Annexure C

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT FY 2024-25

About Us

Veritas (India) Limited (VIL), established on March 21, 1985, is a prominent player in the global trade and distribution of chemicals, including petrochemicals, polymers, rubber, paper and paper boards, and heavy distillates. With strategically located distribution hubs in India, the Company has expanded its global footprint, thereby reducing dependence on any single region. These hubs support a wide range of industry sectors, enabling Veritas to deliver integrated solutions to its global partners. Committed to excellence, the Company blends global outreach with innovation, upholding values of integrity and customer-centricity, making it a trusted name in the industry.

Aligned with these principles, the Directors present the Company's Business Responsibility & Sustainability Report (BRSR) for FY 2024-25 in accordance with Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015. Through this report, the Company aims not only to meet regulatory requirements but also to transparently communicate its ESG journey and future direction in alignment with globally recognised sustainability frameworks such as the UN Sustainable Development Goals (UNSDGs). The data presented in this report for previous years has been rationalised wherever necessary.

For the purposes of this report, the terms 'The Company', 'Veritas', 'We', and 'Our' are used interchangeably to refer to Veritas (India) Limited.

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity:

1. **Corporate Identity Number (CIN) of the Listed Entity** - L23209MH1985PLC035702
2. **Name of the Listed Entity** – Veritas (India) Limited
3. **Year of incorporation** – 1985
4. **Registered office address** – Floor-1, Plot-18, Vakil Building, S.S Ram Gulam Marg, New Custom House, Ballard Estate., M.P.T., Mumbai, Mumbai, Maharashtra, India, 400001
5. **Corporate address** – Floor-1, Plot-18, Vakil Building, S.S Ram Gulam Marg, New Custom House, Ballard Estate., M.P.T., Mumbai, Mumbai, Maharashtra, India, 400001
6. **E-mail** – corp@veritasindia.net
7. **Telephone** – +91 22 2275 5555
8. **Website** - https://www.veritasindia.net
9. **Financial year for which reporting is being done** – 2024-25
10. **Name of the Stock Exchange(s) where shares are listed :**

Name of the Exchange	Stock Code
BSE Ltd.	512229

11. **Paid-up Capital** – INR 2,68,10,000
12. **Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report –**

    Name: Mr. Arun Agarwal,
    Director and Company Secretary
    Contact No: +91 22 4058 7300
    Email id: arun@swan.co.in

13. **Reporting boundary** - **Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together). –** The disclosures under this report are made on a Standalone basis
14. **Name of assessment or assurance provider** – Not Applicable for the reporting period as per SEBI Circular No. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2025/42 dated 28th March 2025.
15. **Type of assessment or assurance obtained** – Not Applicable for the reporting period as per SEBI Circular No. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2025/42 dated 28th March 2025.

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Trading	Trading of Chemicals	100.00

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

S. No.	Product/ Service	NIC Code	% of Turnover contributed
1.	Chemicals	51496	100.00

III. Operations

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

Location	Number of plants	Number of offices	Total
National	-	7	7
International	-	-	-

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States & UTs)	28 states & 8 Union Territories
International (No. of Countries)	0

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

There was no export contribution to the total turnover of the Company during the year.

c. A brief on types of customers:

The Company primarily serves B2B customers that includes paint and thinner manufacturers, resin manufacturers, pharmaceutical intermediates, and specialty chemicals producers.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
			EMPLOYEES			
1.	Permanent (D)	9	8	88.89	1	11.11
2.	Other than Permanent (E)	-	-	-	-	-
3.	**Total employees (D + E)**	**9**	**8**	**88.89**	**1**	**11.11**
			WORKERS			
4.	Permanent (F)	-	-	-	-	-
5.	Other than Permanent (G)	-	-	-	-	-
6.	**Total workers (F + G)**	**-**	**-**	**-**	**-**	**-**

Note: The Company has not employed any workers during the reporting year.

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

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

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	5	1	20.00
Key Management Personnel*	2	-	-

*Key Managerial Personnel (KMPs) include the Company Secretary (CS) and the Chief Financial Officer (CFO). While Mr. Arun Agarwal holds the position of Director and Company Secretary, for the purposes of this report, he has been classified only under the category of KMP.

22. Turnover rate for permanent employees and workers (in percent)

	FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	127.27	160.00	133.33	22.86	-	18.60	24.00	-	20.69
Permanent Workers	-	-	-	-	-	-	-	-	-

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

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

Sr. No.	Name of the holding/ subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Veritas Agro Ventures Private Limited	Subsidiary	100.00	No
2.	Veritas Infra and Logistics Private Limited	Subsidiary	100.00	No
3.	Veritas Polychem Private Limited	Subsidiary	100.00	No

Sr. No.	Name of the holding/ subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
4.	Verasco FZE	Subsidiary	100.00	No
5.	Veritas Global PTE Private Limited	Subsidiary	100.00	No
6.	Veritas International FZE	Subsidiary	100.00	No
7.	Global Comtrade PTE. Private Ltd.	Subsidiary	100.00	No
8.	Swan Energy Limited	Holding	-	Yes

VI. CSR Details

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

(ii) Turnover (in ₹) – 2,45,32,48,000

(iii) Net worth (in ₹) – 1,92,39,55,000

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No) (If Yes, then provide web-link for grievance redress policy)	FY 2024-25 Number of complaints filed during the year	FY 2024-25 Number of complaints pending resolution at close of the year	FY 2024-25 Remarks	FY 2023-24 Number of complaints filed during the year	FY 2023-24 Number of complaints pending resolution at close of the year	FY 2023-24 Remarks
Communities	Yes, the Company has grievance mechanism in place, and the concerned aggrieved can raise the concern by writing to corp@veritasindia.net	-	-	NA	-	-	NA
Investors (other than shareholders)	Yes, the Company has grievance mechanism in place, and the concerned aggrieved can raise the concern by writing to corp@veritasindia.net	-	-	NA	-	-	NA
Shareholders	Yes. The SEBI mechanism of SCORES is effectively in place (Portal: https://scores.gov.in). Shareholders can also refer to the Whistle-blower Policy on the following link: https://www.veritasindia.net/admin/reportpdf/7.%20Vigil%20Mechanism%20and%20Whistleblower%20Policy.pdf	-	-	NA	1	-	Non Receipt of Securities after transfer. The matter has been closed effectively.
Employees and workers	Yes, the entity has a mechanism in place to receive and redress grievances, including a Whistle-blower Policy available for its employees. This policy allows employees to report any concerns, complaints, or unethical practices within the organization anonymously or confidentially without fear of retaliation. https://www.veritasindia.net/admin/reportpdf/7.%20Vigil%20Mechanism%20and%20Whistleblower%20Policy.pdf	-	-	NA	-	-	NA
Customers	Yes, the Company has grievance mechanism in place, and the concerned aggrieved can raise the concern by writing to corp@veritasindia.net	-	-	NA	-	-	NA
Value Chain Partners	Yes, the Company has grievance mechanism in place, and the concerned aggrieved can raise the concern by writing to corp@veritasindia.net	-	-	NA	-	-	NA

