

No. RITES/SECY/NSE

Date: August 30, 2025

To लिस्टिंग विभाग, नेशनल स्टॉक एक्सचेंज ऑफ इंडिया लिमिटेड, एक्सचेंज प्लाजा, सी -1, ब्लॉक जी, बांद्रा - कुर्ला कॉम्प्लेक्स, बांद्रा (पूर्व), मुंबई - 400051 Listing Department, National Stock Exchange of India Limited, Exchange Plaza, C-1, Block G, Bandra - Kurla Complex, Bandra (E), Mumbai - 400051	To कॉर्पोरेट संबंध विभाग, बीएसई लिमिटेड, रोटुंडा बिल्डिंग, पी जे टावर्स, दलाल स्ट्रीट, फोर्ट, मुंबई - 400 001 Corporate Relationship Department, BSE Limited, Rotunda Building, P J Towers, Dalal Street, Fort, Mumbai - 400 001
Symbol- RITES	Scrip Code- 541556

विषय: वित्तीय वर्ष 2024-25 के लिए व्यावसायिक उत्तरदायित्व और स्थिरता रिपोर्ट (बीआरएसआर)

Sub: Business Responsibility and Sustainability Report (BRSR) for the Financial Year 2024-25

Dear Sir/ Madam,

Pursuant to provisions of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith Business Responsibility and Sustainability Report (BRSR) for the Financial Year 2024-25.

Kindly take this information on record.

Thanking You,

Yours sincerely,
For **RITES Limited**

Ashok Mishra
Company Secretary & Compliance Officer
Membership No.: F6411

Transforming to GREEN

कॉर्पोरेट कार्यालय: शिखर, प्लॉट नं. 1, सेक्टर-29, गुरुग्राम-122 001 (भारत), **Corporate Office:** Shikhar, Plot No.1, Sector-29, Gurugram-122 001 (INDIA)
पंजीकृत कार्यालय: स्कोप मीनार, लक्ष्मी नगर, दिल्ली-110 092 (भारत), **Registered Office:** SCOPE Minar, Laxmi Nagar, Delhi- 110 092 (INDIA)
दूरभाष (Tel.): (0124) 2571666, फैक्स (Fax): (0124) 2571660, ई.मेल (E-mail) info@rites.com वेबसाइट (Website): www.rites.com

CIN: L74899DL1974GOI007227

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (BRSR)

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	: L74899DL1974GOI007227
2.	Name of the Listed Entity	: RITES Limited
3.	Year of incorporation	: 1974
4.	Registered office address	: SCOPE Minar, Laxmi Nagar, Delhi – 110092
5.	Corporate address	: Shikhar, Plot No. 01, Sector-29, Gurugram-122001, Haryana
6.	E-mail	: info@rites.com
7.	Telephone	: +91 1242818622
8.	Website	: www.rites.com
9.	Financial year for which reporting is being done	: Financial Year 2024-25 (April 1, 2024 to March 31, 2025)
10.	Name of the Stock Exchange(s) where shares are listed	: BSE Limited, National Stock Exchange of India Limited
11.	Paid-up Capital	: ₹ 480.60 Crore
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Name: Mr. Ashok Mishra Designation: Company Secretary Telephone Number: +91 1242818622 E-mail id: cs@rites.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)	: Standalone Basis
14.	Name of assurance provider	: Sustainability Actions Private Limited
15.	Type of assurance obtained	: Reasonable Assurance for BRSR Core Indicators

II. Products/services

16. 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.	Consultancy	Engineering design, studies & consultancy , and project management for transport & infrastructure sector with focus on railways including operation & maintenance of railway assets, urban transport, urban engineering, roads and highways, buildings, ports, land ports, inland waterways, airports, ropeways, logistic park etc.	54.07%
2.	Leasing	Leasing of locomotives and other railway rolling stock	7.17%
3.	Exports	Export of railway rolling stock i.e. Locomotives, Coaches, Diesel Electric Multiple Units (DEMUS), wagons, spares, etc.	0.74%
4.	Turnkey Projects	Turnkey projects for railway such as new tracks, electrification, workshops, stations, depots including metro depots etc., airports, skywalks etc.	38.02%

17. 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.	Engineering design, studies & consultancy , and project management for transport & infrastructure sector with focus on railways including operation & maintenance of railway assets, urban transport, urban engineering, roads and highways, buildings, ports, land ports, inland waterways, airports, ropeways, logistic park etc.	71100	54.07%
2.	Leasing of locomotives and other railway rolling stock	49120	7.17%
3.	Export of railway rolling stock i.e. Locomotives, Coaches, Diesel Electric Multiple Units (DEMUs), wagons, spares, etc.	46592	0.74%
4.	Turnkey projects for railway such as new tracks, electrification, workshops, stations, depots including metro depots etc., airports, skywalks etc.	4210	38.02%

III. Operations**18. Number of locations where plants and/or operations/offices of the entity are situated**

Location	Number of plants	Number of offices	Total
National	NA	14	14
International	NA	8	8

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

Locations	Number
National (No. of States)	28 States and 8 Union Territories
International (No. of Countries)	9

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

4.30 % (including export of products and services)

c) A brief on types of customers

Our domestic as well as overseas clients typically are national governments, governmental instrumentalities, public sector enterprises and large private entities. Such governments, governmental agencies and public sector undertakings are engaged in large scale infrastructure planning and development such as railways, highways authorities, mining conglomerates, power plants, airports authorities, developers & operators, ports authorities and operators, development authorities, civic authorities, steel plants, logistic companies etc. We also undertake and execute projects funded by multilateral funding agencies.

IV. Employees**20. 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)	1755	1576	89.80	179	10.20
2.	Other than Permanent (E)	959	910	94.89	49	5.11
3.	Total employees (D + E)	2714	2486	91.60	228	8.40
WORKERS						
4.	Permanent (F)	-	-	-	-	-
5.	Other than Permanent (G)	-	-	-	-	-
6.	Total workers (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)	33	29	87.88	04	12.12
2.	Other than Permanent (E)	02	02	100	00	-
3.	Total differently abled employees (D + E)	35	31	88.57	04	11.43
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	-	-	-	-	-
5.	Other than permanent (G)	-	-	-	-	-
6.	Total differently abled workers (F + G)	-	-	-	-	-

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	0	0
Key Management Personnel	5	0	0

The power to appoint Directors including Women Directors vests with the Hon'ble President of India through Ministry of Railways (MoR) (Administrative Ministry). Subsequent to completion of her tenure, Dr. Godawari Mishra ceased to be Independent Director w.e.f. 09.11.2024 and there was no Woman Independent Director left on the Board as on 31.03.2025.

As on date, Ms. Purnima Kerketta is part of the Board of Directors as Independent Director.

22. Turnover rate for permanent employees and workers*

	FY 2024-25 (Turnover rate (%) in current FY)			FY 2023-24 (Turnover rate (%) in previous FY)			FY 2022-23 (Turnover rate (%) in the year prior to previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	9.36	11.60	9.59 [#]	8.26	5.99	8.04	9.24	6.43	8.97
Permanent Workers	-	-	-	-	-	-	-	-	-

*Turnover rate includes employees leaving the employment due to dismissal, termination, retirement, resignation or death in service.

[#] However, attrition rate due to resignation has only been 3.05% (Male-2.64% ; Female-6.63%) during the FY 2024-25.

