MPS Limited
A-1, Tower A, 4th Floor, Windsor IT Park, Sector 125, Noida
Tel: +91 120 4599 750 Fax: +91 120 4021 280

Ref: MPSL/SE/33/2023-24
Date: 08 July 2023

✓	**National Stock Exchange of India Limited** Exchange Plaza, 5th Floor, Plot no. C/1, G Block, Bandra – Kurla Complex, Bandra (East), Mumbai - 400 051, India **Symbol**: MPSLTD **ISIN**: INE943D01017		**BSE Limited** Department of Corporate Services Phiroze Jeejeebhoy Towers Dalal Street, Mumbai- 400 001, India **Scrip Code**: 532440 **ISIN**: INE943D01017

Dear Sir,

Subject: Business Responsibility and Sustainability Reporting ("BRSR")

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are submitting herewith the Business Responsibility and Sustainability Report ("BRSR") of the Company for the financial year 2022-23, which also forms part of the Integrated Annual Report of the Company for the financial year 2022-23, as submitted vide letter no. MPSL/SE/32/2023-24 dated 08 July 2023.

This is for your kind information and record.

Thanking you,

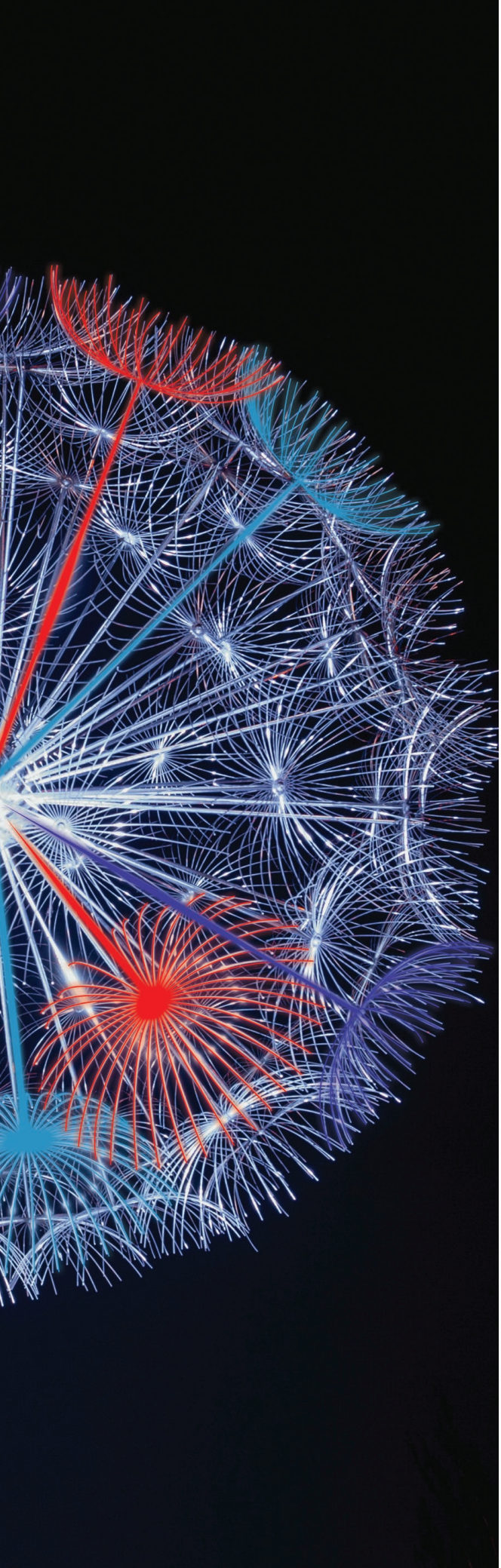
Yours faithfully
For **MPS Limited**

RAMAN SAPRA

Digitally signed by RAMAN SAPRA
DN: c=IN, o=PERSONAL, title=9408, pseudonym=43dbd330363049bf818a076f6d838560, 2.5.4.20=18cf30a1544184712dd62ca166b9891ae39be03b72c0f4a44c907cf6e8f25d25, postalCode=201014, st=Uttar Pradesh, serialNumber=15cbe9dded45c032a01894d72a7cb7af4331ffb2366016cd2de145cfc530838fc, cn=RAMAN SAPRA
Date: 2023.07.08 19:29:35 +05'30'

Raman Sapra
Company Secretary & Compliance Officer

Encl: as above



Business Responsibility & Sustainability Report

Foreword

MPS Limited recognizes the importance of integrating sustainability practices into our business operations and strives to positively impact the world around us. Our sustainability philosophy is built on smarter learning for everyone. By creating technology driven smart learning solutions and by imbibing learning within the organization, we create impact for all our stakeholders.

