

Date: August 01, 2024

**The Manager,
Department of Corporate Services
BSE Limited**
Floor 25, P.J. Towers,
Dalal Street, Mumbai – 400 001
BSE Scrip code – 532541
Equity ISIN INE591G01017
Non-Convertible Bond ISIN INE591G08012

**The General Manager,
Department of Corporate Services
The National Stock Exchange of India Limited**
Exchange Plaza,
Plot No. C/1, G Block, Bandra Kurla Complex,
Bandra, Mumbai – 400 051
NSE Symbol – COFORGE

Dear Sir/Madam,

Subject: Submission of Business Responsibility and Sustainability Report for FY 2023-24

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are enclosing herewith the Business Responsibility and Sustainability Report for FY 2023-24, which also forms part of the Annual Report for FY 2023-24.

This is for your information and records.

Thanking you,

Yours truly,

For Coforge Limited

**Barkha Sharma
Company Secretary
Membership No.: ACS 24060**

Encl.: As above

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (BRSR)

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Section A: General Disclosures

Details of the listed entity:

S. No.	Question	Response
1.	Corporate Identity Number (CIN) of the Entity	L72100DL1992PLC048753
2.	Name of the Listed Entity	Coforge Limited
3.	Year of Incorporation	13 May 1992
4.	Registered Office Address	8, Balaji Estate, Third Floor, Guru Ravi Das Marg, Kalkaji, New Delhi-110019
5.	Corporate Address	Special Economic Zone, Plot No. TZ-2& 2A, Sector- Tech Zone, Greater Noida (UP)- 201308, India
6.	E-mail	investors@coforge.com
7.	Telephone	Registered Office: +91 11 41029 297 Corporate Office: +91 120 4592300
8.	Website	www.coforge.com
9.	Financial Year for which report is being done	1 st April 2023 – 31 st March 2024
10.	Name of the Stock Exchange(s) where shares are listed	1. National Stock Exchange of India Limited (NSE) 2. BSE Limited
11.	Paid-up Capital (INR)	618,209,920
12.	Name and contact details (telephone & email) of the person who may be contacted in case of queries on the BRSR report	Mr. Gautam Samanta Executive Director Email: ESG@coforge.com
13.	Reporting Boundary (Standalone or Consolidated basis)	Standalone (unless otherwise noted)
14.	Name of assurance provider	Not applicable
15.	Type of assurance obtained	Not applicable

Products and Services:

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

S. No.	Description of Main Activity	Description of Business Activity	% Turnover of the entity
1.	Information and Communication	Computer Programming, consultancy, and related services	100%

17. Product/Services sold by the entity (accounting for 90% of the entity's turnover):

S. No.	Product/ Service	NIC Code	% of total turnover contributed
1.	Computer programming, consultancy, and related activities	Class: 6201 Sub-class: 62011 & 62013	100%

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	Nil	21	21
International	Nil	4	4

19. Markets Served by the Entity:
a. Number of Locations:

Location	Number
National (No. of States)	11
International (No. of Countries)	15

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

Exports contribution was 84% of the total turnover for Coforge Limited during the reporting period.

c. A brief on types of customers?

Coforge Limited provides computer programming, consultancy, and related services to varied industries namely, banking, and financial services sector, insurance sector, travel and tourism sector, hospitality sector, retail sector, healthcare sector, and public sector.

Employees:
20. Details as at the end of FY24:
a. Employees and Workers

S. No.	Particulars	Total (A)	Male		Female	
			Number (B)	Percentage (B/A)	Number (B)	Percentage (B/A)
Employees (including differently abled)						
1.	Permanent Employees	13,297	9,944	75%	3,353	25%
2.	Other than Permanent Employees	1,021	962	94%	59	6%
3.	Total Employees (1+2)	14,318	10,906	76%	3,412	24%
Workers (including differently abled)						
4.	Permanent Workers	0	0	0%	0	0%
5.	Other than Permanent Workers	145	126	87%	19	13%
6.	Total Workers (4+5)	145	126	87%	19	13%

Only Offshore (N028, N081, N087 company codes removed)

a. Employees and Workers

S. No.	Particulars	Total (A)	Male		Female	
			Number (B)	Percentage (B/A)	Number (B)	Percentage (B/A)
Differently Abled Employees						
1.	Permanent Employees		Coforge Limited promotes diversity in its workforce and ensures inclusivity. Currently, the data on differently abled individuals is not disclosed by the company.			
2.	Other than Permanent Employees					
3.	Total Employees (1+2)					
Differently Abled Workers						
4.	Permanent Workers		Not applicable			
5.	Other than Permanent Workers					
6.	Total Workers (4+5)					

21. Participation/Inclusion/Representation of Women

	Total (A)	Number of Female (B)	Percentage (B/A)
Board of Directors	7	1	13%
Key Management Personnel	3	1	33%

22. Turnover rate for permanent employees and workers:

	FY24			FY23			FY22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	21%	20%	21%	25%	22%	24%	25%	24%	25%
Permanent Workers	0%	0%	0%	0%	0%	0%	0%	0%	0%

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 company / joint venture (A)	Indicate whether holding / subsidiary / associate company / joint venture	% of shares held by listed entity	Does the entity indicated at Column A, participate in the Business Responsibility initiatives of the entity (Yes / No)
1.	Coforge SmartServe Limited	Subsidiary	100%	No
2.	Coforge Services Limited	Subsidiary	100%	No
3.	Coforge U.K. Limited	Subsidiary	100%	No
4.	Coforge Pte Limited	Subsidiary	100%	No
5.	Coforge DPA Private Ltd.	Subsidiary	100%	No
6.	Coforge GmbH	Subsidiary	100%	No
7.	Coforge Inc.	Subsidiary	100%	No
8.	Coforge Airline Technologies	Subsidiary	100%	No
9.	Coforge FZ LLC	Subsidiary	100%	No
10.	NIIT Technologies Philippines	Subsidiary	100%	No
11.	Coforge SF Private Limited	Subsidiary	100%	No
12.	Coforge Business Process Solutions Private Limited	Subsidiary	100%	No
13.	Coforge BV	Subsidiary	100%	No
14.	Coforge Limited	Subsidiary	100%	No
15.	Coforge Technologies (Australia) Pty Ltd	Subsidiary	100%	No
16.	Coforge Advantage Go	Subsidiary	100%	No
17.	Coforge S.A.	Subsidiary	100%	No
18.	Coforge BPM Inc.	Subsidiary	100%	No
19.	Coforge DPA UK Ltd.	Subsidiary	100%	No
20.	Coforge DPA Ireland Limited	Subsidiary	100%	No
21.	Coforge DPA Australia Pty Ltd.	Subsidiary	100%	No
22.	Coforge DPA NA Inc.	Subsidiary	100%	No
23.	Coforge SF Limited	Subsidiary	100%	No
24.	COFORGE (Coforge Spółka Z Ograniczona Odpowiedzialnoscia)	Subsidiary	100%	No
25.	Coforge S.R.L., Romania	Subsidiary	100%	No

S. No.	Name of the holding / subsidiary / associate company / joint venture (A)	Indicate whether holding / subsidiary / associate company / joint venture	% of shares held by listed entity	Does the entity indicated at Column A, participate in the Business Responsibility initiatives of the entity (Yes / No)
26.	Coforge A.B. Sweden	Subsidiary	100%	No
27.	Coforge SDN. BHD. Malaysia	Subsidiary	100%	No
28.	Coforge SpA, Chile	Subsidiary	100%	No
29.	Coforge BPS Philippines Inc	Subsidiary	100%	No
30.	Coforge BPS America Inc.	Subsidiary	100%	No
31.	Coforge BPS North Carolina	Subsidiary	100%	No
32.	Coforge Healthcare Digital Automation LLC	Subsidiary	100%	No
33.	Coforge Japan GK	Subsidiary	100%	No
34.	Coforge Solutions Private Limited	Subsidiary	100%	No
35.	Coforge Limited Company One Person (Saudi Arabia)	Subsidiary	100%	No
36.	Coforge S.A. de C.V. Mexico	Subsidiary	100%	No

CSR Details:

24. (i). Whether CSR is applicable as per Section 135 of Companies Act, 2013 (Yes/No) Yes
 (ii). Turnover (in INR.) 48,488,184,272
 (iii). Net Worth (in INR.) 33,122,132,241

Transparency and Disclosures Compliances:

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

Stakeholder Group	Grievance Redressal Mechanism in place (Y/N) (Provide web-link of policy)	FY24			FY23		
		Number of complaints filed	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed	Number of complaints pending resolution at close of the year	Remarks
Communities	Coforge has built a relationship with the community through various CSR projects. The Company's collaborative and interactive approach to these projects allows for direct communication between the implementation partner and community beneficiaries such as field visits and active feedback mechanism.	0	0	-	0	0	-