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

23. (a) Names of Holding/Subsidiary/Associate Companies/Joint Ventures

S. No.	Name of the Holding/ Subsidiary/ Associate/ 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	RITES (Afrika) (Proprietary) Limited	Subsidiary	100.00%	Yes
2	REMC Limited	Subsidiary	51.00%	Yes
3	SAIL-RITES Bengal Wagon Industry Private Limited	Joint Venture	50.00%	No
4	Indian Railway Stations Development Corporation Limited*	Joint Venture	24.00%	No
5	Elicius Energy Private Limited	Associate Company	13.00%	No
6	Metro Management Group Limited [#]	Associate Company	24.50%	No

*Ministry of Railways (MoR) vide letter dated 18.10.2021 had decided in principle for closure of Indian Railway Station Development Corporation (IRSDC), in which Company has an investment of ₹ 48 Crore. Closure activities are underway.

[#]MMG- Metro Management Group Limited is under the process of voluntary dissolution and RITES has already impaired the value of investment in MMG- Metro Management Group Limited.

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes
- (ii) Turnover (in ₹) 2095.31 Crores
- (iii) Net worth (in ₹) 2533.30 Crores

VII. Transparency and Disclosures Compliances

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

Grievance redressal mechanism is in place to address grievances of various stakeholders. 'Samvedna' and 'Aabhar' committees constituted by Management are ensuring proper redressal and disposal of the grievances, requests and suggestions of existing and ex-employees. Also, grievances from communities, investors, value chain partners etc. received through CPGRAM (Centralised Public Grievance Redress And Monitoring) system of Government of India, are attended promptly.

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 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes https://www.rites.com/Upload/MediaGallery/PDF/3/Grievance_Redressal_Policy_pdf-2023-Jun-23-17-1-33.pdf https://pgportal.gov.in/	3	Nil	Public grievances are handled through CPGRAM PG Portal and CPGRAM Appeal Portal	7	Nil	Public grievances are handled through CPGRAM PG Portal and CPGRAM Appeal Portal
Investors (other than shareholders)	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Shareholders	Yes https://www.rites.com/Upload/MediaGallery/PDF/3/Grievance_Redressal_Policy_pdf-2023-Jun-23-17-1-33.pdf https://scores.gov.in/scores/Welcome.html	4	1	SCORES Platform & through email, Jointly managed by RITES and its RTA. One complaint shown as pending at close of the year was resolved prior to closure of FY 2024-25. However the same was auto-closed by SEBI on SCORES portal on April 04, 2025.	8	Nil	SCORES Platform & through email, Jointly managed by RITES and its RTA
Employees and workers	Yes https://www.rites.com/Upload/MediaGallery/PDF/3/Grievance_Redressal_Policy_pdf-2023-Jun-23-17-1-33.pdf http://reppi-puc2.rites.com:55100/irj/portal https://www.rites.com/Complaint https://vigilance.rites.com/ https://www.rites.com/Feedback	83	Nil	Serving employees grievances are handle through RITES Employee Self Service Portal, Grievances from retired/ex-employees are handled through RITES Website	41	1	Serving employees grievances are handle through RITES Employee Self Service Portal, Grievances from retired/ex-employees are handled through RITES Website

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 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Customers	Yes https://www.rites.com/Upload/MediaGallery/PDF/3/Grievance_Redressal_Policy_pdf-2023-Jun-23-17-1-33.pdf https://pgportal.gov.in/ https://www.rites.com/Complaint https://ritesinsp.com/RBS/Client_Feedback_Form.aspx	Nil	N.A.	Public grievances are handled through CPGRAM PG Portal and CPGRAM Appeal Portal	Nil	N.A.	Public grievances are handled through CPGRAM PG Portal and CPGRAM Appeal Portal
Value Chain Partners	Yes https://www.rites.com/Upload/MediaGallery/PDF/3/Grievance_Redressal_Policy_pdf-2023-Jun-23-17-1-33.pdf https://pgportal.gov.in/ https://www.rites.com/Complaint https://ritesinsp.com/RBS/Vendor_Feedback_Form.aspx	8	Nil	Public grievances are handled through CPGRAM PG Portal and CPGRAM Appeal Portal	8	1	Public grievances are handled through CPGRAM PG Portal and CPGRAM Appeal Portal
Other (please specify)	Yes https://www.rites.com/Upload/MediaGallery/PDF/3/Grievance_Redressal_Policy_pdf-2023-Jun-23-17-1-33.pdf https://pgportal.gov.in/ https://www.rites.com/Complaint https://ritesinsp.com/RBS/Email.aspx	Nil	Nil	Public grievances are handled through CPGRAM PG Portal and CPGRAM Appeal Portal	Nil	Nil	Public grievances are handled through CPGRAM PG Portal and CPGRAM Appeal Portal

26. Overview of the entity's material responsible business conduct issues

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

S. No.	Material issue identified	Indicate whether Risk or Opportunity (R/O)	Rationale for identifying the Risk/ Opportunity	In case of risk, approach to adaptor mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Integrating infrastructure and green solutions.	O	For overall economic development, Government policies and funding agencies are supporting development and establishment of sustainable transport and related infrastructure system for 'Future Mobility'.		Positive : RITES' focus on green solution increases its attractiveness among our stakeholders.

S. No.	Material issue identified	Indicate whether Risk or Opportunity (R/O)	Rationale for identifying the Risk/ Opportunity	In case of risk, approach to adaptor mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2	Usage of environment friendly material, energy saving devices for providing services for operation and maintenance of rolling stock, leasing, railways sidings etc.	O	There is a requirement for compliances of environmental matters for establishment, operation and maintenance of railway systems for various Industrial production units/ entities.		Positive: Cost effective & environment friendly solutions.
3	Feasibility studies, traffic study, design, quality audit, project management services for sustainable Mass Rapid Transit System, road/highways, bridges & tunnels, buildings, ports & water resources, airports, ropeway infrastructure etc.	O	To accelerate growth in economy and general wellbeing of society, there is a need to foster a sustainable and rapid mass transportation system encompassing and integrating ESG initiatives in overall business conduct for enhanced stakeholder value.		Positive : RITES' business model is focused towards improving infrastructure providing benefit to masses and business alike.
4	Facilitating Total Employee Experience for meeting skill/ knowledge with orientation for social and environmental solution.	O and R	Investing in employee training can enhance satisfaction and reduce turnover. There are limited experts available with matching capabilities and the various players in consultancy business are eying for these experts.	Organisation is adopting a flexible policy for engagement of people with required skill set on regular/ contractual/ project-based assignments on case-to-case basis. And Facilitating continuous learning, partner with educational institutions, and strengthen employee relations.	Positive: Skill updation & increased satisfaction. Negative: Priority mismatch, losing resources to competition.
5	Regulatory Compliance and business ethics.	O and R	Effective governance mechanisms build trust among stakeholders and create long-term value. Stricter environmental regulations may lead to compliance penalties.	Maintain transparency and adhere to robust corporate governance practices. Implement continuous monitoring and regular compliance audits.	Positive: Increased stakeholder trust and potential for enhanced investment. Negative: Potential fines and reputation damage.
6	Digital Transformation and Innovation and Emerging Technology.	O and R	Adopting innovative technologies can enhance operational efficiency and reduce waste. Rapid technological advancements may outpace current skills and methodologies.	Implement IoT, AI, and data analytics in projects. Invest in training and development while monitoring technological trends.	Positive: Significant cost savings and improved service delivery outcomes. Becoming a market leader through early adaptation. Negative: Potential loss of competitiveness.

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.

