

August 26, 2025

To,  
Corporate Communication Department  
**BSE Limited**  
Phiroze Jeejeeboy Towers,  
Dalal Street, Mumbai – 400 001.  
BSE Security Code: 532528

Listing Department  
**National Stock Exchange of India Limited**  
Exchange Plaza, Bandra Kurla Complex,  
Bandra (East) Mumbai 400 051.  
NSE Symbol: DATAMATICS

**Sub.: Business Responsibility and Sustainability Report (“BRSR”) for the financial year ended March 31, 2025**

Dear Sir/Madam,

In terms of provisions of Regulation 34(2)(f) of the SEBI (Listing Obligations & Disclosure Requirements) Regulations, 2015, please find enclosed herewith the Business Responsibility and Sustainability Report (“BRSR”) for the financial year ended March 31, 2025, which forms part of the Annual Report of the Company.

The aforementioned BRSR is also available on the website of the Company at <https://www.datamatics.com/about-us/investor-relations/financials>

You are requested to take the above on record.

Yours faithfully,

For **Datamatics Global Services Limited**

**Divya Kumat**  
**President, Chief Legal Officer & Company Secretary**

Encl.: As above

## Annexure - E

TO THE BOARD'S REPORT

# Business Responsibility & Sustainability Report

### SECTION A - GENERAL DISCLOSURES:

#### A.1. DETAILS OF THE LISTED ENTITY

No.	Details of the listed entity	Information / Reference sections
1.	Corporate Identity Number (CIN) of the Listed Entity	L72200MH1987PLC045205
2.	Name of the Listed Entity	Datamatics Global Services Limited
3.	Date of incorporation	03-11-1987
4.	Registered office address	Knowledge Centre, Plot No. 58, Street No. 17, MIDC, Andheri (East), Mumbai, Maharashtra - 400093
5.	Corporate address	Knowledge Centre, Plot No. 58, Street No. 17, MIDC, Andheri (East), Mumbai, Maharashtra - 400093
6.	E-mail	<a href="mailto:investors@datamatics.com">investors@datamatics.com</a>
7.	Telephone	+91 022 61020000/1/2
8.	Website	<a href="http://www.datamatics.com">www.datamatics.com</a>
9.	Financial year for which reporting is being done	2024-2025
10.	Name of the Stock Exchange(s) where shares are listed	BSE , NSE
11.	Paid-up Capital	Rs. 29,55,31,945/- consisting of 5,91,06,389 equity shares of Rs. 5/- each
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report:	Divya Kumart, President, Chief Legal Officer and Company Secretary, 02261020000/1/2, divya.kumat@datamatics.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.	Whether the company has undertaken reasonable assurance of the BRSR Core?	No
15.	Name of assurance provider	Not Applicable as the Company does not fall under the purview of External Assurance as per SEBI Requirements.
16.	Type of assurance obtained	Not Applicable

#### A.2 : PRODUCTS / SERVICES

##### 17. Details of business activities (accounting for 90% of the turnover):

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Information and Technology - Software and Services	Computer programming, consultancy and related services	100%

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

Sr. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	IT consulting, Software application development and maintenance	62099	60.3
2.	Business Process Services and Operation	82200	39.7

#### A.3 : OPERATIONS

##### 19. Number of locations where plants and/or operations/offices of the entity are situated:

Location	Number of plants	Number of offices	Total
National	0	13	13
International	0	12	12

##### 20. Markets served by the entity:

###### a. Number of locations

Location	Number
National (No. of States)	6
International (No. of Countries)	4

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

52%

###### c. A brief on types of customers

- Banking & Financial Sector
- Healthcare Sector
- Insurance Sector

- Travel & Hospitality
- Market Research
- Retail
- Transportation
- Manufacturing & Logistics
- Education Technology
- International Organizations
- Credit Ratings

**A.4: EMPLOYEES****21. Details as at the end of Financial Year:****a. Employees and workers (including differently abled):**

Sr. No.	Particulars	Total (A)	Male		Female		Other	
			No. (B)	% (B/A)	No. (C)	% (C/ A)	No. (H)	% (H/A)
EMPLOYEES								
1.	Permanent (D)	4962	2978	60.02	1984	39.78	0	0
2.	Other than Permanent (E)	886	503	56.77	383	43.23	0	0
3.	Total employees (D + E)	5848	3481	59.52	2367	40.48	0	0
WORKERS								
4.	Permanent (F)	0	0	0	0	0	0	0
5.	Other than Permanent (G)	0	0	0	0	0	0	0
6.	Total workers (F + G)	0	0	0	0	0	0	0

**b. Differently abled Employees and workers:**

Sr. No.	Particulars	Total (A)	Male		Female		Other	
			No. (B)	% (B/A)	No. (C)	% (C/ A)	No. (H)	% (H/A)
DIFFERENTLY ABLED EMPLOYEES								
1.	Permanent (D)	114	73	64.04	41	35.96	0	0
2.	Other than Permanent (E)	19	15	78.95	4	21.05	0	0
3.	Total differently abled employees (D + E)	133	88	66.17	45	33.83	0	0
DIFFERENTLY ABLED WORKERS								
4.	Permanent (F)	0	0	0	0	0	0	0
5.	Other than Permanent (G)	0	0	0	0	0	0	0
6.	Total differently-abled workers (F + G)	0	0	0	0	0	0	0

**22. Participation/Inclusion/Representation of women**

Leadership Team	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	2	25%
Key Management Personnel	4	1	25%

**23. Turnover rate for permanent employees and worker**

(Disclose trends for the past 3 years in %)

Particulars	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	Other	Total	Male	Female	Other	Total	Male	Female	Other	Total
Permanent Employees	24	25	0	24	25.57	27.4	0	26.48	26.1	23	0	24.8
Permanent Workers	0	0	0	0	0	0	0	0	0	0	0	0

**A.5 : Holding, Subsidiary and Associate Companies (including joint ventures)****24. Details of holding / subsidiary / associate companies / joint ventures**

Sr. No	Entity name (A)	Entity type	% of shares held	Entity (A) participate in the BRSR initiatives of the parent entity? (Yes/No)
1	Lumina Datamatics Limited	Subsidiary	100	No
2	Luminad.AI Limited (formerly known as LDR eRetail Limited)	Step-down Subsidiary	100	No
3	Datamatics Professional Services Limited (formerly known as Datamatics Staffing Services Limited)	Subsidiary	100	No
4	Datamatics Robotics Software Limited	Step-down Subsidiary	90	No
5	Datamatics Foundation	Subsidiary	100	No
6	Datamatics Information Solutions Limited	Subsidiary	100	No
7	Datamatics Cloud Solutions Private Limited	Subsidiary	100	No
8	Dextara Digital Private Limited	Subsidiary	80	No
9	TNQ Tech Private Limited	Step-down Subsidiary	80	No
10	Datamatics Global Services, Inc. (US)	Subsidiary	100	No
11	Datamatics Robotics Software Inc. (US)	Step-down Subsidiary	90	No
12	Datamatics Infotech Limited (UK)	Subsidiary	100	No
13	Datamatics Global Services Pty Limited (Australia)	Subsidiary	100	No
14	Datamatics Global Technologies AG (Switzerland)	Subsidiary	100	No
15	Datamatics Global Services FZ-LLC (Dubai)	Subsidiary	100	No
16	Datamatics Technologies FZ-LLC (UAE)	Subsidiary	100	No
17	Datamatics Global Services Corp. (Philippines)	Step-down Subsidiary	100	No
18	Lumina Datamatics Inc. (US)	Step-down Subsidiary	100	No
19	Lumina Datamatics GmbH (Germany)	Step-down Subsidiary	100	No
20	Lumina Datamatics UK Limited	Step-down Subsidiary	100	No
21	Lumina Datamatics Corp (Philippines)	Step-down Subsidiary	100	No
22	Sunrise Setting Limited (UK)	Step-down Subsidiary	85	No
23	Diacritech Inc. (USA)	Step-down Subsidiary	100	No
24	Datamatics Global Services L.L.C-FZ (Mayden)	Subsidiary	100	No
25	Dextara Digital (USA) Inc	Step-down Subsidiary	80	No

