

**Ref No.: OTL/Secretarial/SE/2025-26/22**

**Date: June 23, 2025**

**To,**

<b>Bombay Stock Exchange Limited</b> Phiroz Jeejeebhoy Towers, Dalal Street, Mumbai – 400023	<b>National Stock Exchange of India Ltd.,</b> Plot No. C/1 'G' Block Bandra – Kurla Complex Bandra East, Mumbai 400051
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**Ref: Scrip Code - BSE: 517536 | NSE: ONWARDTEC**

**Subject: Submission of Business Responsibility and Sustainability Report for Financial Year (FY) 2024- 25**

Dear Sir/Madam,

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are submitting herewith the Business Responsibility and Sustainability Report for Financial Year (FY) 2024- 25, which also forms part of the Annual Report for FY 2024- 25, submitted to the Exchanges.

This is for your information and records

**For Onward Technologies Limited**

**Vinav Agarwal**  
**Company Secretary & Compliance Officer**  
**Membership No :- A40751**

# Business Responsibility & Sustainability Reporting Format

## Section A: General Disclosures

### I. Details of the listed entity

S. No	Determinates	Details
1.	Corporate Identity Number (CIN) of the Listed Entity	L28920MH1991PLC062542
2.	Name of the Listed Entity	ONWARD TECHNOLOGIES LIMITED
3.	Year of incorporation	1991
4.	Registered office address	Sterling Centre, 2 <sup>nd</sup> floor, Dr A.B. Road, Worli, Mumbai, Maharashtra, 400018.
5.	Corporate address	Almonte IT park, 5 <sup>th</sup> Floor, Next to Radisson Blu Hotel, Kharadi, Pune 411014
6.	E-mail	<a href="mailto:compliance@onwardgroup.com">compliance@onwardgroup.com</a>
7.	Telephone	022-24926570
8.	Website	<a href="http://www.onwardgroup.com">www.onwardgroup.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 Limited; National Stock Exchange of India Limited
11.	Paid-up Capital	₹ 22,68,55,700
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Vinav Agarwal Company Secretary & Compliance Officer <a href="mailto:compliance@onwardgroup.com">compliance@onwardgroup.com</a> (9711915017)
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)	Disclosures made in this report are on a standalone basis.
14.	Name of assurance provider	Not required as per SEBI mandate
15.	Type of assurance obtained	Currently Onward Tech has not obtained any assurance

### II. Products/services

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

Onward Tech is a software and technology services outsourcing company specializing in digital, embedded, mechanical engineering for global original equipment manufacturers (OEMs) in Industrial Equipment, Heavy Machinery, Power Generation, Renewables, Hydro Energy, Construction, Agricultural and Mining Equipment, Automotive, Rail Transportation Healthcare and Life Sciences

S. No.	Description of Main Activity	NIC Code	% of Turnover of the entity
1	Computer programming activities, consultancy and other information technology related services	62013	100%

#### 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	Providing software support and maintenance to the clients	62013	100%

**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	0	7	7
International	0	5	5

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	4
International (No. of Countries)	5

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

31%

c. A brief on types of customers

The company is specialized in digital, embedded, mechanical engineering for global original equipment manufacturing (OEMs) in Industrial Equipment, Heavy Machinery, Power Generation, Renewables, Hydro Energy, Construction, Agricultural and Mining Equipment, Automotive, Rail Transportation Healthcare and Life Sciences.

**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)	2461	1996	80%	495	20%
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total employees (D + E)	2461	1966	80%	495	20%
WORKERS						
4.	Permanent (F)	NA				
5.	Other than Permanent (G)					
6.	Total workers (F + G)					

b. Differently abled Employees and workers:

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)		Nil			
2.	Other than Permanent (E)					
3.	Total differently abled employees (D + E)					
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)		Nil			
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	14.3%
Key Management Personnel	2	0	0.0%

## 22. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2024-25 (Turnover rate in current FY)			FY 2023-24 (Turnover rate in previous FY)			FY 2022-23 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	40.80	38.75	40.40	31.40	32.09	31.54	44.25	35.97	42.93
Permanent Workers	NA								

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

## 23. (a) Names of holding / subsidiary / associate companies / joint ventures

S. No.	Name of the holding/ subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Onward Technologies, INC.	Subsidiary	100	Yes
2	Onward Technologies GmbH	Subsidiary	100	Yes
3	Onward Technologies Canada Inc.	Subsidiary	100	Yes
4	Onward Technologies BV	Subsidiary	100	Yes
5	OT Park Private Limited	Subsidiary	100	Yes

## VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) : Yes
- (ii) Turnover (in ₹) : 38,107.58 Lakhs
- (iii) Net worth (in ₹) : 20,157.48 Lakhs

## VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)  (If yes, then provide web-link for grievance redress policy)	FY 2024-25			FY 2023-24		
		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	Whistleblower Policy <a href="http://www.onwardgroup.com/investors">www.onwardgroup.com/investors</a>	Nil	Nil	-	1	Nil	-
Investors (other than shareholders)	Investor grievances can be submitted via email: <a href="mailto:investors@onwardgroup.com">investors@onwardgroup.com</a>	Nil	Nil	-	Nil	Nil	-

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)  (If yes, then provide web-link for grievance redress policy)	FY 2024-25			FY 2023-24		
		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
Shareholders	The company has established a Whistleblower Policy to empower stakeholders who observe any unethical behavior or breaches of laws to reach out to the Ombudsman. The reporting procedure enables anonymous submissions for whistleblowers who opt not to disclose their identity. The policy is available on the website <a href="http://www.onwardgroup.com/investors">www.onwardgroup.com/investors</a>	1	Nil	-	Nil	Nil	-
Employees and workers		Nil	Nil	-	Nil	Nil	-
Customers		Nil	Nil	-	Nil	Nil	-
Value Chain Partners		Nil	Nil	-	Nil	Nil	-
Other (please specify)		Nil	Nil	-	Nil	Nil	-

## 26. Overview of the entity's material responsible business conduct issues (Same as PY)

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	Sustainable Growth through ESG Strategy	O	Strengthens us by aligning our operations with environmental sustainability, social responsibility, and sound governance practices. Through initiatives like renewable energy adoption, efficient resource and waste management, and a strong ethical culture, enhance employee engagement, and attract Eco-conscious investors building a resilient and future ready organization.	NA	Positive
2	Benefits and Well-Being	O	Builds trust by resolving grievances promptly, providing training on policies and benefits, and ensuring accessible management for open communication. This focus on fair compensation, appraisals, and a strict non-discrimination policy fosters an inclusive and motivated workforce.	NA	Positive

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)
3	Work Satisfaction	O	Inspires innovation by encouraging the sharing of new ideas and solutions, providing meaningful work that delivers personal fulfillment. This focus on aligning roles with strengths and promoting work-life balance enhances employee engagement and well-being	NA	Positive
4	Training & Development	O	Training needs are identified by HR and Department Heads, with equal access to internal and external training provided within us. The effectiveness of training programs is monitored, and senior staff demonstrate commitment. Employees are encouraged to perform their best, with efforts recognized and constructive feedback offered for continuous improvement.	NA	Positive
5	Vendor Management	R	Dependency on third-party vendors for critical services, tools, and technologies introduces risks related to service interruptions, quality issues, data breaches, and regulatory non-compliance. Disruptions in vendor performance may lead to project delays, financial losses, and reputational damage.	OTL maintain a diversified vendor base to minimize dependency and have implemented contingency plans to address risks and service interruptions. Clear service-level agreements are established to ensure data privacy and protection	Positive
6	Safety and Security	O	Ergonomically designed workspaces, protective equipment, and comprehensive safety policies ensure a safe and comfortable working environment. Well-defined emergency preparedness and response processes help employees feel secure on the premises.	NA	Positive
7	Quality of Services	O	Delivering quality service opens doors to new opportunities, cultivates customer loyalty with higher value, strengthens our reputation to attract new business, and drives innovation for long-term success.	NA	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.

Sr. no.	Principle description
P1:	Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent, and accountable
P2:	Businesses should provide goods and services in a manner that is sustainable and safe
P3:	Businesses should respect and promote the well-being of all employees, including those in their value chains
P4:	Businesses should respect the interests of and be responsive to all their stakeholders
P5:	Businesses should respect and promote human rights
P6:	Businesses should respect and make efforts to protect and restore the environment
P7:	Businesses when engaging in influencing public and regulatory policy should do so in a manner that is responsible and transparent
P8:	Businesses should promote inclusive growth and equitable development
P9:	Businesses should engage with and provide value to their consumers in a responsible manner

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	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	<a href="https://www.onwardgroup.com/investors.php">https://www.onwardgroup.com/investors.php</a>								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	No	Yes	No	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	No	Yes	No	Yes	Yes	No	Yes	Yes
4. Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trusted) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO 27001: 2022 ISO 9001: 2015 TISAX								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	1. Increase the number of Training Programs to our Employees on Environmental and Social Aspects. 2. Enhance engagement levels with community. 3. To minimized Carbon footprint by 5 % every year. 4. To have better initiatives for water and energy conservation.								
6. Performance of the entity against specific commitments, goals and targets along with reasons in case the same are not met.	In Process								

