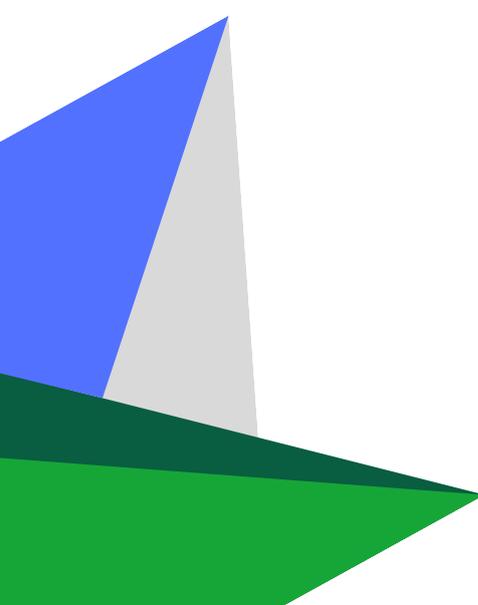




**BUSINESS
RESPONSIBILITY
AND
SUSTAINABILITY
REPORT**

2023



Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. DETAILS OF THE LISTED ENTITY

- Corporate Identity Number (CIN) of the Listed Entity**
- L74200MP2011PLC025904
- Name of the Listed Entity**
- EKI Energy Services Limited
- Year of incorporation**
- 2011
- Registered office address**
- 201, Plot 48, Scheme No. 78, Part II, Vijay Nagar, Indore 452010
- Corporate address**
- 903, B-19th Floor, NRK Business Park, Scheme No. 54 PU 4, Indore 452010, Madhya Pradesh
- E-mail**
- business@enkingint.org
- Telephone**
- 0731 42 89 086

8. Website

- <https://enkingint.org/>

9. Financial year for which reporting is being done

- 2022-23

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

- BSE Listed, Public Limited Company

11. Paid-up Capital

- Rs. 27,51,14,000/-

12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report

- Name: Ms. Itisha Sahu

- Designation: Company Secretary and Compliance Officer

- E-mail: cs@enkingint.org

- Phone No.: 0731 42 89 086

13. Reporting boundary

Disclosures made in this report are on a standalone basis

II. PRODUCTS/SERVICES

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Professional, Scientific and Technical Services	Other Professional, Scientific and Technical Services	100

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

Sr. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Other Professional, Scientific and Technical Activities.	74909	100

III. OPERATIONS

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

Location	No. of Plants	No. of Offices	Total
National	Nil	The Company has 3 Offices	
International		The Company has 2 offices in Turkey and Switzerland.	

17. Markets served by the entity:

a. Number of locations

Location	Number
National (No. of States)	The Company has offices in 3 States.
International (No. of Countries)	The Company provides services across the world. During the year ended March 31, 2023, the Company had customers in about more than 40 countries across the world.

- b. What is the contribution of exports as a percentage of the total turnover of the entity?
- During FY2023, the company earned about 95.42% of revenue from outside India.
- c. A brief on types of customers

EKI is a company offering a wide range of services in Climate solutions and Sustainability all over the world. The Company has client base of 3500+ , which includes government and private sector organizations.

IV. EMPLOYEES

18. Details as at the end of Financial Year:

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

Sr. No.	Particulars	Table (A)	Male		Femaile	
			No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1.	Permanent (D)	203	145	71.4	58	28.6
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total Employees (D+E)	203	145	71.4	58	28.6
WORKERS						
4.	Permanent (F)	0	0	0	0	0
5.	Other than Permanent (G)	0	0	0	0	0
6.	Total workers (F+G)	0	0	0	0	0

- b. Differently abled Employees and workers:

Sr. No.	Particulars	Table (A)	Male		Femaile	
			No. (B)	% (B/A)	No. (C)	% (C/A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	0	0	0	0	0
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total differently abled employees (D + E)	0	0	0	0	0
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	0	0	0	0	0
5.	Other than Permanent (G)	0	0	0	0	0
6.	Total differently abled workers (F + G)	0	0	0	0	0

19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	6	2	30
Key Management Personnel	2	1	50

* Key Management Personnel refers to the Managing Director and Chief Executive Officer, Whole-time Director, Chief Financial Officer and Company Secretary as defined under Section 203(1) of the Companies Act, 2013.

20. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 22-23 (Turnover rate in current FY)			FY 21-22 (Turnover rate in current FY)			FY20-21 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	29	41	33	22	16	20.5	0	6	2
Permanent Workers	0	0	0	0	0	0	0	0	0

V. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)

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

Sr. 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	Glofix Advisory Services Private Limited	Subsidiary Company	51	No
2	GHG Reduction Technologies Private Limited	Subsidiary Company	59.88	No
3	Amrut Nature Solutions Private Limited	Subsidiary Company	51	No
4	EnKing International Foundation	Wholly Owned Subsidiary Company	100	No
5	EnKing International PTE LTD	Wholly Owned Subsidiary Company	100	No
6	EKI One Community Projects Pvt Ltd	Wholly Owned Subsidiary Company	100	No
7	EKI Two Community Projects Pvt Ltd	Wholly Owned Subsidiary Company	100	No
8	EKI Power Trading Private Limited (Formally known as EKI Three Community Projects Pvt Ltd)	Wholly Owned Subsidiary Company	100	No
9	Galaxy Certification Services Private Limited (Formally known as EKI Four Community Projects Private Limited)	Wholly Owned Subsidiary Company	100	No
10	ClimaCool Projects and EduTech Limited	Associate Company	49.94	No
11	Enking International FZCO	Wholly Owned Subsidiary Company	100	No

VI. CSR DETAILS

22.(i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes)

(ii) Turnover (in Lakhs) – Rs. 51581.99/-

(iii) Net worth (in Lakhs) – Rs. 40953.14/-

VII. TRANSPARENCY AND DISCLOSURES COMPLIANCES

23. 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 Current Financial Year			FY 2022 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	Yes(We have a Grievance Redressal Mechanism for communities, we also share a toll-free number)	0	0	-	0	0	-
Investors (other than shareholders)	Yes(https://enkingint.org/investor-relations/)	0	0	-	0	0	-
Shareholders	Yes, Shareholders can register their complaints at mail Id : cs@enkingint.org	0	0	The Company has not received any complaint under statutory provisions, as applicable, however, any concerns raised by shareholder are resolved in given timeline	0	0	The Company has not received any complaint under statutory provisions, as applicable, however, any concerns raised by shareholder are resolved in given timeline.
Employees and workers	Yes. Grievance Redressal Mechanism is available at website.	0	0	-	0	0	-
Customers	Yes, Grievance Redressal is at place for Customers. (https://enkingint.org/contact-us/)(https://enkingint.org/contact-us/)	0	0	-	0	0	-

Value Chain Partners	Our value chain partners can raise their concern through our internal procurement and sales system for upstream and downstream value chain partners respectively	0	0	-	0	0	-
Other (please specify)		0	0	-	0	0	-

24. 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)
01	Employee Training and Well Being	Risk and Opportunity	<p>Opportunity: We have consistently invested in the growth & development of our people and in aligning them with our strategic business imperatives. Our human resource is the source of our strength and a key competitive advantage.</p> <p>Risk: Retaining key talent is of vital importance in the financial services industry and higher turnover could lead to increased cost of rehiring and diminishing morale among the existing workforce.</p>	A key objective of our people strategy is to enable alignment of employees with strategic business imperatives to facilitate seamless execution of strategy. We have consistently invested in the growth & development of our people.	<p>Positive: Retention of key talent increases productivity.</p> <p>Negative: Increasing attrition leads to increase in cost of re-hiring, loss of productivity and wage inflation.</p>
02	Social Performance	Opportunity	We are committed to provide resources and support activities focused on enhancing economic and social development. This is done by supporting programs aligned with our focus areas of education, skill development and sustainable livelihood, health care for the under-privileged.	NA	<p>Positive: We actively engage with the communities by providing clean cooking solution to women in rural and marginalized areas. Such projects also attract investments thus they become a revenue stream for the company.</p>

