

## ANNEXURE-VIII

### BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

#### SECTION A: GENERAL DISCLOSURES

##### I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L35105TG1998PLC029911
2	Name of the Listed Entity	Likhitha Infrastructure Limited
3	Year of incorporation	1998
4	Registered office address	8-3-323, 9th Floor, Vasavi's MPM Grand, Ameerpet 'X' roads, Yellareddy Guda, Hyderabad, Telangana - 500073 India
5	Corporate address	8-3-323, 9th Floor, Vasavi's MPM Grand, Ameerpet 'X' roads, Yellareddy Guda, Hyderabad, Telangana - 500073 India
6	E-mail	<a href="mailto:cs@likhitha.in">cs@likhitha.in</a>
7	Telephone	040-23752657
8	Website	<a href="http://www.likhitha.co.in">www.likhitha.co.in</a>
9	Financial year for which reporting is being done	FY 2024-25
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited & National Stock Exchange of India Limited
11	Paid-up Capital	₹19,72,50,000/- divided into 3,94,50,000 fully paid up equity shares of ₹ 5/- each.
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Ms. Pallavi Yerragonda Company Secretary and Compliance Officer Tel No: 040-23752657 Email: <a href="mailto:cs@likhitha.in">cs@likhitha.in</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)	The disclosures under this report are made on a Standalone basis.
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	Constructions	Laying of Oil & Gas Pipelines and associated facilities	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	Constructions	9953	100

**III. Operations****18. Number of locations where plants and/or operations/offices of the entity are situated**

Location	Number of Plants	Number of Offices	Total
National	17	1	18
International	-	3	3

**19. Markets served by the entity****a. Number of locations**

Locations	Number
National (No. of States)	20 States and 2 Union Territories
International (No. of Countries)	3

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

Nil

**c. A brief on types of customers**

The Company is engaged in the business of Cross-Country Pipelines, City Gas Distribution and other associated services. The company's customer base comprises a wide array of corporate entities, encompassing both publicly and privately held corporations. These esteemed organizations rely on our high quality activities to meet their business requirements.

Some of the Public Sector Undertakings includes GAIL, HPCL, IOCL, ONGC, BPCL etc. and private sector Corporates are IOAGPL and AG&P etc.

**IV. Employees****20. Details as at the end of Financial Year****a. Employees and workers (including differently abled)**

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	481	470	97.70	11	2.30
2.	Other than Permanent (E)	406	406	100	-	-
3.	Total employees (D + E)	887	876	98.76	11	1.24
WORKERS						
4.	Permanent (F)	-	-	-	-	-
5.	Other than Permanent (G)	-	-	-	-	-
6.	Total workers (F + G)	-	-	-	-	-

**b. Differently abled Employees and workers**

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	-	-	-	-	-
2.	Otherthan Permanent (E)	-	-	-	-	-

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
3.	Total differently abled employees (D + E)	-	-	-	-	-
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)	-	-	-	-	-
5.	Otherthan permanent (G)	-	-	-	-	-
6.	Totaldifferently abled workers (F + G)	-	-	-	-	-

## 21. Participation / Inclusion / Representation of women

	Total (A)	No. and Percentage of Females	
		No. (B)	% (B / A)
Board of Directors*	7	3	42.86%
Key Management Personnel*	4	2	50.00%

\*Note: This includes MD and WTD& CFO.

## 22. Turnover rate for permanent employees and workers

	FY 2025 (Turnover rate in Current FY)			FY 2024 (Turnover Rate in Previous FY)			FY 2023 (Turnover rate in the Year Prior to the Previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	26.77%	-	26.77%	29.78%	12.5%	29.62%	18.46%	25.00%	18.71%
Permanent Workers	-	-	-	-	-	-	-	-	-

Note: Major portion of the employee turnover rate is due to the completion of projects and local employees choosing not to work in other locations.

## 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	CPM Likhitha Consortium	Joint Venture	80%	No
2	Likhitha HAK Arabia Contracting Company (Kingdom of Saudi Arabia)	Subsidiary	60%	No

## VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of the Companies Act, 2013: Yes
- (ii) Turnover (as on March 31, 2025): ₹ 51,221.54 Lakhs
- (iii) Net worth (as on March 31, 2025): ₹ 37,362.38 Lakhs



## VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism inPlace (Yes/No)	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	IfYes, then provide web-link for grievance redress policy	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, the Link to the CSR Policy is <a href="https://www.likhitha.co.in/img/content/CSR/CSR_Policy.pdf">https://www.likhitha.co.in/img/content/CSR/CSR_Policy.pdf</a>	-	-	-	-	-	-
Investors (other than shareholders)	Yes, a mechanism is in place wherein certain Company representatives and advisors have been identified to understand and address their concerns, if any	-	-	-	-	-	-
Shareholders	Yes, Shareholders can register grievances on SCORES Portal at <a href="https://scores.sebi.gov.in/">https://scores.sebi.gov.in/</a> and on SMART ODR Portal at <a href="https://smartodr.in/">https://smartodr.in/</a> .  Additionally, shareholders can lodge complaints by emailing at <a href="mailto:cs@likhitha.in">cs@likhitha.in</a> or to the Registrar and Share Transfer Agent (RTA) who principally is responsible for managing the shares related affairs by emailing at <a href="mailto:investor@bigshareonline.com">investor@bigshareonline.com</a> .	-	-	-	-	-	-
Employees and workers	Yes, the Link to the Grievance redressal policy is <a href="https://www.likhitha.co.in/img/content/policies/Grievance_Redressal_Policy.pdf">https://www.likhitha.co.in/img/content/policies/Grievance_Redressal_Policy.pdf</a> and Whistle Blower Policy is <a href="https://www.likhitha.co.in/img/content/policies/Whistle_Blower_Policy.pdf">https://www.likhitha.co.in/img/content/policies/Whistle_Blower_Policy.pdf</a>	-	-	-	-	-	-

