Ref. No. - OIL/CO/SE/2023-24/43 **August 29, 2023**

Listing Department
BSE Limited,
Floor 25, P J Towers,
Dalal Street,
Mumbai- 400 001

Scrip Code: 530135

Listing Department
National Stock Exchange of India Ltd
Exchange Plaza, C-1 Block G
Bandra Kurla Complex, Bandra (E)
Mumbai – 400 051

Symbol: OPTIEMUS

Subject: Business Responsibility and Sustainability Report for the Financial Year 2022-23

Dear Sir(s),

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith the "Business Responsibility and Sustainability Report" of the Company for the financial year 2022-23, which also forms part of the Annual Report of the Company.

Kindly take the same on your records.

Thanking You,

Yours truly,
For Optiemus Infracom Limited

VIKAS CHANDRA
Digitally signed by VIKAS CHANDRA
Date: 2023.08.29 13:40:32 +05'30'

Vikas Chandra
Company Secretary & Compliance Officer

Encl.: As Above

OPTIEMUS INFRACOM LIMITED

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

Annexure - A
Business Responsibility and Sustainability Reporting by listed entities
SEBI/HO/CFD/CMD-2/P/CIR/2021/562 dated 10/05/2021

SECTION A : GENERAL DISCLOSURES

I. Details of the listed entity

S. No.	Required Information	
1	**Corporate Identity Number (CIN) of the Listed Entity**	L64200DL1993PLC054086
2	**Name of the Listed Entity**	**Optiemus Infracom Limited**
3	**Year of Incorporation**	1993
4	**Registered office address**	K-20, 2nd Floor, Lajpat Nagar-II, New Delhi - 110 024
5	**Corporate address**	D-348, Sector-63, Noida, Uttar Pradesh - 201 307
6	**E-mail**	info@optiemus.com
7	**Telephone**	011-29840906/07
8	**Website**	www.optiemus.com
9	**Financial year for which reporting is being done**	April 01, 2022 to March 31, 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**	Rs. 8,585.72 Lacs
12	**Name and contact details (telephone, e-mail address) of the person who may be contacted in case of any queries on the BRSR report**	Mr. Vikas Chandra Company Secretary & Compliance Officer Telephone No. 0120-2406450 e-mail ID: info@optiemus.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 made in this report are on 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	Trading	Wholesale Trading of Telecommunications and allied products	94.89%

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	Telecommunication and allied products	4652	94.89%

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	NA	3	3
International	NA	0	0

17 Market Served by the entity:

a.	**Number of locations**	
	Locations	**Number**
	National (No. of States)	28
	International (No. of Countries)	0
b.	What is the contribution of exports as a percentage of the total turnover of the entity?	Nil
c.	A brief on type of customers	The Company serves in National Markets through direct as well as Dealer Distribution Network.

IV. Employees

18 Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No.(B)	% (B/A)	No. (C)	% (C/A)
Employees						
1	Permanent **(D)**	47	42	89%	5	11%
2	Other than Permanent **(E)**	0	0	0%	0	0%
3	**Total employees (D+E)**	47	42	89%	5	11%
Workers						
4	Permanent **(F)**	NA				
5	Other than Permanent **(G)**					
6	**Total employees (F+G)**					

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No.(B)	% (B/A)	No. (C)	% (C/A)
Differently abled Employees						
1	Permanent **(D)**	NA				
2	Other than Permanent **(E)**					
3	**Total differently abled employees (D+E)**					
Differently abled Workers						
4	Permanent **(F)**	NA				
5	Other than Permanent **(G)**					
6	**Total differently abled employees (F+G)**					

19 Participation/Inclusion/Representation of women:

	Total(A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	7	1	14.29%
Key Management Personnel	*3	0	0.00%

** Includes one Director from the Board.*

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	40.00%	50.00%	41.18%	37.17%	37.50%	37.21%	38.81%	90.91%	46.15%
Permanent Workers	Not Applicable								

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

21 (a) Name 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	Optiemus Electronics Limited	Wholly Owned Subsidiary	100%	No
2	GDN Enterprises Private Limited	Wholly Owned Subsidiary	100%	No
3	Optiemus Infracom (Singapore) Pte Limited	Wholly Owned Subsidiary	100%	No
4	Troosol Enterprises Private Limited	Subsidiary	60%	No
5	Finems Electronics Private Limited	Subsidiary	60%	No
6	Teleecare Network India Private Limited	Associate	46.22%	No