03	Greenhouse Gas Emissions	Risk	GHG emissions pose a reputational risk for EKI. We provide climate consulting solutions to companies, therefore high/increasing GHG emissions can lead to reputational damage.	We have taken several steps to mitigate this risk including- Measuring and reporting our GHG emissions, Setting targets to reduce our emissions, Implementing energy efficiency measures, Investing in renewable energy, and Purchasing carbon offsets	Negative: The likelihood of occurrence of this risk is very low. We have to purchase equivalent amount of carbon offsets to neutralize our emissions. Also, poor performance on climate can also lead to decrease in access to capital from investors.
04	Waste	Risk	As an environmentally responsible organization, we consider waste generated in operations as a risk because of potential reputational risk due to high/increases waste intensity.	We are taking several steps to track and mitigate waste related risk. Some of these steps include designated bins for dry and wet waste in offices to facilitate waste segregation at source. Also, we track our daily waste generation and maintain a log to monitor our performance. Additionally, we have provided training on resource optimization and waste minimization to all our employees through internal learning and development system.	The financial implication of this risk is non-substantial because we are not a waste intensive organization. However, if this risk is not appropriately managed, we may have to incur higher cost of waste disposal.
05	Gender Balance/ Diversity, Equity & Inclusion DE & I	Opportunity	Gender balance and diversity will help EKI to attract and retain top talent. In today's competitive market, we need to be able to offer a diverse and inclusive workplace in order to attract the best employees. Gender balance and diversity will help EKI to better understand and meet the needs of our customers.	We have implemented gender-inclusive recruitment and promotion policies. Provide training to eliminate biases	Potential loss of talent and market opportunities. May face reputational damage if not addressed.
06	Business Ethics	Risk	Unethical Business Practices can be a risk. Practices such as price-fixing or false advertising can lead to legal repercussions and loss of trust	We have developed a strong code of ethics. Monitor business activities closely. Establish whistleblower mechanisms.	Legal penalties and lost business due to damaged reputation.

07	Data Security	Risk	Unauthorized access or misuse of personal data can harm stakeholders and lead to legal consequences.	Invest in robust cybersecurity measures. Train employees on data protection protocols.	Legal fines, reputational damage, and potential loss of client
08	Promotion of Clean Cook Stoves.	Opportunity	Clean cook stoves reduce indoor air pollution and improve health in local communities. We are engaging with local communities to understand their needs, and customize solutions. We also offer training and maintenance. Investment in clean cookstoves is a business opportunity for EKI.		Increased sales and brand reputation. Reduction in health-related costs for communities.
09	Regulatory Changes in Carbon Markets	Risk	The regulatory landscape for carbon credits can change, impacting the value and availability of credits thus posing a risk on our business.	We stay updated with the global regulatory changes. We also diversify our portfolio to reduce reliance on any single market.	Potential loss or gain in carbon credit values.

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	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	https://enkingint.org/investor-relations/ (policies section to be referred)								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners?(Yes/ No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Great Place To Work® Certified Climate Neutral Now Certified ISO 9001 (under implementation)								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Under Principle 6, we have strong commitment to become Net Zero in our operations by 2030. As a climate leader, EKI also offsets its Scope 1+2+3 emissions on an annual basis.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	EKI is on track to achieve Net Zero by 2030. Also, we are a carbon neutral company and report our climate performance to CNN (Climate Neutral Now) on yearly basis.								

Principles

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 awareness programmes held	Topics Covered	%age of persons in respective category covered by the awareness programmes
Board of Directors	2	ESG, BRSR and NGRBC Principles, CSR and Community engagement and others (Refer Note 1)	90
Key Managerial Personnel	2	ESG, BRSR and NGRBC Principles, CSR and community engagement and others (Refer Note 1)	100
Employees other than BoD and KMPs	40 (72 hours per employee)	(Refer Note 2)	90
Workers	0	-	-

NOTE 1 - BOARD OF DIRECTORS DURING THE FY,

Various presentations were made at the Board and committee meetings. Independent Directors in their capacity as members of various committees of the Board were informed on diverse topics pertaining to developments triggered by environmental, social or regulatory changes.

Independent Directors were briefed on their roles and responsibilities, including those pertaining to corporate governance.

Specific theme presentations were made to the Directors, which inter alia included an update on the overall performance of the Company. These presentations covered the entire range of business activities including macro-economic and market review, earnings outlook, Company's strategy, business model, operations, service offerings, update on sales performance, digitisation initiatives across the customer life cycle, key service enablers and initiatives, thematic updates on renewals and persistency grievance management, experience on consumer litigation, customer payment trends, update on strategy and performance of the Company's subsidiary, CSR initiatives, industry outlook, update on Zoho framework, update on information and cyber security and business continuity management and an update on HR policies and initiatives.