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism inPlace (Yes/No)	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	IfYes, then provide web-link for grievance redress policy	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
Customers	Yes, the Link to the Business Responsibility Policy is <a href="https://www.likhitha.co.in/img/content/policies/Business_Responsibility_Policy.pdf">https://www.likhitha.co.in/img/content/policies/Business_Responsibility_Policy.pdf</a>  And Code of Business Conduct and Ethics is <a href="https://www.likhitha.co.in/img/content/policies/Code_of_Business_Conduct_and_Ethics.pdf">https://www.likhitha.co.in/img/content/policies/Code_of_Business_Conduct_and_Ethics.pdf</a>	-	-	-	-	-	-
Value Chain Partners		-	-	-	-	-	-
Other (please specify)		-	-	-	-	-	-

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

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

S. No.	Material issueidentified	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	Occupational Health & Safety	Risk	Occupational Health and Safety involves safety for not only people but also the work environment. It is important for companies to make their operations safe and prevent any harm to the people and environment. Any mishandling of safety-related parameters can lead to a negative on the health and environment.	To address the risks associated with employee health and safety, the company is implementing the following approach:  Safety Training and Education: Providing comprehensive safety training programs to employees to ensure they have the necessary knowledge and skills to perform their tasks safely. This includes regular safety briefings, hazard identification, emergency response training, and to achieve an organizational goal of zero accidents.	Negative



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)
				<p>Safety Equipment and Infrastructure: Investing in appropriate safety equipment, protective gear, and infrastructure to minimize the risk of accidents and injuries. This includes regular maintenance and inspections of machinery and equipment to ensure they are in safe working condition.</p> <p>Risk Assessments and Controls: Conducting regular risk assessments to identify potential hazards and implementing controls to mitigate them. This may involve implementing engineering controls, and establishing safety protocols and procedures.</p> <p>The system is certified as per ISO: 45001:2018 standard</p>	
2	Human Rights and Labour Relations	Risk	One of the fundamental value of the Company is to Respect human rights. Compliance with the human rights laws and regulations is critical for the company. Failing to do so can lead to legal consequences and damage the reputation and brand image of the company.	The company is committed to cultivating an empathetic positive culture. This dedication is reflected in the company's various corporate policies, which include the Whistle Blower Policy, policy on prohibition of Sexual Harassment, Code of Business Conduct and ethics. Furthermore, the company is actively implementing various initiatives to support this culture, such as conducting Training programs to ensure awareness and compliance with company policies, fostering a diverse and inclusive work environment, increasing women's representation in senior leadership positions and promoting their professional growth and advancement.	Negative

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3	Customer Centricity	Opportunity	Customer centricity is important as it drives customer satisfaction, loyalty, and retention. It provides a competitive advantage, increases customer lifetime value, and generates positive marketing. Additionally, customer centricity facilitates customer insights and fosters innovation, enabling companies to stay ahead in a dynamic marketplace.	-	Positive
4	Quality Management	Opportunity	Quality management places the Company in competitive edge in the industry. Quality assurance and timely delivery of the services provides the Company a strong brand image and reputation. The Company has implemented ISO 9001: 2015 across all business verticals.	-	Positive
5	Government Initiatives	Opportunity	The Government of India has taken various initiatives to promote a gas-based economy and reinforce the country's energy infrastructure. Key reforms include the Unified Tariff system under "One Nation, One Grid" and 100% FDI in gas infrastructure, including pipeline projects, LNG terminals, and CGD networks. ₹67,000 crore is allocated for expanding the National Gas infrastructure, including the flagship Urja Ganga project. Additionally, the Green Hydrogen Mission, with a planned investment of ₹17,490 crores till 2030, supports the transition to cleaner fuels.	-	Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6	Competition risk	Risk	The Company might face competitive risks from other players in the market depending on the size, nature, and complexity of the project.	Technical and financial qualifications of the Company would be one of the major criteria in determining the eligibility for the project. The Company is constantly enhancing technical and financial aspects along with performance, quality, timely completion of the projects and technical qualifications which provides edge over competitors. Client Satisfaction by completing project on time.	Negative
7	Potential global expansion of the company	Opportunity	We aim to expand our business verticals to reach wide range of geographical areas and the Company is exploring opportunities in the Middle East. Similar countries where there is a significant demand for pipeline infrastructure were considered. To further expand its presence, the Company has registered a Joint Venture in the Kingdom of Saudi Arabia and is expected to elevate our company's scale to even greater heights.	-	Positive
8	Data privacy and security	Risk	Loss of sensitive and confidential information and impact on the reputation of the Company.	The company has mapped possible areas of such breaches and have implemented corrective measures through employee training on cybersecurity awareness, regular security assessments, incident response plans and essential protocols for data storage, backup, retrieval, access, and other important activities are established and followed on regular basis. Protecting all company personal documents.	Negative
9	Financial Performance	Opportunity	The Company considers its fiduciary duty to deliver on the expectations of shareholders through operational excellence and continued strengthening of its financial performance.	-	Positive



## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section describes the structures, policies and processes aligned to nine principles of business responsibility. These briefly are as follows:

- P1 Business should conduct and govern themselves with Ethics, Transparency and Accountability
- P2 Businesses should provide goods and services that are safe and contribute to sustainability throughout their life cycle
- P3 Businesses should promote the wellbeing of all employees
- P4 Businesses should respect the interests of, and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalized
- P5 Businesses should respect and promote human rights
- P6 Business should respect, protect, and make efforts to restore the environment
- P7 Businesses, when engaged in influencing public and regulatory policy, should do so in a responsible manner
- P8 Businesses should support inclusive growth and equitable development
- P9 Businesses should engage with and provide value to their customers and consumers in a responsible manner

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)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	<a href="https://www.likhitha.co.in/">https://www.likhitha.co.in/</a>								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes, our Code of Business Conduct and Ethics and Business Responsibility Policy extend to value chain partners.								
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.	All the policies are in compliant with respective principles of NGRBC guidelines, the Companies Act, 2013, and comply to international standards of ISO 9001:2015, 14001:2015, 45001:2018 as applicable to respective policies.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Nil								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Nil								
Governance, leadership and oversight									

## Disclosure Questions

P 1

P 2

P 3

P 4

P 5

P 6

P 7

P 8

P 9

### 7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements

The Company is committed to integrating Environmental, Social and Governance ('ESG') principals into its business. It has always believed in adhering to the best governance practices to ensure protection of interests of all stakeholders of the Company with healthy growth of the Company.

The Company ensures health and safety of employees, equal opportunities, skill upgradation, safety workplace and overall wellbeing of employees. We take appropriate measures in the organization to protect our employees from any harm. The Company has periodically reviews key policies such as code of conduct, whistle blower policy etc.

We have adopted the path of responsible business and are committed to achieve Environment, and Social Endeavours across our business practices. We are committed to implementing innovative methodologies to adapt industry best practices.

We strive to comply with all the applicable Environmental and Social regulations. We continuously expand our service portfolio, thereby leading the infrastructure industry and taking pride in contributing to the creation of sustainable infrastructure.

The Company remain committed to our ESG journey, and we look forwards to create a brighter and more sustainable future for all.

**Mr. Srinivasa Rao Gaddipati**  
Managing Director

### 8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies)

Name : Mr. Srinivasa Rao Gaddipati  
DIN : 01710775  
Designation : Managing Director  
Tel No : 91-40-23752657  
Email ID : [grrao@likhitha.in](mailto:grrao@likhitha.in)

### 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.

Risk Management Committee has been tasked with decision-making authority on all aspects related to sustainability issues.

Risk Management Committee comprises of:

Name	Category	Designation
Srinivasa Rao Gaddipati	Chairman	Managing Director
Jayashree Voruganty	Member	Independent Director
Sivasankara Parameswara Kurup Pillai	Member	Independent Director
Sudhanshu Shekhar	Member	Chief Executive Officer
Likhitha Gaddipati	Member	Whole Time Director and Chief Financial Officer

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

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board / Any other Committee									Frequency (Annually / Half yearly / Quarterly / Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	Y	Y	Y	Y	Y	Y	Y	Y	Y	On a need basis								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Y	Y	Y	Y	Y	Y	Y	Y	Y	On a need basis								

## 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.

P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<p>The Company has Global Certifications such as ISO 9001-Quality Management System, ISO 14001- Environment Management System and ISO 45001- Occupational Health and Safety Management System. During these audits, components such as policies, processes, procedures, records, monitoring and review process are checked and verified by the third party.</p> <p>Additionally, the Company conducts internal reviews of its policies as needed to ensure that the policies are implemented across all the project sites.</p>								

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

## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

### Essential Indicators

1. **Percentage coverage by training and awareness programmes on any of the Principles during the financial year:**

Segment	Total number of training and awareness Programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	5	Business Strategy, Corporate Governance, ESG, Code of Business Conduct and Ethics, Insider Trading, Anti-Bribery & Anti-Corruption, Quality Management, Cyber Security Risks, Statutory Updates	100%
Key Managerial Personnel	5		100%
Employees other than BoD and KMPs	100	Occupational Health and Safety, training programs on career and skill Upgradation, Anti-Bribery and Anti-Corruption, Human Rights, Prevention of Sexual Harassment, Cyber Security, Insider Trading and Human Rights.	95%
Workers	NA	NA	NA

2. **Details of fines / penalties / punishment / award / compounding fees / settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators / law enforcement agencies / judicial institutions, in the financial year, in the following format:**

#### Monetary

	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	There are no such cases during the reporting period.				
Settlement					
Compounding fee					

#### Non-Monetary

	NGRBC Principle	Name of the regulatory / enforcement agencies / judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes / No)
Imprisonment	There are no such cases during the reporting period.				
Punishment					

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

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, Likhitha Infrastructure Limited is committed to upholding highest standards of moral and ethical conduct of business operations and the Company does not allow corrupt practices in any form, including bribery. It emphasizes on gifts, business courtesies, hospitality, donations etc.