Stakeholder Group	Grievance Redressal Mechanism in place (Y/N) (Provide web-link of policy)	FY24			FY23		
		Number of complaints filed	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed	Number of complaints pending resolution at close of the year	Remarks
Investors (Other than shareholders)	Every stakeholder must duly adhere to Coforge's Code of Conduct and all policies and procedures, and to report any suspected violations in accordance with the procedure stated in whistleblower policy. Any complaint/ concern/incident/violation/ non-compliance should be reported to the Disciplinary Committee or Company's Legal Counsel.	0	0	-	0	0	-
Shareholders	Every stakeholder must duly adhere to Coforge's Code of Conduct and all policies and procedures, and to report any suspected violations in accordance with the procedure stated in whistleblower policy. Any complaint/ concern/incident/violation/ non-compliance should be reported to the Disciplinary Committee or Company's Legal Counsel.	2	0	Complaint resolved within stipulated time	1	0	Complaint resolved within stipulated time
Employees and Workers	Every employee, representative, and stakeholder must duly adhere to Coforge's Code of Conduct and all policies and procedures, and to report any suspected violations in accordance with the procedure stated in whistleblower policy. Any complaint/ concern/incident/ violation/non-compliance should be reported to the Disciplinary Committee or Company's Legal Counsel.	5	1	Complaint pending for resolution	2	0	All complaints resolved within stipulated time
Customers	All stakeholders must duly adhere to Coforge's Code of Conduct and all policies and procedures, and to report any suspected violations in accordance with the procedure stated in whistleblower policy. Any complaint/concern/incident/ violation/non-compliance should be reported to the Disciplinary Committee or Company's Legal Counsel.	0	0	-	0	0	-
Value Chain partners	All stakeholders must duly adhere to Coforge's Code of Conduct and all policies and procedures, and to report any suspected violations in accordance with the procedure stated in whistleblower policy. Any complaint/concern/incident/ violation/non-compliance should be reported to the Disciplinary Committee or Company's Legal Counsel.	0	0		0	0	-

Please see our website for the following details:

- Code of Conduct: <https://www.coforge.com/investors/code-of-conduct>
- Various Policies such as Whistle Blower, RPT, Board Diversity, etc.- <https://www.coforge.com/investors/policies>

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

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

S. No.	Material Issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of Risk, approach to adapt or mitigate	Financial Implications of the risk or opportunity (Negative/ Positive)
1	Climate Change: Climate change is a global issue that requires immediate action.	Risk	Climate Change issues not addressed in time may lead to sub-optimal living conditions.	Our strategies include steps to reduce our carbon footprint, with renewable energy sources, implementing energy-efficient lights, sustainable transportation, buildings and investing in carbon offset programs like plants/trees restoration via our CSR activities. All such efforts will require funding in capital goods, time from employees, and activities to support our ability to be carbon neutral and reduce our environmental footprint.	Negative
2	Water Conservation: Water is a precious resource, and conserving it is crucial for the sustainability of our planet.	Opportunity	Conservation of water offers an opportunity in slowing down the climate change impacts.	Our water conservation strategies include water usage optimization, minimization of water wastage by using low-flow fixtures, water-free urinals, recycling wastewater, effluent treatment and implementation of rainwater harvesting systems.	Positive
3	Waste Management: Proper waste management is essential for protecting the environment and reducing our environmental footprint.	Opportunity	Reducing and recycling waste is an opportunity to minimize waste to landfill.	Our waste management strategy aims to reduce waste, zero food waste, recycle materials, remove single-use plastics and dispose of hazardous waste safely to protect and conserve our environment.	Positive
4	Talent and Education: Investing in talent and education is essential for the long-term success of Coforge.	Opportunity	Bringing education and shaping talent within the community supports our future employees and fosters growth and opportunity for all.	The company's strategy includes providing employees with opportunities for professional development and education, as well as creating a diverse and inclusive workplace culture. This in turn will help us be more creative, diverse, inclusive, and global citizens.	Positive
5	Governance: Good governance is critical for both the success of Coforge and the planet's sustainability.	Risk	Effective governance and risk management are essential and challenging in navigating the complexities of an ever-changing world.	Our business strategy includes implementing ethical and transparent business practices, establishing effective risk management strategies, and ensuring compliance with regulatory requirements.	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 (Negative/ Positive)
6	Employee Health & Safety: Protecting the health and safety of employees is a top priority.	Risk	Employee Health and Safety is a challenge as witnessed during COVID-19 pandemic and its aftermath.	At Coforge, employees' holistic wellbeing is a top priority. We are not immune to force majeure events such as Covid, weather & crime related, and others. Some of our strategies include implementing safety protocols, providing access to healthcare resources, and promoting healthy lifestyles for all employees.	Negative
7	Cyber Security: As companies become increasingly reliant on technology, cyber security is a growing concern.	Risk	In today's Digital age, protecting our assets are critical to our business operations and of our business partners.	At Coforge, we have implemented a robust set of security measures including establishing network access controls, implement firewalls and threat detection software, conduct regular employee training / awareness and controls to protect against cyber threats and safeguard and protect sensitive data of Coforge and our clients.	Negative
8	Diversity Equity & Inclusion: Promoting diversity, equity, and inclusion is essential for creating a positive workplace culture and supporting the success of all employees.	Opportunity	Creating an inclusive environment that values diversity, promotes equity, and supports the well-being is fundamental for a holistic growth of the company.	Our DE&I and related policies including its implementing modalities prevent discrimination, foster a culture of respect and inclusivity, and promote diversity in hiring practices. This enables us to ensure diverse ideas and cater to larger set of clients.	Positive
9	Community Development: Development of community we live in is a critical focus for us.	Opportunity	Strong, vibrant communities contribute to a more stable and supportive environment for both our employees and our business operations.	At Coforge, our community development strategy includes engaging in philanthropic initiatives, supporting local businesses, volunteering employee time, and promoting economic development.	Positive
10	Code of Ethics: An important cornerstone of our organization's operations is to conduct business with integrity and with ethical principles.	Opportunity	Establishing Ethics is an opportunity to reflect and gain mindshare among our clients, partners, suppliers, shareholders, and employees. Our intention and ambition are to operate ethical under all circumstances.	Our strategies to mitigate include establishing a code of conduct, implementing compliance and ethics training programs, and holding employees accountable for ethical violations.	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 (Negative/ Positive)
11	Green IT: The IT industry is a significant contributor to carbon emissions.	Opportunity	The IT industry's substantial carbon emissions necessitate the adoption of Green IT solutions to mitigate environmental impact and promote sustainable practices.	We leverage cloud and other Green IT technologies and reduce our carbon footprint and environmental impact. Utilizing and promoting third-party renewable energy sources further supports our commitment to sustainability.	Positive
12	Supply Chain Sustainability: Ensuring sustainability within our supply chain is critical for our long-term success.	Opportunity	At Coforge, our strategies include implementing ethical sourcing practices, promoting sustainable operational practices, and minimizing the environmental impact of transportation.	Our strategies include implementing ethical sourcing practices, promoting sustainable operational practices, and minimizing the environmental impact of transportation.	Positive

Section B: Management and Process Disclosures

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
NGRBC Principle	Ethics & Integrity	Sustainable Business	Employee Wellbeing	Stakeholder Inclusiveness	Human Rights	Environment Stewardship	Public Advocacy	Social Development	Consumer Welfare
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
2. b. Have the policies been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the policies, if available	Code of Conduct: https://www.coforge.com/investors/code-of-conduct Other Governance Policies: https://www.coforge.com/investors/policies								
3. Whether the entity has translated the policy into procedures? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

5. 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.	<ul style="list-style-type: none"> • ISO 14001: 2015- Environment Management System (EMS) • ISO 45001: 2018- Occupational Health and Safety Management System (OHS) • Indian Green Building Council (IGBC) LEED India: New Construction Platinum • LEED India: Core & Shell Platinum - Green Building Certificate • LEED US Green Building Council: Operation & Maintenance Platinum Certificate
6. Specific commitments, goals, and targets set by the entity with defined timelines, if any.	Coforge Limited has committed to become a sustainable and responsible business with the below mentioned goals:
7. Performance of the entity against the specific commitments, goals, and targets along with reasons in case the same are not met.	<p>Reduce Environmental Impact</p> <ul style="list-style-type: none"> • Be Carbon Neutral by 2030 • Be Water Positive by 2030 • Be Zero Waste by 2030 • Drive Sustainable supply chain practices. <p>Social Inclusiveness and Development of Communities</p> <ul style="list-style-type: none"> • Drive holistic wellbeing, health, and wellness of the workforce. • Enhance gender parity across the organization. • Drive equality and inclusiveness at all levels. • Enhance livelihood of communities, through social and community development initiatives. <p>Follow strong ethics and Code of Conduct</p> <ul style="list-style-type: none"> • Adhere to strong Code of Ethics in business conduct. • Encourage business partners to adhere with Coforge's ethical standards of business conduct. • Secure digital assets with Cyber Security. <p>Coforge Limited has shown steady progress on the above-mentioned goals and commitments during the reporting period and plans to continue its progress in the coming years, with innovative solutions, commitment towards resource optimization, social development, inclusiveness, ethical and responsible business conduct.</p>

Governance, leadership, and oversight

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

"At Coforge, our ESG strategy is embedded in every aspect of our operational fabric. It focuses on reducing the harmful impacts on the environment, promoting alignment and affinity to community values and employee well-being, and ensuring responsible and ethical practices across all functions.

Our aim is to grow our business without compromising on sustainability, and carefully monitor the impacts that we have on our stakeholders. In line with our time-bound targets such as Carbon Neutral by 2030, Water Positive by 2030 and Zero Waste by 2030, we are continually making efforts to manage use of resources and emissions from our operations. We are also dedicated to safeguarding the interests of our stakeholders by maintaining principles of data protection, diversity, inclusion, and ethical conduct throughout our operations and across our supply chain.