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)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b) Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

[illegible]

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
	P9	https://www.rites.com/Upload/MediaGallery/PDF/3/ESG_Policy-170223_pdf-2023-Feb-17-15-38-55.pdf https://www.rites.com/Upload/upload/misc/Balancesheet/CODE-OF-CONDUCT-Policy.pdf https://www.rites.com/Upload/MediaGallery/PDF/3/Whistle_Blower_Policy-Apr22_pdf-2022-May-02-16-35-2.pdf							
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	https://www.rites.com/Upload/upload/misc/Balancesheet/CODE-OF-CONDUCT-Policy.pdf ISO 9001:2015 ISO 17020:2012 ISO 17025:2017 ISO 17065:2012 National Accreditation Board for Education and Training (NABET) Independent Safety Assessment (ISA) Certification The company follows the national and international standards, practices and standard operating procedures as mandated by the contract agreement with the client for domestic as well as export of services and goods for various projects handled by the company in the area of transport infrastructure and related technologies.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Evolving as Corporate Governance Leader	Promoting sustainable sourcing and Provide Sustainable solution	Enhancing Employee Wellbeing and inclusive work culture	Increasing Stakeholder Engagement	Promotion of Human Rights	Reduction in Carbon Emissions	Advocating sustainable practices in industry	Promote inclusive growth for society at large	Provide value to customers
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met. As in table below:									
P1	Compliance to SEBI, DPE and other regulatory bodies backed by transparency, trust and ethical business practices. Also, for good governance practices, the company won awards i.e. Gold ICAI award for Financial Reporting and Certificate of Merit award in best presented Annual Report Award in Corporate Governance from SAFA.								
P2	Preferring Vendor Selection through Sustainable Sourcing process and ensuring coverage of sustainability aspect in our services. REMC Limited (a Subsidiary of RITES) won ETInfra Award for Innovation in Rail Electrification for Green Railways.								
P3	Introduction of a state-of-the-art Training Portal (Saksham) which is a well-structured repository of training sessions and materials. VOICE of RITES, an employee engagement survey was conducted to assess, analyse and take necessary actions/interventions. Introduction of policy for Child Care Leave. 12350 Man-days training was provided during FY 2024-25. RITES recently celebrated its 50 th anniversary with a month-long "Marking The Gold" celebration. The festivities included the launch of a coffee table book, "Atulya," and a new initiative called "RITES Dharohar" to preserve the Company's legacy. RITES also unveiled a new theme, "Shaping the Next 50," emphasising innovation and sustainable infrastructure development, according to the company's Integrated Annual Report.								
P4	Regular interaction with stakeholders and regular feedback from them. 30+ Media interactions and 20+ interactions with analysts and investors.								
P5	RITES is now registered as Corporate Life member of the WIPS (Women in Public Sector) Forum under the aegis of SCOPE. An initiative called 'Rites: Friend' introduced to provide professional counseling services to all employees.								
P6	Integrating Infra and green solutions in our and our associates business conducts. Installation of solar panels in our newly constructed Kolkata office. REMC Limited (a Subsidiary of RITES) won 'India Climate Samman Award 2025' in India Net Zero Leadership category at India Climate Week 2025.								
P7	Interactive collaborations through trade forums and industry affiliates and suggesting various sustainable measures through various projects undertaken for infrastructure sector.								
P8	Evolving as Trusted CSR Brand by effective implementation and monitoring the impact on society/ public at large. Further to promote inclusive growth of society, procurements from MSME and other marginalised vendors are encouraged.								
P9	Customer Satisfaction Index maintained above 90%.								

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)

"At RITES, we believe infrastructure is more than concrete and steel—it's about shaping a resilient, responsible, and future-ready world. 'We Shape What Shapes Lives' by embedding ESG principles into every solution we offer, ensuring

[illegible]

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorised as “Essential” and “Leadership”. While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which 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.

- 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	3	All	40
Key Managerial Personnel	6	All	20
Employees other than BoD and KMPs	364	All	70.85
Workers	NA	NA	NA

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

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

- 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.

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
NA	NA

- 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, https://www.rites.com/Upload/MediaGallery/PDF/3/Anti_Bribery_and_Anti_Corruption_Policy_pdf-2023-Jun-23-16-59-47.pdf

<https://www.rites.com/VigilanceCorner/Whistleblowerpolicy>

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

Particulars	FY24-25 (Current Financial Year)	FY23-24 (Previous Financial Year)
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	NA	NA

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

	FY 2024-25 (Current Financial Year)		FY 2023-24 (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.

There were no fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest. Hence, there is no corrective action. The Company ensures that necessary policies, processes, systems and monitoring mechanism are put in place to ensure compliances. The policies are regularly reviewed to update them with best industry practices. The implementation of these policies is ensured through regular training, communication and awareness building sessions. As part of the risk assessment methodology, all activities/ processes are regularly assessed for risks related to corruption, environment, and social aspects.

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

Particulars	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Number of days of accounts payables	115	64

9. Open-ness of business

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

Parameter	Metrics	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Concentration of Purchases	a) Purchases from trading houses as % of total purchases	NIL	NIL
	b) Number of trading houses where purchases are made from	NA	NA
	c) Purchases from top 10 trading houses as % of total purchases from trading houses	NA	NA
Concentration of Sales	a) Sales to dealers / distributors as % of total sales	NIL	NIL
	b) Number of dealers / distributors to whom sales are made	NA	NA
	c) Sales to top 10 dealers/ distributors as % of total sales to dealers /distributor	NA	NA
Share of RPTs In	a) Purchases (Purchases with related parties / Total Purchases)	NIL	NIL
	b) Sales (Sales to related parties / Total Sales)	0.73%	0.64%
	c) Loans & advances (Loans & advances given to related parties / Total loans & advances)	NIL	NIL
	d) Investments (Investments in related parties / Total Investments made)	84.78%	84.78%

Leadership Indicators

- 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
4	All	100%

- 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 Company has a policy on Business Ethics & Code of Conduct. The policy is placed on the Company's website. <https://www.rites.com/Upload/upload/misc/Balancesheet/CODE-OF-CONDUCT-Policy.pdf>

Further, all the board members provide directorship disclosures for the entities in which they are directors/ interested (MBP-1) at the first meeting of the Board in every financial year; or whenever there is any change in the disclosures already made, then at the first meeting held after such change.

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 product and processes to total R&D and capex investments made by the entity, respectively.

Particulars	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	100%	100%	Research and Development project in collaboration with IIT Kanpur on apportionment of Sources of pollution
Capex	Nil	Nil	N.A.

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

Yes, Company ensures that sourcing is from suppliers who are compliant with social and environmental standards. This is ensured by incorporating relevant conditions in tender/contract documents and sustainable sourcing program/ methodology as defined as part of tender document procedure. Further details are available at :- <https://www.rites.com/RitesGCC>, https://www.rites.com/Upload/MediaGallery/PDF/3/Preferential_procurement_policy_framework_pdf-2023-Jun-23-17-3-48.pdf

- If yes, what percentage of inputs was sourced sustainably?

100% inputs are sourced sustainably for project activities.

- Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

Not Applicable, the company is not a producer of any product and is engaged in design, engineering consultancy and project management for the integrated solutions in Transport and infrastructure development. Plastic Waste, E-waste and Hazardous waste generated at the office premises is disposed through Authorised Recyclers.

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

Not Applicable, the company is not a producer of any product and is engaged in design, engineering consultancy and project management for the integrated solutions in Transport and infrastructure development.

So, Extended Producer Responsibility (EPR) is not applicable to the entity's activities.

