

Ref: K/953/NSE&BSE/2025-26
Date: 18.10.2025

The Secretary
BSE Limited
Phiroze Jeejeebhoy Towers
Dalal Street
Mumbai- 400 001
Scrip Code: 523610

The Manager
National Stock Exchange of India Limited
Exchange Plaza,
Bandra Kurla Complex, Bandra (E)
Mumbai- 400 051
Scrip Code: ITI

Dear Sir/Madam,

Sub: **Business Responsibility and Sustainability Report for FY 2024 -25**

Ref: **Regulation 34(2) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015**

With reference to the captioned subject, please find enclosed Business Responsibility and Sustainability Report for FY 2024-25 which is also forming part of Annual Report 2024-25.

The Business Responsibility and Sustainability Report for FY 2024-25 is also available on the Company's website at the following link:

https://itilttd.in/Investor%20information/2025/BRSR_AR2025.pdf

This is for your kind information and records please.

Thanking you

Yours faithfully
For ITI Limited

Y Sathyan
Company Secretary & Compliance Officer

Encl: as above

Annexure -4

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING FORMAT

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

- 1) Corporate Identity Number (CIN) of the Listed Entity - L32202KA1950GOI000640
- 2) Name of the Listed Entity - ITI Limited
- 3) Year of incorporation - 1950
- 4) Registered office address - ITI Bhavan, Dooravani Nagar, Bengaluru – 560016
- 5) Corporate address - ITI Bhavan, Dooravani Nagar, Bengaluru – 560016
- 6) E-mail - cosecy_crp@itild.co.in
- 7) Telephone - +91 (080) 2561 4466
- 8) Website - <https://www.itild.in>
- 9) Financial year for which reporting is being done - 2024-25
- 10) Name of the Stock Exchange(s) where shares are listed - BSE Limited & NSE Limited
- 11) Paid-up Capital - Rs. 10,19,88,69,380/-
- 12) Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report - **Y Sathyan,**
Company Secretary,
Tel No.: +91 (080) 2561 7486,
Email: cosecy_crp@itild.co.in
- 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 - NA
- 15) Type of assurance obtained - NA

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.	Manufacturing	Manufacture of Telecom and its allied products	3.32%
2.	Services	Repair and Maintenance of Telecom & its allied Product, Back to Back Businesses	28.21%
3.	Projects	Implementation of Turnkey Projects & Other telecommunications activities	68.47%

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.	Manufacture of Telephone; Other communication equipments; Fibre optic cables, etc.	26201; 26302; 26309; 27310; 35105; 26205; 26209	3.32%
2.	Repair and maintenance of communication equipment; Telecom network, Back to Back Businesses	95120; 95111; 63112; 63119; 74901; 42202; 26516; 43213	28.21%
3.	Turnkey Projects & Other telecommunications activities	61102; 61209; 61900	68.47%

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	Manufacturing Plants-06	Network System Unit-01 ; Corporate Office: 01; MSP-12	20
International	Nil	Not Applicable	Not Applicable



19) Markets served by the entity:

a) Number of locations

Locations	Number
National (No. of States)	PAN India
International (No. of Countries)	Nil

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

c) A brief on types of customers

The following are the Customers of ITI for supply of various Products, Services and Turnkey (one where a single contractor is responsible for the entire projects from initial design and procurement to the final constructions) Projects:

- Army, Navy, Indian Air Force, and Ministry of Home Affairs
- PSU like BSNL (Bharat Sanchar Nigam Limited), MTNL (Mahanagar Telephone Nigam Limited), BBNL (Bharat Broadband Network), EESL (Energy Efficiency Services Limited), C-DoT (Centre for Development of Telematics), BEL (Bharat Electronics), NTPC (National Thermal Power Corporation), and USOF(Universal Service Obligation Fund)
- Central Government and State Government organizations like OPTCL (Odisha Power Transmission Corporation Limited), TANFINET (Tamil Nadu FibreNet Corporation Limited), MITCL (Maharashtra Information Technology Corporation Ltd), JCNL (Jharkhand Communication Network Limited), GFGNL (Gujarat Fibre Grid Network Limited). KSEDC (Karnataka State Educational Development Council), KITE (Kerala Infrastructure and Technology for Education), UREDA (Uttarakhand Renewable Energy Development Agency), BREDA (Bihar Renewable Energy Development Agency), UPNEDA (Uttar Pradesh New & Renewable Energy Development Agency)
- Department of Post, DoS (Department of Space), DoAE (Department of Atomic Energy), Railways, ISRO(Indian Space research organization), CMPDIL (Central Mine Planning & Design Institute Limited), CIL(Coal India limited)
- Private customers like Banks, Schools, Universities, Hospitals, TCS, Tejas Networks, RIIL (Rural Infratel International Limited), Aksentt, Keltron, Vodafone, and Airtel.