VI. CSR Details

22	(i)	Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes *CSR was applicable on the Company during the Financial Year 2022-23. The Company has formed CSR Committee, but, the average net profit of the Company during the immediately three preceding financial years is negative, therefore, the Company was not required to spend any amount towards CSR activities during the financial year 2022-23.*
	(ii)	Turnover (in Rs.)	59727.15 Lacs
	(iii)	Net worth (in Rs.)	41022.06 Lacs

VII. Transparency and Disclosure 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			FY 2021-22		
		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	NA	NA	NA	NA	NA	NA	NA
Investors (other than shareholders)	NA	NA	NA	NA	NA	NA	NA
Shareholders	Yes https://www.optiemus.com/investorcontact.html	5	0	All the complaints received from the shareholders of the Company were resolved by the Company and its RTA within stipulated time.	3	0	All the complaints received from the shareholders of the Company were resolved by the Company and its RTA within stipulated time.
Employees and Workers	Yes https://www.optiemus.com/contactus.php e-mail: hr@optiemus.com	0	0	NA	0	0	NA
Customers	Yes https://www.optiemus.com/contactus.php	0	0	NA	0	0	NA
Value Chain Partners	NA						

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)
The Company is currently in process of carrying out a comprehensive analysis of the materiality mapping exercise across its stakeholders.					

SECTION B : MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes										
1	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	NA	Y	Y	Y	Y	NA	Y	Y
	b. Has the policy been approved by the Board? (Yes/No)	Y	NA	Y	Y	Y	Y	NA	Y	Y
	c. Web Link of the Policies, if available	https://www.optiemus.com/policies.html								
2	Whether the entity has translated the policy into procedures. (Yes / No)	Y	NA	Y	Y	Y	Y	NA	Y	Y
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	NA	Y	Y	Y	Y	NA	Y	Y
4	Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	NGRBC	NA	NGRBC	NGRBC	NGRBC	NGRBC	NA	NGRBC	NGRBC
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	Optiemus strives to become a sustainable organization and will work towards developing or setting targets for its business.								
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Optiemus is committed to enhance Sustainability practices in a formal manner by adopting the guidelines defined under NGRBC and will work on developing targets and measuring performance against them.								

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
Governance, leadership and oversight										
7	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	In today's scenario, with all structural shifts happening in the regulatory environment, customer preference and business models, a Company can survive and sustain only by incorporating best governance practices in its way of doing business. Your Company has set an objective of making it as a preferred service provider by enhancing the quality of its offerings as a part of its growth strategy and it believes in adopting sustainable 'best practices' that are followed in the area of Corporate Governance across various geographies. Your Company believes that good corporate governance goes beyond good management of the Company; it includes furthering and protecting the interests of all its stakeholders including the shareholders, employees, suppliers, customers, etc. It also includes taking steps to fulfil the needs of the society where the Company is operating. Our business operations are directed and controlled by best governance practices. As a responsible organization in the trading sector, Environment, Health and Safety (EHS) remains a focus area in the business for Optiemus. The EHS benchmarks and rules are strictly followed across all the Company processes. Health and safety concerns of the employees are addressed with comprehensive measures and the initiatives expand beyond the Company facilities to cover the communities around the locations. For maintaining an efficient workspace and to continue sustainable growth, the Company is implementing the suggested measures. Staying strong on our commitment of being a responsible business adopting BRSR framework from FY 2023 is a conscious choice to maintain transparency in sustainability reporting. The BRSR disclosures presented herein are strictly as per the format prescribed by SEBI.								
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Ashok Gupta, Executive Chairman								
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 Directors and Senior Leadership Team of the Company monitor various aspects of Social, Environmental & Governance responsibilities of the Company on a continuous basis.								

10 Details of Review of NGRBCs by the Company:

Subject of 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	As a practice, policies on the Business Responsibility of the Company are reviewed annually or on a need basis by the Board. During this assessment, the efficacy of the policies is reviewed and necessary changes to policies & procedures are implemented, except for Principle 2 and 7, as not applicable.									Annually								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company is in compliance with the existing regulations as applicable and Statutory Compliance Certificates on applicable laws are provided by the CS/CFO to the Audit Committee / Board of Directors on quarterly basis.									Quarterly								

11	Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency	P1	P2	P3	P4	P5	P6	P7	P8	P9
		No, the respective internal departments have verified the policies (applicable on the Company) from time to time.								
12	If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:									
	a. The entity does not consider the Principles material to its business (Yes/No)	NA All the applicable Principles are covered by the Policies.								
	b. The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
	c. The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
	d. It is planned to be done in the next financial year (Yes/No)									
	e. Any other reason (please specify)									

