0	NA

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

Not Applicable

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
28	Principle 1 Food safety, Personal hygiene & Workplace hazards, Basic Life Safety & Crisis Management, Chemical handling & Safety Precautions, Demo on Fire fighting, Basic Fire & Safety, Fire Hydrant & Sprinkler, Fire Extinguisher Operation, PPE, First Aid Awareness Programme	100%

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.

The Company has processes on management of conflict of interests involving members of the Board which may arise due to Directors joining the Boards of other companies and even conflicts which would take place during the course of normal business activities. The process allows the Directors to recuse themselves from the discussions pertaining to the conflict of interest. The Directors have to exercise their responsibilities in a bonafide manner in the interest of the Company, should not allow any extraneous considerations that may vitiate their exercise of objective independent judgment in the paramount interest of the Company and not abuse their position to the detriment of the Company for the purpose of gaining direct or indirect personal advantage. Any conflict of interest arising with the Board Members needs to be reported to the Chairman of the Audit Committee/Chairman of the Board

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.

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R & D	-	-	-
Capex	0.2%	-	LTTS has installed a Solar Powered EV charging station which can also provide electricity to common spaces of the campus with the extra electricity units generated. LTTS has also invested in organic waste composting equipment in one of its campuses.

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

Yes

2b. If yes, what percentage of inputs were sourced sustainably?

All Suppliers are mandated to accept and sign the Code of Conduct (COC) which covers EHS and Human Rights parameters to be adhered. We are in process of further improving the sustainable sourcing procedures to include various principles as recommended in the 9 Principles of NGRBC.

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.

The Company being an ER&D services company, there are no products of the Company to reclaim at the end of life. However, the company recycles and disposes its wastes via authorised vendors as prescribed under the CPCB rules.



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.

EPR is not applicable for LTTS as it is ER&D services company.

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

Not Applicable

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
NA	NA	NA
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 22-23	FY 21-22
NA	NA	NA

No input material is used by the Company for providing Engineering R&D services.

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:

NA

	FY 22-23			FY 21-22		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	0	0	0	0	0	0
E-waste	0	0	0	0	0	0
Hazardous waste	0	0	0	0	0	0
Other waste	0	0	0	0	0	0

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

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

Category	Percentage 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	15,372	15,372	100%	15,372	100%	0	0%	15,372	100%	0	0%
Female	4,401	4,401	100%	4,401	100%	4,401	100%	0	0%	4,401	100%
Total	19,773	19,773	100%	19,773	100%	4,401	22.3%	15,372	77.7%	4,401	22.3%
Other than Permanent Employees											
Male	1,975	1,975	100%	1,975	100%	0	0%	1,975	100%	0	0%
Female	630	630	100%	630	100%	630	100%	0	0%	630	100%
Total	2,605	2,605	100%	2,605	100%	630	24.2%	1,975	75.8%	630	24.2%

1b. Details of measures for the well-being of workers:

Category	Percentage 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	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0
Other than Permanent Workers											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0

Not Applicable

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

Benefits	FY 22-23			FY 21-22		
	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	92.6%	NA	Y	92.5%	NA	Y
Gratuity	79.5%	NA	Y	72.7%	NA	Y
ESI	0.4%	NA	Y	2.1%	NA	Y
Others-Please Specify (as required by statutory laws of the country)	100% of eligible employees	NA	Y	100% of eligible employees	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, All of our office locations are accessible to differently abled employees and workers, as per requirement of the Rights of Persons with Disability Act 2016.

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

Yes, the Company has an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016. These policies can be accessed through the link: <https://www.lts.com/investors/corporate-governance>

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	98.5%	87.4%	NA	NA
Female	62.5%	72.9%	NA	NA
Total	85.6%	83.6%	NA	NA

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	NA
Other than Permanent Workers	NA
Permanent Employees	Yes, All employees are given access to EthicsLine portal to lodge their grievances on which further actions as necessary are taken.
Other than Permanent Employees	Yes, All employees are given access to EthicsLine portal to lodge their grievances on which further actions as necessary are taken.

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

Category	FY 22-23			FY 21-22		
	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	19,773	0	0%	17,348	0	0%
Male	15,372	0	0%	13,554	0	0%
Female	4,401	0	0%	3,794	0	0%
Total Permanent Workers	-	-	-	-	-	-
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-

8. Details of training given to employees and workers:

Category	FY 22-23					FY 21-22				
	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	17,347	5,380	31.0%	7,235	41.7%	16,312	3,570	21.9%	5,977	34.7%
Female	5,031	1,515	30.1%	2,367	47.0%	4,969	1,389	28.0%	1,932	37.4%
Total	22,378	6,895	30.8%	9,602	42.9%	21,281	4,959	23.3%	7,909	35.4%
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 22-23			FY 21-22		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	17,347	13,280	76.6%	16,312	10,653	65.3%
Female	5,031	3,487	69.3%	4,969	2,559	51.5%
Total	22,378	16,767	74.9%	21,281	13,212	62.1%
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:
10a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage of such system?

Yes, the Company has implemented OHS management system across all Indian locations in accordance to the International Standards ISO 45001:2018 (Occupational Health and Safety Management System Standard). The Company's integrated EHS Management System is accredited by international certification bodies.

