

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

SECTION A : GENERAL DISCLOSURES

I. Details of the listed entity

S. No.	Particulars	Details
1	Corporate Identity Number (CIN) of the Listed Entity	L64200DL1993PLC054086
2	Name of the Listed Entity	Optiemus Infracom Limited
3	Year of Incorporation	1993
4	Registered office address	K-20, 2 nd Floor, Lajpat Nagar-II, New Delhi-110024
5	Corporate address	D-348, Sector-63, Noida, Uttar Pradesh-201307
6	E-mail	info@optiemus.com
7	Telephone	011-29840906/07
8	Website	www.optiemus.com
9	Financial year for which reporting is being done	April 01, 2023 - March 31, 2024
10	Name of the Stock Exchange(s) where shares are listed	1.National Stock Exchange of India Limited('NSE') 2.BSE Limited ('BSE')
11	Paid-up Capital	₹ 85,85,71,910
12	Name and contact details (telephone, e-mail address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Vikas Chandra Company Secretary & Compliance Officer Telephone No. 0120-2406450 e-mail ID: info@optiemus.com
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)	The disclosures made in this report are on standalone basis.
14	Name of assurance provider	N.A.
15	Type of assurance obtained	N.A.

II. Products / Services

16 Details of business activities (accounting for 90% of the turnover):

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Trading	Wholesale Trading of Telecommunications and allied products	92.94%

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

S. No.	Product / Service	NIC Code	% of total Turnover contributed
1	Telecommunication and allied products	4652	92.94%

III. Operations

18 Number of locations where plants and/or operations/offices of the entity are situated:

Location	Number of plants	Number of offices	Total
National	N.A.	3	3
International	N.A.	Nil	Nil

19 Market Served by the entity:

a.	Number of locations	
	Locations	Number
	National (No. of States)	28
	International (No. of Countries)	Nil
b.	What is the contribution of exports as a percentage of the total turnover of the entity?	Nil
c.	A brief on type of customers	The Company operates in National Markets through both direct sales and a Dealer Distribution Network.

IV. Employees

20 Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No.(B)	% (B/A)	No. (C)	% (C/A)
Employees						
1	Permanent (D)	65	59	90.77%	6	9.23%
2	Other than Permanent (E)	Nil	Nil	N.A.	Nil	N.A.
3	Total employees (D+E)	65	59	90.77%	6	9.23%
Workers						
4	Permanent (F)	N.A. During the year, there was no worker on the payroll of the Company.				
5	Other than Permanent (G)					
6	Total employees (F+G)					

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No.(B)	% (B/A)	No. (C)	% (C/A)
Differently abled Employees						
1	Permanent (D)	N.A.				
2	Other than Permanent (E)					
3	Total differently abled employees (D+E)					
Differently abled Workers						
4	Permanent (F)	N.A.				
5	Other than Permanent (G)					
6	Total differently abled workers (F+G)					

21 Participation/Inclusion/Representation of Women:

	Total(A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	*7	1	14.29%
Key Management Personnel	**3	Nil	N.A.

*Three Independent Directors of the Company ceased from the position of directorship upon completion of 2 (Two) consecutive terms of 5 (Five) years each from the closure of business hours on March 31, 2024, whereas 2 Independent Directors of the Company have been appointed w.e.f. 1st April, 2024. For more details, please refer Corporate Governance Report.

**Includes 1 Whole-time Director.

22 Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2023-24 (Turnover rate in current FY)			FY 2022-23 (Turnover rate in previous FY)			FY 2021-22 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	37.62%	18.18%	35.71%	40.00%	50.00%	41.18%	37.17%	37.50%	37.21%
Permanent Workers	N.A.								

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

23 (a) Name of holding / subsidiary / associate companies / joint ventures

S. No.	Name of the holding/ subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Optiemus Electronics Limited	Wholly Owned Subsidiary	100%	No
2	GDN Enterprises Private Limited	Wholly Owned Subsidiary	100%	No
3	Optiemus Infracom (Singapore) Private Limited	Wholly Owned Subsidiary	100%	No
4	Troosol Enterprises Private Limited	Subsidiary	60%	No
5	FineMs Electronics Private Limited	Subsidiary	60%	No
6	Bharat Innovative Glass Technologies Private Limited	Subsidiary	70%	No
7	Teleecare Network (India) Private Limited	Associate	46.22%	No
8	WIN Technology	Joint Venture	0%	No

VI. CSR Details

24	(i)	Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
	(ii)	Turnover	₹ 64,442.53 Lacs
	(iii)	Net worth	₹ 42,232.79 Lacs

VII. Transparency and Disclosure Compliances

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

Stakeholder group from whom complaint is received	#Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2023-24			FY 2022-23		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities		N.A. The Company has invested in the PM Care fund as its CSR activity. Whether any communities would be targeted through this fund or not, is not known to the Company.					
Investors (other than shareholders)*		N.A. During the year, there was no investor in the Company other than Shareholders.					
*Shareholders	Yes https://www.optiemus.com/investorcontact.html e-mail: info@optiemus.com	7	Nil	All the complaints received from the shareholders of the Company were resolved by the Company and its RTA within stipulated time. Further, queries/ request received from shareholders were substantially replied/ resolved.	5	Nil	All the complaints received from the shareholders of the Company were resolved by the Company and its RTA within the stipulated time.
Employees and Workers	Yes https://hrone.cloud/ e-mail: hr@optiemus.com	Nil	Nil	N.A.	Nil	Nil	N.A.
Customers	Yes https://www.optiemus.com/contactus.php	Nil	Nil	N.A.	Nil	Nil	N.A.
Value Chain Partners		N.A. Considering the operations of the Company, there are no value chain partners.					
Other (please specify)		N.A.					