26. **Overview of the entity's material responsible business conduct 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[1]**

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Labor Practices	Risk	Robust labour practices underpin a healthy workplace culture and shield the company from legal risks. Ensuring strict compliance with labour laws, swiftly addressing employee grievances, and upholding fair working conditions are vital for our longterm viability. Failure in any of these areas can incur regulatory penalties, tarnish our reputation, and undermine staff morale.	To mitigate these risks, the Company has introduced a suite of measures: we operate as an equal opportunity employer to prevent discrimination in recruitment and career progression, maintain clear grievance redress and whistle-blower procedures so that concerns are raised and resolved promptly, provide comprehensive health and accident insurance to safeguard employee welfare, and rigorously adhere to both local and international labour regulations to ensure ongoing compliance.	Negative *There was no negative financial impact for the reporting year 2024-25
2.	Cyber Security	Risk	Cybersecurity threats present critical risks to the Company, including data breaches, financial losses, and operational disruptions. In an increasingly digital environment, protecting sensitive information and ensuring system integrity are essential for safeguarding assets and maintaining the confidence of clients, partners, and stakeholders.	To address these challenges, the Company has implemented a comprehensive IT security policy supported by a multi-layered cybersecurity strategy. Employees are required to promptly report any suspected security incidents to the IT Security Manager, reinforced by periodic phishing simulations. Vendor access to the Company's systems or data is strictly controlled through pre-contract security risk assessments, and formal data-sharing agreements are in place to ensure information security. Additionally, the Company has developed and routinely updates an Incident Response Plan designed to effectively manage and contain cybersecurity incidents, ensuring a swift and coordinated response.	Negative *There was no negative financial impact for the reporting year 2024-25

[1] Material issues identified are referred from the Sustainability Accounting Standards Board (SASB) 2023-24 version. SASB Standards are maintained and enhanced by the International Sustainability Standards Board (ISSB). This follows the SASB's merger with the International Integrated Reporting Council (IIRC) into the Value Reporting Foundation (VRF) and subsequent consolidation into the IFRS® Foundation in 2022. The latest standards have been accessed at https://sasb.ifrs.org/ on 16th July, 2025 at 16:40 IST

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3.	Greenhouse Gas Emission	Risk	Climate change presents material risks for a chemical trading and distribution company, especially due to greenhouse gas (GHG) emissions generated across its operations and extended value chain. While the company's direct emissions are a concern, a significant portion arises from logistics and distribution activities managed by third-party service providers. Unchecked, these emissions can lead to regulatory non-compliance, reputational harm, and missed opportunities for operational efficiency and innovation.	The Company has undertaken small-scale initiatives, starting with the installation and maintenance of a rooftop solar panel system to generate clean energy. During the reporting period, a total of 16,980 joules of electricity was generated through this system. In addition, a rooftop garden has been developed to improve insulation, reduce heat absorption, and contribute to a greener and more energy-efficient environment.	Negative *There was no negative financial impact for the reporting year 2024-25
4.	Supply Chain Management	Opportunity	Effective supply chain management offers a strong opportunity for the Company to boost operational efficiency and support long-term strategic objectives. By refining supply chain processes, the Company can enhance delivery reliability and speed, reduce costs, and improve inventory control. Leveraging advanced technologies such as automation and data analytics can enable more accurate demand forecasting, streamlined logistics, and stronger supplier engagement. A well optimized supply chain also improves the Company's responsiveness to market dynamics and evolving customer expectations. Furthermore, investing in sustainable supply chain practices can reduce environmental impact and align operations with global sustainability standards, positioning the Company to appeal to environmentally conscious clients and partners.	NA	Positive

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions			P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes											
1.	a.	Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	No	Yes	Yes	Yes	No	Yes	Yes	Yes
	b.	Has the policy been approved by the Board? (Yes/No)	Yes	No	Yes	Yes	Yes	No	Yes	Yes	Yes
	c.	Web Link of the Policies, if available									

Sr. No.	Name of policy	Link to Policy	Which Principles each policies goes into
1	Corporate Social Responsibility Policy	https://www.veritasindia.net/admin/reportpdf/1.%20Corporate%20Social%20Responsibility.pdf	P4, P8
2	Risk Management Policy	https://www.veritasindia.net/admin/reportpdf/Risk%20Management%20Policy.pdf	P1
2	Policy for preservation of Documents	https://www.veritasindia.net/admin/reportpdf/2.%20Policy-on-preservation-of-documents.pdf	P1
3	Policy for determination of materiality of events or information	https://www.veritasindia.net/admin/reportpdf/3.%20Determination%20of%20Materiality%20of%20Events%20or%20Information%20Policy.pdf	P1, P4
4	Policy on the Diversity of the Board of Directors	https://www.veritasindia.net/admin/reportpdf/4.%20Diversity%20of%20the%20Board%20of%20Directors%20Policy.pdf	P1
5	Policy on Related Party Transactions	https://www.veritasindia.net/admin/reportpdf/5.%20Policy%20on%20Related%20Party%20Transactions.pdf	P1, P4, P7
6	Web Archival Policy	https://www.veritasindia.net/admin/reportpdf/6.%20Web%20Archival%20Policy.pdf	P1
7	Vigil Mechanism/ Whistle blower Policy	https://www.veritasindia.net/admin/reportpdf/7.%20Vigil%20Mechanism%20and%20Whistleblower%20Policy.pdf	P1
8	Policy on determining material subsidiaries	https://www.veritasindia.net/admin/reportpdf/8.%20Determining%20Material%20Subsidiaries%20Policy.pdf	P1
9	Code of Practices and Procedures for Unpublished Price Sensitive Information	https://www.veritasindia.net/admin/reportpdf/9.%20Code%20of%20Practices%20and%20Procedures%20for%20Fair%20Disclosure%20of%20UPSI.pdf	P1
10	Dividend distribution policy	https://www.veritasindia.net/admin/reportpdf/10.%20Dividend%20Distribution%20Policy.pdf	P3, P4

