

# Annexure

## Percentage of senior management at significant locations of operation that are hired from the local country

Total no. of Top management employees		Percentage of Senior Management	
Male	Female	Male	Female
13	0	68%	3%
1	1	4%	1%
1	0	9%	0%
2	0	13%	1%
17	1	94%	6%

GRI: 202 (202-a)

## The definition used for 'senior management'. Give the people who are

Considered employees with Job band B6-1 & B7-1

## The organization's geographical definition of 'local'. Define local as "Country"

We have taken the definition of local as Country level

## The definition used for 'significant locations of operation'

As most of our employees are based out of India, we have taken India as a significant location of operation

## Economic Performance

Direct economic value generated and distributed (EV & D) on an accrual basis, including the basic components for the organisation's global operation as listed below. If data are presented on a cash basis, report the justification for this decision in addition to reporting the following components

	Unit	FY 2021	FY 2022	FY 2023
<b>i Direct economic value generated:</b>				
1 a) Revenues	INR	17,256.86	17,056.82	18,201.4
	USD	2,324.12	2,289.51	2,265.55
<b>ii Economic value distributed:</b>				
1 Operating costs	INR	11,955.23	11,554.34	1,2078.7
	USD	1,610.11	1,550.92	1,503.45
2 Employee wages and benefits	INR	3,049.09	3,040.34	3,597.46
	USD	410.65	408.1	447.78
3 Payments to providers of capital	INR	535.41	761.84	1,025.47
	USD	72.11	102.26	127.64
4 Payments to government by country	INR	503.5	614.02	380.76
	USD	67.81	82.42	47.39
5 Community investments	INR	11.85	14.28	20.79
	USD	1.6	1.92	2.59
Total	INR	16,055.08	15,984.82	17,103.18
	USD	2,162.28	2,145.62	2,128.85
<b>iii Economic value retained:</b>				
1 'Direct economic value generated' less 'Economic value distributed'.	INR	1,201.78	1,072.00	1,098.25
	USD	161.85	143.89	136.7
<b>Fx conversion rate</b>		74.25	74.5	80.34

GRI: 201 (201-1, 201-3)



Coverage of the organisation's defined benefit plan obligations	Currency	FY 22	FY 23
Salaries and Wages	INR	2,908.46	3,439.86
	USD	390.40	428.16
Defined contribution pension scheme costs	INR	30.58	34.82
	USD	4.10	4.33
Defined benefit pension scheme costs	INR	101.30	122.78
	USD	13.60	15.28
Share based payment charge	INR	0.00	0.00
	USD	0.00	0.00
<b>Total</b>	INR	3,040.34	3,597.46
	USD	408.10	447.78

GRI: 201 (201-3)

## Energy Consumption

Years	DG Set	Electricity Board	Renewable Source	in kWh
FY 19-20	4,544,099	156,678,561	14,379,903	175,602,563
FY 20-21	5,342,068	140,803,142	23,232,665	169,377,875
FY 21-22	6,079,629	143,923,564	22,935,632	172,938,824
FY 22-23	6,121,659	135,969,896	30,582,115	172,673,669

GRI: 302 (302-1)

## Energy Intensity (MWh per million-unit revenue in USD)

Year	
2019-20	84.1
2020-21	80.5
2021-22	84.2
2022-23	84.64

GRI: 302 (302-3)

## FY 23 Scope 1, 2 and 3 emissions by categories

Scope 1	Tonnes of CO2 eq.	Operational Boundary	
DG sets	1,642.69	Global	2006 IPCC Guidelines for National Greenhouse Gas Inventories and IPCC AR5
ODS	3,677.41	Global	IPCC AR5
Solid waste treatment	1.56	India	WBCSD GHG Protocol and IPCC AR5
Waste water treatment	18.86	India	2006 IPCC Guidelines for National Greenhouse Gas Inventories and IPCC AR5
<b>Total</b>	<b>5,340.52</b>		

Scope 2	Tonnes of CO2 eq.	Operational Boundary	
Purchased electricity	77,735	Global	1. Institute for Global Environmental Strategies (2023). List of Grid Emission Factors, version 11.1.
			2. CEA V18
			3. 2020 Grid Electricity Emissions Factors v1.2 - June 2020, <a href="http://www.carbonfootprint.com">www.carbonfootprint.com</a>
			4. 2021 Grid Electricity Emissions Factors v1.1 - March 2022
			5. UK Government conversion factors for company reporting of greenhouse gas emissions 2021
			6. US eGrid 2020