10b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

LTTs identifies hazards and risks in accordance with the HIRA (Hazard Identification and Risk Assessment Register) process to fulfill applicable environmental standards and any other compliance requirements. The process to evaluate hazards and risk operation control include regular inspection (to measure unsafe conditions and unsafe acts), internal audits, Management Review Meetings, Mock drills. Mitigation plan and controls are provided to eliminate the identified hazards and risks.

10c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Yes/No)

Yes

10d. Do the employees/worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)

Yes



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

Safety Incident/Number	Category	FY 22-23	FY 21-22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	NA	NA
Total recordable work-related injuries	Employees	0	0
	Workers	NA	NA
No.of fatalities	Employees	0	0
	Workers	NA	NA
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	NA	NA

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

LTTs recognizes that Health, Safety & Environment (HSE) and overall physical and mental wellbeing of its employees is integral to its success and growth aspirations as spelled out in its Health, Safety & Environment Policy. LTTs is committed to provide safe workplaces focusing on preventing injuries, illnesses, and continuously strives to eliminate hazards and reduce HSE risks. LTTs has the following safety measures to achieve its HSE objectives:

- Incident Accident reporting
- Awareness regarding occupational health and safety
- Awareness regarding first aid, fire fighting,
- Periodic monitoring and maintenance of fire safety equipment
- Compliance of legal requirements
- Proper disposal of all types of waste
- Proper usage of PPE
- Proper skill/competency/training in line with job profile
- Implementation of safe practices
- Navigational boards

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

	FY 22-23			FY 21-22		
	Filled during the year	Pending resolution at the end of year	Remarks	Filled during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0		0	0	
Health & Safety	0	0	0	0	0	0

We have not received any complaints. If employees have any complaint then they can register the same in complaint register at the reception and on location-wise dedicated email id pertaining to HSE related complaints, that are available with floor leaders.

14. Assessment for the year

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

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

No such incidents has taken place during the year.

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.

All applicable statutory provisions including payment and deduction of statutory dues are incorporated in the contract agreement with the value chain partners. The Company obligates that the vendors must maintain accurate books and records that comply generally accepted accounting principles and applicable laws and regulations.

3. Provide the number of employees / workers having suffered high consequence workrelated 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 22-23	FY 21-22	FY 22-23	FY 21-22
Employees	NA	NA	NA	NA
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?

No

5. Details on assessment of value chain partners:

LTTs' HSE guidelines and Supplier Code of Conduct (SCoC) are included in the Vendor evaluation and Purchase order for all vendors to accept. Some critical suppliers such as regulated waste disposal services (e-waste, hazardous waste, battery wastes), water suppliers, food suppliers for cafeteria and similar suppliers undergo legal due diligence and site inspection before a purchase order is released. The procurement team ensures that SCoC acceptance is done by vendors and all compliances are in place for which a tracker is maintained. LTTs also conducts periodic audits/review of processes/ documents of on-boarded vendors for health and safety practices and working conditions. On a monthly basis statutory compliances like WC policy, ESIC are being checked.

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	1.7%
Working Conditions	1.7%

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 major risk has been identified during the year



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.

LTTs has identified its key internal and external stakeholders through a deliberate and comprehensive process, involving the senior leadership team. This process involved assessing various stakeholder groups and evaluating their potential impact on the company. The importance of each group was carefully considered through a series of deliberations and via quantitative and qualitative evaluation taking into account factors such as their influence and potential impact. LTTs has identified 6 important stakeholder groups and the basis for identification is as follows:

Customers: Customers play an important role in the revenue generation and by extension the business plans of the company. It is important to build a long term relation with our clients and get repeat business when possible.

Employees: LTTs has a workforce of more than 20,000 skilled employees. They are the backbone of our services and interaction with all other stakeholders. The upskilling and wellbeing of employees is therefore important for the overall performance of the company.

Partners & Suppliers: Partners and suppliers play an important role in providing the necessary support as an extension of our operations by way of sub-contracting, providing equipment, services and technical expertise.

Investors and Shareholders: Financial resources provided by shareholders and investors play a significant role in the company's success. They play an important role in the company's business plans by exercising their voting rights.

Communities: LTTs supports under-privileged sections of the society around its major areas of operations by mobilizing the socio economic development in the region.

Regulators / government authorities: LTTs works in accordance with all the rules and regulations of the countries it operates in and supports any new policy formulation.

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
Customers	No	<ul style="list-style-type: none"> Annual report Quarterly report Customer satisfaction surveys Customer experience centers 	As and when required	<ul style="list-style-type: none"> Better services Competitive pricing and product quality Optimizing environmental performance
Employees	No	<ul style="list-style-type: none"> Transparent performance management systems Skill development, career development and welfare initiatives Inter departmental updated and in-house magazines 	As and when required	<ul style="list-style-type: none"> Ethical practices Employee safety and wellbeing Work life balance and career growth
Suppliers	No	<ul style="list-style-type: none"> Email communication Supplier workshops and conferences Supplier location visits Annual report / sustainability reports 	<ul style="list-style-type: none"> As and when required. Annual supplier location visits as applicable 	<ul style="list-style-type: none"> Stronger partnerships Fair business practices Governance

