

PCASL/38/2023-24
Date: 07.08.2023

To,
The National Stock Exchange of India Ltd,
Exchange Plaza,
Bandra – Kurla Complex,
Bandra (E),
Mumbai – 400 051
NSE EQUITY SYMBOL: **PRUDENT**

To,
BSE Limited,
Phiroze Jeejeebhoy Towers,
Dalal Street,
Mumbai- 400 001
SCRIPT CODE: **543527**

ISIN: **INE00F201020**

Dear Sir/Madam,

Sub.: Business Responsibility and Sustainability Report of the Company for the financial year 2022-23.

Please find enclosed herewith the Business Responsibility and Sustainability Report ('BRSR') of the Company for the financial year 2022-23.

The said BRSR has also been uploaded on the website of the Company www.prudentcorporate.com

This is for your information and record.

Thanking you,

Yours Faithfully,

For, Prudent Corporate Advisory Services Limited

Ghetia
Dhavalkumar
r Pareshbhai
Digitally signed by
Ghetia Dhavalkumar
Pareshbhai
Date: 2023.08.07
15:08:23 +05'30'

Dhaval Ghetia
Company Secretary
Tele No: 079-40209600
Email: cs@prudentcorporate.com

Encl.: As above

Message from the CMD

This is the decade of delivering on the promise of digital and technology, a time to redefine growth and work in new ways to help address the challenges faced by businesses and society. Digital networks and applications are the building block of the new economy, and we at Prudent are committed to leveraging technology's power for society's financial inclusion.

As much as we are passionate about financial inclusion and mutual fund distribution, we are equally passionate about giving back to society. Our Corporate Social Responsibility work has been our medium to reach out to communities, understand their needs and be an active corporate citizen. The CSR Initiative of the Company has a Project named LakshMe to empower women through financial Literacy. The founding idea of LakshMe is to impart much-needed financial knowledge to women so that they know how to make their money work. We have been providing Education and Medical relief to needy people. We have Sponsored 2 Education Centres for Underprivileged kids and 2 Skills development centres for Women and also supported 16 Ekal one-teacher schools. Regarding persons with disability, we have repaired the building used for the training and development of persons with disability.

We all know that the world is facing global warming and climate change issues. It becomes everyone's responsibility to contribute to the solution. In this context, all our Air Conditioner purchases are power rated to reduce power consumption. We have done extensive plantation and maintenance of trees in and around Ahmedabad. Tree plantation and maintenance are crucial for solving global warming and climate change issues.

Our governance structure and well-defined Code of Business Conduct are designed to help ensure our people live our core values.

Finally, I am very grateful for having such dedicated and exceptional people worldwide advancing our Values. They were the reason for our resilience in 2022-23 and will also be the key to our success in the years ahead. As mutual stakeholders in a sustainable future, we will only succeed if we all succeed.

Best Regards

Mr. Sanjay Shah
Chairman & Managing Director

Business Responsibility and Sustainability Report

Section A: General Disclosures

I. DETAILS OF THE LISTED ENTITY

1. Corporate Identity Number (CIN) of the Listed Entity	L91120GJ2003PLC042458
2. Name of the Listed Entity	Prudent Corporate Advisory Services Limited
3. Year of Incorporation	04-06-2003
4. Registered Office Address	"Prudent House", Panjrapole Cross Road, Nr. Polytechnic, Ambawadi, Ahmedabad - 380015, Gujarat, India.
5. Corporate Address	314, Hubtown Solaris, Telli Galli Junction, N S Phadke Marg, Andheri East, Mumbai – 400069, Maharashtra. India.
6. E-mail id	info@prudentcorporate.com
7. Telephone	+91-79-40209600
8. Website	www.prudentcorporate.com
9. The financial year for which reporting is being done	April 1 st 2022– March 31 st 2023
10. Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited (NSE) and BSE Ltd (BSE)
11. Paid-up Capital (INR)	₹ 2,070.33 Lakhs
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	
Name	Mr. Dhaval Ghetia
Designation	Company Secretary
Telephone number	+91 79 4020 9600
E-mail id	cs@prudentcorporate.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 under this report have been made on a standalone basis.