Scope 3	Tonnes of CO2 eq.	Operational Boundary	
Business travel by air, road and rail	6,886	Global	1. US EPA, Supply Chain GHG Emission Factors for US Commodities and Industries v1.1
			2. UK Department for Environment, Food & Rural Affairs (DEFRA), Table 13 - Indirect emissions from the supply chain,
			3. UK Government GHG Conversion Factors for Company Reporting
			4. WRI, (2015), India Specific Air Transport Emission Factors for Passenger Travel and Material Transport India GHG program
			5. India GHG Program, Transport Emission Factors, 2014
			6. CEA V18
Employee commuting- Company provided	895	India	2006 IPCC Guidelines for National Greenhouse Gas Inventories and IPCC AR5
Solid waste disposal	212	India	2006 IPCC Guidelines for National Greenhouse Gas Inventories and IPCC AR5
Waste water disposal	714	India	2006 IPCC Guidelines for National Greenhouse Gas Inventories and IPCC AR5
Capital goods	10,757	Global	Not Applicable, Hybrid approach followed
Purchased goods	74,053	Global	Not Applicable, Hybrid approach followed
Downstream transportation	92	Dedicated outbound vehicles from Indian warehouses	India specific road transport emission factors, Version 1.0, India GHG Program, 2015

Scope 3	Tonnes of CO2 eq.	Operational Boundary	
Purchased fuel	385	Global	UK Government GHG Conversion Factors for Company Reporting, 2023
T&D	17,762	Global	1. Institute for Global Environmental Strategies (2023). List of Grid Emission Factors, version 11.1. 2. CEA V18 3. 2020 Grid Electricity Emissions Factors v1.2 - June 2020, <a href="http://www.carbonfootprint.com">www.carbonfootprint.com</a> 4. 2021 Grid Electricity Emissions Factors v1.1 - March 2022 5. UK Government conversion factors for company reporting of greenhouse gas emissions 2021 6. US eGrid 2020
Upstream leased assets	16,497	International	1. Institute for Global Environmental Strategies (2023). List of Grid Emission Factors, version 11.1. 2. CEA V18 3. 2020 Grid Electricity Emissions Factors v1.2 - June 2020, <a href="http://www.carbonfootprint.com">www.carbonfootprint.com</a> 4. 2021 Grid Electricity Emissions Factors v1.1 - March 2022 5. UK Government conversion factors for company reporting of greenhouse gas emissions 2021 6. US eGRID 2020
Total	128,251		

GRI: 305 (305-3)

### Scope 1 and 2 emissions trend by source

Source	GHG Emissions (Tonnes of CO2e)			
	FY 19-20	FY 20-21	FY 21-22	FY 22-23
Scope -1 Emissions arising from the consumption of fuels such as diesel and the use of refrigerant gases and waste treatment inside the facilities	6,360	5,859	4,744	5,341 [1]
Scope-2 Emissions from the consumption of grid electricity	108,908	98,487	88,308	77,735
Total	115,268	104,346	93,052	83,076

GRI: 305 (305-1, 305-2)

### Refrigerant Gas Consumption

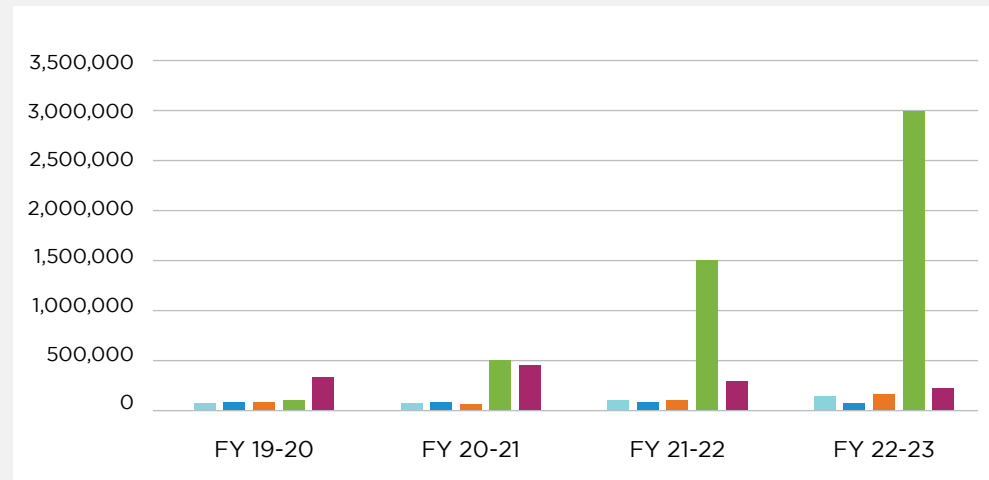
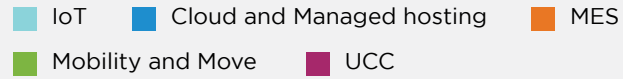
R- 410 A consumption	1,216
R-134 Consumption	112
R-22 consumption	357
R-407 C consumption	215
R-32 consumption	4

### GHG Intensity

Year	2019-20	2020-21	2021-22	2022-23
GHG Intensity (tonnes per million unit revenue in US\$)	55.21	49.6	45.31	40.72

GRI: 305 (305-4)