Leadership Indicators

- 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?

Not applicable, Since RITES is primarily engaged in design, engineering consultancy and project management for integrated solutions in transport and infrastructure development.

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

Not applicable, Since RITES is primarily engaged in design, engineering consultancy and project management for integrated solutions in transport and infrastructure development.

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

Not applicable, Since RITES is primarily engaged in design, engineering consultancy and project management for integrated solutions in transport and infrastructure development.

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

Not applicable, Since RITES is primarily engaged in design, engineering consultancy and project management for integrated solutions in transport and infrastructure development.

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

Not applicable, Since RITES is primarily engaged in design, engineering consultancy and project management for integrated solutions in transport and infrastructure development.

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

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	1576	1576	100	1576	100	N.A.	N.A.	1576	100	1576	100
Female	179	179	100	179	100	179	100	N.A.	N.A.	179	100
Total	1755	1755	100	1755	100	179	100	1576	100	1755	100
Other than Permanent employees											
Male	910	910	100	910	100	N.A.	N.A.	910	100	910	100
Female	49	49	100	49	100	49	100	N.A.	N.A.	49	100
Total	959	959	100	959	100	49	100	910	100	959	100

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Female	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Total	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Other than Permanent workers											
Male	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Female	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Total	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.

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

Particulars	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Cost incurred on wellbeing measures as a % of total revenue of the company	1.35%	1.03%

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

Benefits	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	N.A.	Y	100%	N.A.	Y
Gratuity	100%	N.A.	Y	100%	N.A.	Y
NPS	100%	N.A.	Y	100%	N.A.	Y
PRMS (Post-Retirement Medical Scheme)	100%	N.A.	Y	100%	N.A.	Y
Others-please specify	-	-	-	-	-	-

3. Accessibility of workplaces

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

Yes, the premises and offices of the entity are designed to be accessible to differently abled employees in compliance with the requirements set forth by the Rights of Persons with Disabilities Act, 2016. Accessibility features have been implemented throughout our facilities, including ramps at entrances, wide doorways to accommodate wheelchairs, and intuitive signage to assist navigation. We recognize the importance of creating an inclusive work environment that supports all employees, including those with disabilities. Our commitment to accessibility not only aligns with legal requirements but also reflects our dedication to diversity and inclusion within the workplace.

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

Yes, https://www.rites.com/Upload/MediaGallery/PDF/3/Equal_opportunity_policy_framework_pdf-2023-Jun-23-17-1-5.pdf.

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

Benefits	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	1576	1576	100%	1626	1626	100%
Female	179	179	100%	183	183	100%
Total	1755	1755	100%	1809	1809	100%
Workers						
Male	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Female	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Total	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.

Performance Management System in RITES is carried out through online PMS tool using Employee Self Service (ESS). The robust and transparent system captures performance data of all regular employees across levels and facilitates timely completion of filling of APARs using system checks.

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 of such system?

Yes, RITES has implemented occupational health and safety management system, for providing facilities of indoor medical treatment to its employees and their dependent family members, the company has taken group medical insurance policy. Additionally, health checkup is being carried out for all eligible employees as per RITES' policy. Awareness sessions on Cancer and Tuberculosis were organized during the year. Programmes were also organized in the areas of physical and mental health. Reimbursement of expenses on OPD treatment is also provided by the company.

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

Most common work-related hazards include occupational stress, fatigue, violence, harassment, road traffic injuries, electric shock, fire, slips, falls, etc. These risks are identified through regular inspection and monitoring at workplace including through our vendors/contractors. For critical activities such as "launching girders", "Railway Electrification" etc special/ focused attention is given to assess and mitigate the risk for hazards.

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

Yes, Majority of work is conducted on client site and as a pre requisite of executing the work; the related hazards are being reported and mitigated both through processes adopted by client, vendors and RITES.

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

Yes, benefits such as personal healthcare (regular medical check-ups), medical treatment expenses and availability of doctors in office premises are being provided.

Further, free medical camps are also conducted for the benefit of employees.

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

Safety Incident/Number	Category	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
	Workers	N.A.	N.A.
Total recordable work-related injuries	Employees	Nil	Nil
	Workers	N.A.	N.A.
No. of fatalities	Employees	Nil*	Nil*
	Workers	N.A.	N.A.
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	N.A.	N.A.

*There were no work-related fatalities in FY 2024-25 and FY 2023-24.

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

For RITES, the health and safety of its employees is of paramount importance.

RITES always focusses on the well-being of its employees and the community as well as those associated with it and has therefore empaneled several hospitals pan India for providing health services and the list is reviewed periodically to expand such benefits.

RITES also keeps on organising medical camps throughout the year viz. Blood Donation Camp, Yoga Camp, meditation camps, Dental camp, Gynae camp etc for the health and safety of its employees.

In addition to providing benefits as statutorily required, additional benefits have been provided such as personal healthcare (regular medical check-ups), reimbursement of OPD medical expenses (which includes prolonged treatment as well dental treatment) and availability of doctors on the RITES office campus. The company also maintains a first aid kit to ensure immediate medical assistance to the sick or injured staff members. The Company encourages provision of adequate sanitation facilities, safe drinking water, overall hygiene, crèche in office for the benefit of working parents and provision of gym for the overall health, fitness and well-being of the members of the staff.

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

	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	Nil	N.A.	Nil	Nil	N.A.
Health & Safety	Nil	Nil	N.A.	Nil	Nil	N.A.

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	An internal committee has assessed the health and safety practices and working conditions at office premises
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.

Company undertakes construction supervision activities at project/ client sites. Corrective actions on health and safety working conditions are governed by contract provisions. Compliance for the same is assessed by designated project engineer/ incharge.

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, RITES provides Life Insurance of varying amounts to employees. Also ex gratia is paid to family in case of death of employees while in service as per company norms.

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

Relevant provisions are incorporated in standard tender document. Compliance by vendors are verified/ ensured as part of project management and work certifying procedures.

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 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Employees	Nil	Nil	N.A.	N.A.
Workers	N.A.	N.A.	N.A.	N.A.

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)**

Yes, Suitable training and development programs are imparted to all employees throughout their career to ensure their continued employability. Such trainings are also provided to employees before/at the ending of their career period.

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	100% on project site
Working Conditions	100% on project site

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.

There were no significant risks / concerns arising from the assessments. Company undertakes construction supervision activities at project/ client site. Corrective actions on health and safety working conditions are governed by contract provisions. Compliance for the same is assessed by designated project engineer/incharge.

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.
- rites has a wide range of stakeholders to effectively recognise their requirements and expectations. Based on its experience, the management of the company through its various activities identify the entities who are affected by our activity or entities affecting our business.
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 (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half Yearly/ Quarterly/ others-please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders	No	Annual General Meeting, email, social media, press release	Annual, Quarterly, Regular	Providing guidance on future prospects of the company and Understanding Shareholders expectations
Investors and Analysts	No	Investor Meet, Analyst Meet, email, Exhibitions, social media, press release	Annual, Quarterly, Regular	Engagement with investors to brief on financial performance of the company and clarifying on their observations, providing guidance to the investors during the meeting
Customers/ Clients	No	Personal Meetings and virtual communications, social media, email, website, SMS, Advertisement, Exhibitions, press release	Continuous	Understanding client requirement and feedback and creating awareness about varied service profiles/ segments

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half Yearly/ Quarterly/ others-please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	ESS Portal, Management Communication, Periodic employees meet, email, Video Conferences, one-on-one counselling, social media, press release	Continuous	Employee engagement, Career Management, Employee feedbacks, suggestions, reviews and grievance redressal
Vendor/ Contractor	No	Vendor Meet, email, calls, vendor events, social media, press release	Continuous	Vendor engagement, their feedback suggestions reviews and grievance redressal
Communities	Yes	CSR activities, social media, Site visits, press release	Continuous	Sustainable Development
Regulators	No	Filings, Conferences, Seminars, Surveys, Website, social media	Continuous	Ensure Compliance and providing inputs for policy development to various authorities

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.