Section A: General Disclosures

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.	Financial Services Industry	Distributing a wide range of financial products and services	100%

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.	Distribution of Mutual Fund Products	66120	97%

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	-	120	120
International	-	-	-

17. Markets served by the entity:

a. Number of locations

Location	Number
National (No. of States)	21
International (No. of Countries)	-

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

There are no export earnings on a standalone basis.

c. A brief on types of customers

We offer a comprehensive range of Investment products such as Mutual Funds, Insurance, Stock Broking, Fixed Income Products and Properties, and lending solutions through dedicated web, App and Chatbot platforms to persons from all income profiles.

IV. EMPLOYEES

18. Details as of the end of the 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)	836	641	77%	195	23%
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total employees (D + E)	836	641	77%	195	23%

*Note: The Company has no workers as defined in the guidance note on BRSR.

Business Responsibility and Sustainability Report

Section A: General Disclosures

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
			EMPLOYEES			
1.	Permanent (D)	-	-	-	-	
2.	Other than Permanent (E)	-	-	-	-	
3.	Total employees (D + E)	-	-	-	-	

19. Participation/Inclusion/Representation of Women

	Total (A)	N	o. and percentage of Females
		No. (B)	% (B / A)
Board of Directors	8	1	12.5%
Key Management Personnel	5	0	0%

20. The turnover rate for permanent employees and workers

	FY 2022-23			FY 2021-22			FY 2020 -21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent									
Employees	21%	29%	23%	15%	21%	16%	16%	20%	17%

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 in column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Gennext Insurance Brokers Pvt. Ltd.	Subsidiary	100%	No
2.	Prudent Broking Services Pvt. Ltd.	Subsidiary	100%	No
3.	Prutech Financial Services Pvt. Ltd.	Subsidiary	100%	No

VI. CSR Details

22. (i) Whether CSR is applicable as per section 135 of the Companies Act, 2013: (Yes/No) YES

(ii) Turnover (in ₹) 51,823.43 Lakhs

(iii) Net worth (in ₹) 26,646.84 Lakhs

Section A: General Disclosures

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 the grievance redress policy)	FY 2022-23			FY 2021-22		
		Number of complaints filed during the year	Number of complaints pending resolution at the close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at the close of the year	Remarks
Communities	Y*	-	-	-	-	-	-
Investors (other than shareholders)	Y**	-	-	-	-	-	-
Shareholders	Y**	1	-	-	-	-	-
Employees and workers	Y***	-	-	-	-	-	-
Customers	Y****	7	-	-	4	-	-
Value Chain Partners	Y*	-	-	-	-	-	-
Other (please specify)		-	-	-	-	-	-

*No complaints have been received from communities and value chain partners during FY 2021-22 and FY 2022-23. Relevant departments address complaints / Grievances from communities and value chain partners on a case-to-case basis. Policies & grievance redressal mechanisms are accessible on <https://www.prudentcorporate.com>

**The Company has appointed Registrar and Share Transfer Agent (RTA) Link Intime India Pvt. Ltd. to look into the grievances/complaints of the shareholders. In addition, the Company has designated e-mail ID “cs@prudentcorporate.com,” where the shareholders can send their grievances/complaints.

The said grievances/complaints are received directly by the Company and are forwarded to RTA promptly to take necessary actions to resolve the same.

***The details of the grievance redressal mechanism for employees and workers are provided in Principle 3, point No. 6.

**** The details of the customer grievance redressal mechanism are provided in Principle 9, point No. 1.

Business Responsibility and Sustainability Report

Section A: General Disclosures

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, and 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	Energy Management	R	Our data centres consume electricity as we are an online platform. Hence increasing energy efficiency and reducing energy consumption is extremely important to our business such that the impact of global warming and climate change is reduced.	Plan regular maintenance of servers, data centres and other electrical installations and equipment.	Indirect Negative Implications
2	Employee Training and retention	R	We attract, train, and retain young employees and provide them with solid knowledge and expertise, as we believe that our talent pool and culture are critical to our business success.	We ensure holistic wellbeing at the workplace. Several policies have been adopted to enhance employee productivity by engaging them, incentivising them and improving retention.	Indirect Positive Implications
3	Cyber Security and Data Privacy	R	Cyber Security and Data Privacy are vital for our customers and business continuity.	Processes like user access rights review, database access review, the principle of granting least privilege and backup management, among others, are defined, documented, and implemented to strengthen the security further.	Indirect Negative Implications

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.