Sr. No.	Name of policy	Link to Policy	Which Principles each policies goes into
11	Code of Conduct for Board & Senior Management	https://www.veritasindia.net/admin/reportpdf/Code%20of%20Conduct-%20CI%2049-VIL.pdf	P1
12	Familiarization program for Independent Directors	https://www.veritasindia.net/admin/reportpdf/Familiarisation-Programme-for-Independent-Director.pdf	P1
13	IT Security documentation Policy	Available internally	P9
14	Code on Prevention of Insider Trading and fair disclosure	https://www.veritasindia.net/admin/reportpdf/NEW%20Code%20for%20Prevention%20of%20Insider%20Trading-%20VIL.pdf	P1, P4, P7
15	Nomination & Remuneration Policy	https://www.veritasindia.net/admin/reportpdf/Nomination%20and%20Remuneration%20Policy.pdf	P3, P4
16	Employee Handbook	Available internally	P3
17	Company Mediclaim and Accident Insurance Policy	Available internally	P3, P5
18	Anti - Sexual Harassment Policy	Available internally	P5
19	Work Timings Policy	Available internally	P3
20	Leave Policy	Available internally	P3
21	Travel Policy	Available internally	P3
22	Company Mobile, sim card and data card policy	Available internally	P9

2.	**Whether the entity has translated the policy into procedures. (Yes / No)**	Yes	No	Yes	Yes	Yes	No	Yes	Yes	Yes
3.	**Do the enlisted policies extend to your value chain partners? (Yes/No)**	No								
4.	**Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.**	The Company currently does not have any certifications or any national or international codes, labels, or standards. However, we are actively exploring options and assessing the feasibility of obtaining relevant certifications in the future.								
5.	**Specific commitments, goals and targets set by the entity with defined timelines, if any.**	The Company is initiating its ESG journey by laying the groundwork for a data-driven strategy. While the specific goals are yet to be established, the Company is committed to tracking its progress and sharing updates with key stakeholders. This early focus on transparency and responsible operations sets the stage for future goal-setting and demonstrates the company's dedication to managing risks, ensuring profitability, and operating ethically as it continues to develop its ESG approach.								
6.	**Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.**									

Governance, leadership and oversight

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

Veritas (India) Limited is firmly dedicated to embedding environmental, social, and governance (ESG) principles into its core business strategy. The company views ESG integration as vital not only to its long-term success but also to the health of the planet and society at large. Acknowledging the influence its operations have on the environment, workforce, communities, and stakeholders, Veritas aims to reduce its environmental impact and manage potential adverse effects responsibly.

Environmental sustainability remains a key focus area. The company strives to improve energy efficiency and introduce innovative engineering solutions to minimize energy use and waste generation. It actively encourages the shift toward renewable energy and energy-efficient technologies to reduce greenhouse gas emissions, reinforcing its vision for a more sustainable future.

Veritas also recognizes that the well-being of its employees, communities, and society is integral to its progress. It maintains a strong emphasis on employee health and safety through robust safety systems and ongoing enhancements to workplace practices. Furthermore, the company is committed to fostering a diverse, equitable, and inclusive work culture that values differing viewpoints. By investing in employee development, Veritas empowers its people to contribute meaningfully to the organization and beyond.

Governance is a cornerstone of Veritas's operations. The company adheres to the highest standards of ethics, integrity, and transparency, and ensures compliance with all applicable laws, regulations, and global benchmarks. Engaging with stakeholders is a key priority, with Veritas promoting open communication and collaboration to understand and respond to their concerns.

Through its strong ESG focus, Veritas (India) Limited aims to generate long-term value for shareholders, employees, customers, and the wider community. It is committed to making responsible choices, driving innovation, and applying its technical capabilities to enable positive change. This ESG commitment is central to the company's mission of building a sustainable future and contributing meaningfully to the well-being of both the environment and society.

- Mr. Rajaram Shanbhag, CFO (DIN: 06938078)

8.	**Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).**	Name: Mr. Rajaram Shanbhag, CFO. DIN: 06938078 Contact No: +91 8879657909. Email id: rajaram.s@groupeveritas.com
9.	**Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.**	Currently, the Company does not have a dedicated Committee or Director for sustainability issues. However, we are actively exploring the establishment of such a role to enhance our sustainability oversight and governance.

10. Details of Review of NGRBCs by the Company:																		
Subject for Review	**Indicate whether review was under taken 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	The Board and its committees track and evaluate performance against all its policies diligently. Further regular follow-up actions are taken to ensure continuous improvement and alignment with the Company's commitments.									As and when required								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	There were no instances of operational non-compliances reported during the year. The Board of Directors oversees compliance with relevant statutory requirements.									As and when required								

	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	Yes, Dhir & Dhir Associates, an eminent law firm, conducted an evaluation to assess the implementation and effectiveness of policies. The evaluation primarily focused on the effectiveness of policy execution. Moreover, the policies undergo periodic evaluations and revisions led by department heads and business heads, followed by approval from the management or board.								

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

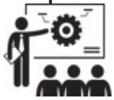
Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)	NA	No	NA	NA	NA	No	NA	NA	NA
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	NA	No	NA	NA	NA	No	NA	NA	NA
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	NA	No	NA	NA	NA	No	NA	NA	NA
It is planned to be done in the next financial year (Yes/ No)	NA	Yes	NA	NA	NA	Yes	NA	NA	NA

SECTION C: PRINCIPLE-WISE PERFORMANCE DISCLOSURE

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

Essential Indicators

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

Segment	Total Number of training and awareness programmes held	Topics/ principles covered under the training and its impact 	% age of persons in respective category covered by the awareness programmes
Board of Directors	-	NA	NA
Key Managerial Personnel	-	NA	NA
Employees other than BoD and KMPs	-	NA	NA
Workers	NA as there are no workers		

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

Monetary					
	NGRBC Principle	**Name of the regulatory/ enforcement agencies/ judicial institutions**	**Amount (in INR)**	**Brief of the Case**	**Has an appeal been preferred? (Yes/No)**
Penalty/Fine	P1	SEBI	5000	Non-Compliance with disclosure for related party transaction on consolidation.	No
Penalty/Fine	P1	Commissioner of Income Tax	7,74,84,140**	Addition with respect to - Disallowance of 10AA - 47534473/- Disallowance u/s 69C - 39412072/-	Yes
Penalty/Fine	P1	Commissioner of Income Tax	7,96,12,021**	Addition with respect to - Disallowance of 10AA - 78481701/- Disallowance u/s 69C - 39154899/-	Yes

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (in INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine	P1	GST	71,64,964*	DRC-07 order passed on 30/08/2024 disallowance of i) Financial guarantee Obligation to WOS ii) LC commission received from WOS on Financial guarantee iii) Ineligible ITC u/s 17(5) blocked credit iv) Interest on late payment to suppliers more than 180 days v) Interest on RCM non-payment.	Yes
Settlement	Nil				
Compounding Fee					
Non-Monetary					
Imprisonment	Nil				
Punishment					

*The amount stated refers to the demand raised by the regulatory body and not the amount paid. A pre-deposit of INR 3,36,126 has been made. The case is currently under appeal.