Further, updates on performance review, strategy and key regulatory developments are presented at the quarterly board meetings. Independent Directors who are members of various committees are presented with the necessary information to enable them to review and grant approvals as per the terms of reference of the respective committees.

Presentations are made at committee meetings which inter alia cover specific industry overview, customer service,

technology and digital initiatives, risk management, sustainability etc.

Periodic meetings are also conducted on one-on-one basis between the independent Directors and senior functional heads for deeper understanding of various aspects of business.

NOTE 2 - EMPLOYEES

Various trainings were undertaken during the year such as Code of Conduct, Business Ethics, Prevention of Sexual Harassment at the Workplace, Information and Cyber Security Awareness, Introduction to ESG, Definition and importance of ESG, the business case for ESG, Environmental Awareness and Responsibility, Climate change and its impacts

Reducing carbon footprints, Sustainable resource use and waste reduction, Water conservation and pollution prevention, Social Responsibility and Ethics, Corporate social responsibility (CSR) initiatives, Human rights Policy, Diversity, equity, and inclusion

Health and safety in the workplace, Community engagement and development.

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)

During the year the Company has been charged with fine amounting to INR 784,700/- for non-compliance with the provision of regulation 17(1) of SEBI (Listing Obligations and Disclosure Requirements) Regulations,

- 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.**

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. The Company has an anti-bribery and anti-corruption policy. The policy has been developed in alignment with code of conduct, various existing policies (including whistle blower policy, policy on management of conflict of interest, amongst others) and rules and regulations on anti-bribery and anti-corruption in India. <https://enkingint.org/investor-relations/> (policies section to be referred).

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

Nil

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

Nil

- 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.**

No Penalties were imposed on us.

LEADERSHIP INDICATORS

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

During the financial year, we executed awareness programs tailored for our value chain partners, emphasizing key sustainable business principles. These initiatives underscored our commitment to fostering a responsible and informed ecosystem, ensuring that our partners are aligned with our sustainability objectives.

- 2. Does the entity have processes in place to avoid/manage conflict of interests involving members of the Board? (Yes) If Yes, provide details of the same.**

Yes, we have ethical business conduct policy that entails processes to avoid/manage conflict of interest involving members of the Board.

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.

In the current financial year, we are diligently assessing the proportion of our R&D and capital expenditure (capex) that is dedicated to technologies aimed at enhancing the environmental and social impacts of our products and processes. A comprehensive breakdown of these investments as a percentage of our total R&D and capex outlay will be available upon completion of this analysis.

- 2. a. Does the entity have procedures in place for sustainable sourcing? (Yes)**

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

The consumption of resources is limited to running of operations and sourcing of inputs is not relevant to our core activities. This amounts to nearly 7% of our total procurement. We have implemented a green procurement policy, ensuring that our purchasing decisions prioritize environmentally-friendly products and services.

- 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.

We are a service-oriented organization. Not Applicable because of the nature of our business.

- 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.**

We are a service-oriented organization. Not Applicable because of the nature of our business.

LEADERSHIP INDICATORS

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

We are a service-oriented organization. Not Applicable because of the nature of our business.

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

We are a service-oriented organization. Not Applicable because of the nature of our business.

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

Category	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	145	145	100	107	107	100
Female	58	58	100	49	49	100
Total	203	203	100	156	156	100
Workers						
Male	0	0	0	0	0	0
Female	0	0	0	0	0	0
Total	0	0	0	0	0	0

10. Health and safety management system:

a. Whether an occupational health and safety management system has been implemented by the entity? No

b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

We employ a systematic approach to identify work-related hazards, which includes regular safety audits, hazard identification checklists, and employee feedback channels.

c. Whether you have processes for workers to

report the work related hazards and to remove themselves from such risks. (Yes)

We have established protocols allowing workers to promptly report any work-related hazards they encounter. Furthermore, our policy empowers employees to disengage from situations posing immediate risks until they are resolved.

d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services?

Yes. We conduct biannual health drives for our employees. We also have an emergency response system and training given to all the employees.