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	2	An induction session is arranged for every Independent Director on his/her appointment to the Board of Directors. The induction session, amongst others, includes an overview of the Company, its vision and mission, the industry in which it operates, its business strategies, risk management, and the roles and responsibilities as a member of Board. On an ongoing basis, Optiemus' Board conducts meetings and updates regarding the Code of Conduct for the Prevention of Insider Trading, the Code of Conduct for Directors and Senior Management, Corporate Governance, Risk Management, IT & Cybersecurity, changes in the regulatory environment as applicable were made at the meeting. Further, Independent Directors meet separately without the attendance of Non-Independent Directors to review the performance of Non-Independent Directors, and Board as a whole, and the performance of the Chairman of the Board.	100%
Key Managerial Personnel	5	Optiemus's Code of Conduct serves to guide our actions, which are governed by integrity, honesty, fair dealing, and compliance with all applicable laws. The mandatory training on the Code of Conduct is designed to provide a framework against which conduct and behaviour can be measured. It covers in detail the expected code but is not limited to the equal opportunity, data privacy, conflict of interest, insider trading, anti-bribery, human rights, compliance, safe and secure work environment, POSH, etc.	100%
Employees other than BOD and KMPs	3	We strive to provide our employees with an inclusive workplace that helps them to grow professionally and personally. Optiemus believes in promoting employee well-being and providing a supportive environment to all employees and guidelines on employee health and safety. At Optiemus, we have developed multiple training modules to cater to each function's and individual's training needs. Such training/ awareness programs are on an array of topics, such as Code of Conduct, Ethics, Cyber Security, Data Privacy, ESG Awareness, Fraud Prevention, Functional Training, Health and Safety, Insider Trading, Prevention of Sexual Harassment, Skill Upgradation, etc.	100%
Workers	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 Requirements) Regulations, 2015 and as disclosed on the entity's website):

Monetary

	NGRBC	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	-	National Stock Exchange of India Limited (NSE)	Rs. 10,000/-	The Company received Notice from NSE and BSE stating that pursuant to Regulation 29 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, prior notice of Board Meeting held on February 12, 2022 was not given to Stock Exchange(s), in which the proposal of fund raising was considered and fine of Rs. 10,000/- each was imposed on the Company by NSE and BSE.	No
	-	BSE Limited (BSE)	Rs. 10,000/-	In response to the NSE's and BSE's Notice, the Company replied that the proposed fund raising was an impromptu discussion that happened in the Board Meeting in which Board merely decided to explore various fund raising options (i.e. may be a Preferential Issue or a Rights Issue or any other equity linked securities). The Company also requested NSE and BSE for waiver of fine. However, on getting no reply from NSE, the Company voluntarily paid the imposed fine of Rs. 10,000/- to NSE and waited for BSE response as the Company was informed over telephonic discussion by the concerned person of BSE that the matter shall be placed before the Request Review Committee of BSE. Further, on July 26, 2022, BSE sent a regret letter for waiver of fine to the Company and imposed fine of Rs. 10,000/-, which has also been duly paid by the Company.	
Settlement	NA	NA	NA	NA	NA
Compounding fee	NA	NA	NA	NA	NA

Non- Monetary

	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	NA	Nil	NA	NA
Punishment	NA	Nil	NA	NA

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.

As disclosed under answer to Question 2 above.

4	Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.	Yes, the Company does not encourage associates or any connected stakeholders to follow unethical means such as Bribery or kickbacks. We have a zero-tolerance approach to bribery and corruption and are committed to acting professionally, fairly, and with integrity in all its business relationships, wherever they cooperate, and to implementing and enforcing effective systems to counter bribery. Strong guidelines have been laid down to avoid malpractices and the consequences of such actions are also well-defined. Strong and stringent control measures are in place to stop such activities and associates are encouraged to bring to notice any such malpractice which might have been missed out. The Company's governance practices are laid out on the foundation of honesty and integrity, conducting business in compliance with all regulatory and legal obligations. The principles of anti-corruption and bribery are captured in Anti-Bribery Policy of Optiemus Infracom Limited, available on the website of the Company under the web link *https://www.optiemus.com/policies/OIL_Anti-BriberyorAnti-CorruptionPolicy.pdf*

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

	FY 2022-23	FY 2021-22
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	NA	NA

6 Details of complaints with regard to conflict of interest:

	FY 2022-23 (Current Financial Year)		FY 2021-22 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	NA	Nil	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	NA	Nil	NA

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

Not Applicable

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
NA	NA	NA

2	Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same.	Yes, the Board approved policies and procedures are in place to avoid/ manage conflict of interests such as Code of Conduct for Directors and Senior Management, Policy on Related Party Transactions, Policy for determining Material Subsidiaries, Code on Fair Disclosure of Unpublished Price Sensitive Information, Code of Conduct for Prevention of Insider Trading, Policy for determining Materiality of Events, and Whistle Blower Policy. The Company undertakes training and awareness sessions on ethical business practices, including sessions to avoid or manage the instances of conflict of interests in an appropriate manner.