**The amount stated refers to the demand raised by the regulatory body and not the amount paid. The matter is currently under appeal.

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

Case Details	Name of the regulatory/enforcement agencies/ judicial institutions
Addition with respect to - Disallowance of 10AA - 47534473/- Disallowance u/s 69C - 39412072/-	Commissioner of Income Tax (Appeal)
Addition with respect to - Disallowance of 10AA - 78481701/- Disallowance u/s 69C - 39154899/-	Commissioner of Income Tax (Appeal)
DRC-07 order passed on 30/08/2024 disallowance of i) Financial guarantee Obligation to WOS ii) LC commission received from WOS on Financial guarantee iii) ineligible ITC u/s 17(5) blocked credit iv) interest on late payment to suppliers more than 180 days v) Interest on RCM non-payment.	GST Appeal

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

At present, the Company does not have a separate anti-corruption or anti-bribery policy. However, its Code of Conduct for the Board and Senior Management incorporates provisions that address anti-corruption and anti-bribery practices.

The Code of Conduct can be accessed via the following web link: https://www.veritasindia.net/admin/reportpdf/Code%20of%20Conduct-%20CI%2049- VIL.pdf

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

	FY 2024-25	FY 2023-24
Directors	-	-
KMPs	-	-
Employees	-	-
Workers	-	-

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

	FY 2024-25		FY 2023-24	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of conflict of interest of the Directors	-	NA	-	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	-	NA	-	NA

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

Not Applicable

8. Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured) in the following format:[2]

	FY 2024-25	FY 2023-24
Number of days of accounts payables	92.25	53.39

9. Open-ness of Business

Provide details of concentration of purchases and sales with trading houses, dealers and related parties along-with loans and advances & investments, with related parties, in the following format:[3]

Parameter	Metrics	FY 2024-25	FY 2023-24
Concentration of Purchases	**a. Purchases from Trading houses as % of total purchases**	-	-
	b. Number of trading houses where purchases and made from	-	-
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	-	-

[2] The above calculations are in accordance with Part B, Attribute 9 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

[3] The above calculations are in accordance with Part B, Attribute 9 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

Parameter	Metrics		FY 2024-25	FY 2023-24
Concentration of Sales	a.	Sales to dealers/distributors as % of total sales	-	-
	b.	Number of dealers/distributors to whom sales are made	-	-
	c.	Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	-	-
Share of RPTs in	a.	Purchases (Purchases with related parties/Total Purchases)	-	-
	b.	Sales (Sales to related parties/Total Sales)	-	-
	c.	Loans & advances (Loans & advances given to related parties/Total loans & advances)	99.97	99.94
	d.	Investments (Investments in related parties/Total Investments made)	99.60	97.37

Leadership Indicators

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

Total number of awareness programmes held	Topic/principles covered under the training	% age of value chain partners covered (by value of business done with such partners) that were assessed
The Company currently has not conducted any awareness programmes for their value chain partners, however the same shall be assessed and taken up in the future, if required.		

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.**

The Company has implemented measures to identify, prevent, and manage conflicts of interest among its Board members. Its comprehensive Code of Conduct for the Board and Senior Management outlines clear protocols to ensure that all decisions are taken objectively and in the best interest of the Company and its stakeholders.

The Code of Conduct is accessible via: https://www.veritasindia.net/admin/reportpdf/Code%20of%20Conduct-%20Cl%2049-VIL.pdf

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

Essential Indicators

1. **Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.**

	2024-25	2023-24	Details of Improvements in environmental and social impacts
R&D	Currently, the Company does not invest in R&D or capital expenditure (capex) specifically aimed at improving environmental and social impacts, but we will explore the requirement for such investments in the future.		
Capex			

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

The Company currently does not have any procedure for sustainable sourcing.

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

Not Applicable

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

Given the nature of the Company's business operations, the reclamation for reuse, recycling, or end-of-life disposal of plastics, e-waste, hazardous waste, or other waste materials is not applicable

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

Given the nature of the Company's business operations, Extended Producer Responsibility (EPR) does not apply to the Company.

Leadership Indicators

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

NIC Code	Name of Product/ Service	% of total Turnover Contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
The Company is not currently performing LCA, however the same shall be assessed and taken up in the future, if required.					

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

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

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2024-25	FY 2023-24
NA	NA	NA

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:**

	FY 2024-25			FY 2023-24		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	-	-	-	-	-	-
E-waste	-	-	-	-	-	-
Hazardous Waste	-	-	-	-	-	-
Other waste	-	-	-	-	-	-

Note: Given the nature of the Company's operations, the above data point is not applicable

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 percentage of products sold) for each product category
Not Applicable	

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

Essential Indicators

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

	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	8	1	12.50	1	12.50	-	-	8	100.00	-	-
Female	1	-	-	-	-	1	100.00	-	-	-	-
Total*	**9**	**1**	**11.11**	**1**	**11.11**	**1**	**100.00**	**8**	**100.00**	**-**	**-**
Other than Permanent Employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**

*Percentage of (D) – Maternity and Paternity benefit is calculated as 100% as per FAQs on BRSR issued by NSE dated May 10, 2024

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

	% of workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**
Other than Permanent Workers											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**

c. **Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format:[4]**

	FY 2024-25	FY 2023-24
Cost incurred on well-being measures as a % of total revenue of the company	0.012	0.003

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

Benefits	FY 2024-25			FY 2023-24		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	77.78	-	Yes	100.00	-	Yes
Gratuity	88.89	-	NA	100.00	-	NA
ESI	-	-	NA	-	-	NA

3. **Accessibility of workplaces**

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

Yes, The Company's premises are accessible to differently-abled employees and workers, in accordance with the Rights of Persons with Disabilities Act, 2016. The infrastructure includes entrance ramps and elevators to enable smooth movement across floors. The company remains committed to fostering an inclusive and accessible work environment and continues to evaluate and improve its facilities to accommodate the diverse needs of all its employees.