This policy underscores the Company's proactive approach in establishing and executing robust measures to both prevent and detect instances of bribery and other corrupt activities within its operations. The policy extends to all our stakeholders like Board of Directors, Key Managerial Personnel, employees, customers, suppliers, and all other persons / entities associated with the Company. The Company has code of Business Conduct and Ethics where anti-corruption or anti-bribery is covered. The policy is available on the Company's website at [https://www.likhitha.co.in/img/content/policies/Code\\_of\\_Business\\_Conduct\\_and\\_Ethics.pdf](https://www.likhitha.co.in/img/content/policies/Code_of_Business_Conduct_and_Ethics.pdf).

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

Designation	FY 2024-25	FY 2023-24
Directors	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

Topic	FY 2024-25		FY 2023-24	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Nil	Nil	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Nil	Nil	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: Nil**

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

	FY 2024-25	FY 2023-24
Number of day of accounts payables	24	28

**9. Open-ness of business**

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	FY 2024-25	FY 2023-24
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

Parameter	Metrics	FY 2024-25	FY 2023-24
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 (as respective %) in	Purchases (purchases with related parties / Total Purchases)	Nil	Nil
	Sales (Sales to related parties / Total Sales)	1.35%	7.93%
	Loans and advances (Loans and advances given to related parties / Total loans and advances)	100%	100%
	Investments (Investments in related parties / Total Investments made)	100%	100%

## Leadership Indicators

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

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
Nil	Nil	Nil

- Does the entity have processes in place to avoid / manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same.**

Yes. The Company has strong mechanism in place to avoid / manage conflict of interest and to ensure that the Board members/senior managerial personnel do not take an undue advantage of their position and should avoid any potential conflicts of interest with the Company. As a process, the company receives annual disclosure from the board at the beginning of every financial year, with respect to any change in his/her interests. The interested director is not allowed to participate in the discussion and vote on the business item taken up for approval in which the concerned director remains present.

## 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
<b>R&amp;D</b>	Nil	Nil	Nil
<b>Capex</b>	Nil	Nil	Nil

- a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)**

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

Not Applicable

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

Not applicable as the Company is not engaged in manufacturing activities

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

## Leadership Indicators

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

NIC Code	Name of Product / Service	% of total Turnover Contributed	Boundary for which the Life Cycle Perspective / Assessment Was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated In public domain (Yes/No) If yes, provide the web-link
-	-	-	-	-	-

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

Name of Product / Service	Description of the risk / concern	Action Taken
Not Applicable		

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Not Applicable

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format: Not Applicable

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category. Not Applicable

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

## Essential Indicators

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

Category	% of Employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)
Permanent employees											
Male	470	470	97.71	470	97.71	-	-	-	-	-	-
Female	11	11	2.29	11	2.29	11	100	-	-	-	-
Total	481	481	100	481	100	11	100	-	-	-	-



Category	% of Employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)
Other than Permanent employees											
Male	406	406	100	406	100	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	406	406	100	406	100	-	-	-	-	-	-

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

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

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

	<b>FY 2024-25</b>	<b>FY 2023-24</b>
Cost incurred on well-being measures as a % of total revenue of the company	0.47	0.73

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

Benefits	FY 2024-25			FY 2023-24		
	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	-	Y	100	-	Y
Gratuity	100	-	Y	100	-	Y
ESI*	100	-	Y	100	-	Y
Others please specify	-	-	-	-	-	-

Note: \* The ESI availability areas are covered with ESIC facility. However, in case of non-availability of ESIC, workmen compensation policy is subscribed.



**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. Our company premises are accessible to differently abled employees including adequate facilities and arrangement to help the differently abled people. However, the nature of the industry may involve tasks that require specific physical capabilities, dexterity, or sensory skills that may not be easily accommodated for individuals with different abilities. Additionally, the work environment may pose safety risks or other limitations that make it challenging to ensure equal opportunities and access for individuals with disabilities.

**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, the Company has policy on equal opportunities and does not discriminate on the grounds of race, colour, religion, sex, age, marital status, disability, national origin, or any other factor made unlawful by applicable laws and regulations.

Our Code of Ethics and Business Conduct contains a section that underscores our dedication to Equal Employment Opportunities and Anti-Discrimination. The policy is available on the Company's website at [https://www.likhitha.co.in/img/content/policies/Code\\_of\\_Business\\_Conduct\\_and\\_Ethics.pdf](https://www.likhitha.co.in/img/content/policies/Code_of_Business_Conduct_and_Ethics.pdf).