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
Communities	Yes	<ul style="list-style-type: none"> • CSR initiatives • CSR report • Collaboration with various NGOs, academic institutions, rural development organizations 	As and when required	<ul style="list-style-type: none"> • CSR engagement activities • Community development initiatives • Generating livelihood
Investors and shareholders	No	<ul style="list-style-type: none"> • Annual report • Quarterly report • Media • Website 	As and when required	<ul style="list-style-type: none"> • Growth and profitability • Operational efficiency • Future expansion strategies
Regulators / government authorities	No	<ul style="list-style-type: none"> • Interactions as and when required • Regulatory compliance reporting • Industry bodies memberships • Stock exchange filings, • Annual reports • Quarterly reports • Media • Website 	As and when required	<ul style="list-style-type: none"> • Transparency and ethics • Regulatory compliance • Timely and transparent reporting

Leadership Indicators

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

The Company has set up various committees on economic, sustainability, governance and performance monitoring. These committees are CSR Committee, Risk Management Committee, Stakeholder’s Relationship Committee, Investor Cell, HSE Council, etc. The CSR Committee is a committee constituted by the Board and is chaired by an Independent Director. The Risk Management Committee is constituted by the Board and is chaired by an Independent Director. The Stakeholders’ Relationship Committee is constituted by the Board and is chaired by an Independent Director. The other Committees mentioned here are internally constituted committees. Quarterly performance update and reviews were conducted by the respective committees on these topics and consolidated performance report and outcome were presented to the Board in their quarterly meetings. Also, the Company has been conducting stakeholder engagement exercise from time to time on ESG topics. This stakeholder engagement exercise proceeds on a structural approach on frequency, delegation and reporting of outcome including stakeholders’ feedback to the Board. As per their respective terms of reference, the various Committees (statutory as well as internal) meet periodically to review the performance of the Company in various areas.

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, outcome of the materiality assessment and stakeholder engagement exercise are taken forward to identify material topics of concern on sustainability for the Company. Based on these material topics of significance to the Company, further strategy development, policy setting, if required, objectives and goal setting with monitoring mechanism are developed and implemented.



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

Vulnerable Group	Concerns	Action Taken	Impact
Rural underprivileged communities	Limited access to quality healthcare	Mobile healthcare service launched. Community treated for basic ailments	21,235 people treated
Rural underprivileged communities	Lack of awareness on Cancer	Screening camps, awareness sessions, surveys, survivor kits and bridge funding for cancer treatment	9,170 people benefitted
Underprivileged children, including children from tribal community	Lack of access to quality education	Digital education, scholarships, hands-on practical science learning	5,438 students benefitted
Disadvantaged rural youth, students and women, including youth with disabilities	Lack of employment & livelihood opportunities	Skills training, revival of traditional art, vocational training	5,689 people benefitted
Marginalized rural communities	Lack of safe drinking water availability, poor health of livestock, unsustainable agricultural practices	Integrated village development	6,762 people benefitted
Rural community in water starved area	Drought, unregulated water management, poor agricultural practices	Improved watershed management, sustainable agricultural practices, training and capacity building	4,280 people benefitted
Small-scale farmers	Unregulated watershed management, unsustainable agricultural practices	Natural resource management	1,315 people benefitted

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 22-23			FY 21-22		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	19,773	7,878	39.8%	17,348	6,278	36.2%
Other than permanent	2,605	2,605	100%	3,933	3,933	100%
Total Employees	22,378	10,483	46.8%	21,281	10,211	48.0%
Workers						
Permanent	NA	NA	NA	NA	NA	NA
Other than permanent	NA	NA	NA	NA	NA	NA
Total Employees	NA	NA	NA	NA	NA	NA

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

Category	FY 22-23					FY 21-22				
	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	19,773	0	0%	19,773	100%	17,348	0	0%	17,348	100%
Male	15,372	0	0%	15,372	100%	13,554	0	0%	13,554	100%
Female	4,401	0	0%	4,401	100%	3,794	0	0%	3,794	100%
Other than Permanent	2,605	0	0%	2,605	100%	3,933	0	0%	3,933	100%
Male	1,975	0	0%	1,975	100%	2,758	0	0%	2,758	100%
Female	630	0	0%	630	100%	1,175	0	0%	1,175	100%
Workers - Not Applicable										
Permanent	0	0	0	0	0	0	0	0	0	0
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
Other than Permanent	0	0	0	0	0	0	0	0	0	0
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0

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

	Male		Female	
	Number	Median remuneration/ salary/wages of respective category	Number	Median remuneration/ salary/wages of respective category
Board of Directors (BOD):				
Executive Directors	2	55,172,465		
Independent Directors	5	2,275,000	1	2,750,000
Non-executive directors	2	8,974,100		
Key Managerial Personnel (KMP)	1	23,816,129	1	5,071,123
Employees other than BoD and KMP	15,595	953,183	4,379	688,127
Workers				

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

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

All grievances related to Human Rights by employees are addressed as and when received by the HR via Ethicsline. Other stakeholder's grievances related to Human Rights are received directly to the teams like Investor Relations, CSR, compliance teams, whose contact details are publicly available on LTTTS website. All the grievances received are duly investigated and appropriate actions are taken to resolve the issue/complaint. Whenever required, disciplinary actions are initiated as deemed fit and assistance from regulatory authority is sought as necessary. Additionally, anybody can make protected disclosures under the company's Whistle Blower policy where representations are reviewed and appropriate action is taken on substantiated violations.