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

The Company upholds the principles of inclusivity and equal opportunity in its daily operations. While a formal equal Opportunity Policy aligned with the Rights of Persons with Disabilities Act, 2016 has not yet been adopted, we recognize its importance and aim to develop and implement such a policy in the future. In the meantime, the Company's Code of Conduct for Board Members and Senior Management includes an Equal Opportunity clause. It ensures fair treatment for all employees and qualified applicants, encourages diversity, complies with local labour laws, adopts global best practices, and promotes a workplace free from harassment. Employment decisions are based on merit, with a strong emphasis on privacy and respect.

The Code of Conduct is available at: https://www.veritasindia.net/admin/reportpdf/Code%20of%20Conduct-%20CI%2049-VIL.pdf

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

	Permanent Employees		Permanent workers	
Gender	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	During the reporting period, no parental leave was availed.			
Female				
Total				

[4] The above calculations are in accordance with Part B, Attribute 5 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Not Applicable
Other than Permanent Workers	
Permanent Employees	Yes, the Company has an established mechanism for receiving and addressing grievances, including a Whistle-blower Policy accessible to all employees. This policy enables employees to report concerns, complaints, or unethical practices within the organization confidentially or anonymously, ensuring protection against any form of retaliation.
Other than Permanent Employees	Not Applicable

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

Category	FY 2024-25			FY 2023-24		
	Total employees / workers in respective category (A)	No. of employees/ workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees/ workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	9	-	-	18	-	-
Male	8	-	-	14	-	-
Female	1	-	-	4	-	-
Total Permanent Worker	**-**	**-**	**-**	**-**	**-**	**-**
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-

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

	FY 2024-25					FY 2023-24				
	Total (A)	On Health and Safety measures		On Skill upgradation		Total (D)	On Health and Safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
					Employees					
Male	8	-	-	-	-	14	-	-	-	-
Female	1	-	-	-	-	4	-	-	-	-
Total	**9**	**-**	**-**	**-**	**-**	**18**	**-**	**-**	**-**	**-**
					Workers					
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Total	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	8	8	100.00	14	-	-
Female	1	1	100.00	4	-	-
Total	**9**	**9**	**100.00**	**18**	**-**	**-**
Workers						
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-
Total	**-**	**-**	**-**	**-**	**-**	**-**

10. Health and safety management system:

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

The Company currently does not have a formal occupational health and safety management system in place. However, it is committed to developing and implementing such a system in the coming years.

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

At present, the Company does not have a formal policy for the regular identification of work-related hazards and risk assessment for both routine and non-routine activities.

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

Not Applicable as the Company does not have any workers.

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

Currently, the Company does not provide non-occupational medical and healthcare services to its employees. However, first aid facilities are available on-site, and nearby hospitals are accessible for further medical assistance.

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

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

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

The Company ensures a safe and healthy work environment by enforcing strict safety measures, such as fire alarms, clearly marked emergency exit routes, and readily available fire extinguishers.

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

	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	-	-	NA	-	-	NA
Health & Safety	-	-	NA	-	-	NA

14. Assessments for the year:

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

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

Not applicable, as the Company did not conduct any assessments of health and safety practices and working conditions during the reporting period:

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).

The Company offers Mediclaim and compensatory benefits to employees in case of accidents. However, life insurance or a compensatory package in the event of an employee's death is not currently provided, though the Company intends to introduce such benefits in the coming years.

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

The Company currently does not have a system in place to deduct and deposit statutory dues through its value chain partners.

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

	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
Employees	-	-	-	-
Workers	NA	NA	NA	NA

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

Yes, the Company offers transition assistance programs by retaining retired employees on a contractual basis.

5. **Details on assessment of value chain partners:**

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

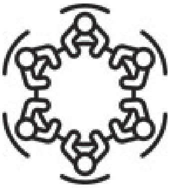
6. **Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.**

Not applicable, as the Company did not carry out any assessment of its value chain partners during the reporting year.

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders

Essential Indicators

1. **Describe the processes for identifying key stakeholder groups of the entity.**



The Company's stakeholder engagement process involves identifying key internal and external stakeholders and evaluating their impact on the business, and vice versa. Based on this assessment, the Company prioritizes stakeholders to better understand their expectations and concerns. Ongoing interactions through multiple channels have helped strengthen relationships and enhance strategic planning.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community, Meetings, Notice Board, Website, Other)	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders	No	Newspaper, Mail, Website	Quarterly	Quarterly Result, Annual General Meeting (AGM), Investor Education and Protection Fund (IEPF)
Customers	No	Mail, telephone	As and when required	Business related queries
Government/ Competent Authorities	No	Mail	As and when required	Submissions of compliances and receipt of approvals, replies to queries
Employees	No	Mail	As and when required	Update on policies, Trainings, Employee engagement initiatives.
Communities	Yes	Newspaper, Mail, Website	As and when required	Requisite engagement under CSR objective

Leadership Indicators

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

   The Company currently does not have formal processes in place for stakeholder consultation with the Board on economic, environmental, and social matters.

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.**

   While the Company currently does not have a formal stakeholder consultation process for identifying and managing environmental and social issues, it recognizes the value of such engagement and aims to strengthen this aspect in the future.

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

   There were no such instances recorded during the reporting period. However, the Company's CSR initiatives are designed to support disadvantaged and marginalized communities. These initiatives are carefully aligned with the Company's CSR Policy, ensuring that projects address the needs of vulnerable groups.