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	The nature of activities of the Company does not involve any expenditure on technology and research & development.		
Capex			

2	a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)	Not Applicable
	b. 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, - Given the nature of business, there is limited scope for reusing or recycling products, however, we have the following practices for the below mention waste categories.

(a) Plastics (including packaging)	All our facilities use 100% biodegradable plastic garbage bags to collect and dispose of dry and wet waste.
(b) E-waste	Our E-waste broadly includes computers, servers, scanners, PSs, Batteries, etc. All such E-wastes are being disposed-off through registered E-waste vendors.
(c) Hazardous waste	Our services do not involve producing or disposing hazardous waste of any kind. Hence, this clause is not applicable.
(d) Other waste	There is no other kind of waste generated in our office other than listed above.

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.	No, but as a part of e-waste recycling initiative, Optiemus Infracom Limited has partnered with a reputed Recycler who is India's leading electronic asset management and disposal company to comply with E-Waste management and Handling Rules and thereby providing environmentally sound management of end of life electronics.

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.
Since the Company is not engaged into manufacturing activities, its business activities have nil or minimum impact on environment aspects, hence, this clause is 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
Not Applicable		

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 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Since the Company is involved in the wholesale and distribution business. hence, this is not applicable.		

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

	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	NA	NA	NA	NA	NA	NA
E-waste	As a part of e-waste recycling initiative, Optiemus Infracom Limited has partnered with a reputed Recycler who is India's leading electronic asset management and disposal company to comply with E-Waste management and Handling Rules and thereby providing environmentally sound management of end of life electronics. As part of the partnership with the Recycler, shall provide to the Users of the Products of Optiemus Infracom Limited with e-waste drop off centres and ensure environmentally sound management of electronics that have reached their end of life phase. The Recycler has obtained all the necessary authorizations from the appropriate government from any hazardous consequences, which would be otherwise caused by the inappropriate waste management of e-waste.					
Hazardous waste	NA	NA	NA	NA	NA	NA
Other waste	NA	NA	NA	NA	NA	NA

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
NA	

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

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	42	42	100%	42	100%	0	0%	0	0	0	0
Female	5	5	100%	5	100%	5	100%	0	0	0	0
Total	47	47	100%	47	100%	5	11%	0	0	0	0
Other than Permanent employees											
Male	NA										
Female											
Total											
Details of measures for the well-being of workers											
NA											

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

Benefits	FY 2022-23			FY 2021-22		
	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	72%	NA	Y	69%	NA	Y
Gratuity	100%	NA	N	100%	NA	N
ESI	23%	NA	Y	27%	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.	We recognize the importance of meeting the requirements of the Rights of Persons with Disabilities Act, 2016 and taking steps to support the needs of individual with disabilities.

4	Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.	Optiemus' Harrassment and Bullying at Work Policy outlines its commitment to non-discrimination, by providing equal opportunity to all its employees irrespective of race, color, religion, sex, national origin, ancestry, age, marital status, sexual orientation, or disability. The Company has internal processes with respect to diversity, equity and inclusion with the intention of encouraging the employability abilities of disadvantaged sections of society, such as persons with disabilities.

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	*NA		NA	
Female				
Total				

**Note: No employee has taken the parental leave during last two financial years.*

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 Employees	Yes, The Company follows an Open-door policy and transparent communication. Employees are encouraged to share their concerns with their business heads, HR, legal & compliance, or the members of the senior management. In addition, Prevention of Sexual Harassment at Workplace (POSH) Policy provides a formal platform to share grievances on various matters. The details of the grievance mechanism and POSH Policy are hosted on the website of the Company.
Workers	During the year, there was no worker in the Company.