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

	FY 22-23			FY 21-22		
	Filled during the year	Pending resolution at the end of year	Remarks	Filled during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	NA	1	0	Case closed after due process followed
Discrimination at Workplace	0	0	NA	0	0	NA
Child Labour	0	0	NA	0	0	NA
Forced Labour/Involuntary Labour	0	0	NA	0	0	NA
Wages	0	0	NA	0	0	NA
Other human rights related issues	0	0	NA	0	0	NA

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

The Company has a Whistle Blower Policy wherein the employees report, without fear of retaliation, any wrong practices, unethical behaviour or noncompliance which may have a detrimental effect on the organisation, including financial damage and impact on brand image. Also, the Code of Conduct of the Company requires employees to behave responsibly in their action and conduct. Apart from that, the Company has Committees at every location for the protection of women at workplace to ensure their rights, receive grievances, conduct investigation and to take actions.

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

Yes

9. Assessment for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	100%
Forced/ Involuntary Labour	100%
Sexual Harassment	100%
Discrimination at workplace	100%
Wages	100%
Others- please specify	100%

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

No risks were identified

Leadership Indicators

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

No complaint received in FY 22-23 for human rights violation.

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

The Company adheres to the UNGC (United Nation Global Compact) principles which include Human Rights clauses. These clauses are part of the Company's contracts in the form of Supplier/Vendor Code of Conduct (CoC) and are extended across entire value chain. Fostering a culture of caring and trust are embedded in various corporate policies like Environment, Health & Safety (EHS) Policy, Whistle-Blower policy, Protection of Women's Rights at Workplace Policy and the CoC. The Company has laid down its CoC, which is applicable to Board members, senior management and employees. The objective is to be committed and vigilant towards the ethical conduct of business processes and instil a sense of

ownership within the Company. All designated employees, including Board Members, adhere to the CoC and provide an annual declaration of their compliance. The Code covers all aspects of functioning, including anti-trust behaviour, information security, insider trading rules, professional engagements, use of Company assets and brand logo, intellectual property, human rights etc. A separate CoC has been extended to vendors and service providers which covers the need for compliance with environmental regulations, health and safety, labour practices, ethical behaviour, human rights aspects, minimum wages, freedom of association, collective bargaining, prohibition of child labour and forced and compulsory labour. The Company is committed to treating every employee with dignity and respect. The Company has formulated a policy on 'Protection of Women's Rights at Workplace' as per the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013 and Rules, 2013. The policy is applicable to all LTTTS offices located in India.

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?

All of our premises are accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016.

4. Details on assessment of value chain partners:

100% of our suppliers were evaluated in FY 22-23 basis our Vendor Code of Conduct. All value chain partners are expected to adhere to the Vendor Code of Conduct, which does not tolerate any form of sexual harassment, discrimination, child labour, any form of forced labour, Lawful Employment, Freedom of Association, Working hours, Wage and Benefits. However, LTTTS has not conducted any formal assessment for the same in FY 22-23.

	% 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 Labour/Involuntary Labour	100
Wages	100
Others – please specify	100

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

No such risks were identified

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 22-23	FY 21-22
Total electricity consumption (A)	85,023	69,140
Total fuel consumption (B)	821	996
Energy consumption through other sources (C)	0	0
Total energy consumption (A+B+C)	85,844	70,136
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	1.17 GJ/INR Mn Revenue	1.07 GJ/INR Mn Revenue
Energy intensity (optional) – the relevant metric may be selected by the entity		

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

Yes, Independent assurance has been carried out by Bureau Veritas (India) Pvt. Ltd.



2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

No, the organization is not classified as a designated consumer for the Performance, Achieve, and Trade (PAT) program administered by the Bureau of Energy Efficiency (BEE).

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

Parameter	FY 22-23	FY 21-22
Water withdrawal by source (in kilolitres)		
(i) Surface Water	0	0
(ii) Ground Water	18,470	21,200
(iii) Third party water	169,835	55,707
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	188,305	76,907
Total volume of water consumption (in kilolitres)	188,305	76,907
Water intensity per rupee of turnover (Water consumed / turnover)	2.57 KL/INR Mn Revenue	1.17 KL/INR Mn Revenue
Water intensity (optional) – the relevant metric may be selected by the entity		

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

Yes, Independent assurance has been carried out by Bureau Veritas (India) Pvt. Ltd.

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

The Company's Indian campuses are leased premises which have STP facilities and the treated wastewater is reused as appropriate. The Company will be initiating process of conducting comprehensive water audits of these facilities and will come out with a suitable policy to minimise liquid discharge. The Company has also pledged to become Water Neutral in its operations by 2030.

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

Parameter	Please specify unit	FY 22-23	FY 21-22
NOx	kg/year	12.1	19
SOx	kg/year	5.3	7.8
Particulate Matter (PM)	kg/year	6.5	15.6
Persistent organic pollutants (POP)			
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others – please specify			

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

Yes, Independent assurance has been carried out by Bureau Veritas (India) Pvt. Ltd.

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

Parameter	Unit	FY 22-23	FY 21-22
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	482	207
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	17,799	13,808
Total Scope 1 and Scope 2 emissions per rupee of turnover		0.24 MTCO ₂ e/INR Mn Revenue	0.21 MTCO ₂ e/INR Mn Revenue
Total Scope 1 and Scope 2 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.

Yes, Independent assurance has been carried out by Bureau Veritas (India) Pvt. Ltd.