PRINCIPLE 5: Businesses should respect and promote human rights

Essentials Indicators

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	9	-	-	18	18	100.00
Other than permanent	-	-	-	-	-	-
Total Employees	**9**	**-**	**-**	**18**	**18**	**100.00**
Workers						
Permanent	-	-	-	-	-	-
Other than permanent	-	-	-	-	-	-
Total Workers	**-**	**-**	**-**	**-**	**-**	**-**

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

Category	FY 2024-25					FY 2023-24				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	9	-	-	9	100.00	18	-	-	18	100.00
Male	8	-	-	8	100.00	14	-	-	14	100.00
Female	1	-	-	1	100.00	4	-	-	4	100.00
Other than Permanent	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Workers										
Permanent	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Other than Permanent	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-

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

a. **Median remuneration/wages:**

	Male		Female	
	Number	Median remuneration/ Salary/ Wages of respective category (in Rupees)	Number	Median remuneration/ Salary/ Wages of respective category (in Rupees)
Board of Directors (BoD)	4	Note	1	Note
Key Managerial Personnel	2*	1,05,00,000	-	-
Employees other than BOD and KMP	7	4,70,400	1	2,92,500
Workers	-	-	-	-

Note: By virtue of an internal arrangement within the Swan Group, the remuneration for the Board of Directors is paid by the Group entity.

*Among the Key Managerial Personnel (KMP), only the CFO is remunerated by Veritas. The Company Secretary, Mr. Arun Agarwal, who also serves as the Director, is compensated by the Group entity.

b. **Gross wages paid to females as % of total wages paid by the entity, in the following format:[5]**

	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages	2.00*	12.00

*For FY 2024–25, the gross wages paid to female employees as a percentage of total wages has been calculated based on monthly wages rather than annual wages.

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

Yes, the HR Head currently serves as the primary point of contact for addressing human rights impacts or issues caused or contributed to by the business, with a view to strengthening this role further over time.

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

Yes, the Company has mechanisms in place to address grievances related to human rights issues. Employees are encouraged to initially raise concerns with their immediate supervisors, and if unresolved, escalate them to the Human Resources department. Additionally, the Whistle-blower Policy enables employees to report concerns anonymously or confidentially, ensuring protection against retaliation. The Company remains committed to strengthening these mechanisms over time.

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

	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual harassment	-	-	NA	-	-	NA
Discrimination at workplace	-	-	NA	-	-	NA
Child Labour	-	-	NA	-	-	NA
Forced Labour/ Involuntary Labour	-	-	NA	-	-	NA
Wages	-	-	NA	-	-	NA
Other Human Rights related issues	-	-	NA	-	-	NA

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:[6]

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

[5] The above calculations are in accordance with Part B, Attribute 6 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

[6] The above calculations are in accordance with Part B, Attribute 6 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

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

The Company has put in place strong measures to safeguard complainants from adverse consequences in cases of discrimination and harassment. The POSH (Prevention of Sexual Harassment) policy ensures that such complaints are handled with confidentiality and care through a clear resolution process. The Whistle-blower Policy enables employees to report unethical conduct or violations without fear of retaliation. Additionally, the Code of Conduct outlines expected behaviour and provides a framework for addressing breaches, fostering a respectful and inclusive work environment. Together, these mechanisms ensure that individuals can raise concerns safely, with their rights protected throughout the process.

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

Currently, human rights requirements are not included in our business agreements and contracts. However, the Company is actively exploring the integration of such provisions in future agreements to reinforce its commitment to human rights and promote their adherence across all business operations.

10. Assessments for the year:

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

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

Not applicable, as the Company did not conduct any assessments during the reporting period

Leadership Indicators

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

During the reporting year, the Company did not receive any grievances or complaints related to human rights, suggesting that its business operations and workplace practices are effectively aligned with human rights standards.

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

The Company currently does not conduct human rights due diligence. However, it recognizes its significance and is open to evaluating its relevance and exploring implementation in the future.

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

Yes, the Company's premises are accessible to differently abled individuals in accordance with the Rights of Persons with Disabilities Act, 2016. The facilities are equipped with features such as entrance ramps and elevators to support easy mobility. The Company remains committed to maintaining an inclusive and accessible environment and continues to evaluate and upgrade its infrastructure to meet the needs of all differently abled visitors.

4. **Details on assessment of value chain partners:**

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

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

Not Applicable, as the Company did not conduct any assessment of value chain partners during the reporting year.

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

Essential Indicators

1. **Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:**[7]

Parameter	FY 2024-25 (In Mega joules)	FY 2023-24 (In Mega joules)
From renewable sources		
Total electricity consumption (A)	**0.017**	**-**
Total fuel consumption (B)	**-**	**-**
Energy consumption through other sources (C)	-	-
Total Energy consumption from renewable sources (A+B+C)	**0.017**	**-**
From non-renewable sources		
Total electricity consumption (D)	**1,59,019.20**	**1,55,142.00**
Total fuel consumption (E)	**39,915.36**	**35,757.51**
Energy consumption through other sources (F)	-	-
Total Energy consumption from non-renewable sources (D+E+F)	**1,98,934.56**	**1,90,899.51**
Total energy consumed (A+B+C+D+E+F)	**1,98,934.56**	**1,90,899.51**
Energy intensity per rupee of turnover (Total energy consumption/ Revenue from Operations) – MJ/Rupees	0.000062	0.000078
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)[8] (Total energy consumed / Revenue from operations adjusted for PPP)– MJ/USD	0.0013	0.0017
Energy intensity in terms of physical output[9] - MJ/FTE	21,136.80	10,269.91
Energy intensity per Employee – MJ/Employee	22,103.84	10,605.53

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

[7] The above calculations are in accordance with Part B, Attribute 3 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

[8] The above calculations are in accordance with Part A, Section 1(I) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

[9] The above calculations are in accordance with Part A, Section 1(II) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

No external review or independent analysis has been conducted to evaluate the Company's operations, performance, or compliance with applicable standards and regulations.

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

No, the facilities at Veritas India Limited do not fall under the scope of the Perform, Achieve, and Trade (PAT) Scheme initiated by the Government of India.

3. Provide details of the following disclosures related to water, in the following format:[10]

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	3,800.00	3,600.00
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	**3,800.00**	**3,600.00**
Total volume of water consumption (in kilolitres)	1,520.00	1,425.00
Water intensity per rupee of turnover (Water consumed / Revenue from operations) – KL/Rupee	0.00000047	0.00000058
Water Intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)[11] (Total water consumption / Revenue from operations adjusted for PPP) – KL/USD	0.000010	0.000013
Water intensity in terms of physical output[12] - KL/FTE	161.50	76.66
Water intensity per Employee – KL/Employee	168.89	79.17

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

No external review or independent analysis has been conducted to evaluate the Company's operations, performance, or compliance with applicable standards and regulations.

