

Date: 14-10-2024

To, The Manager Listing Department BSE Limited Phiroze Jeejeebhoy Towers Dalal Street Mumbai- 400001 Scrip Code: 543945	To, The Manager Listing Department National Stock Exchange of India Limited Exchange Plaza, Bandra Kurla Complex Bandra East, Mumbai- 400051 Scrip Code: NETWEB
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**Sub.: Business Responsibility and Sustainability Report for the Financial Year 2023-24**

In terms of the provisions of Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith the Business Responsibility and Sustainability Report of Netweb Technologies India Limited for the Financial Year 2023-24.

This is for your information and record.

Thanking You,

Yours faithfully

For **Netweb Technologies India Limited**

**Lohit**  
**Chhabra**  
Lohit Chhabra

Digitally signed  
by Lohit Chhabra  
Date: 2024.10.14  
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Company Secretary & Compliance Officer  
M. No A36610

# BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORTING

## SECTION A: GENERAL DISCLOSURES.

### I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity

L72100HR1999PLC103911

2. Name of the Listed Entity

Netweb Technologies India Limited

3. Year of incorporation

1999

4. Registered office address

Plot No. H-1, Block-H, Pocket No. 9, Faridabad Industrial Town, Sector-57, Faridabad, Haryana 121004

5. Corporate address

Plot No. H-1, Block-H, Pocket No. 9, Faridabad Industrial Town, Sector-57, Faridabad, Haryana 121004

6. E-mail

[complianceofficer@netwebindia.com](mailto:complianceofficer@netwebindia.com)

7. Telephone

01292310400

8. Website

[www.netwebindia.com](http://www.netwebindia.com)

9. Financial year for which reporting is being done

2023-24

10. Name of the Stock Exchange(s) where shares are listed

BSE Limited (BSE) and National Stock Exchange of India Limited (NSE)

11. Paid-up Capital

INR 11,27,31,736

12. Details of the person who may be contacted in case of any queries on the BRSR report.

S. No.	Name	Telephone	Email
1	Lohit Chhabra	01292310400	<a href="mailto:Complianceofficer@netwebindia.com">Complianceofficer@netwebindia.com</a>

13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together).

Standalone

14. Name of assurance provider

Not Applicable

## 15. Type of assurance obtained

Not Applicable

## 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	Manufacture of Computer, Electronic and Optical Products	Manufacture of computers and peripheral equipment	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	Supercomputing/High performance Computing	262	37%
2	Private Cloud and hyperconverged infrastructure		36%
3	AI and enterprises work solutions		11%
4	High Performance Storage Solutions		5%
5	Data Centre Servers		5%

## 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	2	18	20

## 19. Markets served by the entity. Number of locations

## a. Number of locations

Locations	Number
National (No. of States)	26 states + 1 UT
International (No. of Countries)	2

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

Exports contribute to 0.07% of the total turnover of the Company.

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

Netweb is one of India's leading high-end computing solutions (HCS) provider, with fully integrated design and manufacturing capabilities. The HCS offering comprises HPC, Private cloud and (HCI), AI systems and enterprise workstations, High performance storage (HPS), GPUs and Data Centre Servers. With over 300 successful HPC installations, Netweb Technologies serves customers across varied sectors such as Higher Education & Research, Space and Defence, IT & ITEs, and Finance (High Frequency Trading).

## IV. Employees

## 20. Details as at the end of Financial Year:

## a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male No. (B)	% (B/A)	Female No. (C)	% (C/A)
<b>a. Employees (including differently abled)</b>						
	Employee					
1	Permanent (A)	362	297	82%	65	18%
2	Other than Permanent (B)	36	36	100%	0	0%
3	Total (A+B)	398	333	84%	65	16%

\*Other than permanent, employees includes contractual employees. The entire workforce of the company is categorized as Employees and none as Workers. Therefore, the information required in all sections in the workers category is not applicable.

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

S.No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>b.</b>	<b>Differently abled Employees</b>					
	Employees					
1	Permanent					
2	Other than Permanent			Nil		
3	Total					

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

S.No.	Category	Total (A)	No. and % of females	
			No. (B)	% (B/A)
1	Board of Directors	8	1	12.5%
2	Key Management Personnel	2	0	0%

\* Managing Director of the Company (KMP) is counted under Board of Directors.