As a company committed to driving positive change and creating long-term value, we proudly present our very first Business Responsibility and Sustainability Reporting (BRSR) for FY 2022–2023. Our BRSR includes our responses to questions on practices and performance on key principles as outlined in the BRSR directive of May 2021.

This disclosure marks a significant step forward in our dedication to transparent and comprehensive reporting that encompasses not only financial performance but also our environmental, social, and governance (ESG) practices. In this report, we outline the key metrics and initiatives of MPS Limited in the areas of business resilience and sustainability.

Our focus is on creating long-term value for our stakeholders while minimizing our environmental footprint, promoting employee welfare and adhering to highest standards of governance.

We invite you to peruse our inaugural BRSR and appreciate how we are integrating sustainability into every aspect of our business.

Business Responsibility and Sustainability Report

SECTION A: GENERAL DISCLOSURES

I	Details of the listed entity	
1	Corporate Identity Number (CIN) of the Listed Entity	L22122TN1970PLC005795
2	Name of the Listed Entity	MPS Limited
3	Year of incorporation	1970
4	Registered office address	RR Tower IV, Super A,16/17 Thiru-VI-KA Industrial Estate, Guindy Chennai - TN 600032
5	Corporate address	Windsor IT Park, A-1, Tower A, 4th Floor, Sector-125, Noida - 201303
6	E-mail	investors@mpslimited.com
7	Telephone	Tel: (+91-120-4599750)
8	Website	www.mpslimited.com
9	Financial year for which reporting is being done	01 April 2022 to 31 March 2023
10	Name of the Stock Exchange(s) where shares are listed	1) National Stock Exchange of India Limited (NSE) 2) BSE Limited (BSE)
11	Paid-up Capital	INR 17,10,58,160
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Raman Sapra Company Secretary **Phone:** (+91-120-4599750) **E-mail:** investors@mpslimited.com
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together)	The disclosures are made on a standalone basis.

II Products / Services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Content Solutions	Providing a wide range of content solutions, which involves the creation of the content and its delivery across all the media channels that help in driving competitiveness and differentiates all the educational, academic, STM, and professional publishers.	66%
2	Platform Solutions	Providing a complete range of configurable platform solutions throughout the entire content lifecycle primarily delivered as SaaS. Foremost when it comes to delivering innovation in platform offerings and known to be the thought leader in the space.	34%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Content Solutions	620	66%
2	Platform Solutions	631	34%

III Operations

16. No. of locations where plants and/or operations/offices of the entity are situated:

Location	No. of plants	No. of offices	Total
National	0	6	6
International	0	2	2

17 Markets served by the entity

a No. of Locations

	Location	**Number**
	National (No. of States and union territories)	14
	International (No. of Countries)	23
b	What is the contribution of exports as a percentage of the total turnover of the entity?	99.40%
c	A brief on types of customers	We provide services like content development and production, editorial services, project management, creative services, digital conversion, technical services, license, hosting and Annual Maintenance Charge (AMC). These services are rendered to various research and educational institutes for research content and educational purposes.

IV Employees

18 Details as at the end of Financial Year:

a Employees and workers (including differently abled):

Particulars	Total (A)	Male		Female	
		No. (B)	% (B/A)	No. (C)	% (C/A)
Employees					
Permanent (D)	2210	1499	68%	711	32%
Other than Permanent (E)	26	15	58%	11	42%
Total employees (D + E)	2236	1514	68%	722	32%

Note: The workforce of MPS Limited is categorized as 'Employees' and none as 'Workers'.

b Differently abled Employees and workers:

MPS Limited has no differently abled employee.