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male & Female	None of the employees / workers (both male & female) availed the parental leave during the year 2024-25 and hence - Not Applicable.		Not Applicable	

**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.**

Category	Yes / No (If Yes, then give details of the mechanism in brief)
Permanent Workers	NA
Other than permanent workers	NA
Permanent Employees	<p>Yes. Employees can report their grievances to Head of the department or directly to the HR. Grievances can also be raised through emailing at <a href="mailto:info@likhitha.in">info@likhitha.in</a> or <a href="mailto:hr@likhitha.in">hr@likhitha.in</a> or through telephone no: 040-23752657 or by sending a complaint letter at the company's registered office address at 8-3-323, 9th Floor, Vasavi's MPM Grand, Ameerpet 'X' roads, Yellareddy Guda, Hyderabad, Telangana – 500073, India and these are regularly monitored.</p> <p>Any complaint related to sexual harassment can be reported to Internal Complaints Committee (ICC).</p> <p>Further, the Company has implemented a Grievance Redressal Policy, Whistle Blower Policy and Policy on Prevention of Sexual Harassment. These Policies are available on the Company's website at <a href="https://www.likhitha.co.in/policies.html">https://www.likhitha.co.in/policies.html</a>.</p>
Other than permanent employees	NA



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

Category	FY 2024-25			FY 2023-24		
	Total employees/ workers in respective category (A)	No. of employees/ workers in respective category, who are part of association(s) or union (B)	% (B/A)	Total employees/ workers in respective category (C)	No. of employees/ workers in respective category, who are part of association(s) or union (D)	% (C/D)

**Total Permanent Employees**

Male	-	-	-	-	-	-
Female	-	-	-	-	-	-

**Total Permanent Workers**

Male	-	-	-	-	-	-
Female	-	-	-	-	-	-

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

Category	FY 2024-25					FY 2023-24				
	Total (A)	On health and safety measures		On skill upgradation		Total (D)	On health and safety measures		On skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)

**Employees**

Male	876	876	98.76	876	98.76	965	965	99.18	965	99.18
Female	11	11	1.24	11	1.24	8	8	0.82	8	0.82
<b>Total</b>	<b>887</b>	<b>887</b>	<b>100</b>	<b>887</b>	<b>100</b>	<b>973</b>	<b>973</b>	<b>100</b>	<b>973</b>	<b>100</b>

**Workers**

Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)

**Employees**

Male	876	876	98.76	965	965	99.18
Female	11	11	1.24	8	8	0.82
<b>Total</b>	<b>887</b>	<b>887</b>	<b>100</b>	<b>973</b>	<b>973</b>	<b>100</b>

**Workers**

Male	-	-	-	-	-	-
Female	-	-	-	-	-	-
<b>Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

**10. Health and safety management system**

**a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?**

Yes, the Company prioritizes the well-being and safety of its employees as a fundamental aspect of its operations and has implemented robust and compliant protocols across all areas of operations.

The Company has implemented Occupational Health and Safety management systems at all project sites in accordance with ISO 45001:2008. Safety Personnel were appointed at project sites to ensure the safety of employees and any risk anticipated will be informed to the management to take an immediate action. We operate under a comprehensive safety program with a goal of ZERO ACCIDENTS.

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

The Company conducts routine safety inspections to assess the effectiveness of its safety protocols and identify potential risks that may arise during work-related operations. Additionally, the Company maintains regular interaction with on-site personnel to gather feedback and evaluate any hazards they have encountered or anticipated. This feedback is thoroughly analysed to identify potential risks and develop appropriate Strategies for mitigating them.

The Company has also appointed Safety Personnel to assess the risks associated with the work on routine and non-routine basis. The Safety Personnel at each office directly reports to the management on potential risks and takes corrective actions/measures accordingly.

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

Yes. The Safety Personnel at each level interacts with the employees / workers to report their work related hazards.

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

Yes, the Company ensures that all its sites have access to non-occupational medical and healthcare services. These services are provided either on-site or through partnerships with reputable medical entities located nearby.

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

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

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

- Regular HSE Audits and inspections
- Periodical internal HSE audits are carried out to identify all unsafe acts & conditions.
- Mock drills on medical emergencies
- Safety training and awareness programmes to employees
- Provided with all the applicable PPE Kit to employees
- Insurance benefits to all employees
- Adoption of voluntary standards such as ISO 14001 and 45001
- Periodic equipment maintenance, review and testing



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

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

**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%

Note: Company has internally assessed health & safety practices and 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 & safety practices and working conditions.**

We prioritize the health and safety of an employees and the safety personnel will assess continuously to avoid complexities across all project sites. These are also monitored on a regular basis, with no significant risks / concern arising from assessments of health & safety practices and working conditions.

**Leadership Indicators**

**1. Does the entity extend any life insurance or any compensatory package in the event of death of:**

**(A) Employees (Y/N):** Yes

**(B) Workers (Y/N):** Not applicable

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

The Company ensures all applicable clauses regarding statutory dues are incorporated in agreement with value chain partners.

**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 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Employees	Nil	Nil	Nil	Nil
Workers	Nil	Nil	Nil	Nil

**4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No):**

Yes

## 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	NA
Working Conditions	NA

## 6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners. Nil

## 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 has identified its internal and external groups of stakeholders based on the nature of their engagement with the Company. This includes Employees, Shareholders, Customers, Vendors/ Sub-Contractors, Government and Regulatory Authorities, Investors, Local Community, NGOs and CSR Partners.