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

Category	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	14%	31%	16%	15%	15%	15%	22%	19%	23%
Permanent Workers	Not Applicable								

\*We have calculated the turnover rate basis the calculation methodology provided in the BRSR guidance by SEBI

**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	Netweb Foundation	Subsidiary	99%	No

**VI. CSR Details**
**23. (b)**

<b>a. Whether CSR is applicable as per section 135 of Companies Act, 2013:</b>	Yes
Turnover (in ₹)	724.07 Crores (as on 31.03.2024)
Net worth (in ₹)	422.75 Crores (as on 31.03.2024)

## VII. Transparency and Disclosures Compliances

### 24. 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 Current Financial Year			FY 2022-23 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Netweb Technologies has a stringent Whistle Blower Policy, Code of conduct, POSH Policy which is also available on the website: Corporate Governance- Netweb Technologies (netwebindia.com) We have a board level committee (Stakeholders relationship committee headed by independent Director)	Nil	Nil	The Company was listed on July 27, 2023 all complaints from investors are related to IPO related such as unblocking of funds, non-allotment of shares etc			Nil
Investors (other than shareholders)		1136					
Shareholders		Nil					
Employees and workers		Nil					
Customers		Nil					
Value Chain Partners		Nil					
Other (please specify)		Nil					

### 25. 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	Data privacy & information management	Risk	External attacks on network, malware, compromised credentials, Business email compromise via. Phishing and other cyber security risks may result in data loss and loss of reputation	Our systems are strongly secured, and we have received ISO 27001:2013 (Information Security Management System) certificates from International Benchmarking & Certifications	Negative: Introducing innovative technology often comes with increased operational costs due to investments in infrastructure and training
2	E- Waste management	Risk	Improper disposal of e-waste could result in legal ramifications, fines, and reputational damage to the company. Monitoring and tracking our e-waste enables us to repurpose and recycle materials within our manufacturing process thus reducing production cost	We have tied-up with one of the leading authorised e-waste recyclers for facilitating our customers to enable them to dispose of e-waste products after its end-of-life. They have expertise in assisting Producers in fulfilling their compliances related to EPR and E-waste Management.	Negative: Additional operational cost in collection of e-waste
3	Supply chain management	Risk	Geo-political factors, logistical factors, quality, inaccessibility could disrupt our supply chain	We have a diverse base of suppliers situated both domestically and internationally. Additionally, we leverage efficient technology for inventory management & tracking	Negative: Additional operational cost
4	Talent Acquisition and Retention	Opportunity	Inability to attract, hire and retain talent. We require constant upskilling and reskilling of our employees to ensure we deliver top services to our clients and attract better talent.	The Company's dedication to attract better talent is reflective in its regular upskilling and re-skilling trainings	Positive: Fostering a dedicated and motivated workforce thus improving customer satisfaction

## 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	No	Yes	Yes	Yes	Yes	No	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	No	Yes	Yes	Yes	Yes	No	Yes	Yes
c. Web Link of the Policies, if available	Corporate Governance- Netweb Technologies (netwebindia.com)								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	No	Yes	Yes	Yes	Yes	No	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/ No)	No								
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.	Our Manufacturing Facility has received ISO 9001:2015 (Quality Management System), ISO 14001:2015 (Environmental Management System), ISO 45001 (Occupational health & safety) and our offices have ISO/IEC 27001:2013 (Information Security Management System), ISO 37001 (Good Governance) certificates from International Benchmarking & Certifications.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	<ul style="list-style-type: none"><li>• Increase usage of renewable energy to 5% of total energy consumption by 2030</li><li>• Gender diverse workforce with more than 25% women representation by 2030</li><li>• 25+ average learning hours per employee</li><li>• Facilitate best-in-class employee experience and being recognized among the best employers in our key operating regions</li></ul>								
6. Performance of the entity against the specific commitments, goals and targets along with reasons in case the same are not met.	Embracing sustainability as a core value, we have set ambitious targets and are committed to transparently reporting our performance in the upcoming year.								
Governance, Leadership and Oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements	As a responsible company, we firmly believe that embracing sustainability isn't just a choice, it's a responsibility we owe to our planet and future generations. At our company, we recognize the urgent need to reduce our environmental footprint and operate with greater consciousness. We are committed to integrating sustainable practices into every aspect of our operations from sourcing materials to manufacturing and distribution. We strive to uplift communities, address social issues and create a positive and lasting impact on the lives of those around us. Our corporate philosophy prioritizes employee care. It provides employees and business associates with working conditions that are clean, safe, healthy and fair.								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Chairperson of ESG Committee Telephone: 0129-2310400 Email: <a href="mailto:complianceofficer@netwebindia.com">complianceofficer@netwebindia.com</a>								
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.	ESG Committee comprising of Whole-time Director, CFO, HR head, Legal Head and Company Secretary 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)								
	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									Annually				
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances										Yes,								
	The company adheres to all necessary legal and regulatory mandates and undergoes regular assessments conducted by the appropriate Board committees or the Board of Directors.																	