[10] The above calculations are in accordance with Part B, Attribute 2 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

[11] The above calculations are in accordance with Part A, Section 1(I) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

[12] The above calculations are in accordance with Part A, Section 1(II) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

4. Provide the following details related to water discharged

Parameter	FY 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	-	-
- No treatment		
- With treatment – please specify level of treatment		
(ii) To Groundwater	-	-
- No treatment		
- With treatment – please specify level of treatment		
(iii) To Seawater	-	-
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment	2,280.00	2,175.00
- With treatment – please specify level of treatment	-	-
(v) Others	-	-
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)	**2,280.00**	**2175.00**

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

No external review or independent analysis has been conducted to evaluate the Company's operations, performance, or compliance with applicable standards and regulations.

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

Considering the nature of operations, the Company has not implemented a Zero Liquid Discharge (ZLD) mechanism.

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

Parameter	Please specify unit	FY 2024-25	FY 2023-24
NOx		Given the nature of the Company's operations, none of the specified air emission parameters are applicable.	
SOx			
Particulate matter (PM)			
Persistent organic pollutants (POP)			
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others – please specify			

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

No external review or independent analysis has been conducted to evaluate the Company's operations, performance, or compliance with applicable standards and regulations.

7. **Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:**[13]

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO_2 equivalent	1.70	1.55
Total Scope 2 emissions[14] (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO_2 equivalent	32.11	30.86
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes of CO_2 equivalent / Rupees	0.000000010	0.000000013
Total Scope 1 and Scope 2 emissions per rupee of turnover adjusted for Purchasing Power Parity (PPP)[15] (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Metric tonnes of CO_2 equivalent / USD	0.00000022	0.00000030
Total Scope 1 and Scope 2 emissions intensity in terms of physical output[16]	Metric tonnes of CO_2 equivalent/FTE	3.59	1.74
Total Scope 1 and Scope 2 emission intensity per Employee	Metric tonnes of CO_2 equivalent/Employee	3.76	1.80

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

No external review or independent analysis has been conducted to evaluate the Company's operations, performance, or compliance with applicable standards and regulations.

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

The Company has undertaken small-scale initiatives to support environmental sustainability and reduce greenhouse gas emissions. A rooftop solar panel system is maintained at the premises. During the reporting period, a total of 16,980 joules of electricity was generated through this system.

Additionally, a rooftop garden has been developed to enhance insulation, reduce heat absorption, and contribute to a greener environment.

[13] The above calculations are in accordance with Part B, Attribute 1 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

[14] The above calculations as per the updated emission factors provided in the CO_2 Baseline Database for the Indian Power Sector – User Guide, Version 20.0, December 2024, published by the Central Electricity Authority, Ministry of Power, Government of India.

[15] The above calculations are in accordance with Part A, Section 1(I) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

[16] The above calculations are in accordance with Part A, Section 1(II) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

9. Provide details related to waste management by the entity, in the following format:[17]

Parameter	FY 2024-25	FY 2023-24
Total Waste generated (in metric tonnes)		
Plastic waste (A)	0.72	0.72
E-waste (B)	0.06	0.06
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	0.20	0.20
Battery waste (E)	0.01	0.01
Radioactive waste (F)	-	-
Other Hazardous waste. Please Specify, if any. (G)	-	-
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	-	-
Total (A+B + C + D + E + F + G + H)	**0.99**	**0.99**
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) - MT/Rupees	0.00000000031	0.00000000040
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)[18] (Total waste generated / Revenue from operations adjusted for PPP) - MT/USD	0.0000000063	0.0000000090
Waste intensity in terms of physical output[19] - MT/FTE	0.11	0.053
Waste intensity per Employee - MT/Employee	0.11	0.055
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled (Oil and Plastic)	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	**-**	**-**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste – Plastic, E-waste, Construction and demolition waste, Battery waste		
(i) Incineration	-	-
(ii) Landfilling	0.99	0.99
(iii) Other disposal operations	-	-
Total	**0.99**	**0.99**

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

[17] The above calculations are in accordance with Part B, Attribute 4 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

[18] The above calculations are in accordance with Part A, Section 1(I) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

[19] The above calculations are in accordance with Part A, Section 1(II) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

No external review or independent analysis has been conducted to evaluate the Company's operations, performance, or compliance with applicable standards and regulations.

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

The Company's operations do not generate hazardous or toxic waste; therefore, a hazardous waste management practice is not applicable.

11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:

Sr. No.	Location of operations/ offices	Types of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
The Company is not currently operating in any ecologically sensitive areas.			

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes /No)	Relevant Web link
Not Applicable					

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

Serial Number	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective taken, if any action
Yes, the Company is compliant with the applicable environmental laws/ regulations/ guidelines in India. There were no material non-compliances reported by the Company in the financial year.				

Leadership Indicators

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

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

(i) Name of the area

(ii) Nature of operations

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

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	Not Applicable	
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres)		
Total volume of water consumption (in kilolitres)		
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 kilolitres)		
(i) Into Surface water	Not Applicable	
- No treatment		
- With treatment – please specify level of treatment		
(ii) Into Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) Into Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		

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

No external review or independent analysis has been conducted to evaluate the Company's operations, performance, or compliance with applicable standards and regulations.

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

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available) (Limited)	Metric tonnes of CO_2 equivalent	0.028	0.028
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO_2 equivalent / Rupees	0.0000000000085	0.00000000011
Total Scope 3 emission intensity per Employee	Metric tonnes of CO_2 equivalent/ Employee	0.0031	0.0015

Note: Scope 3 has been calculated on a limited basis, considering only the waste generated during operations.

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

No external review or independent analysis has been conducted to evaluate the Company's operations, performance, or compliance with applicable standards and regulations.

3. **With respect to the ecologically sensitive areas reported at Question 11 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 Company is not currently operating in any ecologically sensitive areas.

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:**

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Rooftop solar panel system	The Company has undertaken small-scale initiatives to support environmental sustainability and reduce greenhouse gas emissions. A rooftop solar panel system is maintained at the premises.	During the reporting period, a total of 16,980 joules of electricity was generated through this system.
2.	Rooftop garden	The Company has undertaken small-scale initiatives to support environmental sustainability and reduce greenhouse gas emissions. A rooftop garden has been maintained.	Enhanced insulation, reduced heat absorption, and contributing to a greener environment

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

At present, the Company does not have a formal disaster management plan in place. However, it acknowledges the importance of such a plan for effectively handling potential emergencies and disruptions and aims to develop one in the future.

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?**

The Company has not undertaken any mitigation or adaptation measures as of yet.

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

The Company is not currently assessing its value chain partners for environmental impacts.