### Governance, leadership and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)-

At Onward Tech, we prioritize operating with the utmost integrity, transparency and accountability. Our strong governance framework ensures transparency and ethical practices across all operations. We've implemented various policies such as a code of conduct, risk management, and measures to prevent sexual harassment and whistleblowers. We've been proactive in environmentally friendly initiatives, like using energy-efficient lighting, planting trees, and providing reusable metal bottles to reduce plastic waste. Through our CSR Policy, we focus on uplifting local communities, especially in education and healthcare. Onward Technologies has undertaken several initiatives aimed at reducing its environmental footprint and promoting sustainability. These initiatives include adopting energy-efficient lighting technologies to reduce energy consumption, organizing tree plantation drives to contribute to reforestation efforts, and distributing reusable metal bottles to employees to minimize plastic usage. Recognizing the importance of Environmental, Social, and Governance (ESG) factors, we're committed to enhancing our performance in these areas. This fiscal year, we're utilizing wind power as our source of electricity. We've formed a "Risk Management Committee" tasked with developing a framework to identify both internal and external risks, including those related to Environmental, Social, and Governance (ESG) factors. This framework will inform our long-term business strategy. Recognizing the importance of Environmental, Social, and Governance (ESG) factors, we're committed to enhancing our performance in these areas. We understand that they're crucial to our long-term sustainability and growth.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy/Policies.	Mr. Jigar Mehta, Managing Director (DIN 06829197)								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If Yes, provide details.	Yes, Mr. Jigar Mehta, Managing Director (DIN 06829197) is responsible for decision making on sustainability related issues								



## 10. Details of review of NGRBCs by the Company

Subject for review	Indicate whether review was undertaken by Director/Committee of the Board/Any other Committee									Frequency (Annually /Half yearly Quarterly/Any other –please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	The HR Department along with Senior Leaders review the Company's Business Responsibility and Sustainability Policies annually. They assess the effectiveness of the policies, procedures and internal controls and implement necessary changes based on their evaluation.																	
Compliance with statutory requirement of relevance to the principles and rectification of any non-compliance	The Company has a well-defined process & also a compliance tool in place which ensures the compliance status from each department. The summary of all compliances and statutory compliance certificate on applicable laws is reported to Board every quarter.																	

	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
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.	No. The Company has not conducted an independent assessment by external agencies. However, all Company policies are reviewed by Management to ensure the smooth functioning of the Company and thereafter approved by the Board wherever required by law. The summary of policies decisions is informed to the Board, if required.								

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the principles material to its business (Yes/No)	-	Yes*	-	-	-	-	-	-	-
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	-	-	-	-	-	-	-	-	-
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	-	-	-	-	-	-	-	-	-
It is planned to be done in the next financial year (Yes/No)	-	-	-	-	-	-	-	-	-
Any other reason (please specify)	-	-	-	-	-	-	-	-	-

\*Note: As the nature of the business is Computer Programming, other relativities and consultancy & support services, P2 is not a material topic for us, hence NA.

## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as "Essential" and "Leadership". While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

**PRINCIPLE 1 Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.**

### Essential Indicators

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

Segment	Total number of training and awareness programmed held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmers
Board of Directors	6	<ol style="list-style-type: none"> <li>1. Company policies</li> <li>2. Risk management policy &amp; mitigation plan</li> <li>3. BRSR reporting</li> <li>4. Role of governance in ESG enhancement</li> <li>5. Human Rights</li> <li>6. Code of conduct</li> <li>7. Environmental sustainability</li> </ol>	100%
Key Managerial Personnel	5	<ol style="list-style-type: none"> <li>1. Employee Engagement</li> <li>2. Organizational Performance</li> <li>3. Customer Centricity</li> <li>4. Human Rights</li> <li>5. Code of Conduct</li> <li>6. Whistleblower Policy</li> <li>7. POSH</li> <li>8. Anti-corruption &amp; anti-bribery</li> <li>9. ESG &amp; sustainability awareness</li> <li>10. Data privacy &amp; Cyber Security</li> <li>11. Grievance redressal mechanism</li> <li>12. Health &amp; mental wellness</li> </ol>	100%
Employees other than BoD and KMPs	64	<ol style="list-style-type: none"> <li>1. Employee Engagement</li> <li>2. Team Building</li> <li>3. Safety Training Programs</li> <li>4. Customer Centricity</li> <li>5. Human Rights</li> <li>6. Code of Conduct</li> <li>7. Whistleblower Policy</li> <li>8. POSH</li> <li>9. Anti-corruption &amp; anti-bribery</li> <li>10. ESG &amp; sustainability awareness</li> <li>11. Data privacy &amp; Cyber Security</li> <li>12. Grievance redressal mechanism</li> <li>13. Health &amp; mental wellness</li> </ol>	100%
Workers	NA	NA	NA