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

Category	FY 2022-2023			FY 2021-2022		
	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	Optiemus recognizes the right to freedom of association in accordance with the laws of the land. However, the Company does not have a recognized employee association.					
Male						
Female						
Total Permanent Workers	NA					
Male						
Female						

8 Details of training given to employees and workers:

Category	FY 2022-23					FY 2021-22				
	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	42	17	41%	12	29%	48	22	46%	19	40%
Female	5	3	60%	3	60%	7	6	86%	4	57%
Total	**47**	**20**	**43%**	**15**	**32%**	**55**	**28**	**51%**	**23**	**42%**
Workers										
Male	NA									
Female										
Total										

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/A)
Employees						
Male	42	42	100%	48	48	100%
Female	5	5	100%	7	7	100%
Total	**47**	**47**	**100%**	**55**	**55**	**100%**
Workers						
Male	NA					
Female						
Total						

10 Health and safety management system:

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?	Yes As a responsible organization in the trading sector, Environment, Health and Safety (EHS) remains a focus area in the business for Optiemus. The EHS benchmarks and rules are strictly followed across all the Company's processes. Health and safety concerns of the employees are addressed with comprehensive measures. For maintaining an efficient workspace and to continue sustainable growth, the Company is implementing the suggested measures. The Company insisted on Work from Home (WFH) modes, thermal screening, and sanitization procedures in dealing with the initial wave of the COVID-19 pandemic. This ensured that the virus infected a very small number of employees. The Company undertook preventive measures like social distancing, temperature testing, provision of masks and sanitization facilities.
b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	Given the nature of business, this is not applicable on the Company. However, the Company continuously strives to identify and improve hazards at the workplace with measures like Fire/Smoke Sensors, Access Control, CCTV, 24-hour Security, water purifiers, etc.
c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)	NA Given the nature of business, this is not applicable to us. However, Employees are trained to report unsafe conditions to HODs or HR Department.
d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)	Yes, the Company ensures overall well-being of employees by providing health insurance, accident insurance, regular health check-ups for its employees for maintaining mental well-being of employees.

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

Safety Incident/Number	Category	FY 2022-23	FY 2021-22
Lost Time Injury Frequency Rate (LTIFR)	Employees	0	0
(per one million-person hours worked)	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	Employees	0	0
injury or ill-health (excluding fatalities)	Workers	NA	NA

12	Describe the measures taken by the entity to ensure a safe and healthy work place.	The Company provides a systematic way to ensure a safe and healthy workplace for all employees. Key measures taken includes - a. Education on Health and Safety at workplace like regular health check-up, first aid training, etc. b. Training on Disaster Management measures such as Fire Mock Drill, Earthquake Mock Drill, etc.

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

	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	NA	NA	0	NA	NA
Health & Safety	0	NA	NA	0	NA	NA

14 Assessments for the year:

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

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.	Owing to the nature of business, this is not directly to the Company.

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).	Yes, Few Employees are covered under ESI and the Company has taken medical and life insurance policy for those employees who are not covered under ESI.
2	Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.	Not Applicable

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2022-23	FY 2021-22	FY 2022-23	FY 2021-22
Employees	0	0	0	0
Workers	NA			

4 Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)	The Company believes in hiring well-qualified talent on merits and continuously upskills the workforce to align with the changing business environment. In light of this, the need for these transition assistance programs is not envisaged currently.

5 Details on assessment of value chain partners:

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

6 Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.	Not Applicable

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

Essential Indicators

1	Describe the processes for identifying key stakeholder groups of the entity	The key stakeholders identified include Customers, Employees, Community, Investors, and Government Bodies. Our approach towards responsible and sustainable business practices undergoes a systematic mapping through regular engagement with its internal and external stakeholders. This practice helps the Company to prioritize key sustainability issues in terms of relevance to its business and stakeholders, including society and clients. Throughout the year, we engage formally and informally with our stakeholders to explore strategic areas, along with trends and developments relevant to our industry. We endeavour to consider the views of our stakeholders when we make business decisions by acknowledging their viewpoints and demonstrating respect for our shared priorities. We believe this approach reflects our commitment to transparency and accountability, and ultimately contributes to long-term value. We communicate with our team members through numerous platforms and channels, including town halls, meetings, the internet, internal messages, social media, blog posts, and newsletters that report on Optiemus's efforts and other key business activities. We conduct employee surveys to gauge our team members' views of the Company's vision and strategy, the work environment, work relationships, and job satisfaction.

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 (E-mail, 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	Shareholders & Investors	No	Annual General Meeting, Shareholder meets, e-mail, Stock Exchange (SE) intimations, investor/analysts meet/ conference calls, annual reports, quarterly results, media releases, Notice Board and Company's website	Ongoing	Business performance, profitability and financial stability, growth prospects, material information regarding the Company, queries related to duplicate share certificates, transmission, dematerialisation etc.
2	Employees	No	Senior leaders' communication, performance appraisal review, wellness initiatives, engagement survey, e-mail, intranet, websites, poster campaigns, circulars and newsletters	Ongoing	Job satisfaction, Fair pay, performance remuneration, Training, and Development initiatives that support career growth Safe and healthy working conditions, Non-discrimination on the basis of color, gender, race, sexual orientation, or caste, Prompt grievance redressal mechanisms.