Our comprehensive ESG strategy and approach towards building a responsible and sustainable organization considers both, a long-term objective, as well as short-term implications of our initiatives, activities, and business decisions."

Gautam Samanta

President & Executive Board Member

9. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies) Mr. Gautam Samanta, President, and Executive Board Member.
He is entrusted with the responsibility to ensuring ESG practices integrated into all aspects of the organization's strategy, policies, processes, and standards. He leads efforts to reduce the company's carbon footprint and greenhouse gas emissions, conserve water, and manage waste effectively, among other environmental initiatives and systems.

10. Does the entity have a specified Committee of the Board/Director responsible for decision making on sustainability-related issues? (Yes/No). If "Yes", provide details Yes, Coforge Limited has a committee to oversee and manage sustainability-related issues and the committee comprises of the following:

1. Sudhir Singh, Chief Executive Officer, and Executive Director
2. Gautam Samanta, President, and Executive Board Member
3. Saurabh Goel, Chief Financial Officer (CFO)
4. Pankaj Khanna, Chief People Officer (CPO)
5. Praveen Prabhukumar, Senior Vice President

11. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review undertaken by Director/ Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any Other- please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow-up action	Committee of Board									Annually								
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	Statutory Compliance Certificate on applicable laws provided by the CEO to the Board of Directors.																	

12. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If "Yes", provide name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9
	No	No	Yes	No	No	Yes	No	No	No

Footnote: Coforge Limited is ISO 14001, ISO 45001, and Green Building (LEED) Certified, therefore, as part of this certification, third-party assessment conducted comprising of policies, procedures, processes, and systems at place.

13. If Answer to Question (1) above is "NO", i.e., not all Principles 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)	NGRBC Principle's requirements fairly covered as part of various policies of Coforge Limited, therefore, the question is not applicable.								
The entity is not at a stage where it is able 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

Entity demonstrates their performance in integrating the Principles and Core Elements with key processes and decisions.

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 FY24:

Segment	Total number of training and awareness programs held	Topics/Principles covered under training and its impact	% of persons in respective category covered by the awareness programs
Board of Directors	4	Awareness on Business Responsibility and Sustainability Report (BRSR) and impact of BRSR Principles over the company and across the value chain.	100%
Key Managerial Personnel	4	Compliance training like POSH, EHS (Environment, Health, and Safety), Global Compliances covering Code of Conduct, Anti-bribery, and Anti-corruption, Whistleblower, Modern Slavery Act, and Code of Conduct for prohibition of insider trading.	100%
Employees other than BoD and KMPs	12,832	Compliance training like POSH, EHS (Environment, Health, and Safety), Global Compliances like Code of conduct, Anti-bribery, Anti-corruption, Whistleblower, Modern Slavery Act, and Code of conduct for prohibition of Insider Trading. <u>Behavioral and soft skill training</u> like Difficult Conversations, Dealing with Ambiguity, Successful Delegation, Presentation Skills, Art of Questioning, Interviewing Skills, Emotional Intelligence, Business Storytelling, creating a Personal Brand, Coaching for Impact, and more. <u>Technical and Functional training</u> such as Dynamics 365 + Power Platform, PowerBI, Open AI Chat GPT, Java, IMS, Performance JMeter, SQL, Appian, Snowflake, AWS, Data & Analytics, SQL Database, ReactJS, Python, Insurance, ISTQB, Dot Net, Qlikview, Pega, Docker, GitHub, Azure, Informatica, SDET, ITIL, Safe Scrum, and more.	96%
Workers	All Workers are not under Coforge Payroll. These consultants work on demand based on the agreement with customer.		

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 based on materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as discussed on the entity's website)

Monetary

Compounding Fee	NGRBC Principle	Name of the Regulatory / enforcement agencies / judicial institutions	Amount (in INR.)	Brief of Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine	Ethics and Compliance	Department of Commercial Taxes, Karnataka	INR. 10,000	The Company has received an order from GST.	No
		Department of Goods and Service Tax – Maharashtra GST Authority	INR. 1,11,389	Authority imposing penalty of INR 1,11,389 under applicable provisions of Central Goods and Services Act, 2017.	
Settlement	Ethics and Compliance	GST Authority	INR 10,000 /-	Authority imposing penalty of INR 10,000.	No
Compounding Fee				Nil	

Non-Monetary

Compounding Fee	NGRBC Principle	Name of the Regulatory / enforcement agencies / judicial institutions	Amount (in INR.)	Brief of Case	Has an appeal been preferred? (Yes/No)
Imprisonment			Nil		
Punishment					

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

Case Details	Name of the regulatory / enforcement agencies / judicial institutions
Coforge Limited had received an order from GST Authority from Department of Commercial Taxes, Karnataka and Maharashtra imposing a penalty, however, the case not appealed.	

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

The company's Code of Conduct includes directives concerning anti-bribery and anti-corruption measures. Coforge is steadfast in its dedication to maintain the utmost moral and ethical principles and unequivocally condemn any instances of bribery or corruption in any form.

The company's Code of Conduct is available at: <https://www.coforge.com/investors/code-of-conduct>

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

	FY24	FY23
Directors	Nil	Nil
Key Managerial Personnel (KMPs)	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

6. Details of complaints about conflict of interest:

	FY24		FY23	
	Number	Remark	Number	Remark
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	No such cases recorded	Nil	No such cases recorded
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	No such cases recorded	Nil	No such cases recorded

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.

The company has taken appropriate corrective action and paid the fine and settlement to the regulatory authority to ensure compliance in the stipulated period.

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

	FY24	FY23
Number of days of accounts payables	146	132

9. Openness 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	FY24	FY23
Concentration of Purchases	a. Purchases from trading houses as % of the total purchases	-	-
	b. Number of trading houses where purchases are made from	-	-
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	-	-
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	-	-
	b. Number of dealers/distributors to whom sales are made	-	-
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	-	-
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0.070386108	0.075592367
	b. Sales (Sales to related parties / Total Sales)	83%	83%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	NA	NA
	d. Investments (Investments in related parties / Total Investments made)	100%	100%

Leadership Indicators**1. Awareness programs conducted for the value chain partners on any of the principles during FY24:**

Total number of awareness program held	Topics/Principles covered under the training	% of value chain partners covered (by value of business done with such partners) under the awareness programs
At Coforge, there is no formal training conducted for vendors/suppliers, however, the company maintains close discussions and collaboration with all its partners to make sure execution and governance is in place and adhered to. The company plans to undertake formal trainings/programs with its vendors/suppliers based as nature of spend commodity during FY24 in collaboration with company's sustainability team.		

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

Yes, the Company's Code of Conduct highlights the standards of our business ethics and practices to be adhered by the Directors and employees of the Company. Also, the Directors of the Company discloses his/her concern or interest in the Company, companies, or bodies corporate, firms, or other association of individuals and any change therein, annually or upon any change, which includes the shareholding. A database of the Directors and the entities in which they are concerned or interested maintained by the Company. Further, during the Board Meetings, the Directors abstain from participating and voting on the agenda items in which they are concerned or interested.

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 environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.**

	FY24	FY23	Details of improvements in environmental and social impacts
R&D	Nil	INR 9697.6 lakh	23-24 Numbers are for 3 Qtrs.
Capex	Nil	INR 7145 Lakh (capitalised)	23- 24 Numbers are for 3 Qtrs.
	Nil	INR 5410 Lakh (capitalised)	23- 24 Numbers are for 3 Qtrs.

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

- b. If “Yes”, what percentage of inputs were sourced sustainability?**

Coforge Limited has a comprehensive process and procedure to onboard suppliers and vendors through a systematic vendor assessment approach, including sustainability parameters. The vendors and suppliers must undergo screening process that encompasses company’s business requirements, portfolio, quality parameters, social compliance, governance standards, and environmental compliances and standards. Currently, the company is in process of developing its sustainability sourcing program to cover its vendors and suppliers. In FY24, 17% of inputs are sourced sustainably.

- 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
- d. Other waste

Coforge Limited’s nature of business does not involve physical product manufacturing and our core business is in IT/ITES-related services and design, development, testing, implementation and maintenance of software, system integration solutions and IT/ITES/Telecom infrastructure structure management services. As a result, there are typically no tangible products to reclaim, recycle, or dispose of at the end of their life cycle. Our focus is on the development and maintenance of software solutions i.e., services to our clients.

- 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 Board?
- If “Not”, provide steps taken to address the same.

Extended Producer Responsibility (EPR) is not applicable to Coforge Limited. However, the company acknowledges its commitment towards waste management in accordance with Plastic Waste Management Rules, E-Waste Management Rules, Battery Waste Management Rules, and regulations governing Hazardous and Other Wastes. To effectively manage the waste generated and ensure environmental sustainability, the company has implemented comprehensive waste management practices such as:

- Single-use plastics prohibited within the facilities, aligning with the ban on such materials. Across facilities, waste segregation process, facilitated by color-coded dustbins to ensure proper categorization before disposal, with waste directed to municipal authorities and third-party recyclers as needed.
- To address food waste, the company has established in-house processes to convert organic waste into valuable manure, minimizing negative environmental footprint.
- The company has adopted a sustainable approach to effectively manage battery waste by procuring batteries under ‘buy-back terms’ i.e., the same vendor responsible for procurement is also engaged in the environmentally safe disposal of batteries, at the end of their life.
- E-waste is managed through authorized e-waste recyclers in accordance with regulatory guidelines, reflecting the company’s strong commitment to responsible handling and disposal of electronic waste to minimize waste sent to landfill.