### Low Carbon Products Solutions Profile



### Waste Water Recycling

Years	FY 19-20	FY 20-21	FY 21 - 22	FY 22-23
Total Water Withdrawal	236,638	215,576	196,123	209,563
Recycled water	77,616	50,175	46,116	35,841

### Water Withdrawal by Source

Years	FY 19-20	FY 20-21	FY 21- 22	FY 22-23
Groundwater	11,425	3,109	2,479	1,289
Municipal water	198,076	186,927	172,222	167,605
Rainwater	126	50	55	203
Purchased water	27,011	25,490	21,367	40,466

GRI: 303 (303-3)

## Total No of Employee

The total number of employees by employment contract(permanent and temporary) and gender

Total No of Employee	Permanent	Temporary Contract	Total
Male	10,503	4,642	15,144
Female	2,922	840	3,762
Others	1	0	1

GRI: 2-7

## Total number of employees by employment contract (permanent and temporary), by region

Region	India	APAC	Americas	EMEA
Permanent	12,307	240	429	448
Temporary	5,473	1	1	7

Total No of Employee	Full-Time	Part-time(as per the company policy and national laws)	Total
Male	10,502	Na	10,502
Female	2,922	Na	2,922

## Ratio remuneration of women to men

Employee category	Ratio of remuneration of women to men
Top management	NA
Senior management	0.8:1
Middle management	0.9:1
Junior management	0.7:1
Non-executives	1.2:1
Definition used for significant locations of operation	Significant operations is where majority of HC is present i.e. India

GRI 405(405-2)

\*The ratio may vary as the salary will depend on the role, skills being deployed, previous experience and other such factors.

## Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period.

Category	Units	Male	Female
Top Management	Performance review	100%	100%
Senior Management	Performance review	100%	100%
Middle management	Performance review	100%	100%
Junior management	Performance review	100%	100%
Non -Executives	Performance review	NA	NA
	Career development review	NA	NA

GRI: 405 (405-1)



## Employee Turnover: Please report the details of employees who left during FY 2023

Sr. No.	Category	Unit	Gender		Age group			Region			
			Male	Female	less than 30 years	30 - 50 years	more than 50 years	India	Americas	APAC	EMEA
	Total	Nos	2,211	842	1,037	1,888	128	2,903	61	50	39
	Percentage	Nos	72%	28%	34%	62%	4%	95%	2%	2%	1%

GRI: 401 (401-1)

## New Joinees: Please report the details of all new joinees during FY 2023

Sr. No.	Category	Unit	Gender		Age group			Region			
			Male	Female	less than 30 years	30 - 50 years	more than 50 years	India	Americas	APAC	EMEA
	Total	Nos	2,974	1,055	1,865	2,033	131	3,757	96	45	131
	Percentage	Nos	74%	26%	46%	50%	3%	93%	2%	1%	3%
2	<b>Total Manpower in the current FY</b>		13,424								
3	<b>Rate of new hire</b>		30.00%								

GRI: 401 (401-1)

## Parental Leave (FY 2023)

a. Number of employees entitled to parental leave		b. Number of employees that took parental leave in this FY		c. Number of employees who returned to work after parental leave ended in this FY		Number of employees who returned to work after parental leave ended in the previous FY		d. Number of employees who returned to work after parental leave ended who were still employed 12 months after their return		Return to work of employees that took parental leave		retention rates of employees that took parental leave	
Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
2,922	10,502	15	352	13	345	20	279	18	191	87%	98%	90%	68%

GRI: 401 (401-3)



### Percentage of individuals within the organization's governance bodies (in each of the following diversity categories)

List different type of Governance Body	Age group			Gender		Total Employees in the governance body
	less than 30 years	Between 30-50 years	Above 50 Years	Male	Female	
Board of Directors			100%	83%	17%	6
GMC			100%	89%	11%	9

GRI 405 (405-1)

### Percentage of employees per employee category in each of the following diversity categories

Category	Age group			Gender	
	less than 30 years	Between 30-50 years	Above 50 Years	Male	Female
Top management	0%	6%	94%	94%	6%
Senior Management	0%	48%	52%	94%	6%
Middle management	0%	76%	23%	90%	10%
Junior management	29%	66%	4%	77%	23%
Non-Executives	0%	22%	78%	74%	26%

GRI 405(405-1)

### Percentage of employees covered by Collective Bargaining (CB) Agreements

Region	Total Number of Employees as reported	No of employees covered under CB Agreement	(%) of Employees covered under collective bargaining
India	12,307	183	1.49%
America & Canada	429	27	6%
Europe (EMEA)	377	62	16%
MENA	71	NA	NA
APAC	240	NA	NA

GRI 2-30

### Health and Safety

Year	LTIFR (per million manhours worked)
FY 21	0.2
FY 22	0.2
FY 23	0.19

KPIs	Employees	Contract Workforce
Fatal incidents	0	0
Loss time injuries	0	10,
HIPO (High Potential Incidents)	0	1
LTIFR (per million manhour worked)	0	0.19

GRI: 403 (403-9, 403-10)