Stakeholder Group		Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (E-mail, 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
3	Customers	No	Website, complaints management, helpdesk, conferences, customer surveys, face-to-face meetings, e-mail, Customer feedback, advertisement, newspapers and other digital platforms, customer helpline	Ongoing	Optiemus have B2B customers. This provides us the opportunity to get into partnership with well-known organizations and also gives us the chance to collaborate with such organizations.
4	Government	No	Meetings, calls, e-mail with different government bodies and ministries	Ongoing	We consider this as an opportunity to understand the changing compliance and regulatory landscape and discuss opportunities to collaborate on pressing issues and positively impact the environment and society by playing an active role in government initiatives.

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's response on Process: As part of the Company's efforts, we will continually engage with internal and external stakeholder groups for the identification of key material issues impacting them, the stakeholder engagement exercise will be done in the coming years.

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, the Company has always maintained a regular and proactive engagement with the Company's key stakeholders, allowing it to effectively work on its ESG initiatives and be transparent about the outcomes. In response to current regulations and interactions with stakeholders, the Company performs periodic evaluations to update and reissue policies as and when needed.

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

Not Applicable

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 2022-2023			FY 2021-2022		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees/ workers covered (D)	% (D / C)
Employees						
Permanent	47	25	53%	55	30	55%
Other than permanent	0	0	0%	0	0	0%
Total Employees	**47**	**25**	**53%**	**55**	**30**	**55%**
Workers						
Permanent	NA					
Other than permanent						
Total Workers						

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

Category	FY 2022-23					FY 2021-22				
	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	47	0	0%	47	100%	55	0	0	55	100%
Male	42	0	0%	42	100%	48	0	0	48	100%
Female	5	0	0%	5	100%	7	0	0	7	100%
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
Workers										
Permanent	NA									
Male										
Female										
Other than permanent										
Male										
Female										

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)	6	*Rs. 90,00,000	**1	-
Key Managerial Personnel (other than BoD)	2	Rs. 29,27,550	0	-
Employees other than BoD and KMP	39	Rs. 3,77,424	5	Rs. 6,00,000

**We have 1 executive director who is paid remuneration, rest are independent directors who only receive sitting fee and 1 is non-executive director, who is not withdrawing any salary or receive sitting fee. Please refer corporate governance report for more details.*

*** The Company has only one Female Independent Director, who is paid sitting fee. Please refer corporate governance report for more details.*

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 The Company has HR department that addresses human rights-related issues or concerns. Mr. Vikas Chandra is Vigilance Officer as part of the Vigil Mechanism and a whistle-blower policy has been created where employees and directors can raise their concerns /issues. Quarterly review of the same is done by the Audit Committee.
5	Describe the internal mechanisms in place to redress grievances related to human rights issues.	Optiemus understands the importance of human rights and is dedicated to uphold the human rights of its employees, communities, and suppliers. Optiemus has Employee Wellbeing and Rights at Workplace Policy in place to cater to all complaints regarding employee grievances and the employees can register their complaints to the HR of the Company. No complaint received, hence, no reprisal or retaliatory action is taken against any employee/ affiliate for raising concerns under this policy. The Company also has POSH Policy to address the complaints regarding sexual harassment.

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

	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	NA	0	0	NA
Discrimination at workplace	0	0	NA	0	0	NA
Child Labour	0	0	NA	0	0	NA
Forced Labour/ Involuntary Labour	NIL					
Wages						
Other Human rights related issues						

7	Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.	The Company has constituted a dedicated Internal Complaints Committee (ICC) which is composed of members from cross-functional leadership, which independent the decisions and actions as per the Prevention of Sexual Harassment at Workplace Act, 2013.
8	Do human rights requirements form part of your business agreements and contracts? (Yes/No)	No, but the Company ensures the suppliers adhere to Companies' Code of Conducts and Policies applicable to them.

9 Assessments for the year:

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

10	Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.	Not Applicable

Leadership Indicators

1	Details of a business process being modified / introduced as a result of addressing human rights grievances/ complaints.	The Company is of the belief that it has upheld the basic principles of human rights in all its dealings. The Company regularly sensitizes its employees on the Code of Conduct through various training programs as well.
2	Details of the scope and coverage of any Human rights due-diligence conducted.	Not Applicable
3	Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?	Yes, we recognize the importance of meeting the requirements of the Rights of Persons with Disabilities Act, 2016 and taking steps to support the needs of individual with disabilities.