By adhering to these practices, the company not only complies with the relevant waste management regulations but also actively contributes to environmental conservation and sustainable business practices.

Leadership Indicators

1. Has the entity conducted Life Cycle Perspective / Assessment (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 conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/ No)
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Not applicable to Coforge Limited business operations.

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
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Coforge Limited acknowledges and addresses the environmental concerns associated with its service offerings through various initiatives and activities. The company's key focus areas are the disposal of hazardous waste, carbon emissions from our transportation fleet and water consumption.

Carbon Emissions from Transportation Fleet:

- Identified Concern: The large, outsourced transportation fleet for employee commutes contributes to carbon emissions.
- Action Taken: In an initiative to reduce carbon emissions, the company transitioned its transportation fleet from diesel to CNG (Compressed Natural Gas) to minimize the negative ecological impact.

Water Consumption Management:

- Identified Concern: The high headcount requirement leads to substantial water consumption in facilities.
- Action Taken: To curtail water consumption, the company has implemented low-flow and sensor-based water taps. In certain facilities, treated water from sewage treatment plants (STP) is used for flushing, horticulture, and even firefighting. This multi-faceted approach underscores the company's ESG commitment to efficient water usage and sustainable practices.

Through these measures, the company not only identifies and acknowledges potential social and environmental risks but also actively implements mitigation strategies, reinforcing its dedication to responsible and sustainable business practices.

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).

The Company's scope of work is limited to Design, Development, Testing, Implementation, and Maintenance of Software, System Integration Solutions & IT/ITES/Telecom Infra Structure Management Services for all Offshore Development Centers. Therefore, being in service sector, the question is not applicable.

Indicate input material	Recycled or re-used input material to total material	
	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:

	FY24			FY23		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)						
E-Waste						
Hazardous Waste						
Other Waste						

Not applicable to Coforge Limited, being an IT Service company.

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category

Indicate Product Category	Reclaimed products and their packaging materials as % total products sold in respective category
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Not applicable to Coforge Limited, being an IT Service company.

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:

	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	9,944	9,944	100%	9,944	100%	0	0%	9,944	100%		
Female	3,353	3,353	100%	3,353	100%	3,353	100%	0	0%	Not available	
Total	13,297	13,297	100%	13,297	100%	3,353	25%	9,944	75%		
Other than Permanent Employees											
Male	962	962	100%	962	100%	0	0%	962	100%		
Female	59	59	100%	59	100%	59	100%	0	0%	Not available	
Total	1,021	1,021	100%	1,021	100%	59	6%	962	94%		

1. b. Details of measures for the well-being of Workers:

	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male											
Female										Not applicable	
Total											
Other than Permanent Workers											
Male											
Female										Not applicable*	
Total											

*: As per the definition of Workers, they do not come under Coforge Pay roll; the insurance and social welfare benefits covered by the vendors.

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

	FY24	FY23
Cost incurred on well-being measures as a % of total revenue of the company	2%	3.31%

2. Details of retirement benefits, for FY24 and FY23

	FY24			FY23		
	No. of employees covered as % of total employees	No. of workers covered as % of total workers	Deducted and Deposited with the authority (Yes/No/NA)	No. of employees covered as % of total employees	No. of workers covered as % of total workers	Deducted and Deposited with the authority (Yes/No/NA)
PF	99.81%	0%	Yes	99.62%	0%	Yes
Gratuity	99.81%	0%	Yes	99.62%	0%	Yes
ESI	1.39%	0%	Yes	1.54%	0%	Yes

Note: ESIC is applicable for all ESIC eligible population, even though they are permanent employees but earning below the threshold level as per the ESI regulation. Trainees are eligible for retiral benefits once confirmed.

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", then whether any steps are being taken by the entity in this regard.

All Corporate offices are equipped with wheelchairs and wheelchair-friendly elevators accessible from the parking lot, thereby ensuring accessibility for differently-abled employees and the extended workforce. The company continuously reviews and updates its policies, procedures, and infrastructure support (whatever extent feasible) to drive inclusive and equitable working environment.

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

The equal opportunity commitment is covered in the Diversity, Equity, and Inclusion Policy available at: https://www.coforge.com/hubfs/Diversity_Equity_Inclusion_Policy.pdf

The company ensures equal opportunity in employment for qualified persons with known disabilities. In addition, Coforge continues to be an equal employment opportunity regardless of caste, creed, color, religion, ethnicity, marital status, age, disability, national origin, citizenship, sexual orientation, gender identity, language, and any other applicable aspects.

5. Return to work and Retention rates of permanent employees and workers that took parental leave for FY2023- 24.

Gender	Permanent Employees		Permanent Workers	
	Return to Work Rate	Retention Rate	Return to Work Rate	Retention Rate
Male	100%	89%		
Female	96%	75%	Not Applicable	
Total	100%	84%		

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and workers? If "Yes", give details of the mechanism in brief:

Permanent Workers	Coforge does not have workers, therefore, it is not applicable.
Other than Permanent Workers	For any standard grievances, employees can reach out to their aligned Business HR partner, disciplinary committee, or company's legal counsel, as per the laid down specific grievance mechanism we have procedure defined in Whistleblower Policy and Code of Conduct.
Permanent Employees	
Other than Permanent Employees	

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

	FY24			FY23		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of Association(s) or Unions. (B)	Percentage (%) (B/A)	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of Association(s) or Unions. (B)	Percentage (%) (B/A)
Total Permanent Employees						
- Male						
- Female						
Total Permanent Workers						
- Male						
- Female						

Coforge Limited does not have recognized associations nor associations.

8. (a). Details of training given to employees and workers on “Health and Safety Measures”

Category	FY24			FY23		
	Total	Number	Percentage	Total	Number	Percentage
	(A)	(B)	(%) (B/A)	(C)	(D)	(%) (D/C)
Employees						
Male	10,906	9,893	91%	10,342	8,644	84%
Female	3,412	3,339	98%	3,123	2,887	92%
Total	14,318	13,232	92%	13,465	11,531	86%
Workers						
Male	126	126	100%	535	535	100%
Female	19	19	100%	94	94	100%
Total	145	145	100%	629	629	100%

(b). Details of training given to employees and workers on “Skill Upgradation”

Category	FY24			FY23		
	Total	Number	Percentage	Total	Number	Percentage
	(A)	(B)	(%) (B/A)	(C)	(D)	(%) (D/C)
Employees						
Male	10,906	8,043	74%	10,342	8644	84%
Female	3,412	2,578	76%	3,123	2,887	92%
Total	14,318	10,621	74%	13,465	11,531	86%
Workers						
Male	126	126	100%	535	535	100%
Female	19	19	100%	94	94	100%
Total	145	145	100%	629	629	100%

9. Details of Performance and Career Development reviews of employees and workers:

Category	FY24			FY23		
	Total	Number	Percentage	Total	Number	Percentage
	(A)	(B)	(%) (B/A)	(C)	(D)	(%) (D/C)
Employees						
Male	10,906	9,324	85%	10,342	10,342	100%
Female	3,412	3,228	94%	3,123	3,123	100%
Total	14,318	12,552	87%	13,465	13,465	100%
Workers						
Male	126	0	0%	535	0	0%
Female	19	0	0%	94	0	0%
Total	145	0	0%	629	0	0%

10. Health and Safety Management System:

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/No)	Yes, Coforge Limited is certified with the Occupational Health and Safety Management System (OHS) as per ISO 45001:2018 standards, and all locations across the India are covered under OHS management system.
If “Yes”, then coverage of the system.	
b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis of the entity?	<p>Coforge Limited employs a proactive approach to identifying work-related hazards and assessing risks, both for routine and non-routine activities. The company conducts activity-based risk assessments to meticulously pinpoint hazards and implement effective techniques to mitigate the identified risks and their impacts. Additionally, standardized operating procedures are in place for all activities conducted within the facilities, ensuring a consistent and structured approach.</p> <p>For specific high-risk activities such as facade cleaning, maintenance of transformers and DGs, and painting, a work permit system has been diligently instituted, adding an extra layer of precaution and control to risk mitigation management. To ensure the effectiveness of hazard identification and risk assessment processes, the company undergoes comprehensive 6-monthly external and internal audits. These audits serve as a robust mechanism to validate the strength of the safety protocols, providing assurance that safety practices align with the highest standards and contribute to a secure working environment. All offices are certified with the Environment Health and Safety Management System (EHSMS) approved by ISO 14001:2015 and ISO 45001:2018 standards.</p>
c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks? (Yes/No)	Yes. At Coforge Limited, training for workplace hazard identification and work-related hazards is communicated to all employees and the extended workforce. The company has a well-defined incident reporting system, i.e., intranet portal, emails, and telecommunication channel, to report work-related hazards and incidents. All offices have a security helpdesk available 24/7 for emergencies, with emergency contact details circulated through emails and notices to all employees.
d. Do the employees/workers of the entity have access to non-occupational medical and healthcare services? (Yes/No)	<p>Yes. At Coforge, all employees have access to non-occupational medical and healthcare services. First aid kits are available on the premises, and a standby ambulance facility is available at our high-concentration offices. For employees and extended workforce members who are not feeling well, health centers are present at all premises for immediate assistance.</p> <p>In addition, the “WE CARE” portal offers emotional consultation services. Employees can reach out to a helpline number for confidential emotional, mental, and psychological consultancy.</p>

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

Safety Incidents/Number	Category	FY24	FY23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
Number of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

The company has devised and implemented an Occupational Health and Safety Management System (OHS) to foster a healthier, safe, and conducive working environment for employees and extended workforce, in line with ISO 45001:2018 and its certification standard. The foundation of the OHS Management System rests on the principle that all processes can be effectively controlled through clearly defined procedures, documented and reinforced by regular reviews, audits, and the promotion of a company-wide culture of continual improvement. Key measures for the effective implementation of the OHS management system include the following elements:

- Establishing communication channels with internal and external stakeholders about the company's OHS principles, commitments, goals, and performance.
- Developing and implementing health and safety protocols, controls, and procedures to manage health and safety risks and threats across all locations.
- Undertaking internal and external audits periodically, with proper documentation, evidence, and data trails on hazard identification and risk mitigation plans.
- Identifying potential emergency situations, establishing response protocols and plans, and monitoring and measuring safety equipment.
- Tracking, monitoring, and measuring health and safety performance against the set commitments, goals, and targets.
- Conducting training and awareness sessions with employees and the extended workforce on health and safety practices, including periodic fire and emergency drills to raise awareness levels.
- Reviewing the Health and Safety Management Systems with the top management periodically to identify gaps, develop and implement corrective action plan, and communication disclosures.