## 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 company has the necessary policies which are timely reviewed by the Board.								

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

Questions	P1 to P9
The entity does not consider the Principles material to its business (Yes/No)	-
The entity is not at a stage where it is in a position to formulate and implement the policies on 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)	No - The policies are timely reviewed by the Board
Any other reason (please specify)	-

## 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	% of persons in respective category covered by awareness programmes
Board of Directors Key Managerial Personnel	1	Company's policies and procedures under the Board Familiarization Program	100%
Employees other than BoD and KMP's	2	Company code of conduct, insider trading provisions, whistle blower policies, Company payroll software mechanism	100%
Workers	1	Safety training, Grooming and First-aid training.	100%

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

a. Monetary					
Type	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 Settlement Compounding fee		Nil			
b. Non-Monetary					
Type	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the case		Has an appeal been preferred? (Yes/No)
Imprisonment Punishment		Nil			

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

S. No.	Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
Not Applicable		

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, Netweb Technologies has instituted a robust Anti-Corruption and Anti-Bribery Policy, underlining its commitment to lawful and ethical conduct across all levels of the organization. This policy serves as a proactive measure to curtail the risk of corrupt behavior and to ensure that all staff members, extending to the Board of Directors, uphold the highest integrity standards. The policy explicitly outlines prohibited actions, providing guidance for responsible and transparent interactions, particularly in areas of the business susceptible to ethical dilemmas.

The policy acts both as a deterrent to any potential unethical behavior and as a resource for employees to consult when faced with situations that might otherwise lead to corrupt practices. Comprehensive education and training programs accompanying the policy aim to further embed a culture of honesty and ethical responsibility within the corporate ethos of Netweb Technologies.

5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption

Category	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directors	Nil	Nil
KMPs		
Employees		
Workers		

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

Topic	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	-	Nil	-
Number of complaints received in relation to issues of Conflict of Interest of KMPs				

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

No corrective measures have been initiated or are in progress concerning fines, penalties, or similar issues, as there have been no complaints filed.

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

	FY 24 Current Financial Year	FY 23 Previous Financial Year
Number of days of accounts payables	76	111

## 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 &amp; investments, with related parties, in the following format:

Parameter	Metrics	FY 24 Current Financial Year	FY 23 Previous Financial Year
Concentration of Purchases	Purchases from trading houses as % of total purchases	NIL	NIL
	Number of trading houses where purchases are made from	NIL	NIL
	Purchases from top 10 trading houses as % of total purchases from trading houses	NIL	NIL
Concentration of Sales	Sales to dealers / distributors as % of total sales	NIL	NIL
	Number of dealers / distributors to whom sales are made	NIL	NIL
	Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	NIL	NIL
Share of RPTs in	Purchases (Purchases with related parties / Total Purchases)	NIL	NIL
	Sales (Sales to related parties / Total Sales)	NIL	NIL
	Loans & advances (Loans & advances given to related parties / Total loans & advances)	NIL	NIL
	Investments (Investments in related parties / Total Investments made)	NIL	100%

## PRINCIPLE 2: Businesses should provide goods and services in a manner that is sustainable and safe

### Essential Indicators

- 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	We don't track our R&D expenses separately. They are expensed of under the related heads as and when incurred and as per estimates R&D expenses constitutes approx. 3-4% of our Top line.		-
Capex	0.5%	0.4%	-

- Does the entity have procedures in place for sustainable sourcing? (Yes/No) If yes, what percentage of inputs were sourced sustainably?