The details of Grievance Redressal Mechanisms for applicable stakeholder group are provided in the table below:

Stakeholder Group from whom Complaint is Received	Grievance Redressal Mechanism in Place
Shareholders	<p>The Company offers a means to handle any issues or complaints raised by its shareholders. Beetal Financial & Computer Services Private Limited serves as the Registrar and Share Transfer Agent (RTA) of the Company for addressing any shareholders' inquiries, requests and grievances.</p> <p>Further, Shareholders can also lodge their grievances at scores portal, ODR portal/ or by writing an e-mail to the Company Secretary & Compliance Officer of the Company at info@optiemus.com.</p>
Employees and Workers	<p>The Company has a dedicated HR portal for filing complaints. The employees can raise their complaints on https://hrone.cloud/ or can mark an e-mail to HR Department of the Company at hr@optiemus.com.</p> <p>Further, the Company's Vigil Mechanism/Whistle Blower Policy is a mechanism that allows Employees and Directors to report grievances. It also ensures that complainants are protected with full anonymity against any victimisation practices. The employee, on becoming aware of any suspected or actual fraud, can file their grievances to Mr. Vikas Chandra, Company Secretary & Compliance Officer who is also the Vigilance Officer of the Company through an e-mail at cs.vikas@optiemus.com. The Company's Vigil Mechanism/Whistle Blower Policy can be accessed at https://www.optiemus.com/policies.html.</p> <p>Also, the 'Internal Complaints Committee' of the Company handles any complaint received regarding the sexual harassment at workplace. The details of the members of Internal Complaint Committee are given in the Company's POSH Policy which is hosted on the website of the Company at https://www.optiemus.com/policies.html.</p>
Customers	<p>The customers can reach out to the Single Point of Contact as per the Service Level Agreement (SLA). Any further escalation can be made to Director of the Company.</p>

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Material and Sourcing	Opportunity	Higher the sustainability factor of the goods sourced, better the long-term results.	Working on implementing a Sustainable Sourcing Policy	Positive
2.	Technology Dynamics	Risk	Continuous changes in technological dynamics may impact company operations	Strong change management practices and agility in business conduct	Negative
3.	Change in consumer demand	Risk	Considering the dynamics of the technological aspects and options available, consumer demand might change according to the need and ease of use. These factors if not considered might impact business operations in the longer run.	Regular, consumer demand assessment to prepare for the upcoming change.	Negative
4.	Climate change	Risk	Climate change possess risk by influencing operations, profitability etc.	Develop a robust climate change resilience plan and conduct regular materiality assessment and devise a stakeholder management plan.	Negative
5.	Compliance and Governance	Risk	Regulatory compliance and good corporate governance practices form the foundation of our Company and non-compliance in any form can severally impact our business and Company's image.	The Company has a team of professionals who regularly review the applicable laws and regulations, keeps track of the regulatory changes applicable on the Company and ensure timely compliances by monitoring the same.	Negative
6.	Governance and Ethical business conduct	Opportunity	Conducting business with highest ethical standard is fundamental for creating a sustainable business	Our policies ensure that all our activities and operations are conducted with ethical practices. Further, the Company provide Training and awareness on best practices.	Positive

SECTION B : MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies, and processes put in place towards adopting the NGRBC Principles and Core Elements.

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and Management Processes										
1	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	N.A.	Yes	Yes	Yes	Yes	N.A.	Yes	Yes
	b. Has the policy been approved by the Board? (Yes/No)	Yes	N.A.	Yes	Yes	Yes	Yes	N.A.	Yes	Yes
	c. Web Link of the Policies, if available	Policies are available on the website of the Company at https://www.optiemus.com/policies.html Policies which are internal to the Company are available on the intranet of the Company.								
2	Whether the entity has translated the policy into procedures. (Yes / No)	Yes	N.A.	Yes	Yes	Yes	Yes	N.A.	Yes	Yes
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	N.A.	Yes	Yes	Yes	Yes	N.A.	Yes	Yes
4	Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company doesn't have any formal Key Performance Indicators, but it is constantly working in the areas related to Diversity, Equity and Inclusion (DEI), enhanced customer experience and better utilization of available resources.								
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	N.A.								