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

Category	FY24			FY23		
	Filed	Pending Resolution at the end of year	Remarks	Filed	Pending Resolution at the end of year	Remarks
Working Conditions	0	0	-	0	0	-
Health and Safety	0	0	-	0	0	-

14. Assessment for the Year FY24:

Category	% of plants and offices that were assessed (By entity or statutory authorities or third party)
Health and Safety Practices	100%
Working Conditions	100%

Footnote: All the Coforge Limited's facilities are being covered twice a year during internal audit assessments. Since, Coforge is ISO 45001 certified, the locations undergo external assessment/audit by the third-party on health, safety, and working conditions parameters.

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

Coforge prioritizes employee well-being as of paramount importance, ensuring a secure work environment through periodic internal and external audits, emergency mock drills, and safety walkthroughs. The company is committed to continual improvement and diligently implements necessary measures to drive a safe and conducive work environment for all. Some instances where opportunities were identified for enhancement include: providing emergency response team (ERT) members with adequate awareness training in the local language to enhance their emergency response management and conducting vertigo tests for facade cleaners to ensure safety and well-being while carrying out day-to-day operations.

Leadership Indicators

- 1. Does the entity extend any life insurance or compensatory package in the event of death of (A). Employees and (B). Workers (Yes/No). Provide details.**

The employees working for Coforge Limited duly are duly covered under life insurance, while the non-permanent workers are covered under the ESIC Act Insurance as per the guidelines.

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

The Company tries to encourage its value chain partners (vendors and suppliers) to be responsible and comply with all regulatory and statutory requirements as per the contract with the Company. Further, the Company has statutory and internal audit processes and procedures in place to ensure that value chain partners are paying statutory dues on time as per applicable law(s) and regulatory norms.

- 3. Provide the number of employees/workers having suffered high consequence work-related injury/ill-health/fatalities (as reported in Qs. 11 of Essential Indicators above), who have been / are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:**

Safety Incidents/Number	Total Number of affected employees/workers		No. of employees/workers that are rehabilitated or whose family member have been placed in suitable employment	
	FY24	FY23	FY24	FY23
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)**

The Company during employment provides opportunities for all employees to upskill themselves through domain, skill, and leadership trainings, which builds capacity of the employees to provide consultancy services as domain expert to company(ies).

- 5. Details on assessment of value chain partners (FY24):**

Category	% of value chain partners (by value of business done with such partners) that were assessed
Health and Safety Practices	100%^
Working Conditions	100%^

Response Note: At Coforge Limited, all the agreements have health and safety clause mentioned with all business partners, which duly confirmed at the start of the partnership. For Onsite Partners, uniform code of working rights executed with MSA and PO under which the partners ensure health and safety standards are adhered to as per governing laws of the land.

- 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.**

No significant risk nor concerns reported nor identified with the value chain partners who either work in offices have access to the same health and safety resources as the employees and any major risk to their health and safety is managed appropriately.

Principle 4: Businesses should respect the interests of, and be responsive to all its stakeholders.

Essential Indicators

1. Describe the process for identifying key stakeholder groups of the entity.

As part of an internal committee effort, the company has conducted stakeholder analysis to identify all potential stakeholders and prioritize them based on their level of influence and interest, along with the company's commitments, goals, and objectives. A stakeholder matrix was developed to identify the potential impact of each stakeholder group and a parallel path taken to analyze and validate the industry trends to identify common stakeholder groups among peers and within the sector. To ensure accuracy, the company engaged external consultants to validate the key stakeholder groups, the matrix, and the stakeholder engagement plan.. Coforge Limited is committed to engage with varied stakeholder groups, i.e., policy makers, government (central, state, and local), business partners, and communities to achieve the company's commitments and objectives.

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

Stakeholder Group	Identified as Vulnerable or Marginalized Group (Yes/No)	Channels of Communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during each engagement
Investors Shareholders	No	Emails, Notice, Annual General Meeting (AGM), Investors Meet, and public disclosures	Quarterly and annually	Policy changes and organizational growth, and corporate investor relation management.
Employees	No	Email, Yammer, MS Teams, SharePoint, employee engagement, and team interactions	Continuous	Induction, training and development, grievance redressal management, employee engagement, and feedback sessions.
Value Chain Partners	No	Email, vendor meet, direct communications, and newsletter	Need Based	Vendor capacity building and development, agreement negotiations, sustainability risk assessments, knowledge sharing on business objectives and competency development, regular communication on business plans and ordering/ payment routines.
Communities	Yes	Site visit, group discussions, and community level interactions	Continuous/ Ongoing	Execution feedback, ongoing events, volunteer engagement program, scope of expansion, beneficiaries' feedback.
Customers	No	Direct connects, emails, visits, market surveys, and customer relation team	Continuous	Customer satisfaction survey, service availability and quality feedback, collaborate with customers on sustainability initiatives.

Leadership Indicators

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

In consultation with various stakeholders on ESG topics, various departments are delegated with different responsibilities within the organization. These departments engage with their respective stakeholders on continuous basis. The departments take the inputs of the stakeholders and frame consolidated decisions based on the interests of different departments, ensuring benefits as a whole over the ESG topics to the organization and its stakeholders.

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.

We have framed our ESG vision on material topics based on inputs from various stakeholders' consultations. The vision is based on the material topics relevant to our business and stakeholders, and our ESG plan aims to achieve these objectives.

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

Coforge Limited is committed to contributing to the economic and social development of society while improving the quality of life and building capacities of the local community and society at large. The company's Corporate Social Responsibility (CSR) Policy outlines the philosophy towards social responsibilities and lays down the guidelines, framework, and mechanisms related to the implementation, monitoring, reporting, assessment, and disclosure of social development programs and initiatives that positively impact the lives of communities, particularly those from marginalized and vulnerable groups. The company has implemented various CSR programs to create positive impact on the livelihood of the vulnerable communities such as:

- a. The Coforge Public Library: As a service to the community, Coforge has set up a state-of-the-art public library on 12000 sq ft area, in sector 59 Noida. This is the first time a corporate has stepped forward to set up a community library providing free access to high quality resources. All communities and marginalized sections are welcome to access resources in the library. This library promises to be an outstanding example of a sustainable library which houses a repository of books across genres and multifarious notable authors. This knowledge hub undoubtedly benefits the community.
- b. Vidya & Child : Through the Vidya & Child project, Coforge sponsors studies, educational materials, stationary, arranges life skills training, sets up computer labs, renovates schools, plans various educational interventions such as field trips and awareness sessions, and numerous recreational events. Coforge' s support contributed to lower school dropout rates, a better learning environment, and academic development for students.
- c. Udayan Care: We collaborate with Udayan Care to help marginalized girls continue their education. The Udayan Shalini project focuses on girls' education so that they can lead a better life. Additionally, our objective is to sponsor holistic development of children by supporting various educational, digital skilling, and skill development initiatives. Coforge' s executive team, and employees help to make this connection more meaningful and memorable by volunteering in recurrent visits and day-long workshops.
- d. ILRT: We signed up with ILRT for promotion of sanitation by Waste Management in Noida. This includes plastic waste collection from public place, research, and analysis. We have installed cloth bag vending machines to reduce use of plastic. The implementing partner has also mobilised transport vehicles for waste segregation and collection. Sessions are also conducted for awareness generation.
- e. Sehgal Foundation: Rural development projects in 3 villages of Greater Noida and villages of Hyderabad. Major interventions in the project are rejuvenation of village ponds, promotion of sustainable agricultural practices and transformation of school infrastructure. We are supporting usage of renewable resources by installation of solar streetlights, solar spray pumps, solar torches.

Principle 5: Businesses should respect and promote human rights.