**A.6 : CSR Details****25. CSR details of the company:****a. Whether CSR is applicable as per section 135 of Companies Act, 2013**

Yes

**b. Turnover (in Rs.) : 710,51,95,820****c. Net worth (in Rs.) : 854,27,26,680**

### A.7 : Transparency and Disclosures Compliances

#### 26. 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 ?	If Yes, then provide web-link for policy	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year			If NA, then provide the reason
			No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	
Communities	Yes	Yes, please see below note for web-link for grievance redressal policy	0	0	-	0	0	-	
Investors (other than shareholders)	Yes	Yes, please see below note for web-link for grievance redressal policy	0	0	-	0	0	-	
Shareholders	Yes	Yes, please see below note for web-link for grievance redressal policy	21	1	-	30	0	-	
Employees and workers	Yes	Yes, please see below note for web-link for grievance redressal policy	18	0	-	0	0	-	
Customers	Yes	Yes, please see below note for web-link for grievance redressal policy	0	0	-	0	0	-	
Value chain partners	Yes	Yes, please see below note for web-link for grievance redressal policy	0	0	-	0	0	-	

Note: Please see our website for various policies such as :

- Code of Conduct – <https://www.datamatics.com/hubfs/Investors/Corporate-Governance/Code-of-Fair-Disclosure-and-Conduct-Final-Policy.pdf>
- Various Policies such as Whistle Blower, Prevention of Sexual Harassment (POSH) Policy etc. – <https://www.datamatics.com/about-us/investor-relations/corporate-governance>

#### 27. 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 (R) or opportunity (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	GHG emissions and carbon emissions	R	In the IT and BPM sector, data centers and electronic devices are used. The operation of this equipment is an energy-intensive activity and generates significant direct and indirect greenhouse gas (GHG) emissions, including carbon dioxide and methane from fuel use. Uncontrolled pollutants, emissions and associated activities impose legal and environmental risks for the company.	Leveraging cloud and other Green IT technologies, implementing energy efficient lights helps us to reduce our carbon footprint.	Negative Implications

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)
2	Energy management	R	Energy management can be a potential risk for various companies. In the context of an IT company, energy management risk can be significant due to the high energy consumption of data centres and other IT infrastructure. Similarly, IT companies may be vulnerable to disruptions in the energy supply chain, such as power outages or fuel shortages, which can impact the availability and reliability of their IT systems. Also many countries and regions have environmental regulations that impose restrictions on energy consumption and carbon emissions. Failure to comply with these regulations can result in fines and other penalties.	Our strategies include using green technologies such as cloud, to further reduce our environment footprint and impact along with usage and promotion of third-party renewable energy sources.	Negative Implications
3	Human Rights	R	Companies focusing on respecting human rights demonstrate their commitment to building sustainable and mutually beneficial relationships with those who are influenced or impacted by their operations, such as customers, communities, workers, and investors. This includes demonstrating that they care about the people whose lives they engage with.	Develop clear policies and guidelines that governs the human rights. Establishment of confidential reporting channel for the employees to report human rights concerns.	Negative Implications
4	Employee Engagement, Diversity & Inclusion	O	A company's high diversity and inclusion rate reflects employees' sense of belonging and fairness within the Company. Improving diversity and inclusion helps companies to support vulnerable groups resulting in community brand image creation for the company.	Our strategies include implementing policies to prevent discrimination, fostering a culture of respect and inclusivity, and promoting diversity in hiring practices. This enables us to be bring many diverse ideas and cater to larger set of clients.	Positive Implications
5	Customer responsibility and Satisfaction	O	Customer satisfaction is a key indicator of success. A poor customer experience relationship can pose a risk of loss of existing customers or decrease in customer loyalty. Similarly, loss of customers and damage to reputation can lead to decline in sales and revenue.	Organization uses matrix and data to track customer satisfaction and identify area of improvement.	Positive Implications
6	Employee well-being and health	R	Employee wellbeing is one crucial risk for the company. BPM companies often deal with complex and high-volume workloads, leading to a high-stress work environment for employees. Jobs in IT and BPM require sitting for extended periods, leading to a sedentary lifestyle that can lead to various health problems and sometimes experience mental health issues such as anxiety, depression, and stress due to workload pressure	Employee wellness is a top priority of Datamatics. Some of our strategies include implementing safety protocols, providing access to healthcare resources, and promoting healthy lifestyles for all employees.	Negative Implications

7	Talent Attraction & Retention	O	Talent attraction and retention is a significant risk for BPM and IT companies due to the highly competitive nature of the industry and the demand for specialized skills. Similarly, BPM companies may experience high turnover rates due to factors such as job dissatisfaction, lack of career growth opportunities, and inadequate compensation and benefits.	Our strategies include providing employees with opportunities for professional development and education, as well as creating a diverse and inclusive workforce culture.	Positive Implications
8	Service quality and delivery	O	BPM companies can leverage service quality and delivery to gain a competitive edge in the industry, build customer loyalty, and increase revenue. BPM companies can optimize their processes to ensure efficient and effective delivery of services. This can include using automation, process mapping, and continuous improvement methodologies.	Our organization work on standardizing processes to ensure consistent quality and timely delivery of services. We focused on understanding the needs and expectation of our customer, aligning processes to deliver services that meet or exceed those expectations.	Positive Implications
9	Community Giving	O	Environmental policy, community health, and process safety have significant regulatory, operational, financial, and reputational ramifications for companies. Building strong relationships with communities can help companies to mitigate potential operational disruption, reduce regulatory risk, retain top employees, lower the risk of litigation expenses in the event of process safety incidents, and ensure a strong social license to operate. Process safety incidents jeopardise community health and safety, resulting in regulatory penalties, legal action, and mitigating expenses.	Our strategies include engaging in philanthropic initiatives, supporting local businesses, volunteering employee time and promoting economic development. Increasing community activity enables us to create future Datamatics first-class employees.	Positive Implications
10	Data Privacy & Cyber Security	R	Companies are assessed based on the amount of personal data they collect, their exposure to evolving or increasing privacy regulations, their vulnerability to potential data breaches, and their data protection systems	We have implemented a robust set of security measure and controls to protect against cyber threats and safeguard and protect sensitive data of Datamatics and our clients.	Negative Implications
11	Training and development	O	Training and development are essential to the success of any IT and BPM organization. Companies that invest in employee training and development can increase their competitiveness, improve their workforce's skills and knowledge, and promote a culture of continuous learning and development.	The Company offers various learning and training program to its employees. It helps employees to leverage on all the new technology courses & learnings. Datamatics partners with Future Skills Prime (FSP), a first of its kind government & Industry partnership to drive a national skilling ecosystem for digital technologies (Geo-India).	Positive Implications



12	Ethics and compliance	R	The key issue relevant to business ethics and management of business ethics issues such as fraud, executive misconduct, corrupt practices, money laundering, or anti-trust violations. Ethics violations can lead to police investigations, hefty fines, settlement costs, and damage to reputation.	Our intention and ambition are to operate ethical under all circumstances. Our strategies to mitigate include establishing a code of conduct, implementing compliance and ethics training programs, and holding employees accountable for ethical violations.	Negative Implications
13	Corporate governance	R	Businesses are assessed based on their performance across all key governance issues, which include ownership & control, Board pay, accounting, business ethics, and tax transparency. This topic examines the effect that a company's corporate governance and business ethics practices have on its shareholders and other investors.	Our strategies include implementing ethical and transparent business practices, establishing effective risk management strategies, and ensuring compliance with regulatory requirements.	Negative Implications

## B: MANAGEMENT AND PROCESS DISCLOSURES

### B.1: Policy and Management Processes

#### 1-6. Policy and Management Processes

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	<a href="https://www.datamatics.com/about-us/investor-relations/corporate-governance">https://www.datamatics.com/about-us/investor-relations/corporate-governance</a>								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO 90001:2015: Quality Management System ISO 27001:2013: Information Security Management System ISO 42001:2023: AI Management Systems ISO 45001:2018: Occupational Health & Safety Management System ISO 14001:2015: Environmental Management System								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	No	No	No	No	No	No	No	No	No
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The Company is in process of setting commitments, goals and targets, against which it will report its progress and performance on an annual basis.								