Governance, leadership and oversight	
<p>7 Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements <i>(listed entity has flexibility regarding the placement of this disclosure)</i></p>	<p>In today's swiftly changing environment, with evolving regulations, shifting customer preferences, and new business models, a Company's ability to succeed and maintain its position relies heavily on adhering to top-tier governance practices. Our Company is dedicated to become a leading service provider by enhancing the quality of our offerings in line with our growth strategy. We are taking steps towards integrating sustainable governance practices based on global standards.</p> <p>We believe that effective corporate governance goes beyond mere skilled management; it involves protecting and advancing the interests of all stakeholders, including shareholders, employees, suppliers, customers, communities and everyone who touches base with the company's operations. Our operations adhere to good governance standards. As a responsible participant in the trading sector, we prioritize Environment, Health and Safety (EHS) as a central focus. The EHS benchmarks and rules are strictly followed across all the Company processes. Health and safety concerns of the employees are addressed with comprehensive measures and the initiatives expand beyond the Company facilities to cover the communities around the locations. For maintaining an efficient workspace and to continue sustainable growth, the Company is implementing the suggested measures.</p> <p>I thank all the stakeholders for their support and helping us stay true to our mission and vision.</p>
<p>8 Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).</p>	<p>Mr. Ashok Gupta, Executive Chairman (Whole-time Director)</p>
<p>9 Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes/No). If yes, provide details.</p>	<p>Yes, the Directors and Senior Leadership Team of the Company monitor various aspects of Social, Environmental & Governance responsibilities of the Company on a continuous basis.</p>

10 Details of Review of NGRBCs by the Company:

Subject of Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other - please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Yes As a practice, policies on the Business Responsibility of the Company are reviewed annually or on a need basis by the Board. During this assessment, the efficacy of the policies is reviewed and necessary changes to policies & procedures are implemented, except for Principle 2 and 7, as not applicable.									Annually*								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Yes The Company follows the existing regulations as applicable and Statutory Compliance Certificates on applicable laws are provided by the CS/CFO to the Audit Committee / Board of Directors on quarterly basis.									Quarterly**								
11	Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency				P1	P2	P3	P4	P5	P6	P7	P8	P9	No, the respective internal departments have verified the policies (applicable on the Company) from time to time.				
12	If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:																	
	a. The entity does not consider the Principles material to its business (Yes/No)				N.A.													
	b. The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)																	
	c. The entity does not have the financial or/human and technical resources available for the task (Yes/No)																	
	d. It is planned to be done in the next financial year (Yes/No)																	
	e. Any other reason (please specify)																	

*Performance against above policies and follow up action gets reviewed Annually except Principle 2 and Principle 7.

**Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances gets reviewed Quarterly except Principle 2 and Principle 7.

SECTION 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 and Key Managerial Personnel	3	<p>Topics Covered:</p> <ol style="list-style-type: none"> 1. Overview of Company's vision and mission, its business strategies, Risk Management; 2. Update on regulatory changes/amendments issued under various applicable laws; and 3. Overview and Update the provisions of Company's Code of Conduct to regulate, monitor and report trading by Designated Persons. <p>The Directors including Independent Directors got an overview of Company's business strategies which are governed by integrity, honesty, fair dealing and compliance with all applicable laws. The mandatory training on the Code of conduct is designed to provide a framework against which conduct, and behaviour can be measured. It covers in detail the expected code but is not limited to the equal opportunity, data privacy, conflict of interest, insider trading, anti – bribery, human rights, compliance, safe and secure work environment, POSH etc. and independency in reviewing the performance of Board on all parameters including effectiveness and individual contribution of each member of Board.</p>	100%
Employees other than BOD and KMPs	7	<p>Topics Covered:</p> <p>Code of Conduct and Ethics, Health and Safety, Insider Trading Policy, POSH Awareness and Skill Upgradation, HR Policies and awareness regarding human rights.</p> <p>We strive to provide our employees with an inclusive workplace that helps them grow professionally and personally. The Company believes in promoting employee well-being and providing a supportive environment to all employees and guidelines on health and safety.</p>	100%
Workers		N.A.	

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

Monetary

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

Non- Monetary

Particulars	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment			Nil	
Punishment				

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

Case Details	Name of the regulatory / enforcement agencies / judicial institutions
	N.A.

- 4 Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.

Yes, our Company is firmly opposed to unethical practices such as bribery and kickbacks. We maintain a zero-tolerance policy towards bribery and corruption and we are dedicated in conducting all business activities with professionalism, fairness, and integrity. We enforce effective systems to prevent and address bribery, supported by clear guidelines and well-defined consequences for any infractions.

Our robust control measures are designed to deter such practices, and we encourage all associates to report any potential malpractices that may arise. Our Governance is grounded in honesty and integrity, ensuring compliance with all regulatory and legal requirements. These anti-corruption and anti-bribery principles are detailed in Company's Anti-Bribery Policy. The policy is hosted on website of the Company under the web link: https://www.optiemus.com/policies/OIL_Anti-BriberyorAnti-CorruptionPolicy.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:

	FY 2023-24	FY 2022-23
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	N.A.	N.A.

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

Particulars	FY 2023-24 (Current Financial Year)		FY 2022-23 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	N.A.	Nil	N.A.
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	N.A.	Nil	N.A.

- 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.

N.A.

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

	FY 2023-24	FY 2022-23
Number of days of accounts payables	78	121

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 2023-24	FY 2022-23
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	Nil	Nil
	b. Number of trading houses where purchases are made from	Nil	Nil
	c. Purchases from top 10 trading houses as % of total purchases from trading houses.	Nil	Nil
Concentration of Sales	a. Sales to dealers / distributors as % of total sales.	100.00%	100.00%
	b. Number of dealers / distributors to whom sales are made.	230	202
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors.	99.09%	98.59%
Share of RPTs in	a. Purchases (Purchases with related parties/ Total Purchases)	62.41%	0.11%
	b. Sales (Sales to related parties/ Total Sales)	0.01%	0.39%
	c. Loans & advances (Loans & advances given to related parties/ Total loans & advances)	95.62%	90.33%
	d. Investments (Investments in related parties/ Total Investments made)	99.93%	99.96%

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
N.A.		