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

Safety Incident/Number	Category	FY 22-23 Current Financial Year	FY 21-22 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

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

We've implemented a comprehensive system to uphold health and safety standards at our workplace. This includes:

- Regular trainings on diverse health and safety topics.

- Strategically placed fire extinguishers and organized CPR demonstrations.
- On-site certified first-aid responders for emergencies.
- Guest speaker sessions to enhance awareness on key health and safety topics

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

	FY 22-23 Current Financial Year			FY 21-22 (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	Nil	Nil
Health & Safety	Nil	Nil	Nil	Nil	Nil	Nil

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.

A recent review identified inadequate lighting in certain areas, so we have since installed brighter LED lights to ensure visibility and safety

LEADERSHIP INDICATORS

1. Does the entity extend any life insurance or any

compensatory package in the event of death of (A) Employees Y (B) Workers (Y/N). NA

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

3. Provide the number of employees / workers having suffered high consequence work- related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 22-23 (Current Financial Year)	FY 21-22 (Previous Financial Year)	FY22-23 (Current Financial Year)	FY21-22 (Previous Financial Year)
Employees	0	0	0	0
Workers	0	0	0	0

4. Does the entity provide transition assistance programs to facilitate continued employability and

the management of career endings resulting from retirement or termination of employment? No

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	0
Working Conditions	0

Provide details of any corrective actions taken or underway to address significant risks / concerns arising

from assessments of health and safety practices and working conditions of value chain partners.

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.

We identify key stakeholder groups through a systematic process that includes mapping our operational impact, soliciting feedback, and analyzing our business relationships. This ensures we engage with all relevant parties directly and indirectly affected by our activities

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

Stakeholders Groups	Engagement Mechanism	Key Expectations	Frequency
Shareholders	<ul style="list-style-type: none"> Investor & Analyst Meet, Annual General Meetings, Investor Conferences & meets, Group meetings Annual Reports, Corporate website and press releases/press conference and external stakeholder meet 	<ul style="list-style-type: none"> Business growth and stability Corporate reputation Transparency in Corporate Governance 	<ul style="list-style-type: none"> Monthly/Quarterly/ Half-yearly/Annually
Clients	<ul style="list-style-type: none"> One-to-One Interactions Company Website Social Media Platforms Grievance Mechanisms Client Satisfaction Surveys 	<ul style="list-style-type: none"> Ethical and fair marketing Quality of Services 	<ul style="list-style-type: none"> Monthly As and when required
Employees	<ul style="list-style-type: none"> Townhall Meetings Regular Team Meetings Performance Appraisal Counseling Sessions 	<ul style="list-style-type: none"> Career development Performance feedback Fair evaluation and compensation Strong Organizational culture 	<ul style="list-style-type: none"> Monthly/Quarterly/ Half-yearly/Annually
Suppliers	<ul style="list-style-type: none"> Contract Agreement, Meeting Supplier Assessment 	<ul style="list-style-type: none"> Fair and accountable transactions Transparency in the tendering process 	<ul style="list-style-type: none"> Monthly
Local Community	<ul style="list-style-type: none"> Needs Assessment Studies Village Meetings Satisfaction Surveys Program Launches On-Site Visits 	<ul style="list-style-type: none"> Quality of Life Clean and Green Environment Better Infrastructure 	<ul style="list-style-type: none"> Monthly
Government / Regulatory Bodies	<ul style="list-style-type: none"> Meetings Industrial Forums Fulfillment of Compliance Regular Updates 	<ul style="list-style-type: none"> Statutory Compliance 	<ul style="list-style-type: none"> Monthly/Quarterly/ Half-yearly/Annually
NGO's	<ul style="list-style-type: none"> Meetings 	<ul style="list-style-type: none"> Associations Donations 	<ul style="list-style-type: none"> Quarterly
Media	<ul style="list-style-type: none"> Media Events Magazines 	<ul style="list-style-type: none"> Timely Communication Transparency 	<ul style="list-style-type: none"> Monthly/Quarterly/ Half-yearly/Annually

LEADERSHIP INDICATORS

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

The Company firmly believes in a consistent engagement with its key stakeholders to ensure better communication of its performance and strategy. The Board of Directors are periodically updated on diverse topics which inter alia cover specific industry overview, customer service related updates, Global initiatives, Corporate Social Responsibility related projects/initiatives, financial performance, strategy etc.