The company firmly believes in the concept of sustainable sourcing and recognizes its significant role in promoting the responsible conduct of the business., While a formal sustainable procurement framework is in development, we are actively taking measures in incorporating the principles of sustainable sourcing and procurement into our procurement strategies.

- Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life

	Process Description
Plastics (including packaging)	Netweb Technologies India Limited has tied-up with leading government authorised waste recyclers for facilitating our customers to enable them to dispose of e-waste products after its end-of-life. We have vendor operated 42 dedicated collection and drop points available for our customers to choose from.
E-waste	
Hazardous waste	

- 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.

Yes, the Extended Producer Responsibility (EPR) is applicable to the entity's activities. The waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards.

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

### Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	%(B/A)	No. (C)	%(C/A)	No.(D)	%(D/A)	No. (E)	%(E/A)	No. (F)	%(F/A)
Permanent Employees											
Male	297	297	100%	297	100%	-	-	297	100%	297	100%
Female	65	65	100%	65	100%	65	100%	-	-	65	100%
Total	362	362	100%	362	100%	65	100%	297	100%	362	100%
Other than Permanent											
Male	Vendors and Contractors are required to adhere with the statutory compliance as per the state rules.										
Female											
Total											

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

	FY 24 Current Financial Year	FY 23 Previous Financial Year
Cost incurred on well-being measures as a % of total revenue of the company	0.07%	0.05%

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

Benefits	FY24 Current Financial Year			FY23 Previous Financial Year			Remarks
	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%	Not Applicable	Yes	100%	Not Applicable	Yes	(PF as per EPF Act 1952)
ESI	100%		Yes	100%		Yes	(ESI as per ESIC Act 1948)
Gratuity	100%		Yes	100%		Yes	(As per Payment of Gratuity Act 1972)
Other	-		-	-		-	

## Accessibility of workplaces

## 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 operations and office premises are accessible to differently abled employees and workers.

## 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

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

Gender	Permanent Employees	
	Return to work rate	Retention rate
Male	100%	100%
Female	100%	100%
Total	100%	100%

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Not Applicable
Other Than Permanent Workers	
Permanent Employees	Employees are provided with a dedicated email address for lodging any grievances. Moreover, they have the option to utilize channels like the Whistleblower Protection Program and the prevention of Sexual Harassment Act to confidentially report any concerns and we have constituted an internal complaints committee dedicated to complaints of such nature. For POSH: <a href="mailto:posh@netwebindia.com">posh@netwebindia.com</a> For Grievance: <a href="mailto:grievance@netwebindia.com">grievance@netwebindia.com</a> For Whistle blower: <a href="mailto:complianceofficer@netwebindia.com">complianceofficer@netwebindia.com</a>
Other than Permanent Employees	

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

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Total employees / workers irrespective category (A)	No. of employees / workers irrespective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers irrespective category (C)	No. of employees / workers irrespective category, who are part of association(s) or Union (D)	% (D/C)
<b>Permanent Employees</b>						
Male						
Female						
Other						
Total						

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

Category	FY 2023-24 (Current Financial Year)					FY 2022-23 (Previous Financial Year)				
	Total (A)	On Health & Safety measures		On Skill Upgradation		Total (D)	On Health & Safety measures		On Skill Upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Permanent Employees										
Male	297	297	100%	297	100%	218	218	100%	218	100%
Female	65	65	100%	65	100%	46	46	100%	46	100%
Total	362	362	100%	362	100%	264	264	100%	264	100%

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

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Total employees / workers irrespective category (A)	No. of employees / workers inrespective category, who had a career review (B)	% (B/A)	Total employees / workers inrespective category (C)	No. of employees / workers in respective category, who had a career review (D)	%(D/C)
Employees						
Male	178	178	100%	109	109	100%
Female	35	35	100%	21	21	100%
Total	213	213	100%	130	130	100%

\* 100% of eligible employees have received performance and career development reviews.