2	Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same.	<p>Yes</p> <p>The Board has established comprehensive policies and procedures to effectively manage and prevent conflicts of interest. These include the Code of Conduct for Directors and Senior Management, the Policy on Related Party Transactions, the Policy for Determining Material Subsidiaries, the Code on Fair Disclosure of Unpublished Price Sensitive Information, the Code of Conduct for Prevention of Insider Trading, the Policy for Determining Materiality of Events, and the Whistle Blower Policy. Additionally, the Company provides training and awareness sessions on ethical business practices to help address and manage potential conflicts of interest appropriately.</p>
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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.

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R & D	The Company is mainly engaged into the business of wholesale trading of telecommunication and allied products, hence, the nature of activities doesn't involve any expenditure on Research & Development and capital expenditure (capex).		
Capex			

2	<p>a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)</p>	<p>No, the Company is mainly into wholesale and distribution of telecommunication and its allied products.</p> <p>Sustainable sourcing will become a part of our ecosystem in the near future. Considering the procurement needs of the Company, it keeps in mind the factors related to sustainability.</p>
	<p>b. If yes, what percentage of inputs were sourced sustainably?</p>	<p>N.A.</p>

- 3 Describe the processes in place to safely reclaim your products for reusing, recycling, and disposing at the end of life, - Given the nature of business, there is limited scope for reusing or recycling products, however, we have the following practices for the below mention waste categories.

(a) Plastics (including packaging)	All our facilities use 100% compostable plastic garbage bags to collect packaging and dispose of dry & wet waste.
(b) E-waste	Our E-waste broadly includes computers, servers, scanners, PDs, Batteries, etc. During the year, no e-wastes disposed- off.
(c) Hazardous waste	The operations of our services do not involve producing or disposing hazardous waste of any kind.
(d) Other waste	N.A.

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

Leadership Indicators

- 1 Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?

NIC Code	Name of Product /Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
Considering the nature of operation, the requirement of undertaking Life Cycle Perspective Assessments (LCA) is 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 the risk / concern	Action Taken
N.A.		

- 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).

Indicate input material	Recycled or re-used input material to total material	
	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Since the Company operates in the wholesale and distribution sector, this clause does not apply.		

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

	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	N.A.					
E-waste						
Hazardous waste						
Other waste						

- 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
	N.A.

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

Essential Indicators

- 1 a. Details of measures for the well-being of employees:

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	59	59	100%	59	100%	N.A.	N.A.	Nil	Nil	Nil	Nil
Female	6	6	100%	6	100%	6	100%	N.A.	N.A.	Nil	Nil
Total	65	65	100%	65	100%	6	9.23%	Nil	Nil	Nil	Nil
Other than Permanent employees											
Male	N.A.										
Female											
Total											

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

Permanent Workers	
Male	N.A.
Female	
Total	
Other than Permanent Workers	
Male	N.A.
Female	
Total	

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

	FY 2023-24	FY 2022-23
Cost incurred on well-being measures as a % of total revenue of the company.	0.01%	0.00%

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

Benefits	FY 2023-24			FY 2022-23		
	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	69.23%	N.A.	Yes	72.00%	N.A.	Yes
Gratuity	100.00%	N.A.	Yes	100.00%	N.A.	Yes
ESI	21.54%	N.A.	Yes	23.00%	N.A.	Yes
Others please specify	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.

- 3 **Accessibility of workplaces**

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.	No As of now, the Company does not have any employees or workers with disabilities. However, the Company is committed to rearrange its setups as per the needs of every employee irrespective of their physical attributes or different skills and abilities.
4 Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.	No The Company actively works to eradicate bias based on caste, creed, religion, national origin, marital status, gender etc. The Company boasts a diverse workforce and ensures equal opportunities for growth and development for all its employees, in line with its Code of Conduct. The Company has an internal process to support diversity, equity, and inclusion. It also has a formal Harassment and Bullying at Work Policy, its primary objective has always been to provide equal work opportunities for all.

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

Gender	*Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	*N.A.			
Female				
Total				

*Note: No employee has taken the parental leave during the last two financial years.

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Employees	<p>Yes, the Company has a dedicated HR portal for filing complaints. The employees can raise their complaints on https://hrone.cloud/ or can mark an e-mail to HR Department of the Company at hr@optiemus.com.</p> <p>Further, the Company's Vigil Mechanism/Whistle Blower Policy is a mechanism that allows Employees and Directors to report grievances. It also ensures that complainants are protected with full anonymity against any victimisation practices. The employee, on becoming aware of any suspected or actual fraud, can file their grievances to Mr. Vikas Chandra, Company Secretary & Compliance Officer who is also the Vigilance Officer of the Company through an e-mail at cs.vikas@optiemus.com. The Company's Vigil Mechanism/Whistle Blower Policy can be accessed at https://www.optiemus.com/policies.html.</p> <p>Also, the 'Internal Complaints Committee' of the Company handles any complaint received regarding the sexual harassment at workplace. The details of the members of Internal Complaint Committee are given in the Company's POSH Policy which is hosted on the website of the Company at https://www.optiemus.com/policies.html.</p>
Other than Permanent Employees	N.A.
Workers	N.A.
Other than Permanent Workers	N.A.