IV. Employees

20) Details as at the end of Financial Year:

a) Employees and workers (including differently abled):

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	632	483	76.42%	149	23.58%
2.	Other than Permanent (E)	385	284	73.77%	101	26.23%
3.	Total employees (D + E)	1017	767	75.42%	250	24.58%
WORKERS						
4.	Permanent (F)	125	118	94.40%	7	5.60%
5.	Other than Permanent (G)	226	161	71.24%	65	28.76%
6.	Total workers (F + G)	351	279	79.49%	72	20.51%

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)	6	4	66.67%	2	20.00%
2.	Other than Permanent (E)	4	4	100.00%	0	0.00%
3.	Total differently abled employees (D + E)	10	8	80.00%	2	20.00%
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	0	0	0.00%	0	0.00%
5.	Other than permanent (G)	1	0	0.00%	1	100.00%
6.	Total differently abled workers (F + G)	1	0	0.00%	1	100.00%

21) Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	7	1	14.28%
Key Management Personnel	5	1	20.00%

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

	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 the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	151	23	174	643	174	817	299	27	326
Permanent Workers	43	3	46	169	10	179	46	6	52

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 companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
	India Satcom Limited	Joint Venture	49.06%	No

VI CSR Details

24) (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: **(Yes/No): Yes***

(ii) Net Turnover (in Rs.): **4323 Cr** (including GST)

(iii) Net worth (in Rs.): **1571 Cr**

* The Company was not required to spend any amount towards CSR activities during the above financial year, as the average net profit (without Grant) during the immediately 3 preceding financial years is negative. However, the Company had spent 2.00 Lakhs towards CSR activities for noble cause as the Armed Forces Flag Day Fund (AFFDF) was instituted for the welfare of the veterans, widows and their dependents.



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:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) <i>(If Yes, then provide web-link for grievance redress policy)</i>	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 ¹	132	07	07 Grievance closed during current FY 2025-26	65	Nil	Nil
Investors (other than shareholders)	0	0	0	Not Applicable	0	0	Not Applicable
Shareholders	0	0	0	Not Applicable	0	0	Not Applicable
Employees and workers	Yes ²	02	02	01 grievance closed during FY25-26	05	01	Nil
Customers	Yes	Nil	Nil	Nil	Nil	Nil	Nil
Value Chain Partners	Yes	Nil	Nil	Nil	Nil	Nil	Nil
Other (please specify)	-	-	-	-	-	-	-

1. Centralized Public Grievance Redress and Monitoring System (CPGRAMS) under Ministry of Personnel, Public Grievances & Pensions, the Department of Administrative Reforms & Public Grievances <https://pgportal.gov.in/>.
2. Grievance Resolution Scheme for Officers: http://10.1.1.4/corp_hr/Docs/Grievance.Officers.pdf & Redressal of Employee Grievances (Policy Circular): http://10.1.1.4/corp_hr/Circular/630%20-%20Corporate%20HR%20Policy%20Circular%20No.630%20-%20Redressal%20of%20Employee%20Grievances.pdf

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 adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Environmental Footprint - Water management	Risk	Water shortages can disrupt Company's operations and disrupt its business. Company is manufacturing HDPE and OFC cables which requires huge amount of water consumption	Employee education on saving water, more efficient use of water in campuses. Rain water harvesting, recycling of waste water	Negative
2.	Energy Management	Opportunity	Company has installed Solar Power Plant in all the manufacturing Units for total capacity of 5.66 MW which will enable saving by approx. 20%. Also Company has supplied more than 83000 Nos of solar panels to GPoN Project, BBNL, Patanjali, UPNEDA and various other customers; 15000 nos of solar street lights to UP Govt. Currently Company is executing BREDa project in the state of Bihar for supply of around 2,00,000 nos Solar street lights	Nil	Positive