RITES endeavours to understand the stakeholder expectations through a structured engagement process and communication strategy and leverages this understanding for their betterment.

Meetings/interactions are held on regular basis with regulators, shareholders, media. Corporate financial and business plans/initiatives are shared as per company norms.

Regular interaction is also made with employees/families on various occasions such as company's annual day/ festival celebrations, sports activities, get together at PUs/project sites, medical health camps, recognition/award to their children for excellence in academics, superannuation of employees etc.

Interaction with communities and civil society is made under various CSR initiatives and during project initiation & during survey/study under rehabilitation program etc.

Interaction is made with value chain partners/customers as part of the regular project meetings, client meets, discussion on project report/presentations etc.

Salient points during such interactions are brought to the notice of Board through Policy changes/ discussions, etc.

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, based on the inputs provided by stakeholders in meetings and various forums, policies are being framed and reviewed on its merits by the company from time to time.

Interactions with stakeholders also cover Consultation for ES (Environment and Social) matters. Their suggestions on these issues are incorporated in various corporate policies, programmes, strategy etc. on its merits.

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

RITES frequently engages with vulnerable and marginalized stakeholder groups. The company also endeavours to focus on aspirational districts for its CSR initiatives.

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 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Total (A)	No. employees /workers covered (B)	% (B / A)	Total (C)	No. employees/ workers covered (D)	% (D / C)
Employees						
Permanent	1755	126	7.18	1809	298	16.47
Other permanent than	959	47	4.9	795	92	11.57
Total Employees	2714	173	6.37	2604	390	14.97
Workers						
Permanent	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Other permanent than	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Total Workers	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.

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

Category	FY 2024-25 (Current Financial Year)					FY 2023-24 (Previous Financial Year)				
	Total (A)	Equal Minimum Wage to		More than Minimum Wage		Total (D)	Equal Minimum Wage to		More than Minimum Wage	
		No.(B)	% (B/A)	No.(C)	% (C/A)		No. (E)	% (E/D)	No.(F)	% (F/D)
Employees										
Permanent	1755	NIL	N.A.	1755	100	1809	NIL	N.A.	1809	100
Male	1576	NIL	N.A.	1576	100	1626	NIL	N.A.	1626	100
Female	179	NIL	N.A.	179	100	183	NIL	N.A.	183	100
Other Permanent than	959	NIL	N.A.	959	100	795	NIL	N.A.	795	100
Male	910	NIL	N.A.	910	100	752	NIL	N.A.	752	100
Female	49	NIL	N.A.	49	100	43	NIL	N.A.	43	100
Workers										
Permanent	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Male	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Female	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Other Permanent than	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Male	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Female	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.

- 3.a) 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)	4	7855056	Nil	N.A.
Key Managerial Personnel	5	7416556	Nil	N.A.
Employees other than BoD and KMP	1543	2472800	179	2016800
Workers	N.A	N.A	N.A	N.A

Notes:

- 1) Data is specific to employees posted in India only (as on March 31, 2025).
- 2) Experts, Consultants, Contractual, Deputations', and Foreign posted employees are excluded.

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

Particulars	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Gross wages paid to Female employees as % of total wages	9.59%	8.78%

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, all the issues related to Human Rights are addressed to **Chief People Officer**

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

All the grievances related to human rights can be lodged at <https://www.rites.com/GrievanceComplaints>

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

	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	N.A.	3	0	N.A.
Discrimination at workplace	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Child Labour	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Forced Labour/Involuntary Labour	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Wages	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Other human rights related issues	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	3
Complaints on POSH as a % of female employees / workers	0	1.32%
Complaints on POSH upheld	0	0

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

All the complainants reporting discrimination and harassment issues are reassured that any retaliation will be dealt with sensitively and will be subject to disciplinary action. Complaint mechanism is confidential to avoid any adverse impact or retaliation towards the complainant.

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

Yes

10. Assessments for the year:

	% of value chain partners (by value of business done with such partners) that were assessed
Child labour	RITES internally monitors all its offices for assessments pertaining to these issues.
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

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

There were no significant risks/concerns arising from human rights assessment.

Leadership Indicators

- Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.
The business processes are primarily designed in compliance of government guidelines/directives which address all human rights issues.
- Details of the scope and coverage of any Human rights due-diligence conducted.
Company encourages its employees/ vendors/ value chain partners to report any violation of human rights. Awareness programs are also held to disseminate information on human rights aspects. Scope and coverage of human rights due diligence is as per the extant guidelines issued by government from time to time.
- 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
- Details on assessment of value chain partners:

% of value chain partners (by value of business done with such partners) that were assessed	
Sexual Harassment	The contractual provisions facilitate assessment of value chain partners on these parameters.
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	
Others – please specify	

- Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.
There were no significant risks/concerns arising from human rights assessment.

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

Essential Indicators

- Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
From Renewable Sources		
Total electricity consumption (A)	140.00	130.93
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from Renewable sources (A+B+C)	140.00	130.93
From Non-Renewable Sources		
Total electricity consumption (D)	12949.14	13740.92
Total fuel consumption (E)	3309.80	3220.04
Energy consumption through other sources (F)	-	-
Total energy consumed from Non-renewable sources (D+E+F)	16258.95	16960.96
Total energy consumed (A+B+C+D+E+F)	16398.90	17091.89
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	7.83 GJ/₹ Cr.	7.39 GJ/₹ Cr
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP) Turnover in million / 20.66 = Adjusted turnover PPP of USD and INR	16.17 GJ/million \$	16.56 GJ/million \$
Energy intensity in terms of physical output	-	-
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

Note- The fuel consumption data for the FY 2023-24 has been restated attributing to a modification in the methodology used for data collection and analysis. This change reflects a shift towards more accurate and comprehensive measurement practices.

Note: The disclosures pertaining to FY 2023-24 have been revised to conform with SEBI Circular Dt. Dec 20, 2024, (Industry Standards note on BRSR Core) Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, Sustainability Actions Private Limited has conducted reasonable assurance for BRSR Core matrices.

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

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

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	22,527.00	21,824.00
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	22,527.00	21,824.00
Total volume of water consumption (in kilolitres)	22,527.00	21,824.00
Water intensity per rupee of turnover (Water consumed / turnover)	10.75 KI/₹ Cr	9.44 KI/₹ Cr
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	22.21 KI/ million \$	21.14 KI/ million \$
Water intensity in terms of physical output	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

Note: The disclosures pertaining to FY 2023-24 have been revised to conform with SEBI Circular Dt. Dec 20, 2024, (Industry Standards note on BRSR Core)

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

Yes, Sustainability Actions Private Limited has conducted reasonable assurance for BRSR Core matrices.