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

Category	FY 2023-2024			FY 2022-2023		
	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	NIL					
Male						
Female						
Total Permanent Workers	N.A.					
Male						
Female						

8 Details of training given to employees and workers:

Category	FY 2023-24					FY 2022-23				
	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	59	33	55.93%	44	74.58%	42	17	40.48%	12	28.57%
Female	6	6	100%	5	83.33%	5	3	60.00%	3	60.00%
Total	65	39	60.00%	49	75.38%	47	20	42.55%	15	31.91%
Workers										
Male	N.A.									
Female										
Total										

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/A)
Employees						
Male	59	44	74.58%	42	42	100.00%
Female	6	5	83.33%	5	5	100.00%
Total	65	49	75.38%	47	47	100.00%
Workers						
Male	N.A.					
Female						
Total						

10 Health and safety management system:

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?	Yes, the Company has implemented necessary systems in place which includes fire safety audit, regular health check-ups of employee, mock drill training for earthquake, emergency evacuation and fire.
b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	The Company continuously strives to identify and improve hazards at the workplace with measures like Fire/ Smoke Sensors, Access control, CCTV, 24-hour Security, water purifiers, and access to medical hospitals etc.
c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)	N.A.
d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)	Yes, the Company ensures overall well-being of employees by providing health insurance, accident insurance, regular health check-ups for its employees.

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

Safety Incident/Number	Category	FY 2023-24	FY 2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
	Workers	N.A.	N.A.
Total recordable work-related injuries	Employees	Nil	Nil
	Workers	N.A.	N.A.
No. of fatalities	Employees	Nil	Nil
	Workers	N.A.	N.A.
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	N.A.	N.A.

12 Describe the measures taken by the entity to ensure a safe and healthy work place.	Please refer Q10
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13 Number of Complaints on the following made by employees and workers:

Benefits	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil			Nil		
Health & Safety	Nil			Nil		

14 Assessments for the year:

Benefits	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100%- Entity Assessment
Working Conditions	100%- Entity Assessment

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

1	Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).	Yes, all employees are covered under Group Medical Coverage (GMC) Health Insurance Policy / Group Personal Accident (GPA) Insurance Policy/ Employee State Insurance Policy, taken by the Company.			
2	Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.	The entity has undertaken the following measures: <ul style="list-style-type: none"> - A copy of the respective statutory challan, from all the respective departments, must be submitted to clear its dues from finance. - A proper tracker/checklist is maintained to monitor that payments made against statutory requirements are completed on or before the due date. 			
3	Provide the number of employees / workers having suffered high consequence work related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:				
		Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
		FY 2023-24	FY 2022-23	FY 2023-24	FY 2022-23
	Employees	Nil	Nil	Nil	Nil
	Workers	N.A.			
4	Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)	The Company doesn't have a specific formal transition assistance program but it periodically provides skill-upgradation trainings to all its employees during their employment. The training programs cater to the specific requirements of the cadre and relevant function areas which further enable the employees to pursue employment post-retirement or termination, based on the acquired skillset.			
5	Details on assessment of value chain partners:				
	Particulars	% of value chain partners (by value of business done with such partners) that were assessed			
	Health and safety practices	Our operations do not demand such assessments, however, as and when need arises we would be assessing this factor for our value chain partners as well.			
	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.	N.A.			

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	The key stakeholders identified include Customers, Employees, Communities, Investors, and Government Bodies. Our approach towards responsible and sustainable business practices undergo a systematic mapping through regular engagement with its internal and external stakeholders. This practice helps the company to prioritize key sustainability issues in terms of relevance to its business and stakeholders, including society and clients. Throughout the year, we engage formally and informally with our stakeholders to explore strategic areas, along with trends and development relevant to our industry.
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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 (E-mail, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others-please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
1 Shareholders & Investors	No	Annual General Meeting, Shareholder meets, e-mail, Stock Exchange (SE) intimations, investor/analysts meet/conference calls, annual reports, quarterly results, media releases, Notice Board and Company's website	Quarterly/Half Yearly/Annually/as and when required	Business performance, profitability and financial stability, growth prospects, material information regarding the Company, queries related to duplicate share certificates, transmission, dematerialisation etc.
2 Employees	No	Senior leaders' communication, performance appraisal review, wellness initiatives, engagement survey, e-mail, intranet, websites, poster campaigns, circulars and newsletters	Ongoing	Job satisfaction, performance remuneration, Training, and Development initiatives that support career growth Safe and healthy working conditions, Non-discrimination based on colour, gender, race, sexual orientation, or caste, Prompt grievance redressal mechanisms.
3 Customers	No	Website, complaints management, helpdesk, conferences, customer surveys, face-to-face meetings, e-mail, Customer feedback, advertisement, newspapers and other digital platforms, customer helpline	Event Based/as and when required	The Company has B2B customers. This provides us the opportunity to get into partnership with well-known organizations and gives us the chance to collaborate with such organizations.
4 Government	No	Meetings, calls, e-mail with different government bodies and ministries	As and when required	We consider this as an opportunity to understand the changing compliance and regulatory landscape and discuss opportunities to collaborate on pressing issues and positively impact the environment and society by playing an active role in government initiatives.