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	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9									
Policy and management processes																		
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	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									
c. Web Link of the Policies, if available	https://itild.in/investors.php?lan=en#codesandpolicies																	
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	-	Yes	Yes									
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	No	Yes	Yes	Yes	Yes	-	Yes	Yes									
4. Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fair-trade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The Company follows SEBI Regulations and DPE Guidelines on Corporate Governance and CVC Guidelines for ensuring ethical, transparent and accountable business conduct among others. Certifications: ISO 14001-2015; BIS																	
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	-																	
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	-																	
Governance, leadership and oversight																		
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (<i>listed entity has flexibility regarding the placement of this disclosure</i>). One of the Five Values of the Company is "Integrating environmental and social principles into our business to benefit all stakeholders." Our company has also coordinated our sustainability efforts along the value chain, plant operations and product development. The Company regularly takes steps to create awareness on ESG principles by conducting various programs and initiatives.																		
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Shri Rajesh Rai Chairman and Managing Director DIN: 10052045																	
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes , Shri Rajesh Rai, Chairman and Managing Director is responsible for decision making on sustainability related issue																	
10. Details of Review of NGRBCs by the Company:																		
Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	All the policies of the Company are reviewed periodically or on a need basis by department heads /respective committees and placed before the Board of Directors as and when required. In the assessment, the efficacy of these policies is also reviewed and necessary changes to policies and procedures are implemented.																	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Complied except with respect to composition of the Board of Directors under SEBI (LODR) Regulations, due to non-appointment of Independent Directors. Since, the Company is a CPSE, the appointment of directors has to be made by the concerned Administrative Ministry. Hence, the matter has been referred to the Ministry of Communications (MoC) for filling up the post and the same is pending with MoC/DPE. As and when required																	



11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The Company is subject to various audits such as Statutory Audit, C&AG Audit, Cost Audit, Secretarial Audit, Environmental Management System Audit, etc. These Audits ensure compliance to various internal and external policies.									

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

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

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 categorized 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.

Essential Indicators

1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	-	-	-
Key Managerial Personnel	-	-	-
Employees other than BoD and KMPs	89	AI Powered Defence, Internet of Things (IoT), Cyber Security, Essentials of Telecom Security Testing, Telecommunications Standardization Awareness Workshop, RTI Act, e-Governance, Government E-Marketplace (GeM) Procurement, Impact of GST in Telecom Sector, POSH Act, LTC Rules, Preventive Vigilance, Communication Skills, Best Practices in Supply Chain Management and Health awareness programmes etc.	48.48%
Workers		This multidisciplinary exposure has strengthened participants' ability to implement secure, efficient, and transparent systems in line with best practices.	41.60%

Note : Along with employees, workers also have attended most of the trainings, webinars and awareness programmes.

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

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				
Settlement					
Compounding Fee					

Non-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)
Imprisonment	NIL				
Punishment					

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

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

4. **Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy :**
The whistle Blower policy existing in the Company acts as an Anti – Corruption policy. Whistle blower policy aims to provide a channel to report genuine concerns about unethical behaviors actual or suspected fraud or violation codes of conduct or leak of price sensitive information
The web link for the policy is given below:
<https://www.itiltd.in/Vigilance/Corp%20HR%20Policy%20Circular%20No%20557%20dated%2003%2004%202021-revised.pdf>
5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption: **NIL**

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Directors	Nil	Nil
KMPs		
Employees		
Workers		

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Nil

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Number of days of account payable		



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	NIL	NIL
	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	NA	NA
	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 / distributors	NA	NA
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	NIL	NIL
	b. Sales (Sales to related parties / Total Sales)	NIL	NIL
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	NIL	NIL
	d. Investments (Investments in related parties / Total Investments made)	NIL	NIL

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

Essential Indicators

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

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	NIL	NIL	No specific input with respect to products as ITI R&D products are used for secured communications and are developed and certified according to customer specifications.
Capex	Not tracked	Not tracked	NA

- Does the entity have procedures in place for sustainable sourcing? (Yes/No) : Yes
 - If yes, what percentage of inputs were sourced sustainably?
100%. ITI Limited is following the guidelines given by the Govt. of India for procurement of Goods & Services. The Company promotes GeM portal (Government e-Marketplace) in its procurements and also promotes sourcing from MSME vendors. Procurement is done with conditions in the tendering and ordering for sustainability compliance with various standards/ certifications like ISO/ BIS/ CACT/ ROHS etc., These certifications plays a crucial role in promoting sustainable practices, including sustainable sourcing.
- Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.
The Company does not recycle products because most products are used for strategic/national security applications. The Company has a structured mechanism to deliver waste from the manufacturing process of its products/ equipment through authorized recyclers approved by the Pollution Control Board. Paper and plastic are handed over to recyclers. In addition, manufacturing plants have water treatment for effective reuse of waste water from factory and township.
- 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.

