

# Business Responsibility and Sustainability Report

## Section A: General Disclosures

### I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L72900KA2000PLC026980
2	Name of the Listed Entity	Tejas Networks Limited
3	Year of incorporation	2000
4	Registered office address	J P Software Park, Plot No 25, Sy. No 13, 14,17,18 Konnapana Agrahara Village, Begur Hobli Bengaluru- 560100, Karnataka
5	Corporate address	J P Software Park, Plot No 25, Sy. No 13, 14,17,18 Konnapana Agrahara Village, Begur Hobli Bengaluru- 560100, Karnataka
6	E-mail	<a href="mailto:corporate@tejasnetworks.com">corporate@tejasnetworks.com</a>
7	Telephone	080-41796400
8	Website	<a href="http://www.tejasnetworks.com">www.tejasnetworks.com</a>
9	Financial year for which reporting is being done	FY 2023-2024 (April 01, 2023 to March 31, 2024)
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited and National Stock Exchange of India Limited
11	Paid-up Capital	₹ 173.98 crore (includes ₹ 3.27 crore of forfeited shares)
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	N R Ravikrishnan, General Counsel, Chief Compliance Officer & Company Secretary +91 80 41794608 <a href="mailto:ravikrishnanr@tejasnetworks.com">ravikrishnanr@tejasnetworks.com</a>
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	The disclosures under this report are made on a standalone basis, unless otherwise specified.
14	Name of the Assurance Provider	Not Applicable
15	Type of Assurance obtained	Not Applicable

### II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Communication Equipment	The company designs, develops and manufactures leading-edge wireless and wireline equipment used predominantly by telecom service providers, utilities, defence and government agencies worldwide. The company has commercialized a wide range of technologies and products for building end-to-end telecom networks that includes 4G/5G mobile broadband, multi-gigabit fiber broadband, terabit-scale optical transmission and high-capacity packet switches.	87.62
2	Communication Software	The company designs and develops software products that enable remote configuration, monitoring, provisioning and management of its products from a central, web-enabled platform. The company's software products can be either hosted on dedicated servers or on the public cloud.	0.53
3	Support Services towards Communication equipment and Services	The company offers a comprehensive portfolio of network services to its customers that includes installation and commissioning of its products, post-sale support, maintenance, upgrades and repair, product training, and network design advisory, audit and optimization services.	3.20



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

S. No.	Product/Service	NIC Code	% of total contributed
1	Manufacture of Communication Equipment	263	87.62
2	Communication Software	263	0.53
3	Support Services towards Communication equipment and Services	263	3.20

**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	1	9	10
International	Nil	9	9

**19. Markets served by the entity:**

## a. Number of locations

Locations	Number
National (No. of States)	28
International (No. of Countries)	75+

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

6% (excluding other operating revenue).

## c. A brief on types of customers

The company's customers include leading telecom operators, Internet Service Providers (ISP), Utilities (Power, Railway, Oil & Gas, Smart Cities) and Government & Defence agencies across the globe

**IV. Employees****20. Details as at the end of Financial Year: 2023-2024**

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

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>Employees</b>						
1.	Permanent (D)	1,843	1,574	85.40%	269	14.60%
2.	Other than Permanent (E)	1,273	1,207	94.82%	66	5.18%
3.	Total employees (D + E)	3,116	2,781	89.25%	335	10.75%
<b>Workers</b>						
4.	Permanent (F)		Not Applicable			
5.	Other than Permanent (G)					
6.	Total workers (F + G)					



## b. Differently abled Employees and workers:

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>Differently Abled Employees</b>						
1.	Permanent (D)	1	1	100%	0	0%
2.	Other than Permanent (E)	0	0	0%	0	0%
3.	Total differently abled employees (D + E)	1	1	100%	0	0%
<b>Differently Abled Workers</b>						
4.	Permanent (F)					
5.	Other than permanent (G)					
6.	Total differently abled workers (F + G)					
Not Applicable						

## 21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	1	17%
Key Management Personnel	4	0	0

## 22. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2023-2024			FY 2022-2023			FY 2021-2022		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	6.7%	6.0%	6.6%	17.9%	19.1%	18.0%	18.8%	23.8%	19.4%
Permanent Workers	Not Applicable								

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

Yes. The Company has one holding and five subsidiaries (including three step-down subsidiary) as on March 31, 2024. Refer to Form AOC-1 provided in this Annual Report for information on holding/subsidiary/ associate companies/ joint ventures.