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):

There were no instances of 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, during the financial year

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 enforcement agencies /judicial institutions
NA	NA

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, Onward Tech has a separate anti-bribery policy ensuring socially responsible business conduct. The company adopts a zero-tolerance approach towards bribery and corruption, committed to acting professionally, fairly, and with integrity in all its business dealings across offices. The policy addresses aspects like bribery, gifts, facilitation payments, kickbacks, and political and charitable contributions. Anyone involved in a such acts have to face setbacks including penalties, imprisonment, fines and other rigorous measures as taken by the company. Additionally, the company's zero tolerance approach against corruption and bribery is communicated to all customers, clients, vendors and business partners.

Anti-bribery policy: [www.onwardgroup.com/Investors](http://www.onwardgroup.com/Investors)

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

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

	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	NIL Complaints	0	NIL Complaints
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	NIL Complaints	0	NIL Complaints

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/services procured) in the following format:

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
No of days of accounts payable	122	124

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	-	-
	b. Number of trading houses where purchases are made from	-	-
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	-	-
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	-	-
	b. Number of dealers / distributors to whom sales are made	-	-
	c. Sales to top 10 dealers / Distributors as % of total sales to dealers / distributors	-	-
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	-	-
	b. Sales (Sales to related parties / Total Sales) in Lakhs	8,123.99	8,286.02
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	-	-
	d. Investments (Investments in related parties/Total Investments made)	-	-

**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.

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)	Details of improvements in environmental and social impacts
R&D	Nil		
Capex			

2.
  - a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)  
As the nature of business of the Company is Information Technology, the consumption of resources is limited.  
Henceforth, sustainable sourcing is not a material for us, hence not applicable.
  - b. If yes, what percentage of inputs were sourced sustainably?  
Not Applicable
3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.  
The Company provides services to its customers and does not manufacture any products. The Company's generated e-waste and battery waste is sent to the authorized vendors/recyclers for recycling.
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.  
Not Applicable

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

**Essential Indicators**

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

Category	% 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	1966	1966	100%	1966	100%	-	-	1966	100%	-	-
Female	495	495	100%	495	100%	495	100%	-	-	-	-
Total	2461	2461	100%	2461	100%	495	100%	1966	100%	-	-
Other than Permanent employees											
Male	NA										
Female											
Total											

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

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

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

	<b>FY 2024-25 (Current Financial Year)</b>	<b>FY 2023-24 (Previous Financial Year)</b>
Cost incurred on well- being measures as a % of total revenue of the company	0.46%	0.50%

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

Benefits	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	NA	Y	99.95	NA	Y
Gratuity	100	NA	Y	99.95	NA	Y
ESI	0	NA	NA	0.04	NA	Y
Others – please specify	NA	NA	NA	NA	NA	NA

## 3. Accessibility of workplaces

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

Yes, the premises and offices of Onward Technologies Limited adhere to the guidelines outlined in the Rights of Persons with Disabilities Act, 2016. The company's Equal Opportunity Policy affirms its commitment to ensuring proper infrastructure and reasonable accommodation is provided to persons with disabilities and enable them to effectively discharge their duties. The company premises include ramps, elevators, and other accommodation to ensure accessibility for differently abled employees and workers. Additionally, wheelchair friendly ramps have been installed to facilitate easy navigation within our premises, demonstrating the commitment to inclusivity and equal opportunity in the workplace.

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

Yes, Onward Tech has an Equal Opportunity Policy which affirms its commitment to providing equal opportunity to all its employees, regardless of their race, color, religion, sex, national origin, ancestry, age, marital status, sexual orientation, or disability. The company is dedicated to promoting a workplace that is free of discrimination, harassment, and retaliation. The company also follows an action-based investigation approach in case of breach of the policy either through discrimination, harassment, bullying or victimizing other employees or by making false claims. Equal Opportunity Policy: [www.onwardgroup.com/investors](http://www.onwardgroup.com/investors)

## 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	100%	100%	NA	
Female	97%	97%		
<b>Total</b>	<b>99%</b>	<b>99%</b>		