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

Essential Indicators											
1) a. Details of measures for the well-being of employees:											
CATEGORY (Officers)	Total (A)	% of Employees covered by									
		Group Life Insurance		Kalyankari Benefits		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	483	483	100%	483	100%	-	-	-	-	-	-
Female	149	149	100%	149	100%	149	100%	-	-	149	100%
Total	632	632	100%	632	100%	149	23.58%	-	-	149	23.58%
Other than Permanent Employees											
Male	284	284	100%	284	100%	-	-	-	-	-	-
Female	101	101	100%	101	100%	101	100%	-	-	101	100%
Total	385	385	100%	385	100%	101	26.23%	-	-	101	26.23%
b. Details of measures for the well-being of workers:											
CATEGORY (Non Officers)	Total (A)	% of Workers covered by									
		Group Life Insurance		Kalyankari Benefits		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	118	118	100%	118	100%	-	-	-	-	-	-
Female	7	7	100%	7	100%	7	100%	-	-	7	100%
Total	125	125	100%	125	100%	7	5.6%	-	-	7	5.6%
Other than Permanent Workers											
Male	161	161	100%	161	100%	-	-	-	-	-	-
Female	65	65	100%	65	100%	65	100%	-	-	65	100%
Total	226	226	100%	226	100%	65	28.76%	-	-	65	28.76%

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

Cost incurred on well- being measures as a % of total revenue of the company	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
	0.24 %	1.08 %

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

Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
Benefits	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%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	N/A	100%	100%	N/A
ESI	NA	NA	N/A	NA	NA	N/A
Others (PL Encash)	100%	100%	N/A	100%	100%	N/A



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**

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.

Rights of the Persons with Disabilities are protected as per the applicable act.

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

Gender	Permanent Employees		Permanent Workers	
	Return to Work rate	Retention rate	Return to Work rate	Retention rate
Male	-	-	-	-
Female	100%	100%	100%	100%
Total	100%	100%	100%	100%

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	As per Grievance redressal policy of the Company, all the employees can report to Grievance redressal committee existing in their respective Unit and they can submit their suggestions or complaints in suggestions box kept in the office premises. A Corporate Policy Circular concerning to the redressal of Grievances of Employees Unions / OA on every 2 nd and 4 th Friday of every month, and redressal of Grievances of Employees on every 1 st and 3 rd Friday of every month, has also been released.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	In regard to the POSH Act, all the female employees can report their complaints to Internal Complaints committee framed under Sexual Harassment of women at workplace (Prevention, Prohibition and Redressal) Act 2013.

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

Category	FY - 2024-25 (Current Financial Year)			FY - 2023-24 (Previous Financial Year)		
	Total Employees / workers in respective Category (A)	No. of Employees / workers in respective category, who are part of association(s) or Union (B)	%(B/A)	Total Employees / workers in respective Category (C)	No. of Employees / workers in respective category, who are part of association(s) or Union (D)	%(D/C)
Total Permanent employees	632	632	100%	817	817	100%
Male	483	483	100%	643	643	100%
Female	149	149	100%	174	174	100%
Total Permanent Workers	125	125	100%	179	179	100%
Male	118	118	100%	169	169	100%
Female	7	7	100%	10	10	100%

Note: All the regular Non Officers and Officers can take the membership in ITI Employees Union and Officer Association respectively.