We have implemented the following policies towards adopting National Guidelines on Responsible Business Conduct (NGRBC):

Principle P1: Transparency & Accountability - Code of Conduct - Vigil Mechanism and Whistle Blower Policy - Policy for using social media	Principle P2: Product Responsibility - Code of Conduct - Quality Policy	Principle P3: Employee Development - Policy for Prohibition, prevention, and redressal of sexual harassment at the workplace - Equal Opportunity Policy (Part of Employee Manual)
Principle P4: Stakeholder Engagement Corporate Social Responsibility Policy	Principle P5: Human Rights - Policy for Prohibition, prevention, and redressal of sexual harassment at the workplace - Equal Opportunity Policy (Part of Employee Manual)	Principle P6: Environment Principle Corporate Social Responsibility Policy
Principle P7: Policy Advocacy Code of Conduct	Principle P8: Inclusive Growth Corporate Social Responsibility Policy	Principle P9: Customer Value - Privacy Policy - Information Security Policy

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/ No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/ No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link* of the Policies, if available	https://www.prudentcorporate.com/investorrelation-CodesandPolicies https://www.prudentcorporate.com/qualitypolicy https://www.prudentcorporate.com/privacypolicy								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	N	N	N	N	N	N	N	N	N
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.	Policies have been formulated and implemented in accordance with National Guidelines on Responsible Business Conduct, requirements of the Companies Act, 2013 and SEBI regulations.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.									
6. Performance of the entity against the specific commitments, goals and targets, along with reasons in case the same are not met.	Our strategies, business model and operations are based on environment protection, employee and customer safety.								
Governance, leadership and oversight									

Business Responsibility and Sustainability Report

Section B: Management and Process Disclosures

7.	Statement by the director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure) - CMD Message is at the beginning of the report	
8.	Details of the highest authority responsible for implementing and overseeing the Business Responsibility policy (ies).	Mr. Sanjay Shah, Chairman and Managing Director
9.	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability-related issues? (Yes / No). If yes, provide details.	Yes Mr. Sanjay Shah, Chairman and Managing Director

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether the review was undertaken by the Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against the above policies and follow up action	Yes, CMD has reviewed the performance against the above guidelines.									The frequency of review is annual.								
Compliance with statutory requirements relevant to the principles and rectification of non-compliance.	CMD has carried out compliance with statutory requirements of relevance to the principles.									The frequency of review is quarterly.								

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

The evaluation of the working of its policies by been done internally.

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

-----Not Applicable-----

Section C: Principle-Wise Performance Disclosure

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with critical processes and decisions. The information sought is categorised as “Essential” and “Leadership”. While the essential indicators are expected to be disclosed by every entity mandated to file this report, the leadership indicators may be voluntarily disclosed by entities that aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

PRINCIPLE 1 Businesses should conduct and govern themselves with integrity and in a manner that is Ethical, Transparent and Accountable.
Essential Indicators

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

The employees of the Company undergo various training programs on multiple topics. Board and KMPs are apprised of the changing requirements from time to time in the Board and Management meetings.

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and their impact	% age of persons in a respective category protected by the awareness programmes
Board of Directors	1	All Principles	100%
Key Managerial Personnel	1	All Principles	100%
Employees other than BoD and KMPs	1	Health Related	55%

- 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 based on 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 paid in proceedings by the entity or by directors / KMPs.

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

Not applicable.