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.**

The Company actively engages with both internal and external stakeholders in the manner outlined above. We endeavour to consider the views of our stakeholders when we make business decisions by acknowledging their viewpoints and demonstrating respect for our shared priorities. We believe this approach reflects our commitment to transparency and accountability and ultimately contributes to long term value. We communicate with our team members through numerous platforms and channels, including town halls, meetings, the internet, internet messages, social media, blog posts, and newsletters that report on Optiemus' efforts and other key business activities. We conduct employee surveys to gauge our team members, view the Company's vision and strategy, the work environment, work relationships and job satisfaction.

- 2 Whether stakeholder consultation is used to support the identification and management of environmental and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.**

Yes, in response to current regulations and interactions with stakeholders, the Company performs periodic evaluations to update and reissue policies as and when needed.

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

N.A.

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 2023-2024			FY 2022-2024		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees/ workers covered (D)	% (D / C)
Employees						
Permanent	65	45	69.23%	47	25	53.19%
Other than permanent	0	0	0	0	0	0%
Total Employees	65	45	69.23%	47	25	53.19%
Workers						
Permanent	N.A.					
Other than permanent						
Total Workers						

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

Category	FY 2023-24					FY 2022-23				
	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	65	Nil	N.A.	65	100%	47	Nil	N.A.	47	100%
Male	59	Nil	N.A.	59	100%	42	Nil	N.A.	42	100%
Female	6	Nil	N.A.	6	100%	5	Nil	N.A.	5	100%
Other than permanent	N.A.									
Male										
Female										
Workers										
Permanent	N.A.									
Male										
Female										
Other than permanent	N.A.									
Male										
Female										

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

a. Median remuneration/ wages:

Particulars	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)				
a. Executive	*1	*Rs. 90,00,000	-	-
b. Non-Executive	**5	-	**1	-
Key Managerial Personnel (other than BoD)	2	Rs. 2,43,963	-	-
Employees other than BoD and KMP	56	Rs. 35,850	6	Rs. 49,213
Workers	N.A.			

*The Company has 1 (One) executive director who is paid remuneration, therefore, median remuneration cannot be computed, hence, actual salary of Mr. Ashok Gupta, Executive Director is mentioned here.

** The Company has 6 (Six) Non-Executive Directors, out of which 5 (Five) are Independent Directors as well. The Independent directors were paid only sitting fee and 1 (One) non-executive director, is not withdrawing any salary or receive sitting fee. Please refer Corporate Governance Report for more details.

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

	FY 2023-24	FY 2022-23
Gross wages paid to females as % of total wages	6.25%	4.65%

4	Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)	Yes, The Company has HR department dedicated to addressing issues related to human rights. Mr. Vikas Chandra, Company Secretary & Compliance Officer of the Company who also serves as the Vigilance Officer for the Vigil Mechanism. We have established a whistleblower policy that allows both employees and directors to report any concerns or issues. The Audit Committee conducts a quarterly review of these reports.
5	Describe the internal mechanisms in place to redress grievances related to human rights issues.	The Company has HR help desk in our cloud bases HRMS Software, where employee can register their grievances and get it resolved.

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

	FY 2023-24			FY 2022-23		
	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	Nil	Nil	N.A.	Nil	Nil	N.A.
Discrimination at workplace	Nil	Nil	N.A.	Nil	Nil	N.A.
Child Labour	Nil	Nil	N.A.	Nil	Nil	N.A.
Forced Labour/ Involuntary Labour	Nil					
Wages						
Other Human rights related issues						

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

	FY 2023-24	FY 2022-23
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	There was no complaint filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013 for the financial years 2022-23 and 2023-24.	
Complaints on POSH as a % of female employees/ workers		
Complaints on POSH upheld		

8	Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.	The Company has established a dedicated Internal Complaints Committee (ICC) comprised of members from various leadership functions. This Committee operates independently, making decisions and taking actions in accordance with the provisions of The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.
9	Do human rights requirements form part of your business agreements and contracts? (Yes/No)	Yes, the human rights requirement form part of the business agreements and contracts.

10 Assessments for the year:

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

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

1	Details of a business process being modified / introduced as a result of addressing human rights grievances/ complaints.	There were no human rights complaints, as a result no modification was required.
2	Details of the scope and coverage of any Human rights due-diligence conducted.	The Company has currently not undertaken this activity, however, as and when required, the Company would take care of these aspects
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?	The Company is committed to rearrange its setup according to the needs of every employee.

4 Details on assessment of value chain partners:

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	N.A.
Discrimination at workplace	
Child Labour	
Forced Labour/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.	N.A.
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PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT

Essential Indicators

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

Parameter	FY 2023-24	FY 2022-23
From renewable sources		
Total electricity consumption (A)(GJ)	-	-
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumption from renewable sources (A+B+C)	-	-
From non- renewable sources		
Total electricity consumption (D) (GJ)	288.13	110.06
Total fuel consumption (E)	-	-
Energy consumption through other sources (F)	-	-
Total energy consumption from non-renewable sources (D+E+F)	-	-
Total energy consumed (A + B+ C+D + E+ F)	288.13	110.06
Energy intensity per rupee of turnover (Total energy consumed/ Revenue from operations)	0.0000000447	0.0000000184
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/ Revenue from operations adjusted for PPP)	0.0000010015	0.0000004085
Energy intensity in terms of physical output	-	-
Energy intensity (optional) – the relevant metric may be selected by the entity.	-	-
Note: Indicate if any independent assessment/ evaluation Assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency	The Company is in the process of making necessary arrangements.	