## 7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements.

Datamatics remains committed to building a sustainable and resilient organization that creates long-term value for all stakeholders. ESG principles continue to be integrated into our strategy and operations, ensuring that business growth is aligned with environmental responsibility, social impact, and strong governance practices. While challenges such as climate change, resource efficiency, and evolving regulatory expectations persist, the company views them as opportunities to strengthen processes and drive innovation. Key initiatives undertaken during the year reflect this

approach, including progress in resource optimization, elimination of single-use plastics, and employee engagement on sustainability.

Our ESG journey is ongoing and evolving, with a clear focus on transparency, accountability, and continuous improvement. Datamatics remains steadfast in its commitment to responsible growth and to creating long-term sustainable value for its stakeholders and society at large

## 8. Details of the highest authority responsible for implementation and oversight of the business responsibility policy(ies).

Name : Mr. Rahul L. Kanodia  
Designation : Vice Chairman & CEO  
Telephone Number : +91 022 6102 0000/1/2  
Email : [investors@datamatics.com](mailto:investors@datamatics.com)

## 9. Details about the entity's committee of the board/director responsible for decision making on sustainability related issues?

The Company has formed ESG Committee.

The Members of ESG committee are as follows:

### a. Does the entity have a specified committee of the board/director responsible for decision making on sustainability related issues?

Yes

### b. If yes, provide details

Members	Designation
1. Ms. Divya Kumat	President, Chief Legal Officer & Company Secretary
2. Dr. Rima Ghose Chowdhury	President, Chief Human Resources Officer & CSR Leader
3. Mr. Ankush Akar	SVP & Chief Financial Officer

## B.2: Governance, leadership and oversight

## 10. Details of review of NGRBCs by the company:

### a. Details about reviewing authority:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee
	P1 P2 P3 P4 P5 P6 P7 P8 P9
Performance against above policies and follow up action	Policies and procedures are periodically reviewed by the Board/Board Committee/ Functional Heads, as and when applicable.
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	We comply with all the applicable laws of land where we operate in. The compliance with statutory requirements is reviewed by the Board/Board Committee/Functional Heads of the Company on periodic basis.

### b. Details about frequency:

Subject for Review	Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)
	P1 P2 P3 P4 P5 P6 P7 P8 P9
Performance against above policies and follow up action	Quarterly/Annually/When need arises
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	Quarterly/Annually/When need arises

11. Information about the independent assessment /evaluation of the working of its policies carried out by the entity by an external agency.

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency?	No, The Company evaluates working of its policies internally.								
If yes, provide name of the agency	Not Applicable.								

**B.3: Details of Review**

12. If answer to Q1 of section B.1 – Policy and management processes is “No” i.e. not all principles are covered by a policy, reasons to be stated:

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business	Not Applicable.								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles									
The entity does not have the financial or/human and technical resources available for the task									
It is planned to be done in the next financial year									
Any other reason (please specify)									

**C: PRINCIPLE WISE PERFORMANCE DISCLOSURE**

**PRINCIPLE 1: BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY, AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE.**

❖ **Essential Indicators**

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	Quarterly	The Company familiarizes the Independent Directors through various programs which include the industry in which it operates, its business model, their roles, rights and responsibilities as Independent Directors, etc. at regular intervals. At meetings of Board of Directors and its Committees the following topics are covered: <ul style="list-style-type: none"> <li>• Business Highlights, Operations and Strategy.</li> <li>• Financial performance, key issues.</li> <li>• Enterprise Risk Management.</li> <li>• Related Party Transactions.</li> <li>• Internal Financial Controls.</li> <li>• Regulatory updates.</li> </ul>	100%
Key Managerial Personnel	Datamatics elevate limitless learning module	Company Overview, General Data Protection Regulation(GDPR), Information Security Management Systems (ISMS), Promoting DEI Principles in the Workplace, Intellectual Property, Mission, Vision and Values, POSH at Workplace, Occupational Safety and Health Awareness (OSHA) etc.	100%
Employees other than BOD and KMPs	Datamatics elevate limitless learning module	Company Overview, General Data Protection Regulation (GDPR), Information Security Management Systems (ISMS), Promoting DEI Principles in the Workplace, Intellectual Property, Mission, Vision and Values, POSH at Workplace, Occupational Safety and Health Awareness (OSHA) etc.	100%
Workers	NA	NA	0%

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):

a. Monetary:					
Penalties and Fees	NGRBC Principles	Name of the regulatory/ Enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	NA	NA	NIL	NA	No
Settlement	NA	NA	NIL	NA	No
Compounding Fees	NA	NA	NIL	NA	No
b. Non-Monetary					
Legal sanctions	NGRBC Principles	Name of the regulatory/ Enforcement agencies/ judicial institutions		Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	NA	NA		NA	No
Punishment	NA	NA		NA	No

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.

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

4. Details about anti-corruption or anti-bribery policy.

- a. Does the entity have an anti-corruption or anti-bribery policy?

Yes

- b. If yes, provide details in brief.

Datamatics has an Anti-Corruption and Anti-Bribery Policy. The policy articulates our commitment to counter bribery and corruption risks. Datamatics Anti-Bribery and Corruption Policy enables us to reduce the risk of liability for improper conduct such

as bribery and corruption at all levels within our Company.

- c. If available, provide a web-link to the policy.

<https://www.datamatics.com/hubfs/Investors/Corporate-Governance/Anti-Bribery-and-Corruption-Policy.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:

Organizational roles	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Directors	0	0
KMP's	0	0
Employees	0	0
Workers	0	0

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

Complaint Type	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	0	Not Applicable	0	Not Applicable
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	Not Applicable	0	Not Applicable

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

Not Applicable.

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

Question	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Number of days of Accounts payables	38	26

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	0	0
	b. Number of trading houses where purchases are made from	0	0
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	0	0
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	0	0
	b. Number of dealers / distributors to whom sales are made	0	0
	c. Sales to top 10 dealers/ distributors as % of total sales to dealers / distributors	0	0
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	6.9	5
	b. Sales (Sales to related parties as % of Total Sales)	23.2	20.6
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	0	0
	d. Investments (Investments in related parties as % of Total Investments made)	66.1	45.4

❖ **Leadership Indicators**

1. **Awareness programmes conducted for value chain partners on any of the principles during the financial year.**

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
Nil		

Datamatics does not have specific training programs for its value chain partners. However, we communicate with our value chain partners on our Company's responsible practice and Code of Business Conduct.

2. **Details about the processes in place to avoid/ manage conflict of interests involving members of the Board.**

- a. **Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board?**

Yes

- b. **If yes, provide details of the same.**

Datamatics has a Code of Conduct and Ethics Policy for Board of Director & Senior Management personnel which mandates adherence to laws and regulations, including anti-bribery, anti-corruption, and ethical handling of conflicts of interest and clear guidelines for avoiding and disclosing actual or potential conflict of interest with Datamatics. The publicly available Code of Conducts and Ethics Policy encourages our people to conduct business lawfully, ethically and in the best interest of Datamatics. It is a guide that provides broad direction on how our company must operate and

uphold integrity at all times. Furthermore, the Datamatics collects yearly statement from its Board members regarding their interest in other entities. The policy is available on the Company's website at: <https://www.datamatics.com/hubfs/Investors/Corporate-Governance/Code-of-Fair-Disclosure-and-Conduct-Final-Policy.pdf>

**PRINCIPLE 2: BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE**

❖ **Essential indicators**

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

Datamatics has an R&D practice with an objective to contribute to increased efficiency of operations and delivery to the Clients and to ensure sustainability through digitization. Datamatics currently does not measure the percentage of R&D and capital expenditure investments in specific technologies to improve product and processes' environmental and social impacts.