19 Participation/Inclusion/Representation of Women

Category	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	3	50%
Key Management Personnel	3	0	0%

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

Category	FY (2022-23) (Turnover rate in current FY)			FY (2021-22) (Turnover rate in previous FY)			FY (2020-21) (Turnover rate in year prior to previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	11%	5%	16%	19%	8%	27%	16%	7%	23%

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

21. a Names of holding/subsidiary / associate companies / joint ventures

S. No.	Name of the holding/ subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	ADI BPO Services Limited	Holding Company	68.34%	No
2	MPS North America, LLC	Subsidiary Company	100%	No
3	MPS Interactive Systems Limited	Subsidiary Company	100%	No
4	MPS Europa AG	Subsidiary Company	100%	No
5	Topsim GmbH	Subsidiary Company	100%	No

VI CSR Details

22 a	Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
b	Turnover (in Rs.)	29,801 lacs
c	Net worth (in Rs.)	35,199 lacs

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 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes, https://www.mpslimited.com/corporate-governance/	0	0	-	0	0	-
Investors (other than shareholders)	Yes, concerns and suggestions received through the mail are addressed.	0	0	-	0	0	-
Shareholders	Yes, as per SEBI Regulations.	1	0	Compliant received from the shareholder for non-receipt of the Annual report. The same was resolved immediately.	0	0	-
Employees	Yes, concerns and suggestions received through various formal and informal modes.	0	0	-	0	0	-
Customers	Yes, concerns and suggestions received on social media, consumer email id and Escalation mechanisms are defined in individual client contracts and addressed as per MPS Policy.	0	0	-	0	0	-
Value Chain Partners	Yes	0	0	-	0	0	-

MPS has established a structured grievance redressal mechanism. We also have a strong whistle blower policy for reporting complaints. Our policy is available to all our stakeholders https://www.mpslimited.com/Policies/Whistle-Blower.x26787.pdf. Further, we have the committees in place, where based on the severity of the issues, specific actions are taken to address the concern on a timely basis.

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.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Data privacy and security	Risk	This topic is primarily a risk to the company, as being a content and platform solutions provider, customer data represents the most significant input which needs to be protected.	The company prioritizes strong data privacy and security measures and regularly report on progress in this area to demonstrate its commitment to protecting customer data.	This can lead to financial risks for the company, as breaches of data privacy and security can result in significant legal and financial penalties, as well as damage to the company's reputation.
2	Diversity and inclusion	Opportunity	Promoting diversity and inclusion can help attract and retain top talent, enhance the company's reputation, and lead to improved decision-making and innovation.	-	We believe that an inclusive and diverse work culture would help the company's performance through sharing of knowledge and inputs from various set of people which can improve innovation and sustained team culture.
3	Business ethics and anti-corruption	Risk	ESG-related business ethics, including corporate governance, employee conduct, and customer relationships can pose various risks, such as legal, reputational, financial, and market risks. As ESG gains importance, governance-related issues are being closely examined by potential investors and large customers, underscoring the need for strong systems and processes to manage business ethics issues.	To mitigate business ethics risks, we have implemented various measures, including a Code of Conduct for the Board of Directors, Senior Management, and Employees, as well as Code of Conduct which sets in place the principle to eliminate bribery, corruption, and fraud .	Negative financial implications could involve loss of customers / market share, financial losses due to legal exposure, etc. resulting from adverse business ethics related issues.
4	Legal and statutory compliance	Risk	MPS serves various types of customers across different countries who have their sets of legal and statutory compliance requirement which must be followed strictly.	Regulatory compliances and filings are managed with internal systems, risk registers and process controls. The organization is preparing for enhancing ESG disclosures to ensure transparency to all its stakeholders.	Legal and regulatory matters if unresolved could lead to potential fines and penalties as prescribed by the statutory authorities.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5	Human Rights	Risk/ Opportunity	As digital platforms increasingly become a primary source of information and communication, companies need to ensure that their operations and services respect human rights, including the rights to freedom of expression, privacy, and non-discrimination.	By conducting a human rights impact assessment, establishing policies and procedures, conducting due diligence on suppliers and partners, establishing grievance mechanisms, and providing training and awareness-raising, companies can mitigate risks and promote opportunities associated with human rights.	From a risk perspective, failure to respect human rights can lead to legal and reputational risks, as well as potential loss of customer trust and loyalty. From an opportunity perspective, respecting human rights can help build a positive reputation and attract socially conscious customers and investors.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