4. Provide the following details related to water discharged:

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	-	-
- No treatment		
- With treatment – please specify level of treatment		
(ii) To Groundwater	-	-
- No treatment		
- With treatment – please specify level of treatment (Environmental water quality)		
(iii) To Seawater	-	-
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties	-	-
- No treatment		
- With treatment – please specify level of treatment	-	-
(v) Others		
- No treatment		
- With treatment – please specify level of treatment	18,022.00	16,624.00
Total water discharged (in kilolitres)	18,022.00	16,624.00

Note: The disclosures pertaining to FY 2023-24 have been revised to conform with SEBI Circular Dt. Dec 20, 2024, (Industry Standards note on BRSR Core).

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

Yes, Sustainability Actions Private Limited has conducted reasonable assurance for BRSR Core matrices.

5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.
- No, However, RITES is using treated water from Sewerage Treatment Plant (STP) for horticulture, flush tanks and working towards Zero Liquid Discharge by implementing latest trend.

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

Parameter	Please specify unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Nox	kg	122.91	109.00
Sox	kg	9.31	7.00
Particulate matter (PM)	kg	19.08	18.00
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others- please Specify	-	-	-

Note-The air emissions data for the FY 2023-24 has been restated attributing to a modification in the methodology used for data collection and analysis. This change reflects a shift towards more accurate and comprehensive measurement practices.

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

Yes, Sustainability Actions Private Limited has conducted reasonable assurance for BRSR Core matrices.

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

Parameter	Unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
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	230.26	225.21
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	2615.00	2732.92
Total Scope 1 and Scope 2 emissions per rupee of Turnover (Total Scope 1 and Scope 2 GHG emission / revenue from operations)		1.36 MT/₹ Cr	1.28 MT/₹ Cr
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP) Turnover in millions/20.66 i.e. US PPP for INR = Turnover in adjusted PPP Emissions / Turnover in adjusted PPP		2.81 MT/million \$	2.87 MT/million \$
Total Scope 1 and Scope 2 emission intensity in terms of physical output		NA	NA
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

Note:-The greenhouse gas emissions data for the FY 2023-24 has been restated attributing to a modification in the methodology used for data collection and analysis. This change reflects a shift towards more accurate and comprehensive measurement practices, ensuring that the data we utilise is both reliable and relevant.

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

Yes, Sustainability Actions Private Limited has conducted reasonable assurance for BRSR Core matrices.

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

Yes, RITES has undertaken a few initiatives like setting-up of Solar Power Plants, Wind Power Plants and implementation of energy-efficiency measures besides suggesting/undertaking various energy conservation measures through energy efficiency studies and their implementation for various Clients, RITES Offices & various Zonal Railways in the country. All these steps have resulted into the conservation of energy to RITES as well as its clients through saving in electricity consumptions besides reduction in their carbon emissions. Further, REMC Ltd. (subsidiary company of RITES), has been actively working towards achieving the Net Zero Carbon Emission Goal of Indian Railways by 2030 in harnessing green energy through non-fossil fuel sources - renewable energy resources (mainly Solar & Wind). Electric vehicle.

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

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	-	0.01
E-waste (B)	2.90	1.40
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	0.21	0.35
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	-	-
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	0.35	-
Total (A+B + C + D + E + F + G + H)	3.46	1.76
Waste intensity per rupee of turnover (Total waste generated/Revenue from operations)	Negligible	Negligible
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	Negligible	Negligible
Waste intensity in terms of physical output	-	-
Waste intensity (optional) The relevant metric may be selected by the entity		
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	3.46	1.76
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	3.46	1.76
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
Total	-	-

Note:- The data w.r.t waste generated for the FY 2023-24 has been restated attributing to a modification in the methodology used for data collection and analysis. This change reflects a shift towards more accurate and comprehensive measurement practices.

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

Yes, Sustainability Actions Private Limited

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

RITES being a consultancy organisation, there is no major waste generation in the business process. E-waste/ Battery waste are disposed through authorised /registered re-cycle vendors. RITES does not use hazardous and toxic chemicals in day to day use. RITES is also providing project management consultant (PMC) services in the area of waste management.

11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format: No

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.
	N.A.	N.A.	N.A.

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

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

Not applicable – we have no EIA notification. RITES undertakes EIA studies for various projects of its clients. However, need based Environmental impact assessments are done for various infrastructure projects undertaken by company for itself.

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

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
	N.A.	N.A.	N.A.	N.A.

Leadership Indicators

1. 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: N.A.
- (ii) Nature of operations: N.A.
- (iii) Water withdrawal, consumption and discharge: N.A.

2. 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.

N.A.

3. 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.	Usage of renewable energy-Solar Power	Installation of solar panels on roof top:- i) Of offices at Gurugram (Shikhar & Srijan) and Rest House at Gurugram ii) On the platforms in Sahibabad Railway Station under CSR initiatives iii) At one of the platforms in Gurugram Railway station under CSR initiatives	Reduced impact due to emissions
2.	Usage of renewable energy-wind power	Installation of wind power plants (through company's subsidiary REMCL) in Rajasthan, Tamil Nadu and Maharashtra for Railways, besides suggesting/ undertaking various energy conservation measures through energy efficiency studies and their implementation for various clients, RITES office and various Zonal Railways in the country.	Increased usage of renewable energy, resulting in improved resource efficiency

3.	Usage of environment friendly energy resource for mass transportation of goods and passengers	RITES (through its subsidiary REMCL), has been actively working towards achieving the Net Zero Carbon Emission Goal of Indian Railways by 2030 by harnessing green energy through non fossil fuel energy resources.	Reduction in GHG emissions
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4. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.

Yes, The plan is a comprehensive framework designed to mitigate and effectively respond to various emergencies and disasters that may occur and aim to safeguard the lives of employees, protect company assets, and ensure the business continuity in the face of adverse situations.

For Business continuity and security of data, RITES has also implemented/maintained Disaster Recovery site. RITES adheres to Information Security Management System (ISMS) standard in accordance with the requirements specified by ISO 27001:2013 standard.

Through risk assessment is done to identify potential hazards such as fires, natural disasters, chemical spills, medical emergencies, or security breaches. Based on the evaluation, the plan outlines specific response protocols

https://www.rites.com/Upload/MediaGallery/PDF/3/Policy_Framework_on_Cyber_Security_pdf-2023-Jun-23-17-3-9.pdf

5. 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.

Nil. No significant adverse impact was made to the environment.

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

100% at project sites

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: 10
- 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)
1	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
2	Confederation of Indian Industries (CII)	National
3	Standing Conference on Public Enterprises (SCOPE)	National
4	Engineering Export Promotion Council (EEPC), Ministry of Commerce, Govt. of India	National
5	Consulting Engineers Association of India (CEAI)	National
6	ICC India (ICC)	National
7	Institute of Directors	National
8	Institute of Permanent Way Engineers (IPWE)	National
9	Indian Institute of Bridge Engineers	National
10	Project Management Association	National

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

Name of authority	Brief of the case	Corrective action taken
There has been no anti-competitive conduct by the company and there are no adverse orders received from any regulators.		

Leadership Indicators

- 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
N.A.	N.A.	N.A.	N.A.	N.A.	N.A.

RITES' contribution in these matters is by means of advisory to its clients for public policies i.e. through projects awarded by regulatory authorities and inputs provided for policy framework to various regulatory authorities.

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development**Essential Indicators**

- 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
N.A.	N.A.	N.A.	N.A.	N.A.	N.A.

Not applicable – we have no SIA notification. RITES undertakes SIA studies for various projects of its clients. However, need based social impact assessments are done for various infrastructure projects undertaken by company for itself.

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

As part of our consultancy services to various clients for development of infrastructure projects, RITES provides plans for Rehabilitation and Resettlement (R&R) for affected families/ communities, if any.