Expenditure Type	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year	Details of Improvements in environmental and social impacts
R&D	NA	NA	NA
Capex	NA	NA	NA

## 2. Details about sustainable sourcing:

### a. Does the entity have procedures in place for sustainable sourcing?

Yes, Sustainable Sourcing Policy of the Company available on the website of the Company at <https://www.datamatics.com/hubfs/Investors/Corporate-Governance/Sustainable-Sourcing-Policy.pdf>

### b. If yes, what percentage of inputs were sourced sustainably?

Datamatics is conscious of the role of sustainability in its business and actively collaborates with vendors and suppliers to raise ethical and environmental standards throughout the supply chain. The Company has in place a sustainable sourcing policy and a value system sustainability framework to ensure compliance with all the ESG parameters across the value chain.

## 3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for the following waste categories.

Product type	Process description
(a) Plastics (including packaging)	Not Applicable
(b) E-waste	Not Applicable
(c) Hazardous waste	Not Applicable
(d) other waste	Not Applicable

### b. If yes, provide details in the following format?

NIC Code	Name of the Product/ Services	% of total Turnover contributed	Boundary for which the Life Cycle Perspective/assessment was conducted	Whether conducted by independent external agency(Yes/No)	Result communicate in public domain (Yes/No) If yes, provide the web-link.
Not Applicable					

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

Name of Product/ Service	Description of risk / concern	Action Taken
Not Applicable		

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

Not Applicable, As we are service-based Company and do not deliver any product to the customer that can be re-claimed or recycled.

## 4. Details about Extended Producer Responsibility (EPR):

Questions	Response
Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities.	No, Datamatics is an IT product/service company and do not manufacture any product, hence the Extended Producer Responsibility (EPR) is not applicable to our activities.
If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards?	NA
If not, provide steps taken to address the same.	NA

## ❖ Leadership Indicator

## 1. Details about the Life Cycle Perspective / Assessments (LCA):

### a. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)?

The company is involved with the business of IT/ITES related product development including the service support for the related IT/ITES products. As the company is not involved in manufacturing/ production process of any tangible product, Life cycle assessment for the product is not considered.

Indicate input material	Recycled or re-used input material to total material	
	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Not Applicable		

We are an IT service company, we don't manufacture any products.

## 4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed:

Waste type	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging)	0	0	0	0	0	0
E waste	0	0	0	0	0	0
Hazardous waste	0	0	0	0	0	0
Other waste	0	0	0	0	0	0

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Not Applicable	

**PRINCIPLE 3: BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS**

❖ **Essential Indicators**

1. Details regarding well-being of employees and workers:

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	
		No. (B)	% (B / A)	No. (C)	% (C / A)	No. (D)	% (D / A)	No. (E)	% (E / A)	No. (F)	% (F / A)
Permanent employees											
Male	2978	2099	70.48	2978	100	0	0	1430	48.01	0	0
Female	1984	966	48.68	1984	100	1451	73.15	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0
Total	4962	3065	61.76	4962	100	1451	29.24	1430	28.81	0	0
Other than permanent employees											
Male	503	0	0	0	0	0	0	0	0	0	0
Female	383	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0
Total	886	0	0	0	0	0	0	0	0	0	0

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		No. (B)	% (B / A)	No. (C)	% (C / A)	No. (D)	% (D / A)	No. (E)	% (E / A)	No. (F)	% (F / A)
Permanent workers											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0
Other than permanent workers											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Cost incurred on well-being measures as a % of total revenue of the Company.	0.27%	0.30%



## 2. Details of retirement benefits for the current 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	89	0	Yes	81	0	Yes
Gratuity	85	0	Yes	77	0	Yes
ESI	41	0	Yes	37	0	Yes

## 3. Accessibility of workplaces.

Question	Response
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?	Datamatics has an Equal Employment, Diversity & Inclusion Policy that prides itself on gender diversity, generational diversity, persons with different abilities, and so on. The Company's office premises are accessible to differently abled employees with infrastructure which enables them to have a barrier-free access to various common facilities.
If not, whether any steps are being taken by the entity in this regard.	NA

## 4. Details about equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016.

Question	Response
Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016?	Yes, Datamatics is an Equal Opportunity Employer and strongly endorses the right of equal opportunity for associates who are differently abled. We commit to carrying out the provisions of Rights of Persons with Disabilities Act, 2016 in letter and spirit including providing specific opportunities in identified positions where they could be employed.
If so, provide a web-link to the policy.	The Company has an 'Equal Employment, Diversity & Inclusion Policy', which is available on the Company's website at <a href="https://www.datamatics.com/hubfs/Investors/Corporate-Governance/DGSL-Equal-Employment%2c-Diversity-%26-Inclusion-Policy.pdf">https://www.datamatics.com/hubfs/Investors/Corporate-Governance/DGSL-Equal-Employment%2c-Diversity-%26-Inclusion-Policy.pdf</a>

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

Permanent employees			Permanent workers	
Gender	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	99.29	90.78	0	0
Female	88.41	82.60	0	0
Other	0	0	0	0
<b>Total</b>	<b>93.90</b>	<b>86.73</b>	<b>0</b>	<b>0</b>

## 6. a. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker?

Yes

## b. If yes, give details of the mechanism in brief.

Category	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	NA
Other than Permanent Workers	NA
Permanent Employees	Yes. The Audit Committee has established a vigil mechanism for reporting genuine concerns or grievances. The Internal Committee, as mandated by the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, has been set up to redress complaints received regarding sexual harassment.
Other than Permanent Employees	It applies to all permanent and non-permanent employees.



## 7. Membership of employees and worker in association(s) or Unions recognised 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	4962	0	0	5265	0	0
Male	2978	0	0	3235	0	0
Female	1984	0	0	2030	0	0
Other	0	0	0	0	0	0
Total permanent workers	0	0	0	0	0	0
Male	0	0	0	0	0	0
Female	0	0	0	0	0	0
Other	0	0	0	0	0	0

## 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)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	3481	293	8	2801	80	4085	389	10	2904	71.09
Female	2367	351	15	2069	87	2740	274	10	1996	72.85
Other	0	0	N.A.	0	N.A.	0	0	0	0	0
Total	5848	644	11	4870	83	6825	663	10	4900	71.79
Workers										
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0

## 9. Details of performance and career development reviews of employees and workers:

Category	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
Male	3481	2204	63.51	4085	2558	62.62
Female	2367	1467	62.13	2740	1649	60.18
Other	0	0	0	0	0	0
<b>Total</b>	<b>5848</b>	<b>3671</b>	<b>62.77</b>	<b>6825</b>	<b>4207</b>	<b>61.64</b>
<b>Workers</b>						
Male	0	0	0	0	0	0
Female	0	0	0	0	0	0
Other	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

**10. Health and safety management system:**

Questions	Response
a. Whether an occupational health and safety management system has been implemented by the entity?	Yes, the Company has 'Health, Safety and Environment Policy.
If yes, the coverage such system?	Datamatics is committed to providing a safe and healthy working environment for all its External and Internal stakeholders Ex: Customers, Employees, Partners, External agencies and Vendors etc.
b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	<p>While continuously employing measures to promote employee well-being and healthcare, a proper hazard identification of risk management system has been put in place to ensure continuous improvement of occupational health and safety of the organization.</p> <p>Appropriate dissemination of information, guidance, policy and instruction of safety, Occupational Health &amp; Environment at work through suitable communication networks are given in the Company.</p> <p>Adherence to the Health Safety &amp; Environment guidelines is confirmed periodically and is regularly reviewed internally.</p>
c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks.	NA
d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services?	Our employees have access to non-occupational medical and healthcare services like Medical check-up, Doctor consultations, Counselling sessions and Teleconsultations. First aid kits are maintained and are available at all times on the premises. Eye checkup camp has been organized by the Company to promote the importance of eye health and to ensure that our employees have the best of vision.