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

Yes, The Company consult with relevant stakeholders and incorporate their inputs in policies and strategies.

To fulfill the purpose, we also have regular ESG Meetings where our Governance team is involved and reviews the designed policies.

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

NA

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

	FY 22-23 Current Financial Year		FY 21-22 Previous Financial Year	
	Number	Median remuneration/ salary/ wages of the respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	4	7000000	2	3150000
Employees other than BoD and KMP	1	4400000	1	1000034
Employees other than BoD and KMP	135	2000000	57	1300000
Workers	NA	NA	NA	NA

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)

The Head of Human Resources, in charge of HR functions, will oversee and resolve any issues related to human rights impacts or concerns stemming from business operations

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

The Company has several board approved policies and internal guidelines to redress grievances related to

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

	FY 22-23 Current Financial Year			FY 21-22 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	0	0	0	0
Discrimination at workplace	0	0	0	0	0	0
Child Labour	0	0	0	0	0	0
Forced Labour/ Involuntary Labour	0	0	0	0	0	0
Wages	0	0	0	0	0	0
Other human rights related issues	0	0	0	0	0	0

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

The Company's employee commitment is founded on the principles of fairness and meritocracy, learning and growth, and fostering a supportive atmosphere. The core of fairness and meritocracy involves strict adherence to a non-discriminatory policy framework that offers equal opportunities to individuals, regardless of their gender, religion, caste, race, age,

human rights issues.

With regards to internal mechanisms centered around the policies, the Company has constituted the Governance team as a part of the Human Resources function to ensure that all employee related grievances are suitably investigated and action is taken.

Employees are encouraged to register any grievance that they may have against any employee, agent, partner and customer or report any breach of the Code or any of the Company policies. This can be done over discussion with our HR Team or can fill the Grievance Form on ZOH0 Platform and process is taken further.

community, physical ability, or sexual orientation. The Company strives to create a secure and welcoming work environment where employees can excel without hindrance.

The Company has a Prevention of Sexual Harassment Committee and the Workplace policy, which outlines employee responsibilities and acceptable behavior. These elements serve as the foundation for promoting diversity and inclusivity in the workplace.

The Prevention of Sexual Harassment at the Workplace

policy includes measures to prevent negative consequences for complainants:

- a) Complainants can express or report concerns without fear of retaliation, and the POSH Committee ensures the confidentiality of all parties involved.
- b) Committee meetings prioritize privacy to maintain

the confidentiality of discussions.

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

Human rights requirements form a part of the Company's business agreements and contracts as and where relevant.

9. Assessments for the year:

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

9. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.

Nil

force, including the Prevention of Sexual Harassment at the Workplace policy and any other HR Policies.

For grievances pertaining to sexual harassment, employees may also write to posh@enkingint.org

LEADERSHIP INDICATORS

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

Employees are encouraged to raise any grievance they may have regarding any breach/violation in any policy or process, breach of professional etiquette or standards of acceptable behaviour by any colleague, vendor, advisor or any third party associated with the Company in a professional capacity. Employees can also report any other act which is in contravention of the Company's Code of Conduct or other policies in

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

Internal audit is conducted for the governance process of the Company.

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

The Head Office at Indore is accessible to differently abled visitors. The Company has wheel chairs available at our corporate office to suit the special needs of differently-abled persons if required.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	-
Discrimination at workplace	-
Child Labour	-
Forced Labour/Involuntary Labour	-
Wages	-
Others - please specify	-

5. Provide details of any corrective actions taken or underway to address significant risks / concerns

arising from the assessments at Question 4 above.
Nil

PRINCIPLE 6

PROTECT AND RESTORE THE ENVIRONMENT

BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO

ESSENTIAL INDICATORS

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

Parameter	FY 22-23 (Current Financial Year)	FY 21-22 (Previous Financial Year)
Total electricity consumption (A)	165721MJ	54093.6 MJ
Total fuel consumption (B)	1118.31 MJ	147.6 MJ
Energy consumption through other sources (C)	NA	NA
Total energy consumption (A+B+C)	1,66,839.31 MJ	54241.2 MJ
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	1.31 MJ per Lakh INR of	0.30 MJ per lakhs

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.