- 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 contains the provision regarding anti-corruption and anti-bribery. The responsible business conduct policies of the Company are accessible at <https://www.prudentcorporate.com>

- Number of Directors/KMPs/employees/workers against whom any law enforcement agency took disciplinary action for the charges of bribery/ corruption:

No law enforcement agency took any disciplinary action for the charges of bribery/ corruption against any of the Directors / KMPs/ Employees.

- Details of complaints about conflict of interest:

No objection was received with regard to the conflict of interest of the Directors, KMPs or any other employee.

- 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

Business Responsibility and Sustainability Report

Section C: Principle-Wise Performance Disclosure

PRINCIPLE 2 Businesses should provide goods and services in a manner that is sustainable and safe

Essential Indicators

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

	Financial Year 22-23	Financial Year 21-22	Details of improvements in environmental and social impacts
R&D		Not Applicable	
Capex	72.21%	57.56%	Capex has been made into energy-efficient ACs and IT equipment. These capex consume less energy, resulting in lower environmental and social impacts.

- Does the entity have procedures in place for sustainable sourcing? (Yes/No)
 - If yes, what percentage of inputs were sourced sustainably?
No. The Company is not producing any products, so sustainable procurement is not directly relevant. However, our procurement procedures favour vendors and products with better environmental parameters.
- Describe the processes in place to safely reclaim your products for reusing, recycling, and disposal at the end of life for (a) Plastics (including packaging), (b) E-waste, (c) Hazardous waste and (d) other waste.
The Company is not into the production of any material; hence, this is irrelevant considering the nature of the business.
- Whether Extended Producer Responsibility (EPR) applies to the entity's activities (Yes / No). If yes, is the waste collection plan in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.
Extended Producer Responsibility (EPR) does not apply to the Company's activities.

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

Essential Indicators

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

Category	Total (A)	% of employees covered by									
		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	641	641	100%	641	100%	NA	NA	-	-	-	-
Female	195	195	100%	195	100%	195	100%	NA	NA	-	-
Total	836	836	100%	836	100%	195	23%	-	-	-	-

Business Responsibility and Sustainability Report

Section C: Principle-Wise Performance Disclosure

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

Not Applicable

2. Details of retirement benefits for the Current FY 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*	39.83%	-	Y	37.22%	-	Y
Gratuity	100%	-	NA	100%	-	NA
ESI**	34.09%	-	Y	38.08%	-	Y

*Some employees have voluntarily opted out of the PF

**All eligible employees are covered

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 the entity is taking any steps in this regard.

Yes, the offices are accessible with elevators and ramps for persons with disabilities.

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

Yes, the Company has an equal opportunity policy per the Rights of Persons with Disabilities Act of 2016. The responsible business conduct policies of the Company are accessible at <https://www.prudentcorporate.com>

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	NA	NA
Female	100%	100%
Total	100%	100%

Business Responsibility and Sustainability Report

Section C: Principle-Wise Performance Disclosure

6. Is a mechanism available to receive and redress grievances for the following categories of employees and workers? If yes, give details of the mechanism in brief:

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Workers	Prudent is committed to providing a productive and conducive work environment where grievances are dealt with fairly and promptly. We facilitate a work culture where no grievances exist and also help improve the performance and productivity of the concerned employees of the Company. Grievance redressal has 3 Levels: Level 1 - If possible, the supervisor/HOD should acknowledge the receipt of the grievance immediately. The supervisor/HOD should redress the grievance within two working days. Any policy matters should be referred to HR Head. Level 2 - If the concerned employee is not satisfied with the response from their immediate supervisor/HOD, they can submit the grievance along with the reply to the Grievance Officer. Acknowledgement of the receipt of the grievance will be issued to the concerned employee. The Grievance Officer should redress the grievance within three working days. Level 3 - If the grievance still persists, a formal grievance will be lodged and forwarded to the Grievances Redressal Committee. The Grievance Redressal Committee, comprising one Functional Director, one HR Department representative and the Company Secretary, will meet to assess the situation and the grievance. Based on a careful analysis of the grievance in the light of feedback and views of the committee members, the Grievance Redressal Committee would make its recommendation within seven working days and send it to the CEO for consideration and appropriate action, if any. The CEO's decision of the Company shall be final and binding on the concerned employee. The process should be completed within and not more than two weeks.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

The Company does not have any employee association recognised by management.