8) Details of training given to employees and workers:

Category	FY 2024-25 (Current Financial Year)					FY 2023-24 (Previous Financial Year)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	No. (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employee										
Male	767	68	8.87	306	39.90	941	84	8.93	279	29.65
Female	250	80	32.00	138	55.20	272	31	11.40	135	49.63
Total	1017	148	14.55	444	43.66	1213	115	9.48	414	34.13

Workers										
Male	279	27	9.68	64	22.94	365	16	4.38	31	8.49
Female	72	40	55.56	47	65.28	98	14	14.29	57	58.16
Total	351	67	19.09	111	31.62	463	30	6.48	88	19.01

9) Details of performance and career development reviews of employees and workers:

Particulars	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	714	714	100.00%	1011	1011	100.00%
Female	227	227	100.00%	286	286	100.00%
Total	941	941	100.00%	1297	1297	100.00%
WORKERS						
Male	162	162	100.00%	393	393	100.00%
Female	41	41	100.00%	106	106	100.00%
Total	203	203	100.00%	499	499	100.00%

10) Health and safety management system:

- Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?
Yes. All the necessary safety protocols in accordance with extant rules have been incorporated to ensure optimum health and safety management of the employees.
- What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity? -
Regular inspections and monitoring are to ensure high safety management standards have been established.
- Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N) **Yes**
- Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No) **Yes**

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

Safety Incident/Number	Category*	FY - 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		
Total recordable work-related injuries	Employees		
	Workers		
No. of fatalities	Employees		
	Workers		
High consequence work-related injury or ill-health (excluding fatalities)	Employees		
	Workers		

*Including in the contract workforce

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

- Work instructions & Safe Work Practices were made & readily available
- Time to time safety training programmes are conducted to create awareness on safety

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

Category	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	NA	NIL	NIL	NA
Health and safety	NIL	NIL	NA	NIL	NIL	NA



14. Assessments for the year:

	% of plants and Offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100%
Working Conditions	100%

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

At ITI Limited, hazards and risks are identified through various auditing and inspection process. Corrective actions are implemented to mitigate significant Health and Safety hazards according to the hierarchy of controls.

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

Key stakeholders are individuals, organizations, parties, or entities that influence our business, add value, or are critical elements of the value chain. Vendors, customers, employees, community and shareholders are some of our major stakeholders.

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)	Channel of Communication (Email, SMS, Newspaper, Pamphlets, Advertisements, Community Meetings, Notice Board, website, Others)	Frequency of engagement of (Annually/ Half Yearly/ Quarterly/ others- please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Communities	No	Emails, letters, CSR initiatives	Ongoing/ Need basis	Engaging with local community for enhancing quality of life, skill developments training to make them self sufficient
Shareholders	No	Email, Newspapers, Advertisement, Stock Exchange, Website, Virtual meetings etc	Ongoing	Shareholders meeting and Resolution of grievance
Employees and workers	No	Intranet, Email, SMS, Virtual Calls, In-person meetings, internal events, notice boards	Ongoing	Relevant business communication, Career, learning & growth and HR policies & practices
Customers	No	Emails, letter, meetings	Ongoing	Organizing conclave with Vendors, showcasing of products through various exhibitions
Value Chain Partners	No	Email, website	Ongoing/Need basis	Tender are hosted in Website Procurement Plan for the interest of MSE vendors Open Tender available for Participation.
Regulatory Authorities	No	Scheduled meetings, Regular liaisoning with Industry forums	Ongoing	Discussion and inputs on regulations Business ethics

PRINCIPLE 5 - Businesses should respect and promote human rights

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. of employees /workers covered (B)	% (B / A)	Total (C)	No. of employees /workers covered (D)	% (D / C)
Employees						
Permanent	632	118	18.67	817	74	9.06
Other than permanent	385	70	18.18	396	71	17.93
Total Employees	1017	188	18.49	1213	145	11.95
Workers						
Permanent	125	2	1.60	179	0	0.00
Other than permanent	226	28	12.39	284	18	6.34
Total Workers	351	30	8.55	463	18	3.89

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

Category	Current Financial Year 2024-2025					Previous Financial Year 2023-2024				
	Total (A)	Equal to Minimum wage No.(B)		More than Minimum wage No.(C)		Total (D)	Equal to Minimum wage No.(E)		More than Minimum wage No.(F)	
		No. (B)	%(B/A)	No. (C)	%(C/A)		No.(E)	%(E/D)	No.(F)	%(F / D)
Employees										
Permanent	632	Nil	Nil	632	100%	817	Nil	Nil	817	100%
Male	483	Nil	Nil	483	100%	643	Nil	Nil	643	100%
Female	149	Nil	Nil	149	100%	174	Nil	Nil	174	100%
Other than Permanent	385	Nil	Nil	385	100%	396	Nil	Nil	390	98%
Male	284	Nil	Nil	284	100%	298	Nil	Nil	292	98%
Female	101	Nil	Nil	101	100%	98	Nil	Nil	98	100%
Workers										
Permanent	125	Nil	Nil	125	100%	179	Nil	Nil	179	100%
Male	118	Nil	Nil	118	100%	169	Nil	Nil	169	100%
Female	7	Nil	Nil	7	100%	10	Nil	Nil	10	100%
Other than Permanent	226	Nil	Nil	226	100%	284	164	57.75%	120	42%
Male	161	Nil	Nil	161	100%	196	112	57.14%	84	43%
Female	65	Nil	Nil	65	100%	88	52	59.09%	36	41%