**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	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

As Datamatics is a service-based IT industry, due to nature of business and system in place there are no recordable instances of injury/incidents.

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

Employees health and well-being is of paramount importance to the Company and several initiatives have been undertaken to ensure safe working environment for all employees.

Some of the safety measures taken are:

- Provide for appropriate dissemination of information, guidance, policy and instruction of Safety, Occupational Health & Environment at work through suitable communication networks both within the company and with external bodies.
- Extensive webinars on Mental and Emotional Health.
- Continuous awareness among employees through Leadership videos.
- Regular fire drills are conducted for employees at all levels to ensure preparedness and awareness. Live demonstrations on the proper use of fire extinguishers are organized, along with practical training sessions on life-saving techniques such as CPR and basic first aid.
- Regular training sessions and meetings are conducted for the Emergency Response Team (ERT)
- Safety guidelines and tips are regularly shared with all employees via email and displayed on printed posters across office premises.
- The company organizes Safety Week programs for its employees
- Security, Housekeeping staff and other technicians are given training related to safety at work.

## 13. Number of complaints on the following made by employees:

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	0	0	NA	0	0	NA
Health & Safety	0	0	NA	0	0	NA

## 14. Assessments for the year:

Category	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100% All the facilities are assessed internally for health and safety practices at regular intervals.
Working conditions	

Regular fire drills are conducted for employees at all levels to ensure preparedness and awareness. Live demonstrations on the proper use of fire extinguishers are organized, along with practical training sessions on life-saving techniques such as CPR and basic first aid.

## ❖ Leadership indicators

## 1. Does the entity extend any life insurance or any compensatory package in the event of death of:

Category	Response
Employees	Yes
Workers	NA

The employees working for the organization are duly covered under life insurance while the Non- permanent employees are covered under the ESIC act/ Insurance as per the act's guidelines.

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

The Company ensures that statutory dues have been deducted and deposited by the value chain partners of their employees on time and in full through a process of periodic audits and controls.

## 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:

Category	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 - 2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)	FY 2024 - 2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Employees	0	0	0	0
Workers	0	0	0	0

## 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, The Company invests in human capital development which includes building skills and capabilities that are contemporary while providing employees with a diversity of experiences. These enhance the employability of the workforce and enable a smooth transition to alternate opportunities where sought. In addition, the Company provides the pension benefits and post-retirement medical benefits for those members of staff who qualify.

Employees are provided pension benefits, gratuity benefits covered under the relevant statute.

## 5. Details on assessment of value chain partners:

Category	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	Currently Datamatics is in the process of extending the Health & Safety related assessments to its value chain partners and looking forward to conducting the assessments in near future.
Working conditions	

**6. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from assessments of health and safety practices and working conditions of value chain partners.**

Not Applicable

**PRINCIPLE 4: BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS**

**❖ Essential indicators**

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

At Datamatics, key stakeholders are identified through an exercise undertaken in consultation with the Company's management. Stakeholder engagement also helps to

manage risks and opportunities in business operations. The prioritized list of stakeholders includes customers, employees, shareholders, investors, government and regulatory bodies, communities and NGOs, staffing agencies, alliance partners, and other vendors. A stakeholder interaction exercise with both internal and external stakeholders is then undertaken as part of the development of this report. The priorities for strategy, policies, and action plans for the environment, economy, and society are based on the expectations and concerns of the identified 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 & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly / Quarterly / others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Board of Directors	No	Email; Notice; Board & Committee Meetings.	Continuous / Quarterly	The Company communicates with Directors of the Company quarterly/ ongoing basis for sending Notices, Agenda, Meeting invites, regulatory updates and other communication and information which helps in decision making and adopting various control mechanisms.  The company provided insights on management audits/ process improvement initiatives that contribute to revenue growth, cost optimization, and other business objectives.
Communities	Yes	Presentations; Project meetings; Reviews; calls and meetings; field visits; sponsored events; contribute time and financial resources in a social cause, actively engage, participate and support social and environmental causes and associate with organizations working towards this goal.	As needed	Being a responsible Corporate Citizen, we support community Partnerships, training & education, environmental sustainability and healthcare.
Shareholders & Investors	No	Press Release; in-person meetings; investor conferences; disclosure; financial statements in IND AS; earnings call; exchange notifications; Investors page on our website. Annual General Meeting; Annual Report	As needed/Quarterly/ Continuous/ Annual	To uphold highest standards of Corporate Governance; Transparency and disclosure; Maintained industry-leading performance with superior margins; Devised strategy for long-term growth' Established ESG policy to drive business resilience.
Employees	No	Town halls; project or operations reviews; video conferences; audio conference calls; PEP; appreciation Badge (Portal for employee appreciation); Wellness programs; Employee Engagement programs; Annual Reviews: Annual Achievers Award.	Continuous/ Annual	Effort toward personal well-being and happiness since the date of joining the Company; Employee engagement; Employees were trained for multiple niche skills; Wellness programs conducted to address physical, spiritual, intellectual, professional, social, emotional and environmental wellness. Career Management & Learning Opportunities

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly / Quarterly / others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	Project-related calls, and meetings; project management reviews; relationship meetings and reviews; executive meetings and briefings; customer visits; responses to RFIs/RFPs; sponsored events; mailers; newsletters; brochures, Company website; social media (LinkedIn, Twitter, Facebook, Instagram); Customer Happiness Surveys; sponsored community events.	As needed/ Continuous/Annual	Offers better understanding of customers expectation; Promptly resolve any challenges faced by Customer; Improved execution capabilities and skills of people to deliver projects on time; Strong cyber security solutions implemented to protect data.
Value Chain Partners	No	Email; vendor meet; mailers; newsletters; brochures, Company website.	As needed/Annual	Implementing fair and sustainable business practices; Demonstrating effective governance; Scaling business opportunities and maintaining sustainability of demand; Creditworthiness; Promoting small businesses.
Government and Regulatory authorities	No	Industry body/forums; Interacting with statutory/regulatory bodies such as stock exchanges, tax departments, SEBI.	As needed/Annual	Ethical governance and Compliance; Statutory and sustainability Disclosures.

#### ❖ 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.

At Datamatics, we place a high value on engaging with stakeholders on matters related to economics, environment and society to ensure holistic approach to our Environment, Social and Governance (ESG) framework. We conduct thorough discussion with Datamatics Board and management to pinpoint our key internal and external stakeholders, encompassing investors, Employees, Clients, Senior Management, Leadership, Community and Suppliers. These contributions are incorporated in our decision-making process, enabling us to align our business objective with the vital needs of our stakeholders and the wider community. This information is critical component for informed decision-making, facilitating our ability to manage economic, environment, and social considerations responsibly and sustainably.

2. a. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics.

Yes

- b. 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.

The Company's ESG strategy on material topics is framed while considering inputs gathered from various stakeholders. An inclusive approach through continual engagement with stakeholders helps us prioritize our key material issues while also helping us make strategic and operational decisions. We maintain constant communication with all our stakeholders, which leads to the identification of existing and growing material issues, highlights critical improvement areas of evolving risks while also revealing new opportunities for the organization.

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

Datamatics regularly participates in community activities, focusing on community development, environment initiatives, skill development and IT literacy programs. Any issue that arise during the discussion are promptly addressed.