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	NA
Other than Permanent Workers	NA
Permanent Employees	Onward Tech's whistleblower policy ensures that all employees can report any observed malpractices, whether concerning themselves or other employees. Any employee with a grievance must submit a written complaint to the Ombudsman. In cases where an employee needs to file a complaint against the Ombudsman, a copy of the complaint should be forwarded to the Chairman of the Audit Committee. If the matter is determined to be a personal dispute or is deemed suitable for resolution through the standard grievance settlement procedure, the Ombudsman may assist the complainant in resolving the matter amicably without further investigation. However, if the Ombudsman concludes that serious misconduct is involved, an investigation may be initiated, which may involve questioning and the involvement of third parties to gather evidence. Protected disclosures can be sent on <a href="mailto:whistleblower@onwardgroup.com">whistleblower@onwardgroup.com</a> and to the Vigilance and Ethics officer i.e. the Compliance Officer of the Company at <a href="mailto:compliance@onwardgroup.com">compliance@onwardgroup.com</a> . For grievances related to sexual harassment, employees may also contact: <a href="mailto:POSH@onwardgroup.com">POSH@onwardgroup.com</a>
Other than Permanent Employees	NA

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

No. There is no such employee association that is officially recognized by the Company.

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	NA					
Male						
Female						
Total Permanent Workers	NA					
Male						
Female						

## 8. Details of training given to employees and workers:

Category	FY 2024-25 (Current Financial Year)					FY 2023-24 (Previous Financial Year)				
	Total	On Health and safety measures		On Skill upgradation		Total	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	1966	1966	100%	1897	96.49%	1941	1890	97.37%	1853	95.47%
Female	495	495	100%	492	99.39%	459	459	100%	459	100%
Total	2461	2461	100%	2389	97.07%	2400	2349	98.69%	2312	96.33%
Workers										
Male	NA									
Female										
Total										

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

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	1966	1811	92.12	1941	1787	92.07
Female	495	445	89.90	459	448	97.60
<b>Total</b>	2461	2256	91.67	2400	2235	93.13
<b>Workers</b>						
Male	NA					
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 entity has implemented an Occupational Health and Safety Management System (OHSMS) accordance with [specify standard, e.g., ISO 45001:2018 / national guidelines / internal policies].

Coverage: The system covers 100% of employees at all operational sites, including full-time, contractual, and onsite third-party workers. Regular safety audits, risk assessments, and employee training programs are conducted to ensure effective implementation. A dedicated Health & Safety Committee oversees compliance and continual improvement of the OHS practices.

- 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 entity follows a structured approach to identify and assess work-related hazards and risks, both for routine and non-routine tasks, as part of its Occupational Health and Safety Management System. The key processes include:

1. Hazard Identification: Job Safety Analysis (JSA) / Job Hazard Analysis (JHA): Conducted regularly for all operational tasks. Workplace Inspections: Periodic inspections are carried out by safety officers and cross-functional teams to identify potential hazards. Permit to Work (PTW) System: Implemented for high-risk non-routine activities such as confined space entry, hot work, working at heights, etc. Incident and Near-Miss Reporting: Employees are encouraged to report unsafe conditions or near misses, which are logged and investigated. Change Management Process: Any change in process, equipment, or materials undergoes a safety risk assessment.
2. Risk Assessment: Risk Matrix Methodology: Used to evaluate and prioritize risks based on likelihood and severity. Routine Risk Assessments: Conducted quarterly or semi-annually across all departments. Non-Routine Risk Assessments: Triggered by new projects, maintenance shutdowns, or changes in operation.
3. Review and Mitigation: Corrective & Preventive Actions (CAPA): Implemented for identified hazards, with follow-up monitoring. Training and Awareness Programs: Conducted for employees and contractors based on risk profiles. Emergency Preparedness Drills: Conducted periodically to test responses to potential high-risk scenarios.

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

Yes. The entity has established formal and informal processes to enable workers to report work-related hazards and, where necessary, remove themselves from unsafe conditions without fear of retaliation. Key elements include:

Hazard Reporting Mechanism: Employees can report unsafe conditions through:

Safety suggestion boxes

Digital reporting tools / apps

Direct reporting to supervisors or the safety officer

Right to Refuse Unsafe Work: Employees are empowered to stop work if they perceive an immediate risk to health or safety. This is clearly communicated through induction programs and periodic training.

Whistleblower Policy: Ensures protection for employees who report hazards or refuse unsafe work.

Awareness Campaigns and Toolbox Talks: Reinforce the message that safety is a shared responsibility and that all employees have the right to a safe working environment.