3) Details of remuneration/salary/wages:

a) Median remuneration / wages:

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

4) Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? No

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

As per Grievance redressal policy of the Company, all the employees can report to Grievance redressal committee existing in their respective Unit and they can submit their suggestions or complaints in suggestions box kept in the office premises. A Corporate Policy Circular concerning to the redressal of Grievances of Employees Unions / OA on every 2nd and 4th Friday of every month, and redressal of Grievances of Employees on every 1st and 3rd Friday of every month, has also been released.

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

Category	FY 2024 - 2025 (Current Financial Year)			FY 2023 - 2024 (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	NIL	0	0	NIL
Discrimination at work place	0	0	NIL	0	0	NIL
Child labour	0	0	NIL	0	0	NIL
Forced labour / Involuntary labour	0	0	NIL	0	0	NIL
Wages	0	0	NIL	0	0	NIL
Other Human rights related issues.	0	0	NIL	0	0	NIL

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

	FY 2024 - 2025 (Current Financial Year)	FY 2023 - 2024 (Previous Financial Year)
Total Complaints reported un-der Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0	0
Complaints on POSH upheld	0	0



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

The Company has various policies such as Whistle Blower Policy, policy on Prevention of Sexual Harassment at Workplace (POSH), etc which protects the complainant from the adverse consequences in case of compliant file for discrimination or harassment.

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

Yes. As per Company Policy, Human rights are taken care. Working hours for regular as well as for the contract employees are limited to 8 hours. Fundamental rights are ensured to be in line with Govt. policies.

10) Assessments for the year:

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

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

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

Essential Indicators

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

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A)	8101.45 GJ	9238.96 GJ
Total fuel consumption (B)	-	-
Energy consumption sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	8101.45 GJ	9238.96 GJ
From non-renewable sources		
Total electricity consumption (D)	119828.72 GJ	116075.49 GJ
Total fuel consumption (E)	414.29 GJ	652.26 GJ
Energy consumption through other sources (F)	-	-
Total energy consumed from non- renewable sources (D+E+F)	120243.00 GJ	116727.74 GJ
Total energy consumed (A+B+C+D+E+F)	128344.46 GJ	125966.70 GJ
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	35.49 GJ/CR	99.69 GJ/CR
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	-	-
Energy intensity in terms of physical output	-	-
Energy intensity (optional) – the relevant metric may be selected by the entity	NA	NA

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. - **No**

2) Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any. - 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	383810.00 KL	362077.00 KL
(ii) Groundwater	192791.00 KL	192879.00 KL
(iii) Third party water	59831.00 KL	58875.00
(iv) Seawater / desalinated water	-	-
(v) Others	80.20 KL	97.02 KL
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	636512.20 KL	613928.02 KL
Total volume of water consumption (in kilolitres)	636512.20 KL	613928.02 KL
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	176.01 KL/CR	485.84 KL/CR
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	-	-
Water intensity in terms of physical output	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA

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

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 secondary / tertiary level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	-	-
- With treatment – please specify level of treatment	247262 KL	280107 KL
(ii) To Groundwater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) To Seawater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others	Wastewater treated & reused for horticulture application	Wastewater treated & reused for horticulture application
- No treatment	59806.68 KL	-
- With treatment – please specify level of treatment	24.32 KL	-
Total water discharged (in kilolitres)	307093.00 KL	280107.00 KL

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. M/s Enviro Designs Eco Labs, Kochi for Palakkad Unit.

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

No



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	Mg/Nm3	37.23	31.55
SOx	Mg/Nm3	28.98	29.4
Particulate matter (PM)	Mg/Nm3	96.03	76.64
Persistent organic pollutants (POP)		-	-
Volatile organic compounds (VOC)		-	-
Hazardous air pollutants (HAP)		-	-
Others – please specify		-	-

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

Yes, M/s. Vsix Analytical Labs Pvt.Ltd for Bengaluru Unit. M/s Enviro Designs Eco Labs , Kochi for Palakkad Unit .