Business Responsibility and Sustainability Report

Section C: Principle-Wise Performance Disclosure

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	641	356	56%	30	5%	636	70	11%	27	4%
Female	195	103	53%	15	8%	186	39	21%	14	8%
Total	836	459	55%	45	5%	822	109	13%	41	5%

9. Details of performance and Career development reviews of employees:

Category	FY 2022-23			FY 2021-22		
	Total Employees	Total Performance Review done	%	Total Employees	Total Performance Review done	%
Male	641	579	90%	636	546	86%
Female	195	148	76%	186	150	81%
Total	836	727	87%	822	696	85%

10. Health and safety management system:

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

Yes, the health and safety management systems cover all branches and offices of the Company.

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

Not directly applicable, given the nature of the business.

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

Not directly applicable, given the nature of the business.

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

Yes, all employees of the Company have access to non-occupational medical and healthcare services. The below policies have been formulated for the betterment of all employees:

- Group Personal Accident Policy
- Mediclaim Insurance Policy
- Group Term Life Insurance Policy

The Company regularly conducts health awareness sessions for employees.

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

No recordable safety-related incidents have happened during the Year 2022.

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

The Company provides a systematic way to ensure a safe and healthy workplace for all employees who work on our premises. It promotes continuous identification and monitoring of hazards and controlling risks whilst making sure that the risk controls in place are adequate.

Business Responsibility and Sustainability Report

Section C: Principle-Wise Performance Disclosure

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

No employee complaints have been received for FY 2021-22 and FY 2022-23.

14. Assessments for the year:

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

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

Not Applicable

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

We have the Corporate Social Responsibility (CSR) Policy in place which is involved in exploring various aspects of the interest of stakeholders. CSR is deeply rooted in the core values of our Company and maximises Stakeholders' Value. The CSR policy entails our commitment to bring about a positive transformation in the communities where we exist. Our CSR activities are strategic and well-organised to educate, support and empower less privileged communities and preserve the environment. For us, CSR is a part of our individual responsibilities as global citizens and not merely the means to run our business successfully.

Essential Indicators

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

Prudent Corporate Advisory Services Limited acknowledges its responsibility towards society and supports inclusive growth and equitable development of all its stakeholders. We strongly believe in growing together responsibly, leading to the success of our business. Key stakeholders are identified in consultation with the Company's management to prioritise. We aim to balance the needs and address the concerns of our stakeholders and endeavour to take into consideration the impact it has on the environment, society, and the community.

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 & Marginalised 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
Customers	No	Website, Customer Communication, Customer Feedback,	For others, please specify Ongoing	Customer Satisfaction and Transparency
Employees	No	Notice Boards, Website, Intranet portal, E-mail communications, Employee Survey feedback, Annual Performance Review, Meetings, pieces of training	Others – please specify Ongoing	Professional development, Working conditions, employee performance, Employee Satisfaction, Work-life balance and Company Culture

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Stakeholder Group	Whether identified as Vulnerable & Marginalised 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
Community, NGOs	Yes	Corporate Social Responsibility engagements, Meetings with community representative	Others – please specify Ongoing	The welfare of the community
Investors & Shareholders & Analysts	No	AGM, Investor meets, Investor Grievance redressal mechanism	Others – please specify Ongoing	Updation on Business Strategies and Performance of the Company and Redressal of Grievances
Regulatory Bodies	No	Compliance Reports, E-mail, personal meetings, calls	Others – please specify – As and when required	Compliance with the Law of the land

PRINCIPLE 5 Businesses should respect and promote human rights.

Respect for Human Rights is a core value of our Company. We are keen on respecting the human rights of our employees, communities and those affected by our operations. We intend to encourage a healthy and friendly working environment irrespective of gender, caste, creed, or social class of the employees. We are dedicated to valuing, respecting and protecting the dignity of every individual and endeavour to provide a better and safe environment free of harassment at all our workplaces.