## 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. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	4962	4962	100	5265	5265	100
Other than permanent	886	886	100	1560	1560	100
<b>Total employees</b>	<b>5848</b>	<b>5848</b>	<b>100</b>	<b>6825</b>	<b>6825</b>	<b>100</b>
<b>Workers</b>						
Permanent	0	0	0	0	0	0
Other than permanent	0	0	0	0	0	0
<b>Total workers</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

### 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 to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	4962	1367	27.55	3595	72.45	5265	888	16.87	4377	83.13
Male	2978	656	22.03	2322	79.22	3235	496	15.33	2739	84.67
Female	1984	711	35.84	1273	64.16	2030	392	19.31	1638	80.69
Other	0	0	0	0	0	0	0	0	0	0
Other than permanent	886	0	0	886	100	1560	0	0	1560	100
Male	503	0	0	503	100	850	0	0	850	100
Female	383	0	0	383	100	710	0	0	710	100
Other	0	0	0	0	0	0	0	0	0	0
Workers										
Permanent	0	0	0	0	0	0	0	0	0	0
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0
Other than permanent	0	0	0	0	0	0	0	0	0	0
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0

The Company is providing more than the statutorily required minimum wages to all its employees whether permanent or temporary and ensures equal remuneration for equal work.



## 3. Details of remuneration/salary/wages

## a. Median remuneration /wages:

Category	Male		Female		Other	
	Number	Median remuneration/ salary/ wages of respective category. (Rs. in Crores)	Number	Median remuneration/ salary/ wages of respective category. (Rs. in Crores)	Number	Median remuneration/ salary/ wages of respective category. (Rs. in Crores)
Board of Directors (BoD)	2	5.09	0	0	0	0
Key Managerial Personnel	1	0.54	1	1.63	0	0
Employees other than BoD and KMP	3478	0.1	2366	0.05	0	0
Workers	0	0	0	0	0	0

Note:

1. Dr. Lalit Kanodia, Chairman & Whole-time Director and Mr. Rahul Kanodia, Executive Directors & CEO is both BoD and KMP and counted in Board of Directors category.
2. To provide a fair interpretation of the median, the annual Cost To Company (CTC) has been considered and not actual payout during the year.
3. Non-Executive Directors received no remuneration, except sitting fee for attending Board/Committee meetings and an annual commission. Hence these details are not applicable.

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

	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Gross wages paid to females as % of total wages	26.30%	27%

## 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

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

Datamatics is committed to provide a safe and positive

work environment. Datamatics regards respect for human rights as one of its fundamental and core values and strives to support, protect and promote human rights to ensure that fair & ethical business and employment practices are followed. It is committed to provide a work environment that ensures that every employee/ worker is treated with dignity, respect and afforded equitable treatment. Vigil mechanism and Whistle blower Mechanisms are in place for receiving and addressing complaints and feedback related to human rights violations and process improvements. Under the Company's Vigil mechanism and Whistle blower Policy, any individual employee or director or any other person working for the company may make a Protected Disclosure regarding human right violations, keeping the organization's interest in mind. The mechanism clearly provides the procedures for raising complaint, receipt and treatment of complaint and investigation process & responsibilities and Non- retaliation. Further, an internal committee (IC) has been created and established to evaluate the violations reported against sexual harassment, discrimination, and any other human rights violation. A professional lawyer with expertise in the Prevention of Sexual Harassment ("POSH") has been appointed by the corporation as an external member of the Internal Committee.

## 6. 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
Sexual Harassment	0	0	-	0	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour/ Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights related issues	18	0	-	0	0	-



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

Category	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Total complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition & 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.**

- Reporting Manager – Employees and Individuals may report their concern to their reporting managers in order to prevent adverse consequences in discrimination and harassment cases. However, if the reported grievances remain unresolved he/she may alternatively move to other mechanism.
- Internal Complaints Committee constituted as per the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, receives, investigates the complaints and provide independent judgement.
- Whistle Blower Policy of Datamatics provides adequate safeguard against the whistle blower and no one is denied access to the Chairman of the Audit Committee or in exceptional cases to the Board of Directors for appropriate relief.
- Equal Employment, Diversity & Inclusion policy of Datamatics clearly provides for protection against discrimination. The Company aims to provide its employees with an environment of equality and respect for all employees and contractors and not discriminating against any individuals on the basis of their gender, age, disability, ethnicity, sexual orientation, family status, religious beliefs and abilities.

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

Yes, our Business agreement and contracts does not harm any human rights.

**10. Assessments for the year**

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

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

The Company has complied with every relevant law after carefully evaluating the concerns linked to human rights. As a result, it does not anticipate any major risk factors or challenges.

**❖ Leadership indicators**

**1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.**

During the reporting period, no business processes were required to be modified or introduced for addressing human rights grievances/complaints.

**2. Details of the scope and coverage of any human rights due-diligence conducted.**

Datamatics has not conducted Human rights due diligence, however the issues pertaining to human rights is monitored and addressed. The Company is dedicated to upholding and respecting human rights and is committed to addressing and remedying any violations that may be identified. The Company has constituted Internal Complaints Committee to receive and investigate the complaints with respect to Sexual Harassment of Women at Workplace. The Company has also framed Whistle Blower/ Vigil Mechanism Policy which provides adequate safeguard against the whistle blower and no one is denied access to the Chairman of the Audit Committee or in exceptional cases to the Board of Directors for appropriate relief. As an equal opportunity employer, we have zero tolerance towards the discrimination on the basis of race, colour, religion, sex, national origin, gender identity, gender expression, sexual orientation or disability status.

**3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?**

Yes, Company's office premises are accessible to differently abled employees with infrastructure which enables them to have a barrier-free access to various common facilities.

**4. Details on assessment of value chain partners:**

Category	% of value chain partners (by value of business done with such partners) that were assessed.
Sexual harassment	We are yet to initiate the assessment of value chain partners.
Discrimination at workplace	
Child Labour	
Forced/involuntary labour	
Wages	
Others – please specify	

**5. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from the assessments at Question 4 above.**

Not Applicable.

**PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT****1. Details of total energy consumption (in joules or multiples) and energy intensity:****a. Whether total energy consumption and energy intensity is applicable to the company?**

Yes

**b. Details about revenue from operations (in ₹)**

	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Revenue from operations	710,51,95,820	735,35,20,042

**c. Details of total energy consumption (in joules or multiples) and energy intensity, in the following format:**

Parameter	Unit	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
From renewable sources			
Total electricity consumption (A)	GJ	0	0
Total fuel consumption (B)	GJ	0	0
Energy consumption through other sources (C)	GJ	0	0
Total energy consumed from renewable sources (A+B+C)	GJ	0	0
From non-renewable sources			
Total electricity consumption (D)	GJ	20869.52	19009.43
Total fuel consumption (E)	GJ	571.15	658.63
Energy consumption through other sources (F)	GJ	0	0
Total energy consumed from non-renewable sources (D+E+F)	GJ	21440.67	19668.06
Total energy consumed (A+B+C+D+E+F)	GJ	21440.67	19668.06
Energy intensity per rupee of turnover (Total energy consumed / revenue from operations)	GJ / ₹ turn over	0.0000030176	0.0000026746
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / revenue from operations adjusted for PPP)	GJ / US\$ turn over	0.0000623497	0.0000552635
Energy intensity in terms of physical output	GJ / unit prod-uction	-	-
Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency?		No	No
If yes, name of the external agency.	-	-	-

The revenue from operations adjusted for PPP is calculated using the latest implied PPP conversion rate published in April, 2025 by the International Monetary Fund, which is 20.662 INR/international \$

**2. Details about Performance, Achieve and Trade (PAT) Scheme of the Government of India:**

Questions	Response
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?	No
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.	-
Performance Achieve Trade Scheme is not applicable for our Company.	

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

Parameter	Unit	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
<b>Water withdrawal by source</b>			
(i) Surface water	kilolitres	0	0
(ii) Groundwater	kilolitres	34064.35	0
(iii) Third party water	kilolitres	12937.43	53436.02
(iv) Seawater/desalinated water	kilolitres	0	0
(v) Others	kilolitres	0	0
Total volume of water withdrawal (i + ii + iii + iv + v)	kilolitres	47001.78	53436.02
Total volume of water consumption	kilolitres	226.43	53436.02
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	kilolitres / ₹ turn over	0.0000000319	0.0000072667
Water intensity per rupee of turnover adjusted for purchasing power parity (Total water consumption / Revenue from operations adjusted for PPP)	kilolitres / US\$ turnover	0.0000006585	0.0001051451
Water intensity in terms of physical output (Total water consumption / physical unit)		-	-
Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency?		No	No
If yes, name of the external agency.		-	-

The revenue from operations adjusted for PPP is calculated for current and previous financial years using the latest implied PPP conversion rate published in April, 2025 by the International Monetary Fund, which is 20.662 INR/international \$.