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 CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	-	-
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	-	-
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)		-	-
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)		-	-
Total Scope 1 and Scope 2 emission intensity in terms of physical output		-	-
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

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

No

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

Yes.

ITI has established manufacturing facility for Solar Panel Manufacturing with annual capacity of 18 MWp. ITI has got BIS certification for Poly Crystalline Solar Modules from 40Wp to 325Wp validity up to July-2026.

2,00,000 Nos of Smart LED Street Lights installation in BIHAR is under progress.

Under On Grid Utility Scale Solar System ITI had manufactured and supplied 18,955 Solar Panels (5.66 MW) of 325Wp for establishing the solar power plant at various units of ITI for captive use.

Approx. 10000 Nos of 120Wp Solar Panels supplied to M/s. Patanjali.

ITI is doing business in the area of renewable energy sources in line with the objective of Atmanirbhar Bharat is to create an ecosystem for Solar PV manufacturing in India, which reduces carbon emission progressively.

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

Parameter	FY 2024-25 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	37.55	101.72
E-waste (B)	10.67	1.31
Bio-medical waste (C)	0.39	0.32
Construction and demolition waste (D)	-	-
Battery waste (E)	0.33	21.04
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	0.93	5.11
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	371.77	18.21
Total (A+B + C + D + E + F + G + H)	421.63	147.70
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.12 MT/CR	0.12 MT/CR
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	-	-
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	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	-	-
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	185.60	142.27
Total	185.60	142.27

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

No

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.

The waste materials are disposed through MSTC to the agencies approved by the respective state pollution control boards. Hazardous Waste/ Chemicals are treated separately depending upon their form and nature. Some of the strategies followed are Source segregation, Safe storage & handling and regulatory compliances.

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:

Nil



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.

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

Nil

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

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:

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
Yes, the Company is 100% compliant with the applicable environmental law/ rules/ regulations/ guidelines in India.				

PRINCIPLE 7 Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

Essential Indicators

- 1) a. Number of affiliations with trade and industry chambers/ associations.
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	Telecom Equipment & Services Exports Pro-motion Council (TEPC)	National
2	Voice of Indian Communication Technology Enterprises ('VoICE')	National
3	Standing Conference of Public Enterprise (SCOPE)	National
4	National Safety Council	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.

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

Essential Indicators

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

Name and brief details of project	SIA Notification No	Date of Notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web link
As per applicable laws, SIA is not applicable for any of the projects undertaken by the Company					

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

S.No	Name of project for which R&R is ongoing	State	District	No. of project affected families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (in INR)
Not Applicable as no projects on Rehabilitation and Resettlement is undertaken by the Company						

- 3) Describe the mechanisms to receive and redress grievances of the community:

Complain can be received through Public Grievance Portal <https://pgportal.gov.in/Home/LodgeGrievance>

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

	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Directly sourced from MSMEs/ small producers	0.67%	3.69%
Directly from within India	100%	100%

- 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		
Semi - Urban		
Urban		
Metropolitan		

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

Essential Indicators

- 1) Describe the mechanisms in place to receive and respond to consumer complaints and feedback
Customer Service Centre is operational in ITI Palakkad unit as well as in Network Service Units in Bengaluru. 24*7 customer complaints services are provided from these centers
- 2) Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:

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

- 4) Number of consumer complaints in respect of the following: NIL

	FY 2024 - 2025 (Current Financial Year)		Remarks	FY 2023 - 2024 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy						
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						



5) Details of instances of product recalls on account of safety issues:

	Number	Reasons for recall
Voluntary recalls		
Forced recalls		

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

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

7. Provide the following information relating to data breaches:

- Number of instances of data breaches
- Percentage of data breaches involving personally identifiable information of customers
- Impact, if any, of the data breaches

8) Provide the following information relating to data breaches:

- a. Number of instances of data breaches
- b. Percentage of data breaches involving personally identifiable information of customers
- c. Impact, if any, of the data breaches

For and on behalf of Board
Rajesh Rai
 Chairman and Managing Director
 DIN: 10052045

Place: Bengaluru

Date : 13th August 2025