## 23. (a) Names of Holding / Subsidiary / Associate Companies / Joint Ventures

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Panatone Finvest Limited	Holding Company	55.60	Yes
2	Tejas Communication Pte. Limited	Wholly Owned Subsidiary	100	Yes
3	Saankhya Labs Private Limited	Majority Owned Subsidiary	64.40	Yes
4	Saankhya Labs Inc.	Step-down subsidiary	64.40	Yes
5	Saankhya Strategic Electronics Private Limited	Step-down subsidiary	64.40	Yes
6	Tejas Communications (Nigeria) Limited	Step-down subsidiary	100	Yes



## VI. Corporate Social Responsibility Details

### 24. (i) Whether Corporate Social Responsibility is applicable as per section 135 of Companies Act, 2013: (Yes/No):

Yes\*

		As of March 31, 2024
(ii)	Turnover (in ₹ crore)	2,370.46
(iii)	Net worth <sup>#</sup> (in ₹ crore)	3,202.31

\* The Company is not obligated to make any contribution in respect of the Corporate Social Responsibility for the year ending March 31, 2024, in view of the average net loss before tax for the last 3 years is ₹ 11.48 crore based on the computation as per Section 135 of the Companies Act, 2013

## VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2023-2024			FY 2022-2023		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes <a href="https://www.tejasnetworks.com/main-control/download/Whistle-blower-Policy.pdf">https://www.tejasnetworks.com/main-control/download/Whistle-blower-Policy.pdf</a>			Nil			
Shareholders	Yes <a href="https://scores.gov.in/scores/">https://scores.gov.in/scores/</a>			Nil			
Investors (other than shareholders)	Yes <a href="https://www.tejasnetworks.com/main-control/download/Whistle-blower-Policy.pdf">https://www.tejasnetworks.com/main-control/download/Whistle-blower-Policy.pdf</a> <a href="https://scores.gov.in/scores/">https://scores.gov.in/scores/</a>			Nil			
Employees and workers	Yes <a href="https://www.tejasnetworks.com/main-control/download/Whistle-blower-Policy.pdf">https://www.tejasnetworks.com/main-control/download/Whistle-blower-Policy.pdf</a>			Nil			
Customers	Yes <a href="https://www.tejasnetworks.com/main-control/download/Whistle-blower-Policy.pdf">https://www.tejasnetworks.com/main-control/download/Whistle-blower-Policy.pdf</a>			Nil			
Value Chain Partners	Yes <a href="https://www.tejasnetworks.com/main-control/download/Whistle-blower-Policy.pdf">https://www.tejasnetworks.com/main-control/download/Whistle-blower-Policy.pdf</a>			Nil			
Others (Please specify)				Not Applicable			



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

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

S. No.	Material identified issue	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	Product And Service Responsibility	O	Contribution towards a sustainable ecosystem.	-	Positive
2	Talent Management	R	The Company's R&D requires constant upgradation of high-end skills and research capabilities.	Enhanced investment in tools, system and content towards capability development.	Negative
3	Data Privacy And Security	R	Safeguarding of the enterprise data and also to fulfil the contractual responsibility to customers. The increasing landscape of data privacy laws across the globe also possess a risk of penalties on non-compliances and reputational loss.	Enhanced cyber security measures like robust processes, policies, and awareness and sensitization programs.	Negative
4	Ethical And Transparent Business Conduct	R	Ethical behavior is critical for the success of all companies and any such unethical behavior will be risks, which can result in reputation loss and damage to stakeholder trust and business disruption.	Periodical internal reviews, audit and presentations on changes introduced by regulators.	Negative
5	GHG Emissions And Energy Management	R	Climate change is a threat to the Company's infrastructure that may disrupt operations and potentially impact the safety and well-being of employees.	Business continuity policy and emergency response plans are in place.	Negative
6	Responsible Procurement	R	The Company's emphasis on sustainable supplier may impact cost, time and availability.	Planning and supporting existing suppliers to embrace sustainability.	Negative
		O	The Company emphasis on sustainability for furthering ESG compliance.		Positive
7	Health & Safety	R	The Company's emphasis on providing safe environment may impact cost, time and availability.	Periodic awareness to employees on health and safety Organizing safety camps for employee well being.	Negative
8	Water & Waste	R	Aligning with the principle of reducing resource use. Setting goals for better water management.	Reduction of waste by awareness and responsible disposal leading to recycling. Water treatment facilities are established to ensure water treatment, recycling and recharge.	Negative
9	CSR	O	As a part of the Company's commitment to society, comprehensive interventions are undertaken in education, healthcare, and the environment.		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
<b>Policy and management processes</b>									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
<b>Code of Conduct Whistle blower policy</b> <a href="https://www.tejasnetworks.com/main-control/download/Code-of-Conduct-and-Ethics.pdf">https://www.tejasnetworks.com/main-control/download/Code-of-Conduct-and-Ethics.pdf</a> <a href="https://www.tejasnetworks.com/main-control/download/Whistle-blower-Policy.pdf">https://www.tejasnetworks.com/main-control/download/Whistle-blower-Policy.pdf</a>									
c. Web Link of the Policies, if available	<b>Supplier Code of conduct</b> <a href="https://www.tejasnetworks.com/main-control/download/supplier-code-of-conduct.pdf">https://www.tejasnetworks.com/main-control/download/supplier-code-of-conduct.pdf</a>  <b>CSR Policy, Whistle Blower Policy</b> <a href="https://www.tejasnetworks.com/main-control/download/CSR-Policy.pdf">https://www.tejasnetworks.com/main-control/download/CSR-Policy.pdf</a> <a href="https://www.tejasnetworks.com/main-control/download/Whistle-blower-Policy.pdf">https://www.tejasnetworks.com/main-control/download/Whistle-blower-Policy.pdf</a>								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
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.	BRSR Standards	BRSR Standards ISO 14001	BRSR Standards	BRSR Standards	BRSR Standards	BRSR Standards, ISO 14001	BRSR Standards	BRSR Standards	BRSR Standards, ISO 27001
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	To reduce GHG emissions by 30% in scope 1 and 2 by 2030 and to be Net Zero by 2045.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Performance of each of the principles is reviewed periodically by various Committees led by the Management and Board of Directors.								