4 Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	NA
Discrimination at workplace	NA
Child Labour	NA
Forced Labour/Involuntary Labour	NA
Wages	NA
Others - please specify	NA

5	Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.	Not Applicable

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 2022-23	FY 2021-22
Total electricity consumption (A)(GJ)	110.06	113.00
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumption (A+B+C)	110.06	113.00
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0.10	0.20
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 independent assessment has been done	

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

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

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)		
(i) Surface water	NA	NA
(ii) Ground water	NA	NA
(iii) Third party water (tanker)	NA	NA
(iv) Seawater / desalinated water	NA	NA
(v) Others - Water Bottles (Ltr X number of bottles)	5580	5145
Total volume of water withdrawal (in litres) (i + ii + iii + iv + v)	**5580**	**5145**
Total volume of water consumption (in litres)	**5580**	**5145**
Water intensity per rupee of turnover(Water consumed/turnover)	9.30	11.00
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 independent assessment has been done	

4	Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.	Given the nature of the business, there is no usage of hazardous and toxic chemicals by the Company. The Company uses local vendors for the disposal of paper and electronics.

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

Parameter	Please specify unit	FY 2022-23	FY 2021-22
NOx	NA	NA	NA
Sox	NA	NA	NA
Particulate matter (PM)	NA	NA	NA
Persistent organic pollutants (POP)	NA	NA	NA
Volatile organic compounds (VOC)	NA	NA	NA
Hazardous air pollutants (HAP)	NA	NA	NA
Others - please specify	NA	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 independent assessment has been done	

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)	Metric tonnes of CO2 equivalent	0	0
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	24.15	25.00
Total Scope 1 and Scope 2 emissions per rupee of turnover	Metric tonnes of CO2 equivalent	0.04	0.10
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 independent assessment has been done	

7	Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.	The company doesn't have any project related to Green House Gas Emissions.

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)**	0	0
E-waste **(B)**	0	0
Bio-medical waste **(C)**	0	0
Construction and demolition waste **(D)**	0	0
Battery waste **(E)**	0	0
Radioactive waste **(F)**	0	0
Other Hazardous waste (Oil-soaked cotton waste, DG filters, paint cans, chemical cans, paint residue, oil sludge, DG chimney soot, coolant oil and used oil). Please specify, if any. **(G)**	0	0
Other Non-hazardous waste generated **(H)**. Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	0	0
Total (A+B + C + D + E + F + G + H)	0	0
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	0	
(ii) Re-used	0	
(iii) Other recovery operations	0	
Total	**0**	

Parameter	FY 2022-23	FY 2021-22
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0	
(ii) Landfilling	0	
(iii) Other disposal operations	0	
Total	0	
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	NA	

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.	Since the organization is into the wholesale distribution business, the Company doesn't generate an ample amount of waste.

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:

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

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

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

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:

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

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 2022-23	FY 2021-22
From renewable sources		
Total electricity consumption (A)	0	0
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	**0**	**0**
From Non-renewable sources		
Total electricity consumption (D)(GJ)	110.06	113.00
Total fuel consumption (E)	0	0
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F) (GJ)	**110.06**	**113.00**
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 independent assessment has been done	

2 Provide the following details related to water discharged:

Parameter	FY 2022-23	FY 2021-22
(i) To Surface Water	0	0
---No treatment		
---With treatment - please specify level of treatment		
(ii) To Ground Water	0	0
---No treatment		
---With treatment - please specify level of treatment		
(iii) To Sea Water	0	0
---No treatment		
---With treatment - please specify level of treatment		

Parameter	FY 2022-23	FY 2021-22
(iv) Sent to third-parties	0	0
---No treatment		
---With treatment - please specify level of treatment		
(v) Others	0	0
---No treatment		
---With treatment - please specify level of treatment		
Total Water discharged (in kilolitres)	**0**	**0**
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.	NA	

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 Not Applicable

(ii) Nature of operations

(iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)		
(i) Surface water	NA	NA
(ii) Ground water	NA	NA
(iii) Third party water	NA	NA
(iv) Seawater / desalinated water	NA	NA
(v) Others (water bottles)	NA	NA
Total volume of water withdrawal (in kilolitres)	**NA**	**NA**
Total volume of water consumption (in litres)	**NA**	**NA**
Water intensity per rupee of turnover (Water consumed / turnover)	**NA**	**NA**
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	NA	NA
---No treatment	NA	NA
---With treatment - please specify level of treatment	NA	NA
(ii) Into Ground water	NA	NA
---No treatment	NA	NA
---With treatment - please specify level of treatment	NA	NA
(iii) Into Sea water	NA	NA
---No treatment	NA	NA
---With treatment - please specify level of treatment	NA	NA