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

Parameter	FY 2023-24	FY 2022-23
Water withdrawal by source (in Kilolitres)		
(i) Surface water	N.A.	N.A.
(ii) Ground water	126.00	94.80
(iii) Third party water (tanker)	13.56	N.A.
(iv) Seawater / desalinated water	N.A.	N.A.
(v) Others - Water Bottles (kilolitres)	N.A.	5.58
Total volume of water withdrawal (in Kilolitres) (i+ii+iii+iv+v)	139.56	100.38
Total volume of water consumption (in Kilolitres)	139.56	100.38
Water intensity per rupee of turnover (Total water consumption/ Revenue from operations)	0.000000 0217	0.000000 0168
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/ Revenue from operations adjusted for PPP)	0.000000 4851	0.000000 3725
Water intensity in terms of physical output	-	-
Water intensity (optional) – the relevant metric may be selected by the entity.	-	-
Note: Indicate if any independent assessment/ Evaluation assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.	The Company is in process of creating awareness around water footprints and necessarily assessments will be taken as and when required.	

4 Provide the following details related to water discharged:

Parameter	FY 2023-24	FY 2022-23
Water discharge by destination and level of treatment (in Kilolitres)		
i. To Surface water	-	-
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
ii. To Groundwater	-	-
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
iii. To Seawater	-	-
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
iv. Sent to third- parties	-	-
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
v. Others	-	-
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
Total water discharged (in Kilolitres)	-	-

Parameter	FY 2023-24	FY 2022-23
Note: Indicate if any independent assessment/ Evaluation Assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency	The Company is in the process of establishing systems and processes of treating the water discharge at tertiary levels and measuring the same.	

5

Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.	The Company's water consumption is primarily for domestic use and is not utilized in any operational processes, however we acknowledge the impact of brown water discharge on the environment and we would take necessary measures soon.
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6 Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:

Parameter	Please specify unit	FY 2023-24	FY 2022-23
NOx	-	-	-
Sox	-	-	-
Particulate matter (PM)	-	-	-
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others - please specify	-	-	-
Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency	The Company's operations are such that calculation of GHGs could amount to a miniscule number, however, noting the importance of operational efficiency the company would do the mapping and implementing work consequently.		

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

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	-	-
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	288.13	110.06
Total Scope 1 and Scope 2 emissions intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations)	Metric tonnes of CO ₂ equivalent/Rs.	0.000000 0447	0.000000 0184
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total scope 1 and Scope 2 GHG emissions/ Revenue from operations adjusted for PPP)	Metric tonnes of CO ₂ equivalent/Rs.	0.000001 0015	0.000000 4085
Total Scope 1 and Scope 2 emission intensity in terms of physical output.		-	-
Total Scope 1 and Scope 2 emission intensity (optional)- the relevant metric may be selected by the entity.		-	-
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.	Considering the operations of the Company, greenhouse gas emissions is miniscule. However, the company will take necessary arrangements		

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

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

Parameter	FY 2023-24	FY 2022-23
Total Waste generated (in metric tonnes)		
Plastic waste (A)	The data cannot be collated because the waste generated is miniscule and is collected by the municipal corporation. However, the Company is looking to implement a system to measure such waste.	Nil
E-waste (B)	Nil	Nil
Bio-medical waste (C)	N.A.	N.A.
Construction and demolition waste (D)	N.A.	N.A.
Battery waste (E)	Nil	Nil
Radioactive waste (F)	N.A.	N.A.
Other Hazardous waste (Oil-soaked cotton waste, DG filters, paint cans, chemical cans, paint residue, oil sludge, DG chimney soot, coolant oil and used oil). Please specify, if any. (G)	Nil	Nil
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	Not available in quantifiable amount	Not available in quantifiable amount
Total (A+B + C + D + E + F + G + H)	-	-
Waste intensity per rupee of turnover (total waste generated/ Revenue from operations)	-	-
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	-	-
Waste intensity in terms of physical output	-	-
Waste intensity (optional) - the relevant metric may be selected by the entity.	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	N.A.	
(ii) Re-used	N.A.	
(iii) Other recovery operations	N.A.	
Total	N.A.	

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)	
Category of waste	
(i) Incineration	N.A.
(ii) Landfilling	N.A.
(iii) Other disposal operations	N.A.
Total	N.A.
Note: Indicate if any independent assessment/evaluation Assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency	The Company is involved in wholesale trading and the waste generated is not hazardous to the environment. However, considering the importance of waste management and this role, it plays an overall environmental benefit. Further, the Company is committed to ensure proper waste management policy and awareness around this subject.

10	Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.	The company procures electronic items and sells them through distribution channels. The hazardous processes are taken care of by manufacturers.
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11 If the entity has operations/offices in and 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? (Y/N) If no, the reasons thereof and corrective action taken, if any
N.A.			

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

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

- 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
Owing to the nature of business, this is not applicable.				