8. How many Green Credits have been generated or procured[20]:

a. **By the listed entity** – Nil

b. **By the top ten (in terms of value of purchases and sales, respectively) value chain partners** – Nil

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.

The Company has four (4) affiliations with trade and industry chambers/associations.

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

Sr. No	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Food Safety and Standards Authority of India (FSSAI)	National
2	Bombay Chamber of Commerce & Industry	National
3	Federation of Indian Export Organisations (FIEO)	National
4	The Chemical & Alkali Merchants Association	National

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

Name of authority	Brief of the case	Corrective active taken
	NIL	

Leadership Indicators

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

Sr. No	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, If available
		The Company does not engage in any public policy advocacy.			

[20] The above disclosure is made as per the SEBI circular SEBI/HO/CFD/CFD-PoD-1/P/CIR/2025/42 dt. 28th March 2025.

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

Essential Indicators

1. **Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.**

Name and Brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web Link
As the Company does not undertake projects that require Social Impact Assessments, this is not applicable					

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

Sr. No	Name of Project for which R&R is ongoing	State	District	No. pf Project Affected Families (PAFs)	5 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.**

Yes, the Company has a grievance mechanism in place, and individuals can raise their concerns by writing to corp@veritasindia.net.

4. **Percentage of input material (inputs to total inputs by value) sourced from suppliers:[21]**

	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/ small producers	-	-
Directly from within India	-	-

5. **Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost[22]**

Location	FY 2024-25	FY 2023-24
Rural	-	-
Semi-Urban	-	7.04
Urban	-	0.52
Metropolitan	100.00	92.44

[21] The above calculations are in accordance with Part B, Attribute 7 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

[22] The above calculations are in accordance with Part B, Attribute 7 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

Leadership Indicators

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

Details of 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)
Not Applicable			

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

   No, the Company does not have a preferential procurement policy.

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

   Not applicable, as the Company does not procure from marginalized/ vulnerable group.

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

   Not applicable, since the Company does not procure from marginalized/ vulnerable group

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

Sr. 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 the case	Corrective Action taken
Not Applicable		

6. **Details of beneficiaries of CSR Projects:**

Sr. No	CSR Project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalized groups
1	Child Literacy and mid-day meal	1200	Not ascertainable

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

Essential Indicators

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

   Operating in the B2B sector, the Company ensures that customer grievances are addressed promptly and efficiently. Although complaints are infrequent, any concerns that do arise are immediately attended to and can be reported via corp@veritasindia.net.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	-
Safe and responsible usage	-
Recycling and/or safe disposal	-

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

	FY 2024-25			FY 2023-24		
	Received during the Year	Pending resolution at end of year	Remarks	Received during the Year	Pending resolution at end of year	Remarks
Data Privacy	-	-	NA	-	-	NA
Advertising	-	-	NA	-	-	NA
Cyber-security	-	-	NA	-	-	NA
Delivery of essential services	-	-	NA	-	-	NA
Restrictive Trade Practices	-	-	NA	-	-	NA
Unfair Trade Practices	-	-	NA	-	-	NA
Other	-	-	NA	-	-	NA
Total	**-**	**-**	**NA**	**-**	**-**	**NA**

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

	Number	Reasons for recall
Voluntary recalls	-	NA
Forced recalls	-	NA

5. **Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy**

   Yes, the Company has implemented a comprehensive Cyber Security Policy that outlines clear guidelines for managing and mitigating cyber risks. The policy is readily accessible to all employees through the Company's intranet.

6. **Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.**

   Not Applicable

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

   a. **Number of instances of data breaches**

      NIL, there have not been any such instances during the reporting period

   b. **Percentage of data breaches involving personally identifiable information of customers**[23]

      NIL, there have not been any such instances during the reporting period

[23] The above calculations are in accordance with Part B, Attribute 8 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

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 available).**

   Information about the Company's products and services is available on the official website: https://www.veritasindia.net/index.php.

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

   The Company provides customers with Material Safety Data Sheets (MSDS) to ensure safe and responsible product use. Additional information on the safe use of its products and services is available on the official website: https://www.veritasindia.net/index.php.

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

   The Company actively communicates with its customers through email and phone calls to inform them of any potential risks related to service disruptions or discontinuation of essential services.

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

   The Company strictly adheres to all mandatory product labelling requirements. However, it does not voluntarily disclose any additional product information beyond what is legally required. The Company does not carry out any survey with regard to consumer satisfaction.

The initiatives taken by Veritas align with many UNSDGs. The alignment of these initiatives with the NGRBC principles & UNSDGs is as follows[24]:

SDG 2: Zero Hunger (BRSR P8)

As part of its CSR commitment, the Company contributes to initiatives that promote the holistic development of children by offering mid-day meals to 1200 children.

SDG 4: QUALITY EDUCATION (BRSR P8)

As part of its CSR commitment, the Company contributes to initiatives that promote the holistic development of children by providing education to 1200 children.

SDG 5: GENDER EQUALITY (BRSR P3, BRSR P4 & BRSR P5)

The Company, as outlined in the Code of Conduct for the Board Members and Senior Management, is an Equal Opportunity Employer. It ensures equal opportunities for all employees and qualified applicants, promotes diversity, adheres to local labour laws, adopts international best practices, and maintains a harassment-free work environment, with decisions based on merit and respect for privacy.

SDG7: AFFORDABLE AND CLEAN ENERGY, AND SDG 13: CLIMATE ACTION (BRSR P6)

The Company has taken small-scale steps by installing and maintaining a rooftop solar panel system to generate clean and renewable energy. Although modest in scope, this initiative helps lower greenhouse gas emissions. It supports Sustainable Development Goal 7, Affordable and Clean Energy, by encouraging the use of renewable energy, and Sustainable Development Goal 13, Climate Action, by promoting climate-friendly practices.

SDG 11: SUSTAINABLE CITIES AND COMMUNITIES

The Company has developed a rooftop garden to improve insulation, reduce heat absorption, and create a greener environment. This effort contributes to Sustainable Development Goal 11, Sustainable Cities and Communities, by enhancing urban environmental quality.

Abbreviations used

Sr. No.	Particulars
1.	ESG: Environmental, Social and Governance
2.	SDG: Sustainable Development Goals
3.	SASB: Sustainability Accounting Standards Board
4.	SEBI: Securities and Exchange Board of India
5.	BRSR: Business Responsibility & Sustainability Reporting
6.	ISSB : International Sustainability Standards Board

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