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

Public grievances are handled through CPGRAM PG Portal and CPGRAM Appeal Portal. Further, complaints can also be made at the RITES website: <https://www.rites.com/Complaint>

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

As a consultancy organization operating in the design, engineering, and project management sectors for transport and infrastructure, RITES does not heavily rely on sourcing input raw materials.

However, we prioritize sourcing from MSMEs and local suppliers in accordance with government guidelines. Additionally, we encourage our subcontractors and subsuppliers to do the same through provisions in our tender documents and contracts. Our Preferential Procurement Policy further supports this initiative. The policy can be accessed from : https://www.rites.com/Upload/MediaGallery/PDF/3/Preferential_procurement_policy_framework_pdf-2023-Jun-23-17-3-48.pdf

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	29.61%#	27%#
Directly from within India	100%*	100%*

#Includes percentage of input material directly sourced from MSEs :26.78% & 13.5% respectively for FY 2024-25 and FY 2023-24

*subject to availability of local suppliers

5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost

Location	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Rural	6%	4%
Semi-urban	17%	9%
Urban	20%	19%
Metropolitan	58%	68%

(Place categorized as per RBI Classification System - rural / semi-urban / urban /metropolitan)

Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

Details of negative social impact identified	Corrective action taken
Nil	Nil

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) (incl. 5% Admin Overheads)
1.	Bihar	Muzzaffarpur	24.77
2.	Haryana	Nuh	208.38
3.	Jharkhand	East Singhbhum	41.40
4.	Rajasthan	Baran	20.00
5.	Uttar Pradesh	Aspirational Districts and backward areas of UP	30.24
Total			324.79

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)
- Yes, https://www.rites.com/Upload/MediaGallery/PDF/3/Preferential_procurement_policy_framework_pdf-2023-Jun-23-17-3-48.pdf
- (b) From which marginalized /vulnerable groups do you procure?
- Being a CPSE, company follow the extant government guidelines for procurement from marginalized/vulnerable groups.
- (c) What percentage of total procurement (by value) does it constitute?
- 29.61%
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: Nil
- RITES handles design projects/works on behalf of its clients for various engineering disciplines.
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.
- No adverse order has been passed against the company.
6. Details of beneficiaries of CSR Projects:

Company conducts CSR in the areas of Eradicating hunger, poverty and malnutrition, promoting health care including preventive health care and sanitation, making available safe drinking water, promoting education, promoting gender equality, empowering women, setting up homes and hostels for women and orphans, Nursing environmental sustainability, ecological balance for the benefit of public at large. (For more details including beneficiaries refer Annexure- II of Director's Report.)

S.No	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Financial assistance for running Ashraya Care Homes for HIV infected women in Belagavi Karnataka under RITES CSR Plan 2024-25.	7560	100
2	Financial support for running "Jan Arogyam" Community Healthcare Programme in Village Chhapera, District Nuh, Haryana under RITES CSR Plan 2024-25.	18000	100
3	Financial support for running "Jan Arogyam" Community Healthcare Programme in Village Hilalpur, District Nuh, Haryana RITES CSR Plan 2024-25.	26000	100
4	Financial support for running "Jan Arogyam" Community Healthcare Programme in Khora, District Ghaziabad, Uttar Pradesh under RITES CSR Plan 2024-25.	18000	100
5	Financial Assistance for Procurement of Mobile Medical Unit (MMCU) for Bhokardan Taluka of Jalna District, Maharashtra under RITES CSR Plan 2024-25.	13500	100
6	Financial support for Community Healthcare Programme "Sanjeevani" (Running community health clinic, periodical health check-up etc.) in Village Ralawata, District Ajmer, Rajasthan under RITES CSR Plan 2024-25.	20000	100
7	Financial assistance for conducting Mega Health Camps in different locations of East Singhbhum, Jharkhand under RITES CSR Plan 2024-25.	3600	100
8	Financial assistance for setting up a Health Clinic in District Nuh, Haryana under RITES CSR Plan 2024-25.	7000	100
9	Financial assistance for Orientation Programme for Physiological and financial rehabilitation of Cancer Patient in PAN India under RITES CSR Plan 2024-25.	900	100
10	Financial Support for conducting Mega Health Camps in Tribal Areas of various Districts of Arunachal Pradesh under RITES CSR Plan 2024-25.	900	100
11	Financial support for Mother and Child Health Project - To curtail IMR & MMR among BPL community Through Health Screening, Distribution of Medicines & Nutritional Supplements and Awareness Programs in 03 camps to be conducted at Tirupathi District of Andhra Pradesh under RITES CSR Plan 2024-25.	15000	100
12	Financial assistance for Awareness Programme & Health Check-up Camps in District Kanpur Uttar Pradesh under RITES CSR Plan 2024-25.	1500	100
13	Financial support for Running Anchal Healthcare Centre for improving the quality of life of people with injuries, illness, and disability in Delhi/NCR under RITES CSR Plan 2024-25.	60	100
14	Financial assistance for Health Checkup Camps in rural areas of District Sitapur & Lucknow Uttar Pradesh under RITES CSR Plan 2024-25.	1600	100
15	Financial support for Health and Nutrition Program by improving Anganwadi infrastructure in Ayodhya Uttar Pradesh under RITES CSR Plan 2024-25.	500	100
16	Financial assistance request for empowerment of Women through Skill Development training Programme in Lok Sabha Constituency Siwan, Bihar under RITES CSR Plan 2024-25	50	100
17	Financial support for procurement and distribution of items like Sewing Machines etc. for skill development for economically and backward persons in Delhi/NCR under RITES CSR Plan 2024-25	192	100
18	Financial support for Health Awareness and Medical Kit distribution in Lucknow Uttar Pradesh under RITES CSR Plan 2024-25	1350	100
19	Financial assistance for conducting Health Camps in Assam under RITES CSR Plan 2024-25	1000	100
20	Financial support for the manufacture of Canvas Bags with the "say no to the single-use plastic" motto under RITES CSR Plan 2024-25	2500	100
21	Financial assistance for running of a General Health Dispensary for weaker section of society in village Huzoornagar, Block Pirpaiti, District Bhagalpur, Bihar under RITES CSR Plan 2024-25	2000	100