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

- Whether an occupational health Company has implemented an occupational health and safety management system in accordance with ISO 45001 standards across all its manufacturing facilities and office premises. The organization is committed to ensuring a secure work environment for its employees, recognizing that their well-being is essential and significantly influences their productivity.
- What is the coverage of such system? We implement regular equipment inspections, host frequent safety work-related hazards and assess risks awareness sessions, and provide specialized training programs for our on a routine and non-routine basis by staff.
- What are the processes used to identify We implement regular equipment inspections, host frequent safety work-related hazards and assess risks awareness sessions, and provide specialized training programs for our on a routine and non-routine basis by staff.
- Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/No) Not Applicable
- Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No) No

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

Safety Incident/Number	Category	FY 2023-24 (Current FY)	FY 2022-23 (Previous FY)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
	Workers	Not Applicable	Not Applicable
Total recordable work-related injuries	Employees	Nil	Nil
	Workers	Not Applicable	Not Applicable
No. of fatalities	Employees	Nil	Nil
	Workers	Not Applicable	Not Applicable
High-consequence work-related injury or ill health (excluding fatalities)	Employees	Nil	Nil
	Workers	Not Applicable	Not Applicable

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

We have implemented rigorous safety protocols, we conduct regular risk assessments, and have provided comprehensive training to employees to prevent and mitigate negative health impacts associated with their operations, products, or services. Additionally, we have enforced compliance with relevant regulations and standards while fostering a culture of safety consciousness across all levels of the organization. Employees are provided with a dedicated email address for lodging any grievances and seek resolutions.

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

Topic	FY 2023-24 (Current Financial Year)			FY 2022-23 (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	-	Nil	Nil	-
Health & Safety	Nil	Nil	-	Nil	Nil	-

## 14. Assessments for the year:

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

## 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 &amp; safety practices and working conditions.

During the year, the company experienced no incidents related to safety. Nonetheless, proactive measures have been adopted to mitigate safety related incidents.

**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 company acknowledges those who play a vital role in its operations as key stakeholders. This includes a spectrum of both internal and external parties. Presently, the firm has identified five distinct groups of stakeholders: employees and labor force, regulatory bodies, investors and shareholders, Business Partners and customers. The company actively engages with each stakeholder segment by organizing meetings or initiating calls in order to maintain ongoing communication.

## 2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/Quarterly / others- please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investors/ shareholders	No	Investors calls, In Persons Meetings and Emails	Quarterly or as and when requested by prospective investors excluding silent periods.	Quarterly results and strategic presentation
Customers		Email, Advertisement, social media and exhibition participation	As and when needed	Business Discussions
Business Partners (Suppliers, Dealers/ Distributors)		Email, Advertisement, social media and exhibition participation	As and when needed	Product/service purchase and sales
Employees & Workers		Meets, Awareness Session and In-persons meetings	As and when needed	Performance assessment, training & development
Regulatory Bodies		Regular Compliances filings	As per regulatory requirement	Compliance

## 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	FY24 Current Financial Year			FY23 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	362	362	100%	264	264	100%
Other than Permanent	36	0	0%	6	0	0%
Total	398	362	90.95%	270	264	97.77%

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

Category	FY 2023-24 (Current Financial Year)					FY 2022-23 (Previous Financial Year)				
	Total(A)	Equal to Minimum Wage (B)	% Employees (B/A)	More than Minimum Wage (C)	% Employees (C/A)	Total(D)	Equal to Minimum Wage (E)	% Employees (E/D)	More than Minimum Wage (F)	% Employees (F/D)
<b>Employees</b>										
<b>Permanent</b>										
Male	297	-		297	100%	218	5	2.30%	213	97.70%
Female	65	-		65	100%	46	1	2.17%	45	97.82%
<b>Other than permanent</b>										
Male	36	36	100%	-		6	6	100%	-	-
Female	-	-	-	-		-	-	-	-	-

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

#### a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (in INR Crores)	Number	Median remuneration/ salary/ wages of respective category (in INR Crores)
Board of Directors (BoD)	4*	1.42	0	0
Key Managerial Personnel	2	0.47	0	0
Employees other than BoD and KMP	291	0.05	65	0.03
Workers	NA	NA	NA	NA

\* Includes only Executive directors

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

	FY 24 Current Financial Year	FY 23 Previous Financial Year
Gross wages paid to females as % of total wages	10.62%	9.93%

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, the ESG Committee is the focal point responsible for addressing Human Rights issues or impacts caused or contributed to by the business. All the employees can also reach out to the management for any concerns.