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

Yes. The entity provides access to non-occupational medical and healthcare services to employees and workers, including:

Annual health check-ups, outpatient consultation services through tie-ups with hospitals/clinics. Health insurance coverage for self and dependents, which includes treatment for non-work-related illnesses. Mental health and wellness programs, including counseling services. Health awareness and lifestyle management workshops (e.g., sessions on diet, stress, smoking cessation). These services are made available to both permanent and contractual employees (where applicable), as part of the organization's broader commitment to employee well-being.

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

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

\*Including in the contract workforce

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

Organization is committed to ensuring a safe and healthy working environment for all employees, contractors, and stakeholders. To achieve this, a range of proactive and preventive measures have been implemented, including:

1. Implementation of Safety Management Systems: Adoption of an Occupational Health & Safety Management System aligned with [e.g., ISO 45001:2018 or equivalent]. Regular audits and compliance checks to ensure system effectiveness.
2. Hazard Identification and Risk Control: Conducting Job Safety Analysis (JSA) and risk assessments for all operations. Use of a Permit to Work (PTW) system for high-risk activities such as confined space work and electrical maintenance. Installation of engineering controls, PPE requirements, and emergency stop mechanisms.
3. Safety Training and Awareness: Induction training for all new employees and contractors on safety policies and practices. Regular toolbox talks, mock drills, and refresher trainings on fire safety, first aid, emergency evacuation, etc.
4. Health & Wellness Initiatives: Annual health check-ups and on-site medical support. Mental health awareness programs, counselling services, and employee assistance programs (EAP). Tie-ups with hospitals or healthcare providers for non-occupational health needs.

5. Incident Reporting and Investigation: Established protocols for reporting and investigating incidents, near-misses, and unsafe conditions. Use of Root Cause Analysis (RCA) and implementation of Corrective and Preventive Actions (CAPA).
6. Employee Participation and Monitoring: Functioning Safety Committees at each office with worker representation. Regular monitoring of safety KPIs like LTIFR, TRIFR, near-miss frequency, etc. Open-door policy for employees to raise safety concerns without fear of retaliation.

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

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

14. Assessments for the year:

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

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

NIL

**PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders****1. Describe the processes for identifying key stakeholder groups of the entity.**

Onward Tech places a high value on establishing and maintaining positive relationships with its stakeholders for long-term value creation. Both internal and external stakeholders having a significant impact on the Company's operating performance are considered as key stakeholders, with a focus on high value the Company. Onward Technologies stakeholders include employees, customers, investors/ shareholders and communities

**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 topics concerns key and raised during engagement
Customers	No	In-person meetings, Email, SMS, Website, Corporate Brochure	Annual and whenever required.	Customer communication and relationship management Operational & Administrative support Sales and Delivery Customer feedback Onward Technologies Limited compliance.
Employees	No	Town Halls, All hands meeting/In-person meetings, Email, SMS, Town Halls, Posters, Offsite meetings	Daily/ Weekly reviews / Monthly/	KRA goal setting and performance Corporate Culture Events Company performance and goals Ethical Business Conduct
Investors/ Shareholders	No	Website/BSE/NSE Websites	Quarterly as well as Half-Yearly and Annual appraisal	Corporate governance ESG disclosures Regulatory compliance Overall Company performance Key Business decisions
Communities (Healthcare & Education for the under-privileged)	No	CSR visits and interaction	Annually	CSR contributions and Community development
Value Chain Partners (Suppliers)	No	Emails, meetings	As and when required.	Supplier engagement timely payments Collaboration
Regulatory Bodies	No	Statutes and regulations	Whenever required.	Statutory and Regulatory Compliances

**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(policies) 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	2461	2461	100%	2400	2400	100%
Other than permanent	0	0	0	0	0	0
Total Employees	2461	2461	100%	2400	2400	100%
<b>Workers</b>						
Permanent	NA					
Other than permanent						
Total Workers						

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	2461	158	6%	2303	94%	2400	0	0	2400	100%
Male	1966	122	6%	1844	94%	1941			1941	100%
Female	495	36	7%	459	93%	459			459	100%
Other than Permanent	NA									
Male										
Female										
Workers										
Permanent	NA									
Male										
Female										
Other than Permanent										
Male										
Female										

3. Details of remuneration/salary/wages

- a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/ salary/wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	6	4,42,500	1	4,00,000
Key Managerial Personnel	2	36,49,972	-	-
Employees other than BoD and KMP	1962	10,96,698	495	10,56,769
Workers	NA			

## 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	19.00%	18.82%

## 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, we have a grievance redressal committee in place, which is responsible for addressing, investigating and resolution of any grievance raised by an employee, vendor, customer or other internal and external stakeholders.