#### 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 & marginalised group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community, Meetings, Notice Board, Website), Others	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others- please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	Client Meetings, Review Meetings, performance reports, Email, Website	Regular basis	Understand client needs, business challenges, deciding investments and capabilities required to fulfil the demands and Quality, timely delivery of orders. Update on material developments
Employees	No	Email, SMS, Website, Meetings, training programmes	Continuous	Career/skill development programmes, health and safety awareness, anti-bribery and anti-corruption practices, Human Rights and work life balance



Stakeholder group	Whether identified as vulnerable & marginalised group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community, Meetings, Notice Board, Website), Others	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others- please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders/ Investors	No	AGMs, Email, Website, Newspapers, investor presentations, Notices	Regular/need basis	Financial performance, Dividends, profitability and financial Stability. Update on material events. Engage with shareholders to resolve their grievances
Suppliers	No	Email, Website, Meetings and regular interactions	Ongoing	Transparency, Ethical conduct of business, anti-bribery and anti-corruption practices, cost efficient and quality
Communities	No	Website, Collaboration with government/NGOs	Need basis	Transparency, Ethical, Anti-Bribery & Anti-Corruption Practices, contribution to community welfare
Government and Regulatory Authorities	No	Responding to Government circulated notifications, statutory filings and disclosures	Continuous	Disclosures, Compliances, Corporate governance, Transparency

## 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 ensures transparent communication and access to relevant information about its decisions that impact relevant stakeholders, keeping in mind the need to protect confidential competitive plans and information. The committees appointed by the board focus on specific areas where they can make informed decisions and provide recommendations to the board on the matters in their areas. Engagement with stakeholders is a continuous process which are driven by the senior management, coordinated by the Corporate Social Responsibility Committee, Risk Management Committee and site level management representatives. The inputs provided by the stakeholders are discussed in management review meetings and devised action plan to address them. The relevant updates are provided to the committees/board on periodic basis.

- 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 undertook a materiality assessment and proactively engaged with the organization's important external and internal stakeholders. The decision to engage stakeholders was based on five factors related to their relationship with the company, as outlined by the Global Reporting Initiative (GRI) guidelines: Responsibility, Influence, Proximity, Dependency, and Representation. Customers, supply chain partners, industry groups, non-governmental organizations (NGOs), local community organizations, investors, regulators, the media, and research institutes were among the external stakeholders involved in this exercise. The Company interviewed and surveyed these stakeholders, supplemented by secondary research on our suppliers and distributors, as well as peer companies and competitors. Their inputs were considered in identification of the key ESG topics for the Company.

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

No such instances were occurred.

## PRINCIPLE 5: Businesses should respect and promote human rights

### Essential Indicators

#### 1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

Category	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)

#### Employees

Permanent	481	481	100	613	613	100
Other than permanent	406	406	100	360	360	100
<b>Total Employees</b>	<b>887</b>	<b>887</b>	<b>100</b>	<b>973</b>	<b>973</b>	<b>100</b>

#### Workers

Permanent	-	-	-	-	-	-
Other permanent	-	-	-	-	-	-
<b>Total Workers</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

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

Category	FY 2024-25 Current Financial Year					FY 2023-24 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		Morethan Minimum Wage		Total (D)	Equal to Minimum Wage		Morethan Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)

#### Employees

##### Permanent

Male	471	80	16.9	391	83.1	605	78	12.89	527	87.10
Female	10	3	30	7	70	8	-	-	8	100



Category	FY 2024-25 Current Financial Year					FY 2023-24 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		Morethan Minimum Wage		Total (D)	Equal to Minimum Wage		Morethan Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)

#### Other than Permanent

Male	406	97	23.89	309	76.11	360	90	25%	270	75
Female	-	-	-	-	-	-	-	-	-	-

#### Workers Permanent

Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-

#### Other than Permanent

Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-

### 3. Details of remuneration / salary / wages

#### a) Median remuneration / wages

(₹ in Lakhs)

	Male		Female	
	Number	Median remuneration / salary / wages of respective category	Number	Median remuneration / salary / wages of respective category
Board of Directors (BoD)*	4	3.70	3	29.70
Key Managerial Personnel	1	32.40	1	6.83
Employees other than BoD and KMP	469	2,362.16	9	23.61
Workers	-	-	-	-

\*Note: This includes MD and WTD & CFO

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

	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wage	0.79	0.02

### 4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Yes

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

The Company is committed to providing a safe and conducive work environment to all of its employees. The Company has a grievance redressal policy with detailed guidelines on reporting their queries and a redressal mechanism. The Company ensures all grievances are dealt with in a fair and impartial manner. If any employee has concerns regarding the violation of human rights can directly report to the HR department at [hr@likhitha.in](mailto:hr@likhitha.in) and the resolution can be provided in consultation with the higher



authorities. The policies are available on the website of the Company at [https://www.likhitha.co.in/img/content/policies/Grievance\\_Redressal\\_Policy.pdf](https://www.likhitha.co.in/img/content/policies/Grievance_Redressal_Policy.pdf).

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

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

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

Parameter	FY 2024-25	FY 2023-24
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	-	-
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 is committed to provide safe and harassment free working environment. The Company has established an internal complaints committee in compliance with provisions under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. Any employee can report their grievances through an email at [hr@likhitha.in](mailto:hr@likhitha.in). The company does not tolerate any retribution against any person who has reported in good faith concerns.