NA

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

Our company's water usage is solely for human consumption, given our non-manufacturing nature. Thus, the specified table isn't material to our operations. The Company office is in rental premise and we have no mechanism to track water utilization.

However, efforts have been made to ensure that water is utilized judiciously.

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

We are a service-oriented company. This is not applicable.

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

We are a service-oriented company. This is not applicable

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

Parameter	Unit	FY23 (Current Financial Year)	FY22 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	t-CO2- 0.0785 t-CH4- 0.000008 t-N2O- 0.00109 t-CO2eq.- 0.0796	t-CO2- 0.02567 t-CH4- 0.000001 t-N2O- 0.00015 t-CO2eq.- 0.0258
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	37.74 tCO2e (Location Based) 0 (Market based)	11.87 tCO2e
Total Scope 1 and Scope 2 emissions per rupee of turnover	Kg/Cr INR of revenue	29.75 (Location Based) 0.06 (Market based)	6.6
Total Scope 1 and Scope 2 emission intensity (tCO2/ FTE employee)	Metric tonnes of CO2 equivalent per full time equivalent employee	0.184	0.114

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

In the reporting period some of the initiatives implemented were-

- Renewable electricity consumption through purchase of 50 unbundled EAC from I-REC for all of our electricity consumption.
- Waste segregation at source in Head Office. Installed

colored dustbins for dry and wet waste, and organized multiple awareness sessions for employees for the same.

- Regular (Weekly) waste monitoring for dry and wet waste.
- Employee training on energy efficiency and waste reduction
- Procurement of office snacks from local vendors
- All our e-waste is disposed to authorized waste handler

only.

- Digitization of all of our internal documentation processes.
- Minimizing business travel by conducting virtual clients meetings.

-Energy Efficient lighting and cooling system in office.

-Use of Energy Efficient laptops in office

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

Parameter	FY22-223 (Current Financial Year)	FY 21-22 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	(Part of mixed waste)	-
E-waste (B)	Nil	0.02 tons
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	Mix dry waste- 1.7 tons Mix wet waste- 0.85 tons	Not monitored
Total (A+B + C + D + E + F + G + H)	2.55 tons	Not monitored
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	0 tons	0.02 tons
Total	0 tons	0.02 tons

9. 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.

- **Plastics (including packaging)** - All our facilities use 100% biodegradable plastic garbage bags to collect and dispose of dry and wet waste. At our corporate office we have engaged with a vendor partner who collects our Wet and Dry waste and dispose it in a eco-friendly manner
- **E-waste** - Our E-waste broadly includes computers, servers, scanners, PSs, Batteries, Air conditioners etc. All such E-wastes are being disposed off through registered E-waste vendors.
- **Hazardous waste** - Our services do not involve producing or disposing hazardous waste of any kind. Hence this is not applicable.
- **Other waste** - We have designated waste collection bins for dry waste and wet waste that enable waste segregation at source. We also are monitoring our waste generation on a daily basis.

10. 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:

No

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

We did not undertake any such projects which require EIA.

12. 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:

Based on the nature of its business, the Company complies with applicable environmental norms.

LEADERSHIP INDICATORS

1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:

Parameter	FY 22-23 (Current Financial Year)	FY 21-22 (Previous Financial Year)
From renewable sources		
Total electricity consumption	165721 MJ	0
Total fuel consumption (B)	0	0
Energy consumption through	0	0
Total energy consumed from renewable sources (A+B+C)	165721 MJ	0

Parameter	FY 22-23 (Current Financial Year)	FY 21-22 (Previous Financial Year)
From non-renewable sources		
Total electricity consumption	0	54092 MJ
Total fuel consumption (B)	1118.31 MJ	152
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	1118.31 MJ	54244 MJ

2. Provide the following details related to water discharged:

NA

3. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

For each facility / plant located in areas of water

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

Parameter	Unit	FY 22-23 (Current Financial Year)	FY21-22 (Previous Financial Year)
Total Scope 3 emissions	Metric tonnes of CO2 equivalent	686.45	225.85
Total Scope 3 emissions per rupee of turnover	Kg of CO2e/CR INR of turnover	540	125

5. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

NA

6. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

NA

7. Does the entity have a business continuity and disaster management plan? Give details in 100

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Confederation of Indian Industry	National
2	Federation of Indian Chambers of Commerce & Industry (FICCI)	National

stress, provide the following information:

(i) Name of the area

(ii) Nature of operations

(iii) Water withdrawal, consumption and discharge in the following format:

NA

words/ web link.