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

The company has undertaken various projects to reduce its Scope 1 and scope 2 emissions. The Company has also declared its commitment to become carbon neutral by 2030. The company has also pledged under SBTi to take steps to reduce emissions so as to keep global warming limited to 1.5 degree Celsius.

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

Parameter	FY 22-23	FY 21-22
Total Waste Generated (in metric tonnes)		
Plastic Waste (A)	0.9	1.8
E-Waste (B)	14.7	17.4
Bio-medical Waste (C)	0.6	3.1
Construction and Demolition Waste (D)	0	0
Battery Waste (E)	19.8	18.9
Radioactive Waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G) - Used Oil	240 L	230 L
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)		
Dry leaves & garden waste	7.6	1.6
Food Waste	75.4	13.9
Packaging waste (corrugated boxes & wood)	9.1	5.2
Paper & Packaging waste	24.3	24.6
Scrap	21.6	0
Total (A+B + C + D + E + F + G + H)	173.9	86.4
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	33.3	29.8
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	33.3	29.8
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration		
(ii) Landfilling		
(iii) Other disposal operations		
(A) Authorised Vendors	57.6	41.2
(B) Organic composters/Vermicompost/ Animal Husbandry	83.1	15.5
Total	140.7	56.7

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.

Yes, Independent assurance has been carried out by Bureau Veritas (India) Pvt. Ltd.

Note: Scrap data was not captured last year.



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

LTTs is certified under ISO 14001:2015 and the scope covers our major offices in India. Under the environmental management system, the Company has guidelines for comprehensive waste management for the identification, segregation, collection, recycling and final disposal. Wherever applicable, the company follows 6R principles (Rethink, Reduce, Reuse, Recycle, Refuse and Repair) for waste management and to ensure that minimal amount of waste reach the landfills from our offices. Awareness sessions are undertaken for the employees who have a role and responsibility towards waste management. Performance is monitored and waste data is collected quarterly through the sustainability data management platform. The Company has tied up with waste recyclers and CPCB authorised waste disposers to manage waste.

We are disposing waste as per respective pollution control board norms.

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

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

Sl. 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

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

We have not conducted environmental impact assessments (EIA) of our operations and as per the Environmental Impact Assessment ("EIA") notification 2006, the Company is not required to comply with certain environmental regulations or assessments.

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
None	-	-	-	-	-

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

Yes, We are compliant with applicable environmental laws / regulations / guidelines in India.

Sl. 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
	None	-	-	-

Leadership Indicators

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

Parameter	FY 22-23	FY 21-22
From renewable sources		
Total electricity consumption (A)	5,260	5,449
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	5,260	5,449
From non-renewable sources		
Total electricity consumption (D)	79,763	63,691
Total fuel consumption (E)	821	996
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	80,584	64,687

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.

Yes, Independent assurance has been carried out by Bureau Veritas (India) Pvt. Ltd.

2. Provide the following details related to water discharged:

Parameter	FY 22-23	FY 21-22
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment		
- With treatment – please specify level of treatment		
(ii) To Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) To Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment	679 KL discharged into municipality sewers.	
- With treatment – please specify level of treatment	80,258 KL discharged after tertiary level of in house STP treatment.	63,755 KL discharged after tertiary level of in house STP treatment.
Total water discharged (in kilolitres)	80,937	63,755

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.



Yes, Independent assurance has been carried out by Bureau Veritas (India) Pvt. Ltd.

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

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

- (i) Name of the area: Data provided for 2 offices as per CGWB
- (ii) Nature of operations: Engineering Research & Development services
- (iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 22-23	FY 21-22
Water withdrawal by source (in kilolitres)		
(i) Surface water		
(ii) Groundwater	18,469	10,974
(iii) Third party water	553	0
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres)	19,022	10,974
Total volume of water consumption (in kilolitres)	19,022	10,974
Water intensity per rupee of turnover (Water consumed / turnover)	0.26	0.17
Water intensity (optional) – the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
- No treatment		
- With treatment – please specify level of treatment		
(ii) Into Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) Into Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment	2,827 KL discharged after tertiary level of in house STP treatment	8,335 KL discharged after tertiary level of in house STP treatment
Total water discharged (in kilolitres)	2,827	8,335

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.

Yes, Independent assurance has been carried out by Bureau Veritas (India) Pvt. Ltd.

Note: FY 22-23 data for water discharged after treatment not available at one location due to infrastructure augmentation activities.

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

Parameter	Unit	FY 22-23	FY 21-22
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	51,007	50,542
Total Scope 3 emissions per rupee of turnover		0.69 MTCO2e/ INR Mn Revenue	0.77 MTCO2e/ INR Mn Revenue
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.

Yes, Independent assurance has been carried out by Bureau Veritas (India) Pvt. Ltd.