The National Voluntary Guidelines on Social, Environmental and Economic Responsibilities of Business (NVGs) released by the Ministry of Corporate Affairs has adopted nine areas of Business Responsibility. These briefly are as follows:

P1 Business should conduct and govern themselves with Ethics, Transparency and Accountability

P2 Businesses should provide goods and services that are safe and contribute to sustainability throughout their life cycle

P3 Businesses should promote the wellbeing of all employees

P4 Businesses should respect the interests of, and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalized

P5 Businesses should respect and promote human rights

P6 Business should respect, protect, and make efforts to restore the environment

P7 Businesses, when engaged in influencing public and regulatory policy, should do so in a responsible manner

P8 Businesses should support inclusive growth and equitable development

P9 Businesses should engage with and provide value to their customers and consumers in a responsible manner

	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes										
1	Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Web Link of the Policies, if available	Policies, which are internal to the company, are available on the intranet portal of the company. Other policies are available on the website of Company- https://www.mpslimited.com/corporate-governance/								
2	Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3	Do the enlisted policies extend to your value chain partners? (Yes/ No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4	Name of the national and international codes/certifications/ labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	-	ISO 9001:2015	ISO 9001:2015	-	-	-	-	-	ISO/IEC 27001:2013, PCI Data Security Standard Version 1.2, COUNTER5 compliance
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	A formal approach on ESG reporting has been taken up from FY 23-24 and specific commitments and targets regarding Diversity and Human Rights will be taken up from FY 23-24. Please refer to the Management Discussion and Analysis for our management approach and commitments.								
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	A formal approach on ESG reporting has been taken up from FY 23-24 and specific commitments and targets regarding Diversity and Human Rights will be taken up from FY 23-24.								

The policies of the Company are compliant with the applicable laws in India and uploaded on the website of the Company at www.mpslimited.com

Governance, leadership and oversight

	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
7	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	As a content and platform solutions provider in India, we recognize the growing importance of ESG factors in our industry and the impact they have on our business and stakeholders. We are committed to addressing the ESG challenges that our company faces and continuously improving our ESG performance. We believe that our commitment to ESG not only benefits our stakeholders but also strengthens our business and helps us to achieve our long-term goals.								
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Currently, the Board of Directors keep in check the policies and are responsible for the implementation of the same.								
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.	No, the Board of Directors is responsible for the decision-making on sustainability and ESG-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)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Every quarter, a review is conducted internally with regard to the policies.																	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Every quarter, Statutory Compliance Certificate on applicable laws is provided to the Board of Directors. During the year, no non-compliance has been received.																	

	Question	P1	P2	P3	P4	P5	P6	P7	P8	P9
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.	Yes, Quarterly Internal Audits are conducted by M/s. PricewaterhouseCoopers Services LLP (PWC) and half-yearly, secretarial audits are conducted by R. Sridharan and Associates for external evaluations of all compliances including but not limited to the policies.								
12	If answer to question (1) above is "No" i.e., not all Principles are covered by a policy, reasons to be stated, as below:									

Question	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	NA								

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

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

P1 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	% of persons in respective category covered by the awareness programmes
Board of Directors	2	Familiarization programs are carried out by way of exhaustive presentations and various topics/areas are covered.	100%
Key Managerial Personnel	2	Familiarization programs are carried out by way of exhaustive presentations and various topics/areas are covered.	100%
Employees other than BoD and KMPs	7	All employees undergo training regularly on skill upgradation, process orientation, soft skill development, and safety. These are conducted online as well as on the job.	100%

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

No fines/penalties/punishment/ award/ compounding fees/settlement amount was paid in proceedings during the FY 2022-23.

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

Not applicable.

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

The Code of Conduct, applicable to employees, encourages all to conduct business ethically. It forbids the employees from obtaining any uncompetitive favours. It promotes transparency to prohibit unlawful acts of commission or bribes. It sets in place the principle to eliminate bribery, corruption, and fraud.