Essential Indicators

- 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			FY 2021-22			
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees/ workers covered (D)	% (D / C)	
	Employees						
Permanent	836	175	21%	21%	822	141	17%
Other than permanent	-	-				-	-
Total Employees	836	175	21%	21%	822	141	17%

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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)
	Permanent Employees									
Male	641	-	0%	641	100%	636	-	0%	636	100%
Female	195	-	0%	195	100%	186	-	0%	186	100%
Total	836	-	0%	836	100%	822	-	0%	822	100%

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of the respective category	Number	Median remuneration/ salary/ wages of the respective category
Board of Directors (BoD)	5	11100000	1	600000
Key Managerial Personnel	2	2282808.5	-	-
Employees other than BoD and KMP	778	304372.5	257	208535

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. Head-Human Resources is the focal point for addressing any human rights impacts or issues caused or contributed to by the business.

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

The internal mechanisms in place to redress grievances have been provided in point No. 6 of Principle 3.

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	-	-	-	-	-	-
Discrimination at workplace	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced Labour / Involuntary Labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other human rights- related issues	-	-	-	-	-	-

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

The Company has a policy against sexual harassment and a formal process for dealing with complaints of harassment or discrimination. The Company has strict guidelines for preventing sexual harassment. To avoid any adverse impact, the Company has undertaken initiatives to make the workplace safe for women, which include building employee awareness and stringent guidelines on the Prevention of Sexual Harassment. Also, Whistle Blower Policy provides a mechanism to prevent adverse consequences to the complainant in discrimination and harassment cases.

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

No. The business agreements and contracts do not contain any human rights requirements.

9. Assessments for the year:

	% of your plants and offices that were assessed (by the entity or statutory authorities or third parties)
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others – please specify	100%

The entity has done all the assessments during the course of business operations.

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

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment.

Prudent Corporate Advisory Services Limited recognise that protecting and preserving the environment is essential to achieving sustainable development and ensuring a better world for all today and future generations.

In distributing Financial products, we do not cause any significant adverse effect on the environment and constantly endeavour to improve our processes and operations regarding energy, emissions, water, and waste management.

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)	1046 GJ	1007 GJ
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumption (A+B+C)	1046 GJ	1007 GJ
Energy intensity per rupee of Turnover (Total energy consumption/ turnover in rupees)	2.02 GJ / Crore of Turnover	2.58 GJ / Crore of Turnover
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

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

No.

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

No, the Company is not covered under the Performance, Achieve and Trade (PAT) Scheme of the Government of India.

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	-	-
(ii) Groundwater	2183	2537
(iii) Third-party water	74	74
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
The total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	2257	2611
Total volume of water consumption (in kilolitres)	2257	2611
Water intensity per rupee of turnover (Water consumed / turnover)	4.35 KL / Crore of Turnover	6.68 KL / Crore of Turnover
Water intensity (optional) – the entity may select the relevant metric	-	-

Note: Indicate if an external agency has carried out any independent assessment/ evaluation/assurance. (Y/N) If yes, the 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 in the following format:

The Company does not have any industrial processes. Some locations may be using DG power, but the emissions are not monitored as the DGs are not owned by the Company.

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

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	0.008	-
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	235	221
Total Scope 1 and Scope 2 emissions per rupee of Turnover	Metric tonnes of CO ₂ Equivalent / Crores of Turnover	0.45 MT CO ₂ e / Crore of Turnover	0.57 MT CO ₂ e / Crore of Turnover
Total Scope 1 and Scope 2 emission intensity (optional) – the entity may select the relevant metric	-	-	-

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

No

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

The Company has taken many energy initiatives, such as:

- Installation of LED lights & power-saving equipment at all locations to reduce electricity consumption.
- The air is conditioned with energy-efficient compressors for central air conditioning and with split air conditioning for localised areas.
- Optimum use of air conditioner (AC).