Essential Indicators

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

Category	FY24			FY23		
	Total	Number	Percentage	Total	Number	Percentage
	(A)	(B)	(%) (B/A)	(C)	(D)	(%) (D/C)
Employees						
Permanent	13,297	12,966	98%	12,240	10,158	83%
Other than permanent	1,021	626	61%	1,225	255	21%
Total Employees	14,318	13,592	95%	13,465	10,413	77%
Workers						
Permanent	NA	NA	NA	NA	NA	NA
Other than permanent	145	145	100%	629	629	100%
Total Workers	145	145	100%	629*	629	100%

*Admin support staff

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

Category	FY24					FY23				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		Number (B)	% (B/A)	Number (C)	% (C/A)		Number (E)	% (E/D)	Number (F)	% (F/D)
Employees										
Permanent	13,297	-	-	13,297	100%	12,900	-	-	12,900	100%
- Male	9,944	-	-	9,944	100%	9,563	-	-	9,563	100%
- Female	3,353	-	-	3,353	100%	3,337	-	-	3,337	100%
Other than Permanent	1,021	-	-	1,021	100%	780	-	-	780	100%
- Male	962	-	-	962	100%	721	-	-	721	100%
- Female	59	-	-	59	100%	59	-	-	59	100%
Workers										
Permanent										
- Male	Not Applicable									
- Female										
Other than Permanent	145	-	-	145	100%	150	-	-	150	100%
- Male	126	-	-	126	100%	135	-	-	135	100%
- Female	19	-	-	19	100%	15	-	-	15	100%

3. Details of remuneration/salary/wages, in the following format for FY24:

a. Median remuneration/wages:

	Male		Female	
	Number	Median salary/wage of respective category	Number	Median salary/wage of respective category
Board of Directors (BoD)	4	62,65,000	1	1,03,60,000
Key Managerial Personnel	2	529.04 Mn*	1	4.4 Mn
Employees other than BoD and KMP	9,944	8,01,564	3,353	7,41,515
Workers	126	24,00,000	19	35,19,096

(CFO w.e.f from 5th Jan 2024)

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

	FY24	FY23
Gross wages paid to females as % of total wages	20.37%	20.11%

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)

Coforge Limited has a structured DEI council with representation from functions like HR, Finance, Legal, and Business across geographies, chaired by the Chief People Officer of the company. The council's goal is to cultivate and promote a culture of diversity, equity, and inclusion throughout the firm. In addition, the company has POSH Policy with established guidelines for a grievance redressal mechanism. The Sexual Harassment Redressal Committee (SHRC) serves as the nodal committee for addressing sexual harassment-related complaints, a core component of human rights.

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

Coforge Limited is committed to providing a safe and conducive work environment for all employees. The Code of Conduct highlights Coforge's respect for human rights and promotes respect and dignity for all employees. In the instance of a violation of this Code, employees may report their concerns to their immediate supervisors or HR in-charge. Such violations may be addressed through the mechanism defined in the Disciplinary Action Policy, which may result in a warning, counseling, or termination from the company.

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

	FY24			FY23		
	Filed during the year	Pending resolution at the end of year	Remark	Filed during the year	Pending resolution at the end of year	Remark
Sexual Harassment	5	0	All complaints resolved	2	0	All complaints resolved
Discrimination at workplace	Nil	Nil	-	Nil	Nil	-
Child Labor	Nil	Nil	-	Nil	Nil	-
Forced Labor / Involuntary Labor	Nil	Nil	-	Nil	Nil	-
Wages	Nil	Nil	-	Nil	Nil	-
Other human rights related issues	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:

	FY24	FY23
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	5	2
Complaints on POSH as a % of female employees/workers	75%	100%
Complaints on POSH upheld	2 upheld	None

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

Coforge has a comprehensive Policy Against Sexual Harassment, and Sexual Harassment Redressal Committee (SHRC) in place to ensure that the complainants are protected against discrimination while their cases are investigated. All complaints are addressed with confidentiality and impartiality. Any victimization of, or retaliation against, the complainant will be subject to disciplinary action, up to and including termination of employment. During the period when a resolution is pending, the SHRC may recommend that Coforge provide the complainant with leave of up to 3 months, a transfer to another workplace, or any other relief, as prescribed.

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

Yes, business agreements with value chain partners include human rights-related clauses, which are signed off at the start of the partnership.

10. Assessment for the FY24:

	% of plants and offices assessed (by entity or statutory authorities or third parties)
Child Labor	100%
Forced/Involuntary Labor	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%

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

No significant risk identified during the assessment.

Leadership Indicators

1. Details of a business process modified/introduced because of addressing human rights grievances/complaints.

Coforge Limited continuously reviews its governance policies, processes, and procedures to identify gaps and implement corrective action steps in a timely manner. This ensures adherence to regulatory compliance and the adoption of best practices.

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

While the company has not formally undertaken human rights due diligence, randomly assessments by third-parties have been conducted at some locations, covering human rights parameters.

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?

All Corporate offices are equipped with wheelchairs and wheelchair-friendly elevators accessible from the parking lot, ensuring friendly accessibility for differently abled employees and visitors. The company continuously reviews and updates its policies, procedures, and infrastructure support (to whatever extent feasible) to drive an inclusive and equitable working environment.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed:
Child Labour	For onsite and organization-related partners, Coforge Limited implements a standard
Forced/ Involuntary Labour	MSA that included clauses covering Anti-Slavery, Child Labor, and Anti Bribery Laws.
Sexual harassment	However, from procurement perspective, these standards will be implemented on a
Discrimination at workplace	separate scale with value chain partners. The company is in the process of gathering
Wages	information related to forced/involuntary labor. Additionally, wages and EHS
	requirements are specified in every agreement and PO for all supply chain partners.

5. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from the assessment at Qs. 4 above.

No significant risk identified during assessment.

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	(in Gigajoules)	
	FY24	FY23
From 'Renewable Sources'		
Total Electricity Consumption (A)	506	598
Total Fuel Consumption (B)	0	0
Energy consumption through Other Sources (C)	0	0
Total Energy Consumption from Renewable sources (A+B+C)	506	598
From 'Non-Renewable Sources'		
Total Electricity Consumption (D)	43,683	33,823
Total Fuel Consumption (E)	3,749	3,018
Energy consumption through Other Sources (F)	0	0
Total Energy Consumption from Non-Renewable sources (A+B+C)	47,432	36,841
Total Energy Consumed (RE + NRE)	47,938	37,439
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees)	0.0000010	0.0000010
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (Total energy consumed / Revenue from operations adjusted for PPP)	0.000023	0.000024
Energy intensity in terms of physical output (GJ / Permanent Employees)	3.348	2.737

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Yes/No). If "Yes", name the external agency: NO

2. Does the entity have any sites/facilities identified as designated consumers (DCs) under the Performance, Achieve, and Trade (PAT) Scheme of the Government of India? (Yes/No)

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.

PAT scheme is not applicable to Coforge Limited.

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

Parameter		
	FY24	FY23
Water withdrawal by source (in kiloliters- KI)		
(i). Surface Water	0	0
(ii). Groundwater	105,123	78,992
(iii). Third Party Water: Municipal Water	15,959	14,533
(iv). Seawater/Desalinated water	0	0
(v). Others: Packaged Water	390	78
Total Volume of water withdrawal (in KL) (i + ii + iii + iv + v)	121,472	93,603
Total volume of water consumption (in KL)	110,385	83,598
Water intensity per rupee of turnover (Water consumed / turnover)	0.0000023	0.0000023
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.000052	0.000053
Water intensity in terms of physical output (Total volume of water (KL) / Permanent Employees)	7.710	6.111

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Yes/No). If "Yes", name the external agency: NO

4. Provide the following details related to water discharge:

Parameter	FY24	FY23
Water discharge by destination and level of treatment (in kiloliters)		
(i). To Surface Water		
- No treatment	0	0
- With treatment- please specify level of treatment	0	0
(ii). To Ground Water		
- No treatment	0	0
- With treatment- please specify level of treatment	11,087	10,005
(iii). To Seawater		
- No treatment	0	0
- With treatment- please specify level of treatment	0	0
(iv). Sent to Third Parties		
- No treatment	0	0
- With treatment- please specify level of treatment	0	0
(v). Others		
- No treatment	0	0
- With treatment- please specify level of treatment	0	0
Total water discharged (in kilolitres)	11,087	10,005

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Yes/No). If "Yes", name the external agency: NO

5. Has the entity implemented a mechanism for Zero Liquid Discharge (ZLD)? If "Yes", provide details of its coverage and implementation.

Coforge Limited's offices in India are institutional offices that utilize water only for domestic purposes, such as drinking and washing. The offices are equipped with various water conservation measures, including sensor-based water dispensing systems and waterless urinals. Additionally, the offices are equipped with sewage treatment plants (STPs) for onsite treatment of wastewater, which is then utilized for secondary purposes such as gardening or flushing purposes.

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

Parameter	Please specify unit	FY24	FY23
NOx	ppmv	177	111
SOx	mg/Nm3	39	15
Particulate Matter (PM)	mg/Nm3	50	33
Persistent organic pollutant (POP)			
Volatile organic compounds (VOC)		Not applicable	
Hazardous air pollutant (HAP)			
Others: Carbon Mono oxide	mg/Nm3	22	26

Note: Indicate if any independent assessment/evaluation/assurance conducted by an external agency? (Yes/No). If "Yes", name the external agency: NO

Note: The information pertains to stack emission for the Noida location which is owned premise of Coforge Limited.