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

There have been no disciplinary actions taken against any Director/KMP/employee by any law enforcement agency for the charges of bribery/corruption in FY 2022-23.

6 Details of complaints with regard to conflict of interest

No complaints were received concerning conflict of interest in FY 2022-23.

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.

There were no cases of corruption or conflict of interest which required action by regulatory/law enforcement agencies/judicial institutions.

P2 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.

Not applicable.

2 Does the entity have procedures in place for sustainable sourcing? (Yes/No) If yes, what percentage of inputs were sourced sustainably?

Not applicable.

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

Plastics (including packaging)	As an IT Services Company, MPS follows the Fixed Assets Disposal policy. MPS IT team evaluates the life of an IT hardware asset based on its usability and age. IT assets past their use date and beyond repair, qualify for scrapping. IT team selects an e-waste-certified vendor who collects such scrap assets from MPS and disposes of them safely as per the government or environmental norms. A material disposal certificate is issued to the company based on this e-disposal.
E-waste	
Hazardous waste	
Other waste	

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

Not applicable.

P3 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	% of employees covered by								
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)
Permanent Employees									
Male	1499	1151	77%	1499	100%	-	-	1499	100%
Female	711	479	67%	711	100%	711	100%	-	-
Total	2210	1630	74%	2210	100%	-	-	-	-

Other than Permanent Employees

Male	15	0	0%	0	0%	-	-	0	0%
Female	11	0	0%	0	0%	0	0%	-	-
Total	26	0	0%	0	0%	-	-	-	-

2 Details of retirement benefits, for Current and Previous FY

Benefits	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total worker	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	-	Y	100%	-	Y
Gratuity*	100%	-	Y	100%	-	Y
ESI	-	-	-	-	-	-
Others - please specify	-	-	-	-	-	-

*Note-All regular employees who completed 4.7 (Four Years and 240 days) years of continuous tenure of their service are eligible for Gratuity.

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, the premises/offices of the entity are made accessible to the differently-abled.

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, we have a Diversity, Equity, and Inclusion policy that gives equal opportunity to all.

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

Gender	Permanent employees	
	Return to work rate	Retention rate
Male	100%	78%
Female	100%	79%

*Note: Data specific to India.

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

Category	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Employees	The Grievance procedure given by the company applies to all employees of the company. It promotes open conversation and solving concerns quickly and fairly. The grievance can be solved through informal or formal procedures depending on the seriousness of the issue.
Other than Permanent Employees	There is no restriction on receiving complaints, sometimes it may occur via emails, in-person meetings, Zoom meetings, etc.

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

Category	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	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						
Male	1499	25	2%	1522	25	2%
Female	711	19	3%	696	19	3%

8 Details of training given to employees and workers:

Category	FY 2022-23 (Current Financial Year)					FY 2021-22 (Previous Financial Year)				
	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	1499	467	31%	0	0%	1522	516	34%	0	0%
Female	711	231	33%	0	0%	696	285	41%	0	0%
Total	2210	698	32%	0	0%	2218	801	36%	0	0%

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

Category	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Total Permanent Employees						
Male	1499	1499	100%	1522	1522	100%
Female	711	711	100%	696	696	100%
Total	2210	2210	100%	2218	2218	100%

10 Health and safety management system:

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

MPS Limited has a Health and Safety Policy to ensure the safety and well-being of its employees. The policy provides adequate control on safety, health and welfare of people engaged in work or employment.

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

Nil

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

The Health and Safety policy states that the staff is to report any current or potential situation at work which is a threat to personal safety. All incidents or situations are to be reported to the management.

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

Yes, we regularly conduct health check-ups for our employees.

11 Details of safety related incidents

No safety-related incident was reported in FY 2021-22 or FY 22-23.

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

A Health and Safety Policy is in place to address health, safety, and welfare needs of employees, consultants, contractors, vendors, and visitors of the company. It includes various procedures to ensure the health and safety in the workplace. A few examples are as follows:

- Department heads and the Administration Department are responsible for the correct execution of the given procedures.
- Good housekeeping is followed to keep the aisles and gangways obstruction-free in case of any emergency.
- Ventilation, temperature, lighting, and noise are kept in check. Smoking is prohibited.
- For fire safety, awareness regarding fire hazards and fire drills are conducted.
- First Aid provision is available at all times.