**4. Provide the following details related to water discharged**

Parameter	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water	0	0
- No treatment	-	-
- With treatment - please specify level of treatment	-	-

Parameter*	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
(ii) To Groundwater	0	0
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(iii) To Seawater	0	0
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(iv) Sent to third-parties*	46775.35	53436.02
- No treatment	46775.35	53436.02
- With treatment - please specify level of treatment	-	-
(v) Others	0	0
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
<b>Total water discharged (in kilolitres)</b>	<b>46775.35</b>	<b>53436.02</b>
Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency?	No	No
If yes, name of the external agency.	-	-

5. Details about zero liquid discharge (ZLD):

Questions	Response
Has the entity implemented a mechanism for zero liquid discharge (ZLD)? No	No
If yes, provide details of its coverage and implementation.	-

6. Details of air emissions (other than GHG emissions) by the entity:

a. Whether air emissions (other than GHG emissions) by the entity is applicable to the company?  
No

b. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:  
Not Applicable

Parameter	Please specify unit	FY 2024-25 Current Financial Year	FY 2024-25 Previous Financial Year
NOx	-	-	-
SOx-	-	-	-
Particulate matter (PM)	-	-	-
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency?		No	No
If yes, name of the external agency.		-	-

Due to our nature of business, the other emissions are not material for business.

7. Details of greenhouse gas emissions (scope 1 and scope 2 emissions) & its intensity.

a. Whether greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity is applicable to the company?

Yes

b. 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
<b>Total scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	tCO <sub>2</sub> e	77.37	527.03
<b>Total scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	tCO <sub>2</sub> e	4215.05	3780.76
<b>Total scope 1 and scope 2 emission intensity per rupee of turnover</b> (Total scope 1 and scope 2 GHG emissions / Revenue from operations)	tCO <sub>2</sub> e/ ₹ turnover	0.0000006041	0.0000005858
<b>Total scope 1 and scope 2 emission intensity per rupee of turnover adjusted for purchasing power parity (PPP)</b> (Total scope 1 and scope 2 GHG emissions/ Revenue from operations adjusted for PPP)	tCO <sub>2</sub> e/ US\$	0.0000124824	0.0000121041
<b>Total scope 1 and scope 2 emission intensity in terms of physical output</b>	-	-	-
Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency?		No	No
If yes, name of the external agency.		-	-

The revenue from operations adjusted for PPP is calculated for current and previous financial years using the latest implied PPP conversion rate published in April, 2025 by the International Monetary Fund, which is 20.662 INR/international \$.

8. Details about projects related to reducing GHG emission.

a. Does the entity have any project related to reducing GHG emission?

Yes

b. If yes, then provide details.

Datamatics has undertaken several initiatives aimed at reducing greenhouse gas (GHG) emissions. In FY 2024-25, Datamatics sponsored the plantation of 1,000 trees under the Trees for Tigers project in Ramtek, Maharashtra, which is

estimated to sequester approximately 20,000 kgs of CO<sub>2</sub> annually while simultaneously restoring biodiversity and generating livelihood opportunities for local communities.

Beyond afforestation efforts, Datamatics is actively pursuing a structured decarbonization pathway:

- **Science-based targets:** The organization is in the process of setting science-based targets to align with global climate objectives, with a strong emphasis on transparent disclosures.
- **Renewable energy transition:** A phased transition to solar energy is currently underway to reduce dependence on conventional energy sources.
- **Resource efficiency:** Measures such as installation of motion-sensor lights and AC vents, optimized air conditioning systems with regular servicing, switching off idle computer systems, and maximizing use of daylight in office spaces have been implemented to reduce energy consumption.
- **Elimination of single-use plastics:** All office locations are being transitioned to become free from single-use plastics.
- **Employee engagement:** Awareness and sensitization programs are regularly conducted to encourage employees to adopt sustainable practices both at the workplace and in their personal lives.
- **Water stewardship:** The organization is committed to water conservation through the application of the 3R principle (Reduce, Reuse, Recycle).

#### 9. Details related to waste management:

##### a. Different types of waste generated by the entity, in the following format:

Parameter	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	0	0
E-waste (B)	8.5	1.91
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0.12
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any (G)	0	0
Other Non-hazardous waste generated (H). Please specify, if any	90.98	72.36
<b>Total (A+B+C+D+E+F+G+H)</b>	<b>99.48</b>	<b>74.39</b>
Waste intensity per rupee of turnover (tonne/₹ turnover)	0.0000000140	0.0000000101
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (tonne/US\$ turnover)	0.0000002893	0.0000002090
Waste intensity in terms of physical output (tonne/unit production)	-	-

The revenue from operations adjusted for PPP is calculated for current and previous financial years using the latest implied PPP conversion rate published in April, 2025 by the International Monetary Fund, which is 20.662 INR/international \$.

##### b. For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes):

Category of waste	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
(i) Recycled	9.13	0
(ii) Re-used	0	0
(iii) Other recovery operations	0.94	1.91
<b>Total</b>	<b>10.07</b>	<b>1.91</b>

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

Category of waste	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
(i) Incineration	0	0
(ii) Landfilling	89.20	0
(iii) Other disposal operations	0.21	72.48
<b>Total</b>	<b>89.41</b>	<b>72.48</b>

#### 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.

Datamatics has adopted comprehensive waste management practices designed to ensure the responsible handling of all waste produced on-site. This begins with meticulous segregation, enabling the proper management of various waste categories. Electronic waste is addressed specifically through partnerships with certified vendors who facilitate responsible recycling and disposal. Moreover, other types of office waste are systematically transferred to the local municipal authorities, where they undergo designated recycling, reuse, and recovery processes to ensure environmentally sound treatment. In terms of reducing the usage of hazardous and toxic chemicals in our products and processes, our company has developed a strategic approach focused on minimizing environmental impact. This strategy includes rigorous evaluation of chemical alternatives, prioritizing those with lower toxicity profiles.

Our practices are designed to mitigate risks associated with waste materials, emphasizing safe handling, storage, and disposal methods to protect both human health and the environment.

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:

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/clearance are being complied with?	If no, the reasons thereof and corrective action taken, if any.
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Not Applicable, as Datamatics doesn't operate in or near by any ecological sensitive area.

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.	Whether conducted by independent external agency	Date	Results communicated in public domain	Relevant web link
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Not Applicable, as no impact assessments were undertaken by Datamatics in FY 2024-25

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
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We are compliant to all applicable environmental/laws/regulation guidelines in India

#### ❖ Leadership indicators

1. Details of water withdrawal, consumption and discharge in areas of water stress (in kilolitres): Not Applicable

a. Details of water withdrawal and consumption in areas of water stress (in kilolitres):

Parameter	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Name of the area	-	-
Nature of operations	-	-
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	-	-
(iv) Seawater/desalinated water	-	-
(v) Others	-	-

Parameter	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Total volume of water withdrawal (i + ii + iii + iv + v)	-	-
Total volume of water consumption	-	-
Water intensity per rupee of turnover (Total water consumption / ₹ turnover from operations)	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-



b. Details of water discharge in areas of water stress (in kilolitres):

Parameter	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
<b>Name of the area</b>		
<b>Nature of operations</b>		
(i) Into Surface water		
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(ii) Into Groundwater		
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(iii) Into 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	-	-
<b>Total water discharged (in kilolitres)</b>	-	-

2. Details of total scope 3 emissions & its intensity.

a. Whether total Scope 3 emissions & its intensity is applicable to the company?