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)	0.06	0.06
E-waste (B)	0.21	0.96
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)- Used Oil (DG Black Oil)	-	-
Other Non-hazardous waste generated (H). Please specify, if any. (Iron, Paper, Cardboard, Aluminium, Wood etc.)	-	-
Total (A+B + C + D + E + F + G + H)	0.27	1.02
For each category of waste generated, total waste recovered through recycling, reusing or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled*	0.27	1.02
(ii) Reused	-	-
(iii) Other recovery operations	-	-
Total	0.27	1.02
For each category of waste generated, the total waste disposed of by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
Total	-	-

*All Material is sent to recyclers/composters through authorised collectors.

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

Considering the nature of the business, the waste generation is not significant and is disposed of responsibly by the building maintenance agency. The E-waste is disposed of through authorised vendors.

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:

None of our offices are in/around ecologically sensitive areas.

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

The operations of the Company are not covered by the 2006 notification on Environmental Impact Assessment.

12. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India, such as the Water (Prevention

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and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act, and rules thereunder (Y/N)? If not, provide details of all such non-compliances in the following format:

Yes, the Company complies with all applicable environmental laws/regulations/guidelines in India.

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.
1 (One)
- 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	The reach of trade and industry chambers/ associations (State/National)
1.	Financial Intermediaries Association of India	National

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

In the last two financial years, no adverse orders on any issues related to anti-competitive conduct have been received.

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development.

Through our Corporate Social Responsibility (CSR) Policy, we strive to provide equitable opportunities for sustainable growth and improve the welfare of society and stakeholders. Our in-house CSR team manages our CSR programmes and other projects with the help of external agencies/NGOs. Our CSR team follows up with the beneficiaries of our initiatives both in formal and informal ways, with the involvement of our Senior Management at personal levels and also by way of field visits, telephonic and e-mail communications continually.

Essential Indicators

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

The entity does not undertake Social Impact Assessments SIA as it is not applicable.

2. Provide information on the 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.

Communities have received no complaints during FY 2021-22 and FY 2022-23. Complaints / Grievances from communities are addressed by relevant departments on a case-to-case basis.

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

Not relevant considering the nature of the business.

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

Customer satisfaction is of prime significance to our Company. We continuously enhance our competencies around the latest technologies to deliver state-of-the-art solutions for our customers. We interact with our customers regularly and across multiple platforms to capture customer feedback on various parameters to improve internal processes based on the needs and expectations of the customers.

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Essential Indicators

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

We have a multi-channel approach to address customer grievances. All the Operational queries through our Helpline numbers 1800 419 9992 (Partner Helpline – For Registered Mobile Number only) & 1800 419 5051 (FundzBazar Helpline) and through Query Module available on Partner and Client desks. Currently, the helpline is available in English, Hindi and Gujarati languages for various products like Mutual Funds, Stock Broking & Smallcase, Liquiloans, and Other Products(FD/Bonds/NCD/LAS/NPS).

We also offer IVR based feedback facility where partners can share their experience after completing the call from Helpline Number.

2. Turnover of products and/ services as a percentage of Turnover from all products/services that carry information about:
This is not relevant considering the nature of the business of the Company.

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

The Company is committed to creating products and solutions that exceed customer expectations and enhance the level of business profitability. We consistently strive forth to ensure higher customer satisfaction.

	FY 2022-23			FY 2021-22		
	Number of complaints filed during the year	Number of complaints pending resolution at the close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at the close of the year	Remarks
Data Privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber Security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Others	7	0	-	4	0	-

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

This is not relevant considering the nature of the business of the Company.

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 to the policy.

Yes, the Company has Privacy Policy and Information Security Policy. We acknowledge the client's need to protect their personal and confidential data while dealing with us. We have multi-level security implemented to sustain IT compliance and:

- Maintaining the confidentiality, integrity, and availability of sensitive information in the Company with minimal to no disruptions
- Proactively initiating business continuity practices to minimise system failures and interruptions to business

The policies are available at

<https://www.prudentcorporate.com/qualitypolicy>

<https://www.prudentcorporate.com/privacypolicy>

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 product recalls; penalty/action taken by regulatory authorities on the safety of products/services.

No regulatory action has been taken regarding advertising, essential services, cyber security, data privacy or product recalls during the last 2 financial years.