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

No complaints were made by employees on the working conditions and health and safety in FY 2021-22 and FY 2022-23.

14 Assessments for the year:

Category	% of your plants and offices that were assessed (by entity or statutory authorities or third parties
Health & 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.

1) Safety at the workplace is one of the highest priorities at MPS Limited. We have always focused on building a culture of safety, emphasizing individual responsibility.
2) To raise safety awareness and reinforce that safety is everyone's responsibility, we put placards, posters and signboards at strategic places.
3) We regularly conduct mock drills related to Fire and Safety.

P4 Businesses should respect the interests of and be responsive to all its stakeholders

ESSENTIAL INDICATORS

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

We have based our stakeholder identification process on the fundamentals of inclusivity, materiality, and responsiveness. Our stakeholder groups are those which are directly or indirectly impacted by the MPS. It also includes stakeholders identified to which MPS has a legal, financial or moral responsibility. In addition, we have evaluated from the perspective of a stakeholder having an influence or impact on MPS strategy and decision making as well. All this stems from our belief of building mutual trust-based relationship with our stakeholders and understanding their priorities in creating shared value for all.

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

S. No.	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
1	Employee	No	Meetings	Quarterly	Scope of engagements including performance and career reviews, training, programs
2	Supplier		NA		
3	Customer/ Client	No	Email, website	As and when required	Purpose of engagements including customer feedback and testimonials
4	Investors (Other than shareholders)	No	Online meetings	Quarterly	Meetings conducted to discuss business strategies, performance, CSR
5	NGOs; Government; Regulatory bodies (SEBI, stock exchanges, etc.)	No	Meetings, email, seminars, press releases	As and when required (at least annually)	Ensure 100 % compliance

P5 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 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	2210	2210	100%	2218	2218	100%
Other than permanent	26	26	100%	26	26	100%
Total	2236	2236	100%	2244	2244	100%

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

Category	FY 2022-23 Current Financial Year					FY 2021-22 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F/ D)
Employees										
Permanent										
Male	1499	40	3%	1459	97%	1522	40	3%	1482	97%
Female	711	6	1%	705	99%	696	6	1%	690	99%

Other than permanent										
Male	15	0	0%	15	100%	15	0	0%	15	100%
Female	11	0	0%	11	100%	11	0	0%	11	100%

3 **Details of remuneration/salary/wages, in the following format (in lacs):**

Category	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	Refer to *Annexure B* of Director's report.			
Key Managerial Personnel				
Employees other than BoD and KMP	1502	3.28	705	3.00

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.

A grievance mechanism procedure is established for resolving any concerns and applies to all employees of the company. It encourages open communication and to resolve fairly and quickly. The mechanism involves two types of procedures namely an informal and a formal procedure. In an informal one, the work-related grievance is to be discussed with the manager who will work to resolve the issue. The formal procedure involves a notification i.e., the grievance in writing, a meeting, and an appeal stage.

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

No complaint was made on Sexual Harassment/Discrimination/Child or Forced Labour/Wages by any employee in FY 2021-22 and FY 2022-23.

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

A policy for the prevention of sexual harassment is in place to prevent the occurrence of acts of sexual harassment at the workplace. The policy extends to all employees and the grievance redressal will be looked upon by an Internal Complaints Committee.

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

Yes, they do, as per the request of our Customers/Vendors. We are progressively looking to encourage our suppliers and vendors to establish sustainable practices.

9 **Assessments for the year:**

Category	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	MPS internally monitors compliance for all relevant laws and policies pertaining to these issues. There have been no observations received during FY 2023.
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

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

No incidence required any corrective actions during FY 2021-22 and FY 2022-23.