S.No	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
22	Financial assistance for Furniture and Fittings etc. for BVM, Katra School, Jammu & Kashmir	250	100
23	Financial Support for Building Capacity of UP-SRLM staff and grass root-level cadre in selected blocks for strengthening Cluster Level Federation in supporting women's self-help groups through National Rural Livelihood Missions in Uttar Pradesh	Public at large	100
24	Financial support for free health care and awareness programme through free distribution of personal Hygiene (Sanitary Pads) of women and adolescent girls in Hilsa Block of Nalanda District, Bihar	6000	100
25	Financial support for the Rejuvenation of a pond in Village Malab, Tehsil Nuh, District Nuh, Haryana	25000	100
26	Financial support for Augmenting Public Health by providing Safe Drinking Water in Etimoga Village, Nagayalanka & Elichetladibba Village in Krishna District, Andhra Pradesh	Public at large	100
27	Financial assistance for providing Smart Class Room Facility for AKG Smaraka Higher Secondary School, Peralassery in Kannur District, Kerala	250	100
28	Financial support for renovation of Physics, Chemistry, Biology, Computer laboratories And Assembly Hall of Nutan Marathi Senior Secondary School in Nutan Marathi senior secondary School, Delhi	200	100
29	Financial support for Apparel Skill Training for women empowerment and livelihood generation and community development in Varanasi and Noida Uttar Pradesh	120	100
30	Financial support for Procurement of Single Donor Platelets (SDP) Machine, for Charitable Blood Bank in Belagavi, Karnataka	Public at large	100
31	Financial assistance for conducting Comprehensive Healthcare & Awareness Camps in Aspirational districts & backward areas of Uttar Pradesh	320	100
32	Financial support for Skill Development Training of Youth in Healthcare Sector in Delhi/NCR	27	100
33	Health & Nutrition (Project Suposhan) Awareness & Distribution of nutritious food to needy women in the Largest Slum, Salia Sahi Slum of Bhubaneswar, Odisha	1200	100
34	Financial Support for Green Growth Program at DAV School and Naraha Village, Tetariya Block, East Champaran, Bihar.	Public at large	100
35	Financial support for Cancer Screening and Awareness Initiative in Gautam Buddh Nagar, Uttar Pradesh	3000	100
36	Financial assistance for Menstrual Hygiene Awareness and Sanitary Pads Distribution in Government Schools, Colleges, Villages and Communities for underprivileged Girls and Women in targeted districts of Delhi/NCR and Haryana.	1000	100
37	Financial assistance for conducting Health Check up camp in District Alwar Rajasthan	750	100
38	Financial assistance for Can Sahyogi Programm - Patient assistance Program for In-Hospital Patient care thru Complete Handholding/Counseling and Satori Program-Workshops on Immunity Building & Holistic Healing for Cancer patients and survivors.	22000	100
39	Financial Assistance for procurement of Medical Ultra Portable X-Ray Machine for promoting Mission TB Free Haryana.	Public at large	100
40	Financial support for procurement of Ambulance / Mobile Medical Unit for Hospital, serving villages in Aalo, West Siang of Arunachal Pradesh.	Public at large	100
41	Financial support for providing Nutrition kit to Widow (Older Adults) in Vrindavan, Mathura and Varanasi Uttar Pradesh.	300	100
42	Financial assistance for Renovation of Auditorium in Pinarayi AKG Memorial Govt. Higher Secondary School, Kannur, Kerala	Public at large	100
43	Financial assistance for 'Self Employment Linked Skill Training Program' in Varanasi Uttar Pradesh	120	100
44	Financial support for Skill Development Program in Ludhiana Punjab	70	100
45	Financial support to Eradicate Anemia, Malnutrition and Stunting amongst Children & Improve Health Status through Health Checkup and Nutritional Supplements in Baran, Rajasthan	235	100
46	Financial support Construction of Swami Vivekananda Cultural Youth Centre- Viveka Smaraka in Mysuru, Karnataka	Public at large	100
47	Financial support for the installation of Solar Street lights in District Muzaffarpur Bihar	Public at large	100

S.No	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
48	Financial assistance for setting up Health checkup camps in Nalanda Parliamentary constituency, Bihar	650	100
49	Financial assistance for procurement of medical equipment and machinery for Govt. Hospitals in Darbhanga Parliamentary Constituency, Bihar	Public at large	100
50	Financial assistance for Project Naya Savera: An initiative to raise awareness about menstrual health and hygiene amongst marginalized and underprivileged girls in Noida, Uttar Pradesh	450	100
51	Financial assistance for conducting mega health camp in Agra, Uttar Pradesh	750	100
52	Financial assistance for women empowerment, by conducting Anemia & Sanitation training/ awareness and health camp program in various districts of Uttar Pradesh	550	100

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

Essential Indicators

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

Any concerns related to the product/ services by any of our consumers are registered, reviewed and resolved through concerned desk and monitored for satisfactory redressal through CPGRAM PG Portal, CPGRAM Appeal Portal and through email. An MIS is also generated for records and corrective action, if any. The Company interacts on regular basis with its B2B customers with respect to timely delivery of quality parameters within the project milestones. A grievance redressal policy is already in place and can be accessed from:

https://www.rites.com/Upload/MediaGallery/PDF/3/Grievance_Redressal_Policy_pdf-2023-Jun-23-17-1-33.pdf

As per standard practices followed by the company, a Project Coordinator is assigned in each process for addressing all consumer related issues.

As part of ISO client feedback is also assessed for delivery of satisfactory services.

https://ritesinsp.com/RBS/Client_Feedback_Form.aspx

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

	As a % to total turnover
Environmental and social parameters relevant to the product	100*
Safe and responsible usage	100*
Recycling and/or safe disposal	100*

*100% of applicable products and services

- Number of consumer complaints in respect of the following:

	FY 2024-25 (Current Financial Year)				FY 2023-24 (Previous Financial Year)		
	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	NA	NA		Nil	NA	NA
Advertising	Nil	NA	NA		Nil	NA	NA
Cyber-security	Nil	NA	NA		Nil	NA	NA
Delivery of essential Services	NA	NA	NA		NA	NA	NA
Restrictive Trade Practices	Nil	NA	NA		Nil	NA	NA
Unfair Trade Practices	Nil	NA	NA		Nil	NA	NA
Other	Nil	NA	NA		Nil	NA	NA

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

	Number	Reasons for recall
Voluntary recalls	NIL	NA
Forced recalls	NIL	NA

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

Yes

https://www.rites.com/Upload/MediaGallery/PDF/3/Policy_Framework_on_Cyber_Security_pdf-2023-Jun-23-17-3-9.pdf

https://www.rites.com/Public/Theme1/assets/pdf/Rites_ISMS_Manual.pdf

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.

No such incident warranting corrective action occurred during the financial year.

7. Provide the following information relating to data breaches:

a) Number of instances of data breaches: Nil

b) Percentage of data breaches involving personally identifiable information of customers : Nil

c) Impact, if any, of the data breaches: N.A.

Leadership Indicators

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

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

www.facebook.com/officialritesltd

<https://x.com/RITESLIMITED>

<https://www.instagram.com/accounts/login/?next=/ritesltdindia/>

<https://www.linkedin.com/in/rites-ltd-990ab4155/>

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

RITES provides services to their clients who in turn provide services to end consumers. The reports/ output provided by RITES covers aspects to educate clients as well as end users for safe and responsible usage. RITES provides detailed user manual covering safety aspects to educate client as well as users.

Our consultancy reports also cover safety aspects, as RITES does not have any major products and/or services that can entail safety issues or usage abuse. However, for our product, rolling stock, spares etc. we provide a manual having detailed hand holding training to educate the consumers about safe and responsible usage.

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

Since RITES is engaged in design, engineering consultancy and project management for the transport and infrastructure sector, the company is not directly engaged in provision of essential services. However, as part of our PMC services for commissioning of infrastructure projects of our clients, disruption of services is managed and minimised through meticulous planning.

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)

Yes, the company is not a producer of any product and is engaged in design, engineering consultancy and project management for the integrated solutions in Transport and infrastructure development. However, the only product of the company supplied is rolling stock and spares etc, which displays elaborate information for its safe operation and usage.

5. 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)

Yes, as a part of quality management system, regular feedback from clients is taken on various parameters and the clients satisfaction index is measured and reviewed by top level management and discussed during the corporate management review for corrective action, if any. For the Financial Year 2024-25, the average Customer Satisfaction Index (CSI) is calculated as 97%.

Note- As per the communications of the stock exchanges, the XBRL filing of BRSR is presented alongwith the Annual Report. Some answers in the XBRL filing will be zero/No/100% in place of NA/ Blank in this report to maintain the intent of this report