**9. Do human rights requirements form part of your business agreements and contracts? (Yes/No) Yes**

**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 – please specify	-

Note: Company has internally assessed

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

There were no significant risks / concerns arising from the human rights assessments.



## Leadership Indicators

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

The company has processes to address any human rights grievances or complaints, e.g., Grievance redressal policy, Prevention of Sexual Harassment at Workplace policy etc. Further, the company also introduced improvement measures for its employees through various training sessions.

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

Human Rights Due Diligence was not conducted during the reporting year.

### 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?

Yes, our company premises are accessible to differently abled employees and visitors.

### 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.

No significant risks/concerns were raised during the reporting year.

## PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment

### Essential Indicators

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

Parameter	FY 2024-25	FY 2023-24
Total electricity consumption (A)	1,19,500	1,00,800.00
Total fuel consumption (B)	6.58	6.49
Energy consumption through other sources (C)	-	-
Total energy consumption (A+B+C)	1,19,506.58	1,00,806.49
Energy intensity per rupee of turnover (Total energy consumption / turnover in rupees in lakhs)	2.33	2.39

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 independent assessment was carried out by any external agency

### 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 PAT scheme is not applicable.

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

Parameter	FY 2024-25	FY 2023-24
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water		-
(ii) Groundwater	44,650	38,730
(iii) Third party water		-
(iv) Seawater / desalinated water		-
(v) Others		-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	44,650	38,730
Total volume of water consumption (in kilolitres)	44,650	38,730
Water intensity per rupee of turnover ( <i>Water consumed / turnover in rupees in lakhs</i> )	0.87	0.92

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 independent assessment was carried out by any external agency

**4. Provide the following details related to water discharged**

Parameter	FY 2024-25	FY 2023-24
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) To Seawater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	-	-

**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. The Company has not conducted any such assessment / evaluation / assurance by any external agency



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

Not applicable

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

Parameter	Please Specify Unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
NO <sub>x</sub>	µg/m <sup>3</sup>	45.6	45.6
SO <sub>x</sub>	µg/m <sup>3</sup>	30.41	30.41
Particulate matter (PM)	µg/m <sup>3</sup>	90.00	90.00
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	mg/m <sup>3</sup>	Nil	Nil
Others – please specify	PPM	Nil	Nil

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

Parameter	Unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
<b>Total Scope 1 emissions</b> (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)	Metric tonnes of CO <sub>2</sub> equivalent	-	-
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, FCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	-	-
Total Scope 1 and Scope 2 emissions per rupee of turnover		-	-
<b>Total Scope 1 and Scope 2 emission intensity (optional)</b> – 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. The Company has not conducted any such assessment / evaluation / assurance by any external agency

8. **Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.** Not Applicable

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

Parameter	FY 2024-25	FY 2023-24
Total Waste generated (in metric tonnes)		
Plastic waste <b>(A)</b>	-	-
E-waste <b>(B)</b>	-	-
Bio-medical waste <b>(C)</b>	-	-

Parameter	FY 2024-25	FY 2023-24
Construction and demolition waste <b>(D)</b>	-	-
Battery waste <b>(E)</b>	-	-
Radioactive waste <b>(F)</b>	-	-
Other Hazardous waste. Please specify, if any. <b>(G)</b>	-	-
Other Non-hazardous waste generated <b>(H)</b> . 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)	-	-

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	-	-
Total	-	-

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

Category of waste	-	-
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
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 independent assessment was carried out by any external agency

- 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.** Not Applicable
- 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.
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The company does not have any plants and offices in the above mention areas. Being an infrastructure service provider company, operations are carried out at the project sites where environmental approval and clearances are obtained by the clients / owner of the project. However, the Company ensures its compliance with the environmental laws, as 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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Being an infrastructure service provider company, operations are carried out at the project sites where environmental impact assessments of projects are undertaken by the clients / owner of the project. However, the Company ensures its compliance with the environmental laws, as applicable.

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

S. No.	Specify the Law / Regulation/ Guidelines which was not Complied with	Provide Details of the Non-Compliance	Any Fines / Penalties / Action Taken by Regulatory Agencies such as Pollution Control Boards or by Courts	Corrective Action Taken, if Any
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Nil

## Leadership Indicators

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

Parameter	Unit	FY 2024-25	FY 2023-24
<b>Total Scope 3 emissions</b> (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)	Metric tonnes of CO <sub>2</sub> equivalent	-	-
Total Scope 3 emissions per rupee of turnover		-	-
<b>Total Scope 3 emission intensity (optional)</b> – 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. The Company has not conducted any such assessment / evaluation / assurance by any external agency

2. 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. Not Applicable
3. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

S. No	Initiative undertaken	Details of the Initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
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Not Applicable

**4. Does the entity have a business continuity and disaster management plan? Give details in 100 words / web link.**

Yes, the company has implemented emergency preparedness plans at each project site to effectively handle emergency situations. These plans include response procedures aimed at preventing and mitigating hazards, risks, and environmental impacts associated with emergencies. The plans also encompass provisions for first aid. In the event of an emergency, a thorough investigation will be conducted, and appropriate corrective actions and preventive measures will be taken to prevent future recurrences. We ensure that relevant information and training on emergency preparedness and response are provided to all stakeholders. Additionally, the duties and responsibilities of all employees are regularly communicated.