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

The Internal Committee is designated as the primary entity within the company responsible for managing and resolving any matters related to human rights that arise as a direct result of business activities. The committee functions as a responsive and authoritative body that employees and other stakeholders can approach with confidence when they have human rights concerns or grievances. It operates under a clear mandate to investigate allegations of human rights violations, take appropriate corrective action, and provide remedies when necessary. If the employee is not satisfied with the decision of the committee then he has the right to approach the regulatory forums

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

	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment		Nil	-		Nil	-
Discrimination at workplace					-	
Child Labour						
Forced Labour / Involuntary Labour						
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 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Complaints reported under the Sexual Harassment of Women at Workplace (Prevention, prohibition and Redressal) Act, 2013 (POSH)		Nil
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 introduced a robust POSH mechanism, empowering employees to address instances of harassment or discrimination effectively. Further, the company introduced a whistle blower policy facilitating the reporting of concerns. We have a zero-tolerance policy for any retaliation against an employee lodging a complaint and any abuse of this protection will warrant disciplinary action. By providing a platform for reporting and addressing such issues, the company fosters a culture of accountability and inclusivity. If a complainant feels subjected to retaliation, they have the option to file a written complaint on the dedicated email address provide for any grievances. This approach ensures a workplace environment that upholds respect and dignity for all. All the employees can also reach out to the management for any concerns.

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

No

## 10. Assessments for the year:

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

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

We follow all the labour laws strictly and so far no action has been taken on us for any deviations. All employees can reach out to management if they have any areas of concerns regarding their work or surrounding environment.

**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	FY24 Current Financial Year	FY23 Previous Financial Year
<b>From renewable sources</b>		
Total electricity consumption (GJ) (A)	Nil	Nil
Total fuel consumption (B)	Nil	Nil
Energy consumption through other sources (C)	Nil	Nil
Total energy consumed from renewable sources (A+B+C)	Nil	Nil
<b>From non-renewable sources</b>		
Total electricity consumption (GJ) (D)	2,044.47	1,177.49
Total fuel consumption (E)	333.4	158.61
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	2,377.87	1,336.11
Total energy consumed (GJ)	2,377.87	1,336.11
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.00000033	0.00000030
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	0.00000736	0.00000664
Energy intensity in terms of physical output (per FTE)	5.97	4.95
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.

No, the company has not recognized any of its sites or installations as Designated Consumers within the context of the Performance Achieve and Trade (PAT) framework. Nonetheless, as a conscientious enterprise, it places considerable emphasis on integrating sustainable practices into its corporate planning.

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 4format:

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	4,069.44	2,935.44
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal (in kilolitres) (i+ii+iii+iv+v)</b>	4,069.44	2,935.44
<b>Total volume of water consumption (in kilolitres)</b>	2,712.96	1,956.96
Water intensity per rupee of turnover (Water consumed / turnover) (kl per INR of revenue)	0.00000037	0.00000044
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.000008	0.000010
Water intensity in terms of physical output (KL/ FTE)	6.82	7.24
<b>Water intensity</b> (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 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Water discharge by destination and level of treatment (in kiloliters)</b>		
(i) To Surface water		
No treatment		
With treatment – please specify the level of treatment		
(ii) To Groundwater		
No treatment		
With treatment – please specify the level of treatment		
(iii) To Seawater		
No treatment		
With treatment – please specify the level of treatment		
(iv) Sent to third parties		
No treatment		
With treatment – please specify level of treatment	1,356.48	978.48
(v) Others		
No treatment		
With treatment – please specify level of treatment		
Total water discharged (in kiloliters)	1,356.48	978.48

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.

No

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

Parameter	Please specify unit	FY24 Current Financial Year	FY23 Previous Financial Year
NOxSOxParticulate matter (PM)Persistent organic pollutants matter (POP) Volatile organic compounds (VOC)Hazardous air pollutants (HAP)Others – please specify	Company is monitoring ambient air quality parameters as per the State Pollution Control Board's (SPCB) / Central Pollution Control Board's (CPCB) criteria at plants and offices. All parameters remained within norms of SPCBs / CPCBs guidelines.		