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

Onward Tech strongly prohibits and has zero tolerance towards all forms of child labor, slavery, forced labor and harassment (physical, sexual, psychological or verbal abuse). We have a well-defined grievance redressal mechanism in place ensuring prompt and effective resolution of grievances and the grievance redressal committee is responsible for investigating, evaluating and deciding on the resolution. The grievance redressal mechanism includes below-mentioned four step process:

Any grievance of an employee should first be discussed verbally by him/her with the immediate Supervisor.

Post employee should connect directly with HRBP.

If not solved by HRBP; HRBP should communicate this to HR head for further proceedings and actions.

If not resolved, then HRBP should take up the matter to final escalation with Managing Director through conciliation within 5 working days of the reporting thereof.

Human Rights Policy: [www.onwardgroup.com/investors](http://www.onwardgroup.com/investors)

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

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

NIL

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

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

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

At Onward Tech, ensuring the safety and well-being of our employees is of utmost importance. Any threats, adverse consequences, or retaliation against complainants are completely against our company's core values. As part of this commitment, we have implemented several mechanisms. Firstly, we provide mandatory Prevention of Sexual Harassment (PoSH) induction to all employees, including new hires, covering approximately 2000 to 3000 employees annually. Additionally, we conduct quarterly sessions led by external Internal Committee (IC) members to communicate our policies effectively. Moreover, our offices across India prominently display posters conveying our zero-tolerance stance towards workplace harassment, accompanied by a dedicated email address ([posh@onwardgroup.com](mailto:posh@onwardgroup.com)) for lodging complaints. We also have a whistleblower policy accessible on both our HRMS and website, ensuring that employees can report violations without fear of reprisal and can expect full support from the company. Complaints are directly addressed to senior management via [whistleblower@onwardgroup.com](mailto:whistleblower@onwardgroup.com). Any form of threats or retaliation against employees who report violations or assist in investigations is strictly prohibited. All relevant policies are readily available on our website for easy reference.

PoSH Policy: [www.onwardgroup.com/Investors](http://www.onwardgroup.com/Investors)

Whistleblower Policy: [www.onwardgroup.com/investors](http://www.onwardgroup.com/investors)

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

(Yes/No)

Yes, human rights are a part of all agreements with customers as well as contractors. Our human rights policy applies to all permanent and non-permanent employees, contractors, vendors, suppliers and other stakeholders in the company across all entities/geographies of Onward Tech. The policy covers aspects such as workplace health & safety, equal-opportunity, diversity & inclusion, no-discrimination, freedom of association, decent working hours, prevention of sexual harassment etc.

Human Rights Policy: [www.onwardgroup.com/investors](http://www.onwardgroup.com/investors)

10. Assessments for the year:

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

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

NIL

**PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment****Essential Indicators****1. Details of total energy consumption (in GJ) and energy intensity.**

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
<b>From renewable sources</b>		
Total electricity consumption (A)	1532.08	962.88
Total fuel consumption (B)	0	0
Energy consumption sources (C) Through other	0	0
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>1532.08</b>	<b>962.88</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D)	2798.32	2799.66
Total fuel consumption (E)	65.34	327.91
Energy through other consumption sources(F)	0	0
<b>Total energy consumed from non- renewable sources (D+E+F)</b>	<b>2863.66</b>	<b>3127.57</b>
<b>Total energy consumed (A+B+C+D+E+F)</b>	<b>4395.74</b>	<b>4090.45</b>
<b>Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)</b>	<b>0.00000115</b>	<b>0.00000126</b>
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)</b>	<b>-</b>	<b>-</b>
<b>Energy intensity in terms of physical output</b>	<b>-</b>	<b>-</b>
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. No

**2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.**

Not Applicable

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

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
<b>Water withdrawal by source in kiloliters</b>		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	204	292
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)</b>	<b>204</b>	<b>292</b>
<b>Total volume of water consumption (in kiloliters)</b>	<b>204</b>	<b>292</b>
<b>Water intensity per rupee of turnover (Total water consumption / Revenue from operations)</b>	<b>0.000000053</b>	<b>0.000000084</b>
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)</b>	<b>-</b>	<b>-</b>
<b>Water intensity in terms of physical output</b>	<b>-</b>	<b>-</b>
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.