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

Not Applicable

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

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Recycling waste	Sent 9,000 KG of carton box /paper waste & 285 kgs of plastic waste for recycling in return for recycled printing paper reams	Received 323 A4 size paper rims
2	Efficient lighting	Replacement of CFL light fixture with LED fixture resulting in reduced energy consumption	121,531 kwh savings per annum
3	RE sourcing	We are purchasing Renewable energy on open access basis arranged by the developer	Our current renewable energy purchase as a percentage of total energy consumption is 6%.
4	Paper conservation	Jet Hand Dryer initiative- We have reduced the usage of M-Fold tissue paper. 1,000 pack of paper usage saved per month	200 kg of tissue paper wastage avoided per month.
5	Increase in greenery	We have replaced the wooden stirrers with steel spoons. Approximately 30,000 number of stirrers were used per month. By replacing the SS spoon we could reduce the usage of wood and reduce waste generation.	Approximately 30 kg of wooden waste avoided per month.
6	Energy efficiency and clean air	Replacement of old ACs with energy efficient & eco friendly refrigerant. Old AC with R22 refrigerant replaced with eco-friendly gas (R410) & energy efficient systems	Leakage of harmful HCFC gas avoided by removing from operations.
7	Water Conservation	Silpaulin sheets to rainwater harvesting pond. Provided lining to the rainwater harvesting ponds to avoid percolation to the earth & to hold the water for more days	Increase in water retention in rain water harvesting ponds



Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
8	Waste Management	Installation of organic waste composting machine of capacity 50 Kgs. Automatic organic waste composter with inbuilt shredding and curing. Use of wet waste generated from the juice junctions inside the campus.	Approx. 1,200 kgs. of organic fertiliser is produced in FY23.
9	Clean energy	LTTS Vadodara location has successfully installed and commissioned 9.9KW solar powered EV charging station.	
10	Tree Plantation activities	110 saplings have been planted by LTTS Vadodara location employees. Around 2,500 saplings have been distributed to LTTS Vadodara location employees	

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

The Company have established emergency preparedness plans to deal with emergency situations. It also provides response procedures for preventing and mitigating the hazard & risk and environmental impacts arising from emergency situations including the provision for first aid. In the event of any occurrence of an emergency, the same shall be investigated and appropriate measures would be initiated to avoid recurrence in future. Relevant information and training related to emergency preparedness and response shall be provided to the interested parties. The duties and responsibilities of all employees are being communicated periodically.

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

LTTS envisages no significant adverse impact envisaged from its value chain

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

LTTS has a Supplier Code of Conduct wherein we promote environment stewardship and implement best practices to minimise environmental impact. We are in the process to implement various initiatives in our value chain including assessment of partners for environmental impacts.

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.

5

1 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.

Sl. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/ associations (State/National)
1	India Electronics and Semiconductor Association	National
2	NASSCOM ER&D Council	National
3	Confederation of Indian Industry (CII)	National
4	IEEE (Institute of Electrical and Electronics Engineers)	National
5	FICCI	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		

Leadership Indicators

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

Sl. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
Not applicable					

Not applicable

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
Watershed Plus Programme – Kathwadi, Maharashtra	-	-	Yes	Yes	https://www.ltts.com/sites/default/files/investors/corporate-gov/pdf/impact-assessment-reports-combined-file.pdf
Sujal Integrated Watershed Development Programme - Kokkaranthangal, Tamil Nadu	-	-	Yes	Yes	https://www.ltts.com/sites/default/files/investors/corporate-gov/pdf/impact-assessment-reports-combined-file.pdf
Project Neelachala - Odisha	-	-	Yes	Yes	https://www.ltts.com/sites/default/files/investors/corporate-gov/pdf/impact-assessment-reports-combined-file.pdf
Samarthanam - Covid Relief Program - Karnataka	-	-	Yes	Yes	https://www.ltts.com/sites/default/files/investors/corporate-gov/pdf/impact-assessment-reports-combined-file.pdf

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

Sl. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R in the FY (in INR)	Amounts paid to PAFs
	NA	-	-	-	-	-



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

All CSR projects are monitored regularly by the CSR executives including their field visits wherein they directly interact with the beneficiaries to seek their feedback and address grievances if any. Additionally, 3rd party impact assessment is carried out for specific CSR projects, where the responses from the beneficiaries are sought and recorded and the feedback is addressed wherever needed.

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

We are setting up processes to track this metric.

	FY 22-23	FY 21-22
Directly sourced from MSMEs/ small producers	12.2%	4.5%
Sourced directly from within the district and neighbouring districts		

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
No negative impact received from the 3 rd Party Impact Assessment	NA

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

Sl. No.	State	Aspirational District	Amount spent (In INR)
1	Karnataka	Raichur & Yadgir	2,340,000

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

No

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

Since we do not have any preferential purchase policy to differentiate between suppliers hence we do not have this information. We are also setting up mechanisms to capture this data in future.

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

Since we do not have any preferential purchase policy to differentiate between suppliers hence this metric is 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:

Sl. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
-	-	-	-	-

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

Name of authority	Brief of the Case	Corrective action taken
NA		

6. Details of beneficiaries of CSR Projects:

Sl. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Health related projects like Mobile Health Unit, Cancer Awareness	30,405	100
2	Education projects like Digital education, scholarships, practical science learning	5,438	100
3	Skill Development projects like entrepreneurship training, digital literacy, voactional training	5,689	100
4	Environment projects like Integrated village development	6,762	100
5	Water projects like Integrated Watershed management, natural resource management	5,595	100
6	Sports for the Disabled	42	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

LTTS has a Quality management team which conducts regular feedback from customers as per Company's established QMS documented information formats. Customer complaints & feedbacks are received through email, transmittal letter communications and verbal communications directly to the project management teams. The project management teams acknowledge, analyze incidents and develop an action plan to resolve the same to ensure customer satisfaction.