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) &amp; its intensity, in the following format:

Parameter	Unit	FY24 Current Financial Year	FY23 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)	tCO <sub>2</sub> e	117.05	169.05
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)	tCO <sub>2</sub> e	406.62	234.19
Total Scope 1 and Scope 2 emissions	tCO <sub>2</sub> e	523.67	403.24
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	tCO <sub>2</sub> e/ revenue INR	0.0000000723	0.0000000906
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)	tCO <sub>2</sub> e / PPP	0.00000162	0.000002003
Total Scope 1 and Scope 2 emission intensity in terms of physical output	tCO <sub>2</sub> e/ FTE	1.3158	1.4935
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.

The company intends to initiate yearly plantation drives and is in the process of installation of solar panels.

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Waste generated (in Kilogram)		
Plastic waste (A)	297.6	168.0
E-waste (B)	595.2	336.60
Bio-medical waste (C)	NA	NA
Construction and demolition waste (D)	NA	NA
Battery waste (E)	99.2	56.0
Radioactive waste (F)	NA	NA
Other Hazardous waste. Please specify, if any. (G)	NA	NA
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	-	-
Total (A+B + C + D + E + F + G+ H)	992.0	560.0

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

Category of Waste		
(i) Recycled		
(ii) Re-used		
(iii) Other recovery operations	2.64	0
Total		

**For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)**

Category of Waste		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	-	64.86
Total		

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 Company has implemented a waste management system to efficiently handle waste generated during manufacturing processes and overall operations. The foundation of this approach rests on the 3Rs framework: Reduce, Reuse, and Recycle. The company has tied up with multiple waste collection centers which collect our waste and dispose it off in a safe manner. Additionally, we believe in the concept of circularity and utilize our input material packaging for products which are shipped out to our consumers in order to reduce packaging waste.

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 thereof and corrective action taken, if any.
1			Not Applicable

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
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Throughout the reporting period, the Company did not engage in any projects that required an Environmental Impact Assessment (EIA) to be conducted.

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	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
Not Applicable as the entity has complied with all laws and regulations				

## 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.  
4
1. 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	LIFE Membership Certificate, Association of Information Technology , Netweb Technologies Bengaluru is a LIFE member of AIT	National
2	MAIT Membership	National
3	MEDEPC -Mobile And Electronic Devices Export Promotion Council	National
4	AICRA- All India Council for Robotics & Automation	National

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

Name of authority	Brief of the case	Corrective action taken
Not Applicable		

## 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.

Project Name	SIA Notification	Date Notification	Conducted by independent	Result Communicated	Web link
Not Applicable					

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

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

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

As part of our Corporate Social Responsibility (CSR) initiatives, the Company actively interacts with local communities to understand and respond to their issues and concerns. This engagement takes the form of various CSR projects and other similar activities.

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

	FY24 Current Financial Year	FY23 Previous Financial Year
Directly sourced from MSMEs/ small producers	1.24%	1.44%
Directly from within India	41.67%	44.62%

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	FY24 Current Financial Year	FY23 Previous Financial Year
Rural	-	-
Semi-urban	-	-
Urban	-	-
Metropolitan	100%	100%

(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.

Customer escalations and complaints are treated with utmost importance in the organization. The email address and contact number for submitting a complaint are promptly accessible on our website. We have a ticket raising system (Eagle, Zeroc) for handling customer complaints and feedback which operates through a structured process that organizes, prioritizes, and resolves issues efficiently.

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

Services	As a percentage to total turnover
Environmental and social parameters relevant to the product	The company does not track such parameters currently
Safe and responsible usage/Recycling and/or safe disposal	

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

	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Received during the year	Pending resolution at the end of year	Remarks	Received during the year	Pending resolution at the end of year	Remarks
Data privacy			Nil			Nil
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Others (Repay and refund)						

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

	Number	Reasons for recall
Voluntary Recall/Forced Recall	Nil	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.

Safeguarding data privacy and ensuring robust cyber security systems are of paramount importance to our operations. We recognize that our clients trust us with sensitive information, and it is our responsibility to protect it from unauthorized access, breaches or misuse. Maintaining the confidentiality and integrity is not only essential for building trust with clients but also for upholding regulatory compliance standards. We invest in cutting edge technology, conduct security audits and prioritizes employee training to ensure highest standards of security.

Privacy Policy ([netwebindia.com](https://netwebindia.com))

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

NIL

- b. Percentage of data breaches involving personally identifiable information of customers

NIL

- c. Impact, if any, of data breaches

Not Applicable