P6 Businesses should respect and make efforts to protect and restore the environment

ESSENTIAL INDICATORS

1 **Details of total energy consumption (in Gigajoules (GJ) or multiples) and energy intensity, in the following format:**

Parameter	FY 2022-23	FY 2021-22
Total electricity consumption (A) (in GJ)	10589.84	8240.14
Total fuel consumption (B) (in GJ)	762.76	666.58
Energy consumption through other sources (C)	-	-
Total energy consumption (A+B+C)	11352.60	8906.72
Energy intensity per rupee of turnover GJ per lakh (Total energy consumption/ turnover in rupees)	0.38	0.31
Energy intensity (optional) – the relevant metric may be selected by the entity	NA	NA
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? **(Y/N)** If yes, name of the external agency.	No	

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

Not applicable.

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

S. No.	Parameter	FY 2022-2023	FY 2021-2022
	Water withdrawal by source (in kilolitres)		
i	Surface water	0	0
ii	Groundwater	0	0
iii	Third party water	78	68
iv	Seawater / desalinated water	0	0
v	Other	0	0
	Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	78	68
	Total volume of water consumption (in kilolitres)	78	68
	Water intensity per rupee of turnover Kilolitres per lakh (Water consumed / turnover)	0.0026	0.0024
	Water intensity **(optional)** – the relevant metric may be selected by the entity	NA	NA
	Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? **(Y/N)** If yes, name of the external agency.	No	

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

Not applicable.

5 Please provide details of air emissions (other than GHG emissions) by the entity:

MPS is a service sector company and does not have any significant air emissions.

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

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	CO_2e in MT	276.75	176.37
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	CO_2e in MT	2382.68	1808.23
Total Scope 1 and Scope 2 emissions per rupee of turnover	CO_2e in MT per lakh	0.08	0.06
Total Scope 1 and Scope 2 emission intensity **(optional)** – the relevant metric may be selected by the entity	kg.CO_2e/ person	1071.70	981.11

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

Not applicable.

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

Parameter	FY 2022-23	FY 2021-22
Total Waste generated (in metric tonnes)		
Plastic waste (A)	-	-
E-waste (B)	4708	1293
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	-	-
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	250	250
Total (A+B + C + D + E + F + G + H)	**4958**	**1543**

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	-	-
ii	Reused	-	-
iii	Other recovery operations	-	-
	Total	-	-

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

	Category of waste		
i.	Incineration	-	-
ii.	Landfill	-	-
iii.	Other disposal methods	-	-
	Total	-	-
	Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? **(Y/N)** If yes, name of the external agency.	No	

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.**

MPS being an IT services organization does not manufacture physical products and therefore does not use any hazardous or toxic chemicals in any of its processes. Further to note that, building managements are fully compliant and certified by authorities on 'Door to door collection of Municipal Solid Waste which includes its scientific handling, storage, and transportation to designated waste processing and disposal site'.

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:**

Not applicable.

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

Not applicable.

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:**

Yes, we are compliant with the applicable environmental law/regulations/guidelines in India.

P7 Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

ESSENTIAL INDICATORS

1 **Number of affiliations with trade and industry chambers/associations.**

1(one)

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:

MPS Limited is a member of "Services Export Promotion Council (SEPC)"

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.**

Not Applicable as no adverse order received in previous Financial Year.

P8 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.**

Not applicable.

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

Not applicable.

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

The company has a feedback portal to receive any complaints or critics from the community. All agreements between MPS and the stakeholders contain clauses on handling of grievances, disputes etc. Additionally, we work closely with the community by making CSR contributions in identified areas through CSR Agencies in the education and healthcare facilities.

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

Not applicable.

P9 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.**

Yes, a web portal is available where Stakeholders can submit their complaints: https://www.mpslimited.com/contact-us/. Each customer concern is addressed with utmost care at all levels. MPS teams acknowledge and analyse the incidents and develop an action plan to resolve it. We engage with the customer and regularly update customers about the progress of action taken. Any feedback from the customer is taken positively and action plans are refined to ensure utmost customer satisfaction.

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

Not applicable.

3 **Number of consumer complaints:**

No consumer complaints were received concerning data privacy, advertising, cyber-security, delivery of essential services, and restrictive or unfair trade practices in FY 2021-22 and FY 2022-23.

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

Not applicable

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

Yes, there is a framework for cyber-security and risks related to data privacy. https://www.mpslimited.com/privacy-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.**

There were no complaints reported in FY 2021-22 and FY 2022-23.