Yes

b. Please provide details of total scope 3 emissions & its intensity, in the following format:

Parameter	Unit	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
<b>Total scope 3 emissions (Break-up of the GHG into CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, SF<sub>6</sub>, NF<sub>3</sub>, if available)</b>	tCO <sub>2</sub> e	378.67	4593.65
Total scope 3 emissions per rupee of turnover	tCO <sub>2</sub> e/ ₹turnover	0.0000000533	0.0000006247
Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency?		No	No
If yes, name of the external agency.	-	-	-

In FY 2023-2024, emissions from Purchased Goods and Services, Capital Goods, Fuel and Energy related activities, Waste Generated, Business Travels (Travel + Stay) and Employee Commute were included in the reporting boundary for Scope 3. However, in the current FY 2024-2025, emissions resulting only from Business Travel and Waste Generated have been considered.

3. With respect to the ecologically sensitive areas reported at Question 11 of essential indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Not Applicable.

4. 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:

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Replacing the conventional lights with LEDs lights.	Traditional lighting fixtures have been replaced with energy-efficient motion sensor lights, and air conditioning vents have been installed in meeting rooms, washrooms, and cabins throughout all sections. <a href="https://www.datamatics.com/about-us/esg-environment">https://www.datamatics.com/about-us/esg-environment</a>	This initiative serves to decrease our energy consumption while indirectly aiding in the reduction of emissions stemming from energy use.
2	Installed Desktop Power saving software.	Datamatics has implemented desktop power-saving software across its offices. This application automatically puts idle systems into sleep mode, helping to conserve energy. <a href="https://www.datamatics.com/about-us/esg-environment">https://www.datamatics.com/about-us/esg-environment</a>	Enabling desktop power-saving features assists in curtailing unnecessary power consumption, thereby contributing to the reduction of our scope emissions footprint.

## 5. Details about the disaster management plan.

## a. Does the entity have a business continuity and disaster management plan?

Yes

## b. Give details in 100 words/ web link.

Business impact analysis and risk assessment is conducted periodically to assess the likely impact on the Company's business processes due to adverse events like, natural disasters, pandemic, technical disruptions like cyberattacks, or administrative decisions like lockdown etc. The Company has effectively implemented its business continuity strategies during the pandemic by establishing effective work-from-home practices to ensure connectivity throughout the firm.

## 6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.

Not Applicable as there is no significant adverse impact envisaged from Value chain partners.

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

0

Considering the nature of our business, we don't foresee any environmental impact that may arise due to our value chain.

## 8. How many Green Credits have been generated or procured:

## a. By the listed entity

0

## b. By the top ten (in terms of value of purchases and sales, respectively) value chain partners

NA

**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.

The company is a member of 2 trade and industry 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
1	National Association of Software and Services Companies (NASSCOM)	National
2	Indo American Chamber of Commerce (IACC)	National

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

Name of authority	Brief of the Case	Corrective Action Taken
NA	NA	NA

There are no material corrective action nor any material issues related to anti-competitive conduct by the entity

## ❖ Leadership indicators

## 1. Details of public policy positions advocated by the entity.

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/Half yearly/Quarterly/ Others – please specify)	Web Link, if available.
Not Applicable					

We have not taken any specific public policy advocacy during the year.

**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	Results communicated in public domain Relevant web link	Amounts paid to PAFs in the FY (In INR)
Not Applicable					

Social impact assessment (SIA) is a process for the identification, analysis, assessment, management and monitoring of the potential social impacts of a project, both positive and negative. The social impacts of a project are the direct and indirect impacts that affect people and their communities during all stages of the project lifecycle. The Company has not undertaken any SIAs in the current financial year.



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

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

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

Not Applicable.

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

Category	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Directly sourced from MSMEs/ small producers	16.25	22.61
Sourced directly from within the district and neighbouring districts	83.75	77.39

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
1. Rural	NA	NA
2. Semi-urban	15.93	3
3. Urban	27.87	30
4. Metropolitan	56.20	67

#### ❖ Leadership indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (reference: Q1 of essential indicators above).

Details of negative social	Corrective action taken
Nil	Not Applicable

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

S. No.	State	Aspirational district	Amount spent (In INR)
1	NA	NA	0

3. a. Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized/ vulnerable groups?

No

- b. From which marginalized/vulnerable groups do you procure?

Not Applicable

- c. What percentage of total procurement (by value) does it constitute?

0

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

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/ No)	Benefit Shared (Yes/No)	Basis of calculating benefit share
1	NA	NA	NA	NA

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

Name of authority	Brief of the Case	Corrective Action Taken
NA	NA	NA

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Project	% of beneficiaries from vulnerable and marginalized groups
1	Vocational Training & Upskilling	428	50%
2	Dakshana Foundation	4	100%
3	Tagore Govt. Arts & Science College	63	100%
4	Grow Trees	50	100%

## 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.

Datamatics has a robust mechanism in place to receive and respond to consumer complaints. Datamatics is B2B service provider and each customer has dedicated Account Manager which acts as a bridge between the customer and the Company. In case of dissatisfaction, the Consumer can escalate his/ her query or complaints to the next responsible person or project lead. Most of the queries were attended to the project level and turn-around time for response is very less. Datamatics website has a chat room and query forum to easily reach out to the

Company for any query or grievances.

There are no customer complaints that are material in nature, as on the end of financial year.

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

Category	As a percentage to total turnover
Environmental and social parameters relevant to the product	Not Applicable as Datamatics is a service industry and do not manufacture any product.
Safe and responsible usage	
Recycling and/or safe disposal	

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

Particulars	FY 2024-25 Current Financial Year		Remarks	FY 2023-24 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	NIL			NIL		
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Others						

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

Questions	Number	Reasons for recall
Voluntary recalls	0	NA
Forced recalls	0	NA

#### 5. Does the entity have a framework/ policy on cyber security and risks related to data privacy?

Questions	Response
Does the entity have a framework/ policy on cyber security and risks related to data privacy?	Yes. The Company has a mature information security management system with policies, processes, and controls to minimize Cyber-Security risks. The governance and management of security compliance and risk is reviewed periodically. All the policies are defined in Information security Manual and Procedure and Guidelines Manual, published on Pulse -Intranet portal of the Company
If available, provide a web-link of the policy.	<a href="https://www.pulse.datamatics.com/corpcomm/jsp/Pulse/Pulse/ISMS/Docs/ISPolicy.jsp">https://www.pulse.datamatics.com/corpcomm/jsp/Pulse/Pulse/ISMS/Docs/ISPolicy.jsp</a>

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.

There were no instances relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; Restrictive Trade Practices, Unfair Trade Practices, penalty / action taken by regulatory authorities on safety of products / services.

7. Provide the following information relating to data breaches.

- a. Number of instances of data breaches: 0  
 b. Percentage of data breaches involving personally identifiable information of customers: 0  
 c. Impact, if any, of the data breaches: Not Applicable

❖ **Leadership indicators**

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

Information on products and services of Datamatics can be accessed from various digital channels including Datamatics website and various social media channels:

**Website**

- a. Datamatics website:  
<https://www.datamatics.com/>  
 b. Intelligent Automation Platform website:  
<https://www.datamatics.com/intelligent-automation/>

**Social Media**

- a. LinkedIn:  
<https://www.linkedin.com/company/datamatics/>

- b. Facebook:  
<https://www.facebook.com/Datamatics/>  
 c. Twitter:  
[https://twitter.com/i/flow/login?redirect\\_after\\_login=%2FDatamatics](https://twitter.com/i/flow/login?redirect_after_login=%2FDatamatics)  
 d. YouTube:  
<https://www.youtube.com/user/datamaticsglobal>  
 e. Instagram: <https://www.instagram.com/datamatics/>

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

Not applicable owing to the nature of business.

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

All such communications to the customer are authorized by Executive Board / respective Sales Representative.

4. Details about display of product information.

Questions	Response
Does the entity display product information on the product over and above what is mandated as per local laws?	NA
If yes, provide details in brief.	NA
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