Not available as of now.

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

-We are a service-oriented company. Given the nature of business, there has been no adverse impact on environment.

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

We have not conducted any assessment relating to environmental impact by value chain partners (vendors/sales partners)

chambers/ associations.

The Company is a member of 10 trade and industry chambers/ associations.

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

3	Associated Chambers of Commerce and Industry of India (ASSOCHAM)	National
4	PHD Chamber of Commerce and Industry	National
5	CDP Gold partner – Accredited service provider	National
6	The Anaerobic Digestion and Bio Resources Association (ADBA)	National
7	Carbon Markets Association of India	National
8	Alliance for Energy Efficient Economy (AEEE)	National
9	ATG Finance	National
10	Environmental Finance Membership	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.

Nil

LEADERSHIP INDICATORS

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.

We are a service-oriented company, we do not have any projects which require SIA.

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

We are a service-oriented company, we do not have any projects which require R&R.

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

We have a Grievance Redressal Mechanism for communities, we also share a toll-free number.

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

NA

LEADERSHIP INDICATORS

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

We are a service-oriented company, we do not have any projects which require SIA

2. Provide the following information on CSR projects undertaken by your entity in designated aspirational

1. Details of public policy positions advocated by the entity

Our organization actively advocates for public policies that align with our core values and business principles. Detailed information on our specific policy positions is available in our annual report and official communications

districts as identified by government bodies:

We have carried out our CSR initiatives in Madhya Pradesh and Gujarat, in different villages and Projects. Total amount spent is Rs. 3,65,00,000/-

3. Do you have a preferential procurement policy where you give preference to suppliers comprising marginalized /vulnerable groups? (Yes/No)

No

4. Purchase from suppliers comprising marginalized / vulnerable groups? (Yes/No)

a. From which marginalized /vulnerable groups do you procure?

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

Consumption of resources by the Company is limited to running its operations. The Company believes in equal and fair opportunity to all vendors including marginalized /vulnerable employees.

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

NA, The Company is not in the business of inventions, literary, musical and artistic works and symbols, names, images, and designs used in commerce, for which IP owners are granted certain exclusive rights under national IP laws

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

NA

7. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Road Safety Initiatives	315	NA
2	Infrastructure/ Village Development	1450	100
3	Education	554	100
4	Women Empowerment	650	100

PRINCIPLE 9

BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER

ESSENTIAL INDICATORS

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

We receive client queries and complaints through 2 channels i.e. Call / Email. Calls are handled by our specific teams and solution is provided accordingly. If the client is not satisfied with the resolution provided, client can reach to second level of Escalation Matrix , they can write and resolution is provided

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

Not applicable to us

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

Data Privacy - No Complaints Received in Last two Financial Years

Advertising - No Complaints Received in Last two Financial Years

Cyber-Security - No Complaints Received in Last two Financial Years

Delivering of Essential Services - No Complaints Received in Last two Financial Years

Restrictive Trade Practices - No Complaints Received in Last two Financial Years

Unfair Trade Practices - No Complaints Received in Last two Financial Years

Other - No Complaints Received in Last two Financial Years

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

NA

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

Yes, the Company has framed policies with respect to information technology/cyber security risk which set forth limits, mitigation strategies and internal controls.

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.

No penalties/regulatory action has been levied or taken on the above-mentioned parameters.

LEADERSHIP INDICATORS

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

Information on products and services of the Company can be accessed on <http://www.enkingint.org/>

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

The following steps are taken to inform and educate consumers about safe and responsible usage of products and services - Information is regularly updated on website

- Regular emailers,

- Notifications are sent to consumers

- Signed Agreements with Customers

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

Clients are informed of any risk of disruption/ discontinuation of essential services through the below means of communication through Emails and Signed agreements.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

Yes, EKI has always believed in being transparent with its customers by providing all the relevant details. Feedback link is part of the email communication format to capture client's feedback on the overall experience of the engagement

5. Provide the following information with respect to data breaches:

a. Number of Instances of data breaches along with Impact

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

The Company did not witness any instances of data breaches during the year.