No

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 kiloliters</b>		
(i) To Surface water	Nil	Nil
- No treatment		
- With treatment – please specify level of treatment		
(ii) To Groundwater	Nil	Nil
- No treatment		
- With treatment – please specify level of treatment		
(iii) To Seawater	Nil	Nil
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third parties	Nil	Nil
- No treatment		
- With treatment – please specify level of treatment		
(v) Others	Nil	Nil
- No treatment		
- With treatment – please specify level of treatment		
<b>Total water discharged (in kiloliters)</b>	<b>Nil</b>	<b>Nil</b>

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

No

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

Not Applicable

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

Parameter	Please specify unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
NOx	Kg	Nil	Nil
SOx	Kg		
Particulate Matter (PM)	Kg		
Persistent Organic Pollutants (POP)	Kg		
Volatile Organic Compounds (VOC)	Kg		
Hazardous air pollutants (HAP)	Kg		
Others - Please Specify	Kg	71.5	68

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

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

Parameter	Unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	tonnes of CO <sub>2</sub> equivalent	5	154
Total Scope 2 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)	tonnes of CO <sub>2</sub> equivalent	566	728
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	tonnes of CO <sub>2</sub> equivalent	0.000000184	0.00000025
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted	-	-	--

Parameter	Unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	-	-	-
Total Scope 1 and Scope 2 emission intensity in terms of physical output	-	-	-
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

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

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

Yes, Onward Tech has taken the following projects as an effort to reduce Green House Gas (GHG) emissions:

- To reduce carbon footprint, the Company has implemented various measures in its Pune office such as Star certified appliances and LED lighting.
- Also reduced paper usage as a part of their digital transformation efforts and have taken steps to eliminate single-use plastics in their offices by providing insulated bottles for their employees.
- Onward Tech has adopted wind power in FY 2024-25 for electricity generation saving 408631KWH.

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

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	0.03	0.13
E-waste in Kg(B)	0.31	0
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
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. (Break-up by composition i.e. by materials relevant to the sector)	0.99	2.19
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>1.33</b>	<b>2.32</b>

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.00000000349	0.00000000609
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	1.33	2.32
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	1.33	2.32
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste	0	0
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
Total	0	0

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

No

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

The nature of the business of Onward Tech does not involve the use of hazardous or toxic chemicals. Whereas, the Company has adopted several wastes management practices in its pan India offices.

- I. It has Implemented an E-waste collection program across its branches throughout India and works with certified E-waste handlers to properly dispose of all the E-Waste.
- II. The Company uses local vendors for the disposal of non-hazardous waste such as paper.
- III. The Company has also reduced paper usage as a part of their digital transformation efforts and have taken steps to eliminate single- use plastics in their offices by providing insulated bottles for their employees to use.
- IV. Dry and wet waste segregation process initiated.

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? (Y/N) If no, the reasons there of and corrective action taken, if any.
			NA

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

Not Applicable

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

Yes

**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 - 3
- b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	National Association of Software and Service Companies (NASSCOM)	National
2	The IndUS Entrepreneurs (TiE), Mumbai	National
3	Indian Merchant Chambers (IMC)	National

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

Name of authority	Brief of the case	Corrective action taken
NA		

**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
NA					

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 ₹)
NA						

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

Onward Technologies Limited prioritizes the concerns of the community and provides accessible mechanisms for grievance redressal. Our Whistleblower policy encompasses all internal and external stakeholders across our various entities and geographies. Community members can raise their concerns directly to our Vigilance and Ethics Officer at [compliance@onwardgroup.com](mailto:compliance@onwardgroup.com) or via [whistleblower@onwardgroup.com](mailto:whistleblower@onwardgroup.com). The Audit Committee is responsible for recording, investigating, and resolving all grievances within a timeframe of 90 days, with the flexibility for extensions if needed, ensuring timely and effective redressal while also implementing corrective actions as necessary.

**Whistleblower Policy:** [www.onwardgroup.com/Investors](http://www.onwardgroup.com/Investors)

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	46.13 %	47.46%
Directly from within India	99.72%	99.93%

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

Location	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Rural	0	0
Semi-urban	0	0
Urban	58	56
Metropolitan	42	44

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

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

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

Onward Tech is certified under ISO 9007:2075, ensuring its Quality Management System is top-notch. The organization has implemented a sturdy mechanism and framework to effectively track and address customer complaints, conducting thorough root cause analyses as part of its process.

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	NA
Safe and responsible usage	NA
Recycling and/or safe disposal	NA

3. Number of consumers complaints in respect of the following:

	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	0	0	No	0	0	No
Advertising	0	0		0	0	
Cyber-security	0	0	No customer complaints received related to cyber security	0	0	No customer complaints received related to cyber security
Delivery of essential services	0	0	-	0	0	-
Restrictive Trade Practices	0	0	-	6	0	RCA performed for identified Customer Complaints
Unfair Trade Practices	0	0	-	0	0	-
Other	0	0	-	0	0	-

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

Not Applicable

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, all related policies hosted on our inhouse portal (MYHR Portal)

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.

Not Applicable

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