Leadership Indicators

- 1 Water withdrawal, consumption and discharge in areas of water stress (in Kilolitres):
For each facility / plant located in areas of water stress, provide the following information:
- Name of the area
 - Nature of operations
 - Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2023-24	FY 2022-23
Water withdrawal by source (in Kilolitres)		
(i) Surface water	-	-
(ii) Ground water	-	-
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in Kilolitres)	-	-
Total volume of water consumption (in Kilolitres)	-	-
Water intensity per rupee of turnover (Water consumed / turnover)	-	-
Water intensity (optional) -the relevant metric may be selected by the entity.	-	-
Water discharge by destination and level of treatment (in Kilolitres)		
(i) Into Surface water	-	-
---No treatment	-	-
---With treatment - please specify level of treatment	-	-
(ii) Into Ground water	-	-
---No treatment	-	-
---With treatment - please specify level of treatment	-	-
(iii) Into Sea water	-	-
---No treatment	-	-
---With treatment - please specify level of treatment	-	-

Parameter	FY 2023-24	FY 2022-23
(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	-	-
Total water discharged (in kilolitres)	-	-
Note: Indicate if any independent assessment/ evaluation Assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency	N.A.	

- 2 Please provide details of total Scope 3 emissions & its intensity, in the following format:

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	The Company will establish necessary systems and processes for calculation of scope 3 emissions in times to come.	
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 emission intensity (optional) - the relevant metric may be selected by the entity			
Note: Indicate if any independent assessment/ evaluation Assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency	N.A.		

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

- 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:

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Nil		

5	Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.	Yes, the Company has an agile system of managing data related risks and is continuously working on the same.
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.	None
7	Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.	Nil

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. (As below)
- b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State / National)
Currently, the Company is not a member of/affiliated to any industry chambers/association.		

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

Name of authority	Brief of the case	Corrective action taken
N.A.		

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
N.A.					

PRINCIPLE 8: BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT

Essential Indicators

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

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

- 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)
N.A.						

- 3 Describe the mechanisms to receive and redress grievances of the community.
- | | |
|--|---|
| | Anyone including people from any community can reach out to the company officials regarding redressal of any kind of the community. We have a transparent system of checks and reach out. We make sure no one goes unheard. |
|--|---|

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

Parameter	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/ small producers	Nil	Nil
Sourced directly from within the district and neighbouring districts	100%	100%

- 5 Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non- permanent/ on contract basis) in the following locations, as % of total wage cost.(Places to be categorized as per RBI Classification System- rural/ semi-urban, urban, metropolitan)

Location	FY 2023-24	FY 2022-23
Rural	N.A.	N.A.
Semi- urban	N.A.	N.A.
Urban	87.43%	81.06%
Metropolitan	12.57%	18.94%

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
N.A.	

- 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)
N.A.			

- 3
- | | |
|--|------|
| (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/ No) | N.A. |
| (b) From which marginalized /vulnerable groups do you procure? | N.A. |
| (c) What percentage of total procurement (by value) does it constitute? | N.A. |

- 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
N.A.				

- 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
N.A.		

- 6 Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Contributed to the 'Prime Minister's Citizen Assistance and Relief in Emergency Situations Fund' (PM-Cares Fund)	**100	*N.A

*It is not possible to identify the beneficiaries.

**The number signifies 100% because the donations and contributions made to these funds are utilized and implemented with the primary objective of dealing with any kind of emergency or distress situation and for that instance the community that gets hit by the crisis will be given the benefit, while the exact number is unknown to the company.

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.	The Company is committed to offering exceptional products and services while ensuring customer safety. We have established a reliable system for managing feedback and addressing complaints. Customers can easily reach us through various channels, including e-mail, phone, our website, social media, and feedback forms. For direct assistance, please contact us at care@optiemus.com .
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2 Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:

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

3 Number of consumer complaints in respect of the following:

Particulars	FY 2023-24			FY 2022-23		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	Nil	Nil	N.A.	Nil	Nil	N.A.
Advertising	Nil	Nil	N.A.	Nil	Nil	N.A.
Cyber-security	Nil	Nil	N.A.	Nil	Nil	N.A.
Delivery of Essential Services	Nil	Nil	N.A.	Nil	Nil	N.A.
Restrictive Trade Practices	Nil	Nil	N.A.	Nil	Nil	N.A.
Unfair Trade Practices	Nil	Nil	N.A.	Nil	Nil	N.A.
Other	Nil	Nil	N.A.	Nil	Nil	N.A.

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

	Number	Reasons for recall
Voluntary recalls	N.A.	
Forced recalls		

5	Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.	Yes, the Company has a sound and robust technology risk management framework in place. The IT head is responsible for ensuring effective internal controls and risk management systems to achieve security and reliability. Standardized IT policies, standards, and procedures are in place to manage technology risk and safeguard information systems. The IT policy web link: https://www.optiemus.com/pdf/Optimeus_ISMS_Induction.pdf
6	Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.	For the financial year 2023-24, no complaints were received regarding the delivery of essential services, cyber security and data privacy of customers, advertising or action taken by regulatory authorities on the safety of products or services.
7	Provide the following information relating to data breaches:	
	a. Number of instances of data breaches	Nil
	b. Percentage of data breaches involving personally identifiable information of customers	Nil
	c. Impact, if any, of the data breaches	Nil

Leadership Indicators

1	Channels / Platforms where information on products and services of the entity can be accessed (provide web link, if available).	The Company's website provides detailed information on the products sold region-wise. Web link of the same is given below: https://www.optiemus.com/what_we_do.html
2	Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.	The Company is continuously involved in analyzing the market threats and timely informing its customers about safe and responsible usage.
3	Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.	N.A.
4	Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)	N.A.