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

Parameter	Please specify unit	FY24	FY23
Total Scope 1 Emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	413	703
Total Scope 2 Emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	8,688	6,727
Total Scope 1 and Scope 2 emissions per rupee of turnover	Metric tonnes of CO ₂ / INR.	0.00000019	0.00000021
Total Scope 1 and Scope 2 emissions per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 & 2 emissions / Revenue from operations adjusted for PPP)	Metric tonnes of CO ₂ / PPP (USD)	0.0000043	0.0000047
Total Scope 1 and Scope 2 emission intensity in terms of physical output	Metric tonnes of CO ₂ / Permanent Employees	0.636	0.543

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Yes/No). If "Yes", name the external agency: NO

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

Coforge Limited has committed to becoming carbon neutral by 2030. To achieve this target, the company has ongoing initiatives aimed at reducing greenhouse gas (GHG) emissions, such as:

- The company has secured LEED and WASH certification for its Hyderabad facility, aligning with the already achieved LEED Platinum and WASH certifications for the Greater Noida campus, highlighting the company's green initiatives.
- The company regularly organizes plantation drives on environment day, earth day and during client visits. These drives involve planting saplings within the office campus and other designated locations, contributing significantly to the development of green belts.
- A pivotal step towards the ongoing GHG emission mitigation strategy is the conversion of food waste into valuable manure (compost) through an in-house compost manufacturing plant. This initiative highlights the company's unwavering dedication to recycling biodegradable waste, thereby contributing to a reduction in the overall carbon footprint.
- As part of the ongoing strategy to adapt and mitigate GHG emissions, the company has proposed purchase of 3MW of Green Energy from authorities.

These ongoing projects collectively enhance the company's dedication to mitigating GHG emissions, highlighting a comprehensive approach toward environmental stewardship and sustainability.

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

Parameter	FY24	FY23
Total Waste Generated (in metric tonnes)		
Plastic Waste (A)	3.4	1.6
E-Waste (B)	0	6.25
Bio-medical Waste (C)	0.014	0
Construction and Demolition Waste (C&D) (D)	0	0
Battery Waste (E)	0.004	2
Radioactive Waste (F)	0	0
Other Hazardous Waste generated (G) (Please specify, if any)	0.87	1.9
Other Non-Hazardous Waste generated (H) (Please specify, if any)	19.8	5.2
Total Waste Generated (A+B+C+D+E+F+G+H)	24.1	17.0
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.00000000050	0.00000000047
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.000000011	0.000000011
Waste intensity in terms of physical output (Total waste generated MT / Permanent Employees)	0.00168	0.00124
For each category of waste generated, total waste recovered through recycling, re-using, or other recovery operations (in metric tonnes)		
Category Waste		
(i). Recycled	19.8	6.8
(ii). Re-used	0	0
(iii). Other recovery operations	0	0
Total	19.8	6.8
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category Waste		
(i). Incineration	0.014	0
(ii). Landfilling	0	0
(iii). Other disposal operations	4.3	10.2
Total	4.3	10.2

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Yes/No). If "Yes", name the 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.

Given that Coforge Limited is a part of the IT industry, a sizable portion of our hazardous waste is generated from the operational aspects of our facilities, particularly in connection with generators (DGs) and their maintenance. The company's strategic approach to effectively manage hazardous waste stands as a cornerstone of our environmental sustainability efforts. At the forefront of this commitment lies a rigorous effort to proactively reduce hazardous waste, seeking to minimize the volume generated and thus alleviate the disposal of waste. To achieve these objectives, a range of practices have been implemented such as preventive and proactive maintenance along with routine housekeeping of DGs with the incorporation of spill trays to prevent land contamination. Furthermore, operational processes avoid the use of volatile chemicals or paints, prioritizing the adoption of clean and environmentally friendly alternatives. These conscious choices align with positive and systematic commitment to responsible hazardous waste management and environmental stewardship in the IT sector.

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? (Yes/No)
Coforge Limited's offices are not in proximity to ecologically sensitive areas. All premises are strategically selected in commercially approved locations, including IT/ITES parks and captive SEZ throughout India. Necessary environmental clearances obtained from the Expert Appraisal Committee (EAC) and the Ministry of Environment Forest & Climate Change (MOEF&CC) prior to the construction of the Coforge Greater Noida Campus.			

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current FY24:

Name and brief of the project	EIA Notification No.	Date	Whether conducted by independent agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web-link
Not applicable to Coforge Limited.					

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 (Yes/ No).

If "Not", provide details of all such non-compliances, in the following format:

S. No.	Specify the law/regulation/guidelines which is not compliant	Provide details of the non-compliance	Any fines/penalties/action taken by regulatory agencies such as pollution control board or by courts	Corrective action taken, if any
Coforge Limited has a 100% compliant status with all applicable laws such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment Protection Act, and other regulatory and statutory compliance requirements.				

Leadership Indicators

1. Water withdrawal, consumption, and discharge in areas of 'Water Stress' (in kilo litres):

For each facility/plant located in areas of water stress, provide the following information:

- i. Name of area N/A
- ii. Nature of operations N/A
- iii. Water withdrawal, consumption, and discharge in the following format:

Parameter	FY24	FY23
Water withdrawal by source (in kilo litres)		
(i). Surface Water		
(ii). Ground Water		
(iii). Third Party Water		
(iv). Seawater/Desalinated Water		
(v). Others		
Total volume of water withdrawal (in KL)		
Total volume of water consumption (in KL)		
Water intensity per rupee of turnover (Water consumed/ Turnover)		
Water intensity (optional) - the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in kilo litres)		
(i). To Surface Water		
- No treatment		
- With treatment- please specify level of treatment		
(ii). To Ground Water		
- No treatment		
- With treatment- please specify level of treatment		
(iii). Sent to Third Party Water		
- No treatment		
- With treatment- please specify level of treatment		
(iv). Into Seawater		
- No treatment		
- With treatment- please specify level of treatment		
(v). Others		
- No treatment		
- With treatment- please specify level of treatment		
Total water discharged. (in kilo-litres- Kl)		

Not applicable, none of Coforge Limited's location are in water stress zone.

Not applicable, none of Coforge Limited's locations are in water stress zone.

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Yes/No). If "Yes", name the external agency.

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

Parameter	Please specify unit	FY24	FY23
Total Scope 3 Emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	5,543	3,726
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO2 / INR.	0.00000011	0.00000010

Note: Indicate if any independent assessment/evaluation/assurance conducted by an external agency? (Yes/No). If "Yes", name the external agency: NO

3. With respect to the ecologically sensitive areas reported in Qs. 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.

The Coforge Limited's offices are not in proximity of ecologically sensitive area and all the premises are strategically selected in commercially approved locations including IT/ITES parks and captive SEZ throughout India. Necessary environmental clearances have obtained from the Expert Appraisal Committee (EAC), Ministry of Environment Forest & Climate Change (MOEF&CC) prior to construction of Coforge Greater Noida Campus.

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

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, provided along-with summary)	Outcome of the initiative
1	LED lighting Replacement	Old LED light fixtures in Greater Noida were replaced with more than 900 new energy-saving LED lights and T-5 fixtures, contributing to energy conservation.	Energy conservation.
2	Air Filter Upgrade in AHU	Introduction of MERV-14 air filters, compliant with ASHRAE standards, in all AHUs at the Greater Noida office. This replacement aims to minimize PM10 and PM2.5 levels inside the buildings, enhancing indoor air quality.	Indoor air quality improvement by introducing 1500 MERV-14 air filters in 142 AHUs.
3	LEED Platinum Recertification	The Greater Noida office campus successfully recertified with LEED Platinum for O&M (Operations and Maintenance), recognizing the implementation of good Environment, Health, and Safety (EHS) practices. The Coforge Bengaluru Premises is situated in the BCIT campus, certified with a gold rating of LEED. The Hyderabad premises is also undergoing LEED certification for interiors, covering 1.2 lacs sq. ft. of area.	Coforge Limited is recognized for good EHS practices. We have 1.1 million sq. ft. of green building space certified with the highest rating, i.e., Platinum, under the LEED certifying body USGBC.
4	UPS Replacement in our Offices	In Gurugram, old UPS units were replaced with new ones, aligning with our commitment to energy conservation. In our Hyderabad office, we installed 200 KVA UPS with a 48*120 AH SMF battery bank for optimization.	Optimized UPS & DG systems based on load calculations have resulted in a reduction of approximately 1700 KVA load at Gurugram office. There is minimal lead acid battery waste in Campus.
5	Energy audit	Third-party agencies have conducted energy audits for both Greater Noida and Gurugram office locations. This involved scrutinizing existing energy-saving practices and identifying areas for improvement.	Auditing of the existing energy saving practices and identification of improvement points.
6	Plantation Drives	Coforge organizes plantation drives during client visits as a commitment to the environment. Saplings are planted on the office campus or other identified locations, contributing to green area development.	The Coforge campus has won the Noida plantation competition for the last 5 years sequentially.
7	Installation of Solar Panels	In Greater Noida, a solar power plant with a capacity of 75 kW has installed, while Gurgaon features a plant with 80 kW capacity. This initiative reflects our dedication to increasing energy consumption from renewable sources.	Increase in energy consumption from renewable sources.
8	Transition to CNG-Powered Transportation Fleet:	The complete transportation fleet switched from diesel to Compressed Natural Gas (CNG), promoting the use of a lower Greenhouse Gas (GHG) emission fuel source.	Usage of more sustainable sources of fuel.