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

LTTS is an Engineering R&D services company and there are no generic products of the company.

	As a percentage to total turnover
Environmental and social parameters relevant to the product	NA
Safe and responsible usage	NA
Recycling and/or safe disposal	NA

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

	FY 22-23		Remarks	FY 21-22		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	-	0	0	-
Delivery of essential services	0	0	-	0	0	-
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-
Other	0	0	-	0	0	-

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

	Number	Reasons for recall
Voluntary recalls		
Forced recalls		

Not applicable



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

Yes -

LTTs follows Data Privacy Laws of the respective countries where LTTs has operations and has an Information Security Management System (ISMS) aligned with ISO/IEC 27001:2013 for Information Technology and security management and protection of information assets from all internal and external threats.

Our Data Privacy policy is available on our website: <https://www.ltt.com/privacy-policies-notice>

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.

None

Leadership Indicators

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

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

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

Not applicable, as LTTs does not have any products/services that can entail safety issues or irresponsible usage.

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

All delivery teams have a business continuity mechanism to handle any disruption of services/products and a suitable communication plan is in place. In the an event of disruption that could severely constrain our operations, the Delivery managers will formally communicate with the respective customers over email and as required in contractual clauses.

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)

This metric is not relevant to LTTs as the main business is providing engineering R&D services, and it does not involve manufacturing of any product. However, we do conduct CSAT scores we have received a score of 90.26% CSAT score.

5. Provide the following information relating to data breaches:

5 a. Number of instances of data breaches along-with impact

None

5 b. Percentage of data breaches involving personally identifiable information of customers

NIL

Independent Assurance Statement

“Business Responsibility and Sustainability Reporting (BRSR) Assurance Statement for L&T Technology Services”

for

Reporting Period:

1st April 2022 – 31st March 2023

19-06-2023



Bureau Veritas (India) Private Limited

72 Business Park, 9th Floor, MIDC Cross Road 'C', Opp. SEEPZ
Gate #2, Andheri (East) Mumbai-400 093 India.

Independent Business Responsibility and Sustainability Reporting (BRSR) Assurance Statement

Introduction and Objective of Work

BUREAU VERITAS has been engaged by L&T Technology Services (hereinafter abbreviated “LTTS”) for the reporting period from 01.04.2022 to 31.03.2023 based on Business responsibility and Sustainability Report (hereinafter abbreviated as “BRSR”) which is a part of its annual report as per SEBI circular (SEBI/HO/CFD/CMD-2/P/CIR/2021/562) dated 10th May 2021).

On site assessments were conducted for this assurance for LTTS at ten locations in India and three locations abroad both via site visit and virtual. While their offices in Bangalore, Mysore, and Powai, Mumbai was physical site visit (respectively 17th May, 18th May, and 8th June 2023 for 01 assessment day each), other offices in cities like Vadodara, Hyderabad, Chennai, Airoli, and Germany offices were assessed remotely.

Intended User

The intended user of this assurance statement is the LTTS. We disclaim any liability or responsibility to a third party for decisions, whether investment or otherwise, based on this Assurance Statement. We planned and performed our work to obtain the evidence we considered necessary to provide a basis for our assurance opinion. The assurance engagement considers an uncertainty of $\pm 5\%$ based on materiality threshold for estimation/measurement errors and omissions. We did not engage with any external stakeholders as part of this assurance engagement.

Scope, Boundary and Limitations of assurance

Independent assurance has been provided for selected sustainability performance disclosures as presented in the BRSR Report. The reporting boundary included data and information for the period 01.04.2022 to 31.03.2023 for LTTS, based on BRSR framework.

The assurance included verification of the sample data and information on selected material topics reported by LTTS.

The Scope of Sustainability Assurance includes:

- An assessment of the methods used for data collection and reporting for the selected sustainability performance indicators.
- Testing of such systems, including related internal controls.
- Testing, on a sample basis, of evidence supporting the data.
- Verification of the sample data and information on selected material topics reported by LTTS for the defined reporting period.
- Assessment of the consistency between the data for the selected sustainability performance indicators and the related written comments in the narrative of the Report
- The Company's compliance to legal obligations/disclosures
- The General and topic specific disclosures subject to assurance
- Completion of assurance statement for inclusion in the report, which will reflect the verification findings and conclusion.

Independent Business Responsibility and Sustainability Reporting (BRSR) Assurance Statement

Bureau Veritas scope has not considered the below data as a part of BRSR assurance:

- Information apart from the defined reporting period and boundary
- Compliance with any legal issue related to authority except environmental and social aspects.
- Any of the statement related to company aspect or reputation.

The reported information under BRSR Assurance Statement covers assessment and assurance under 9 BRSR Principles on General Disclosures, Management and Process Disclosures and Principle Wise Performance Disclosure:

Section A: General Disclosures

- Details of listed company
- Products/Services
- Operations
- Employees
- Holding, Subsidiary and Associate Companies (including joint ventures)
- CSR Details
- Transparency and Disclosures Compliances

Section B: Management and Process Disclosures

- Policy and management processes, Governance, leadership, and oversight

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.
- Principle 2: Businesses should provide goods and services in a manner that is sustainable and safe.
- Principle 3: Businesses should respect and promote the well-being of all employees, including those in their value chains.
- Principle 4: Businesses should respect the interests of and be responsive to all its stakeholders.
- Principle 5: Businesses should respect and promote human rights.
- Principle 6: Businesses should respect and make efforts to protect and restore the environment.
- Principle 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.
- Principle 8: Businesses should promote inclusive growth and equitable development.
- Principle 9: Businesses should engage with and provide value to their consumers in a responsible manner.