Parameter	FY 2022-23	FY 2021-22
(iv) Sent to third-parties	NA	NA
---No treatment	NA	NA
---With treatment - please specify level of treatment	NA	NA
(v) Others	NA	NA
---No treatment	NA	NA
---With treatment - please specify level of treatment	NA	NA
Total water discharged (in kilolitres)	**NA**	**NA**
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency	Not Applicable	

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

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	Currently, the company doesn't measure Scope 3 emissions.	
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 emission intensity (optional) - the relevant metric may be selected by the entity			
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency		Not Applicable	

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:

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	NA	NA	NA

7	Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.	We are committed to play our part in safeguarding the planet for future generations. We understand environmental stewardship to be an integral part of our purpose as an organization. We dedicate our commitment in the following ways: 1. Seek to avoid and minimize the adverse impacts of our operations on the environment. 2. In our efforts, we continue to focus on areas where we see the biggest reduction potential, based on our industry and footprint. 3. Providing sustainable offices and taking a responsible approach to business travel. 4. Reduced water and paper usage in office workspace. 5. Our ability to impact electricity procurement is limited, especially for branches where we do not rent the entire building, but share it with other tenants.
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.	Not Applicable
9	Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.	Not Applicable

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. (As below)

b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State / National)
Currently, the Company is not a member of/affiliated to any industry chambers/association.		

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
Not Applicable		

Leadership Indicators

1 Details of public policy positions advocated by the entity:

S. 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					

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

Essential Indicators

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not Applicable					

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
Not Applicable						

3

Describe the mechanisms to receive and redress grievances of the community.	The Company has CSR Committee, who is responsible to receive and redress grievances of the community.

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

Parameter	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/ small producers	The Company serves in National Markets through direct as well as Dealer Distribution Network hence this is not applicable.	
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
Not Applicable	

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

S. No.	State	Aspirational District	Amount spent (In INR)
Not Applicable			

3

(a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/ No)	Not Applicable
(b) From which marginalized /vulnerable groups do you procure?	Not Applicable
(c) What percentage of total procurement (by value) does it constitute?	Not Applicable

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

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
Not Applicable				

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

Name of authority	Brief of the Case	Corrective action taken
Not Applicable		

6 Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
Not Applicable			

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

Essential Indicators

1

Describe the mechanisms in place to receive and respond to consumer complaints and feedback.	The Company's uncompromising commitment to providing world-class products and services to customers is supported by its concern for the safety of its customers. A well-established system is in place for dealing with customer feedback and complaints. Customers are provided multiple options to connect with the Company through e-mail, telephone, website, social media, feedback forms, etc. The consumers can directly reach out to us at care@optiemus.com.

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

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

3 Number of consumer complaints in respect of the following:

	FY 2022-23			FY 2021-22		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	Nil	Nil	NA	Nil	Nil	NA
Advertising	Nil	Nil	NA	Nil	Nil	NA
Cyber-security	Nil	Nil	NA	Nil	Nil	NA
Delivery of Products	Nil	Nil	NA	Nil	Nil	NA
Quality of Products	Nil	Nil	NA	Nil	Nil	NA
Restrictive Trade Practices	Nil	Nil	NA	Nil	Nil	NA
Unfair Trade Practices	Nil	Nil	NA	Nil	Nil	NA
Other	Nil	Nil	NA	Nil	Nil	NA

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

	Number	Reasons for recall
Voluntary recalls	Not Applicable	
Forced recalls		

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.	The Company has in place sound and robust technology risk management framework. The IT Head is directly responsible to ensure effective internal controls and risk management systems to achieve security and reliability. Standardised IT Policies, standards and procedures are in place to manage technology risk and safeguard information systems.
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.	For FY 2022-23, there were no complaints received for issues pertaining to the delivery of essential services, advertising, action taken by regulatory authorities on the safety of products/services.

Leadership Indicators

1	Channels / Platforms where information on products and services of the entity can be accessed (provide web link, if available).	The Company's website provides detailed information on the products sold region-wise. Web link: https://www.optiemus.com/what_we_do.html
2	Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.	The Company is continuously involved in analyzing the market threats and timely informing its customers about safe and responsible usage.
3	Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.	NA
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)	NA The Company is engaged into wholesale trading business; hence this clause is not applicable.
5	Provide the following information relating to data breaches:	
	a. Number of instances of data breaches along-with impact	Nil
	b. Percentage of data breaches involving personally identifiable information of customers	Nil