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, provided along-with summary)	Outcome of the initiative
9	Water Consumption Management	To curtail water consumption, we implemented low-flow and sensor-based water taps. Additionally, certain facilities use treated water from sewage treatment plants (STP) for flushing, horticulture, and even firefighting. This multi-faceted approach underscores our commitment to efficient water usage and sustainable practices.	Reduction in wastage of water. Our WC flushing capacity has been reduced from 9 liters to 6 liters to promote efficient water usage.
10	Digitalization of Financial Processes	We have successfully shifted the entire financial process from manual to digital, resulting in a significant reduction in paper usage.	Reduction of Paper consumption by 1,300 kgs from FY23 to FY24.
11	In-House Compost Manufacturing	Our commitment to environmental sustainability is evident in the conversion of food waste into manure through an in-house compost manufacturing plant, exemplifying our dedication to recycling biodegradable waste.	All our food waste is converted into compost used on campus.
12	Refrigerant Upgrade	In our campuses, in Gurugram & Hyderabad, we replaced AC units using R22 refrigerant with R32 and R410A, aligning with the Kigali Agreement commitment and reducing environmental impact.	Reduction in GHG emissions.
13	Purchasing of Clean energy	Coforge is planning to purchase clean energy of up to 2MW from the authorized vendors, with a closure date set for Q3 FY25.	Switch to renewable source of electricity

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

The company has developed Business Continuity Plan (BCP) with consideration of the material topics essential for running the business operations. The BCP addresses a wide range of scenarios that could affect the business, including, but not limited to natural disasters, terrorist threats, and power failures. The plan emphasizes the severity, risk rating, maximum acceptable outage (MAO) and alternate BCP location for continuation of business operations.

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

Significant adverse impacts within the value chain arise from the generation of substantial e-waste, specifically from the disposal of e-waste like laptops and monitors. The disposal of electronic equipment poses environmental challenges due to the presence of hazardous materials like lead, mercury, and other harmful substances, which can result in soil and water contamination, negatively affecting ecosystems and human health. Mitigation measures implemented to address these concerns at operational level and across the value chain are reviewed periodically through audits. Additionally, efforts are made to extend the lifespan of IT equipment through responsible usage, maintenance, and upgrades, including initiatives to refurbish and reuse functional components, thereby reducing the overall volume of e-waste generated.

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

All value chain partners operating within the company's premises undergo regular environmental impact assessments, covering aspects such as carbon footprint and waste management practices. 100% of business partners within the Coforge premises adhere to and implement the environmental rules and regulations set by Coforge, ensuring a comprehensive evaluation of environmental impacts.

Recognizing the importance of extending our commitment, the company plans to initiate environmental assessments for remote partners, including those providing remote services or product-based services, starting from FY25. This initiative aims to further integrate sustainability considerations across the entire value chain.

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.

5

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

S. No.	Name the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/National)
1.	NASSCOM	Associations- National
2.	University of Pennsylvania	Academia – National
3.	Amity University	Academia – National
4.	Chandigarh University	Academia – National
5.	Manav Rachna	Academia – National

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

Name of authority	Brief of the case	Corrective action taken
The company has not received any complaint on anti-competitive conduct.		

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	Web Link, if available
Coforge is committed to engaging policymakers and government entities, including central, regional, and local authorities, along with the community, to achieve our goals and objectives. In the markets we operate in, we ensure that key partnerships are developed and managed with appropriate officials, organizations, associations, and academia to create value for our shareholders, our partners, and employees.					

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 FY24:

Name and brief detail of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes/ No)	Results communicated in public domain (Yes/No)	Relevant web-link
Not applicable.					

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

S. No.	Name of the project for which R&R is ongoing	State	District	No. of project affected families (PAFs)	%of PAFs covered by R&R	Amounts paid to PAFs in the FY (in INR.)
Not applicable.						

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

Coforge has built strong relationships with the community through various CSR projects and initiatives targeting programs in education, skill development, women empowerment, and environmental conservation, all of which have a positive impact on livelihood opportunities. The company's collaborative and interactive approach to these projects allows for direct communication between the implementation partners and community beneficiaries.

In 'rural communities', CSR programs are implemented in close collaboration with Gram Panchayats. Regular connections, interactions, and stakeholder engagements with the community are undertaken to review and address grievances. In 'urban communities', in line with the government's directives on Swachh Bharat and promoting awareness and reading habits, we have undertaken initiatives such as solid-liquid waste management and setting up community libraries. These efforts aim to reach out to the community and address grievances if any in a cohesive and interactive manner.

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

	FY24	FY23
Directly sourced from MSMEs / Small producers	23%	24%
Directly from within India	63%	29%

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 the total wage cost:

Location	FY24	FY23
Rural	0%	0%
Semi-Urban	0%	0%
Urban	52.49%	55.38%
Metropolitan	47.51%	44.62%

Note: Place categorized as per RBI Classification System- rural/semi-urban/urban/metropolitan

Leadership Indicators

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

Details of 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.)
None of the CSR projects implemented in aspirational district.			

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

Coforge Limited does not have preferential procurement policy, however, the company promotes vendor/supplier diversity to whatever extent possible.

(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 FY24), based on traditional knowledge:

S. No.	Intellectual Property based on traditional knowledge	Owned/Acquired (Yes/ No)	Benefit Shared (Yes/ No)	Basis of calculating benefit share
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 Case	Corrective action taken
Not applicable.		

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefited from CSR Projects	% Beneficiaries from vulnerable & marginalized groups
1	The Coforge Public Library: Our library serves as a public resource for all communities to foster their knowledge and development. The collection contains books across multiple genres and from various notable authors.	3,000	80%
2	Vidya & Child: Provided sponsorship to children for their education and required materials like books and stationery. We also planned field trips, renovate schools, and set up computer labs for them to foster a better learning environment .	3,600	100%
3	Udayan Care: Supported the education of girls from marginalized backgrounds through programs like digital skilling and skill development.	7,500	100%
4	Institute of Livelihood Research and Training (ILRT): Promoted sanitation through solid and liquid waste management. This included collection of plastic waste, promotion of use of cloth bags, and community awareness workshops.	477,120	30%
5	Sehgal Foundation: Supported rural development projects in three villages of Greater Noida and villages of Hyderabad, ranging from promotion of sustainable agriculture, improvement of school infrastructure, and rejuvenation of village ponds. We also increased the renewable energy capacity by installing solar streetlights, solar torches, and solar spray pumps.	34,230	100%
6	Social Action for Forest & Environment (SAFE): Development of two mini biodiversity parks that aim to improve the air quality of neighboring localities through plantation of over 40,000 trees, rejuvenation of ponds, and land leveling and preparation. Through SAFE, we also support the rejuvenation of a lake in Noida, with the objective of water conservation through the use of recycled water from STP.	15,000	NA
7	Animal Welfare: Partnered with various NGOs such as Voice of Street dogs, Kannan Animal Welfare, and People for Animals to arrange food, shelter, and medical assistance for stray animals.	500	100%

Principle 9: Business 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.

Coforge is a B2B consulting and professional services organization that does not sell directly to consumers but is committed to exceeding clients' expectations. The company has a robust framework and associated policies to track and respond to client complaints and feedback during interactions with clients. The latest annual survey demonstrates the trust clients have bestowed upon Coforge Limited, indicating that a large set of company's clients are extremely delighted with the relationship built and the value delivered to them.

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

Parameters	As percentage to total turnover
Environmental and social parameters relevant to the product	
Safe and responsible usage	Not applicable
Recycling and/or safe disposal	
Metropolitan	

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

	FY24			FY23		
	Received	Pending at end of year	Remarks	Received	Pending at end of year	Remarks
Data Privacy	Nil	Nil	-	Nil	Nil	-
Advertising	Nil	Nil	-	Nil	Nil	-
Cyber-security	Nil	Nil	-	Nil	Nil	-
Delivery of essential services	Nil	Nil	-	Nil	Nil	-
Restrictive Trade Practices	Nil	Nil	-	Nil	Nil	-
Customer Complaints	Nil	Nil	-	Nil	Nil	-

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

Parameters	Number	Reasons for recall
Voluntary Recalls		Not applicable
Forced Recalls		

5. Does the entity have a framework/policy on cyber security and risks related to data privacy? (Yes/No).

If available, provide a web-link of the policy.

Yes. Coforge's Privacy Framework and Information Security Management Framework published at company intranet and include policies, processes, and guidelines followed by employees and extended workforce. The Privacy Statement published on company's website and accessed at <https://www.coforge.com/privacy-statement>

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.

There are no customer complaints or any penalties by regulatory authorities related to Data Privacy or Cyber Security during FY24.

7. Provide the following information relating to data breaches:

(a). Number of instances of data breaches:

NIL

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

NIL

(c). Impact, if any, of the data breaches.

Not applicable

Leadership Indicators

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

Company's website at <https://www.coforge.com/> for service information and offerings. In addition, the company has LinkedIn page that is updated with the latest announcements and associated news; it can be accessed using the following link: <https://www.linkedin.com/company/coforge-tech/>

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

Not applicable

- 3. Mechanism in place to inform consumers of any risk of disruption/discontinuation of essential services.**

Not applicable

- 4. a. Does the entity display product information on the product over and above what is mandated as per the local laws? (Yes/ No/ Not Applicable).**

If "Yes", provide details in brief.

Not applicable

- b. Did your entity carry out any survey about customer 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, we conduct yearly Net Promoter Score (NPS) surveys to measure customer satisfaction with our products/services and the overall experience. In year 2017, NPS VOC score was 24, which increased year on year and reached to 62 in the FY2023, signifying higher customer satisfaction level.