Independent Business Responsibility and Sustainability Reporting (BRSR) Assurance Statement

Methodology adopted for BRSR Assurance

Bureau Veritas BRSR assurance process involves specified procedures to obtain evidence about the reliability of the data provided from the identity. The nature, timing and extent of procedures selected depend on the data and evidence provided, including the verification of the associated risks with the material topics of the selected sustainability disclosures and their relevance. While assessing the associated risks, internal strategy is being considered during preparation of the report to design the assurance procedure and validate their appropriateness to the possible extent.

As per the scope of the assurance, sample evidence, information and explanations that were considered necessary in relation to the assurance scope were considered and accordingly conclusions have been made as mentioned below:

- Understanding the appropriateness of various assumptions used for estimation of data by LTTS.
- Reviewing the Report to ensure that there is no misrepresentation of disclosures in accordance with BRSR 9 Principles as per scope of assurance and findings.
- Reviewing the materiality matrix and stakeholder engagement framework deployed at LTTS.
- Assessing the systems used for data compilation and reporting on the basis of Universal Disclosures and Topic Specific Disclosures of material topics as listed in the assurance scope above.
- Verifying systems and procedures used for quantification, collation and analysis of sustainability performance disclosures included in the Report.
- Assessing the month wise data considering the similarity, reliability, and accuracy
- Verifying select key performance data through the data provided by LTTS:
 - Testing reliability and accuracy of data on a sample basis
 - Assessing stakeholder engagement process and approach to stakeholder engagement regarding the key topics and concerns raised as defined in the report.
 - Limited review of the materiality assessment process based on the information provided.
 - Reviewing the processes deployed for collection, compilation, and reporting of sustainability performance disclosures.

Sample data were collected in order to support Bureau Veritas conclusions on the verified information and data. However, limited available information and details is reviewed during the assurance of LTTS.

Conclusions

BRSR report of LTTS is reviewed based on the scope of the assurance. It is concluded that information presented in LTTS BRSR Report in accordance with BRSR standards is proper, adequate, and maintained in line with the material topics considered for the reporting.

Responsibilities

The assurance statement is made solely for “LTTS” as per the governing contractual terms and conditions of the assurance engagement contract between “LTTS” and Bureau Veritas. To the extent that the law permits, Bureau Veritas owe no responsibility and do not accept any liability to any other



Independent Business Responsibility and Sustainability Reporting (BRSR) Assurance Statement

party other than “LTTS” for the work Bureau Veritas have performed for this assurance report or for our conclusions stated in the paragraph below.

Bureau Veritas shall not be held liable or responsible for any type of decision a person or entity would make based on this assurance statement. While reading the assurance statement, stakeholders shall recognize and accept the limitation and scope as mentioned above.

Limitations and Exclusions

Excluded from the scope of work is any assurance of information relating to:

- Activities outside the defined assurance period stated hereinabove.
- Positional statements, expressions of opinion, belief, aim or future intention by “LTTS” and statements of future commitment.
- The assurance does not extend to the activities and operations of “LTTS” outside of the scope and geographical boundaries mentioned in the sustainability report as well as the operations undertaken by any other entity that may be associated with or have a business relationship with “LTTS”.
- The assurance of the economic and financial performance data of LTTS is based only on the audited annual reports of LTTS and our conclusions rely entirely upon that audited report.

The observations with action points and Areas of Improvement have been submitted by Bureau Veritas to LTTS in a separate Management Letter. However, it does not affect our conclusions regarding BRSR Assurance undertaken for this assessment.

Uncertainty

The reliability of assurance is subject to uncertainty (ies) that are inherent in the assurance process. Uncertainties stem from limitations in quantification models used, assumptions or data conversion factors used or may be present in the estimation of data used to arrive at results. The conclusions in respect of this assurance are naturally subject to any inherent uncertainty (ies) involved in the assurance process.

Statement of independence, impartiality, and competence

Bureau Veritas is an independent professional services company that specializes in Quality, Health, Safety, Social and Environmental management with almost 190 years of history in providing independent assurance services.

Bureau Veritas has implemented a Code of Ethics across the business to maintain high ethical standards among staff in their day-to-day business activities. We are particularly vigilant in the prevention of conflicts of interest.

No member of the assurance team has a business relationship with “LTTS”, its Directors, Managers, or officials beyond that required of this assignment. We have conducted this verification independently and there has been no conflict of interest.



Independent Business Responsibility and Sustainability Reporting (BRSR) Assurance Statement

The assurance team has extensive experience in conducting assurance over environmental, social, ethical and health & safety information, systems and processes an excellent understanding of Bureau Veritas standard methodology for the assurance of Sustainability Report.

Bureau Veritas (India) Private Limited

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A handwritten signature in blue ink, appearing to read 'Bholenath S Vishwakarma', written over a horizontal line.

Bholenath S Vishwakarma
Lead Assurer

A handwritten signature in blue ink, appearing to read 'Nishtha Gupta', written over a horizontal line.

Nishtha Gupta
Technical Reviewer

Date: 19/06/2023
Place: Mumbai, India