**5. 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 have received no reports of any major adverse impacts from our partners in the value chain. Our vendors and service providers are expected to adhere to a Supplier Code of Conduct that covers compliance with environmental regulations, health and safety standards, labour practices, human rights, minimum wage requirements, freedom of association, the prohibition of child labour and forced labour, ethical behaviour, transparent business processes, and environmental conservation.

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

The company endeavours that all its value chain partners comply with the policies of the company. The certification of Supplier Code of Conduct is obtained from all major material suppliers which covers the need for compliance including environmental regulations. We are working towards bettering our evaluation and auditing mechanism and making it more specific to Sustainability requirements as well as our material points.

**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.** Two (02)
- 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	The Federation of Telangana Chambers of Commerce and Industry	State
2	Abu Dhabi Chamber Of Commerce & Industry	International

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

Name of Authority	Brief of the Case	Corrective Action Taken
	Nil	

## Leadership Indicators

### 1. Details of public policy positions advocated by the entity

S. No.	Public Policy Advocated	Method Resorted for Such Advocacy	Whether Information Available in Public Domain? (Yes / No)	Frequency of Review by Board (Annually / Half yearly / Quarterly / Others – please specify)	Web Link, if Available
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.

Name and Brief Details of the Project	SIA Notification No.	Date of Notification	Whether Conducted by Independent External Agency (Yes / No)	Results Communicated in Public Domain (Yes / No)	Relevant Web Link
Nil					

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

Not Applicable

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

We continuously engage with the local communities around project sites or through CSR activities. Any community member can directly lodge their complaints to the Company through an email at [info@likhitha.in](mailto:info@likhitha.in) or contact no. 040-23752657. Redressal of the grievances shall be done on one to one basis.

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

	FY 2024-25	FY 2023-24
Directly sourced from MSMEs / small producers	Consolidation not done	Consolidation not done
Sourced directly from within the district and neighboring districts	Consolidation not done	Consolidation not done

### 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: Not Applicable

The Company currently does not maintain a geographical wage classification system and hence is unable to provide location-wise wage data. As operations span across multiple regions without segmented tracking, computing such percentages is not feasible at present. The Company remains committed to strengthening its data systems to enable such disclosures in future.

## Leadership Indicators

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

Details of the Negative Social Impact Identified	Corrective Action Taken
Not Applicable	



2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies

S. No.	State	Aspirational District	Amount Spent (In INR)
Nil			

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

No

- (b) From which marginalized /vulnerable groups do you procure?

Not Applicable

- (c) What percentage of total procurement (by value) does it constitute?

Not Applicable

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

S. No.	Intellectual Property Based on Traditional Knowledge	Owned/ Acquired (Yes / No)	Benefit Shared (Yes / No)	The Basis of Calculating Benefit Share
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Not Applicable

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

Name of Authority	Brief of the Case	Corrective Action Taken
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Not Applicable

6. Details of beneficiaries of CSR Projects

S. No.	CSR Project	No. of Persons Benefitted from CSR Projects	% of Beneficiaries from Vulnerable and Marginalized Groups
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CSR projects were implementing through an agency, and the details are not available

## 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.

Likhitha Infrastructure Limited does not manufacture any products or provide any services to end consumers. We are providing pipeline laying services in the field of oil and gas sector. The company executes infrastructure projects and receives a satisfactory completion certificate from the customer.

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

	As a Percentage of Total Turnover
Environmental and social parameters relevant to the product	NA
Safe and responsible usage	NA
Recycling and /or safe disposal	NA



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

	FY 2024-25 Current Financial Year		Remarks	FY 2023-24 Previous Financial Year		Remarks
Data Privacy	Nil	Nil	Nil	Nil	Nil	Nil
Advertising	Nil	Nil	Nil	Nil	Nil	Nil
Cyber Security	Nil	Nil	Nil	Nil	Nil	Nil
Delivery of essential Services	Nil	Nil	Nil	Nil	Nil	Nil
Restrictive Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Unfair Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Other	Nil	Nil	Nil	Nil	Nil	Nil

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

	Number	Reasons for Recall
Voluntary Recalls	NA	NA
Forced Recalls	NA	NA

**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.**

The Company places significant importance on its cyber security policy as a crucial means of protecting its digital assets from cyber threats. The policy encompasses areas such as information systems, networks, data security, roles and responsibilities, and incident response procedures.

All employees, contractors, and interns are required to comply with this policy, which includes measures such as safeguarding confidential data, securing devices, practicing safe email practices, managing passwords effectively, ensuring secure data transfer, and promptly reporting security breaches.

The policy is available in the internal portal of the company.

**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.** None

**7. Provide the following information relating to data breaches:**

- Number of instances of data breaches along-with impact** - Nil
- Percentage of data breaches involving personally identifiable information of customers** - Not Applicable
- Impact, if any, of the data breaches** - Not Applicable

## Leadership Indicators

- Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).** <https://www.likhitha.co.in/>
- Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.** Not Applicable
- Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.** Not Applicable
- 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)** Not Applicable