### Governance, leadership and oversight

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

Tejas has integrated sustainability into all aspects of business. The Company's sustainability framework aims to reduce carbon footprint, conduct responsible business practices that benefit society and transparent governance practices. The Company aims to reduce its GHG emissions (Scope 1 and Scope 2) by 30% by 2030 and Net Zero by 2045.



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

Anand Athreya, Managing Director and CEO, DIN: 10118880 under the guidance of the Board of Directors and its Committees is responsible for implementation and oversight of the Business Responsibility policies.

**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.**

Yes, the Company has a Board level Stakeholders' Relationship Committee, which provides valuable direction and guidance to the Management to ensure that Safety and Sustainability related issues are addressed in all strategic initiatives, budgets, audit actions and improvement plans.

Member of the Stakeholders' Relationship Committee	Designation	DIN
Prof. Bhaskar Ramamurthi – Chairman	Non-Executive, Independent Director	01914155
Alice G Vaidyan - Member	Non-Executive, Independent Director	07394437
Arnob Roy - Member	Executive, Non-Independent Director	03176672

**10. Details of Review of NGRBCs by the Company:**

Subject for Review	Indicate whether review was undertaken by Director/Committee of the Board/Any other Committee									Frequency (Annually/ Half yearly/Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P	P6	P7	P8	P9
Performance against above policies and follow up action	Committee of the Board									Annually								
	The, policy on Business Responsibility are reviewed periodically or on a need basis by the Senior Leadership Team and necessary changes as required are made.																	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company is in compliance with the applicable statutory rules and regulations.																	

**11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.**

P1	P2	P3	P4	P5	P6	P7	P8	P9
DQS India, BSI India	DQS India, BSI India	DQS India, BSI India	DQS India, BSI India	DQS India, BSI India	DQS India, BSI India	DQS India, BSI India	DQS India, BSI India	DQS India, BSI India

The Company has various policies in place, which are reviewed from time to time internally by the Board, its Committees and Senior Management. Tejas is certified for ISO 14001:2015 and ISO 27001:2013.

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	All Principles are covered by the Policies								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									



## SECTION C: Principle Wise Performance Disclosure

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as “Essential” and “Leadership”. While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

**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 awareness the programmes
Board of Directors	1	All Principles	100
Key Managerial Personnel	1	All Principles	100
Employees other than BoD and KMPs	2	All Principles	62
Workers		Not Applicable	

**Note:** All the principles laid down in this Report are covered in the Company’s Code of Conduct which is mandatorily adhered to by all employees of the Company.

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

(Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity’s website):

None. There are no 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 for the financial year ended March 31, 2024.

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





3. Of the instances disclosed in Question 2 above, details of 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
Not Applicable	

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

Yes, the Company has formulated anti-bribery policy to ensure that appropriate and adequate procedures are in place to prevent the Company's involvement in any activity involving bribery, facilitation payments, or corruption, even where the involvement may be unintentional. The Company's Code of Conduct and whistle blower policy, which includes the Anti Bribery & Anti- Corruption, provides a formal mechanism to the Directors, employees and other external stakeholders to report their concerns about unethical behavior, actual or suspected fraud.

The Whistleblower Policy and the Code of Conduct as adopted by the Company is available on the Company's website at <https://www.tejasnetworks.com/main-control/download/Whistle-blower-Policy.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:

There have been no cases involving disciplinary action taken by any law enforcement agency for the charges of bribery / corruption against directors / KMP / employees / workers that have been brought to our attention.

	FY 2023-2024	FY 2022-2023
Directors	Nil	Nil
KMPs		
Employees		
Workers		

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

	FY 2023-2024		FY 2022-2023	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Not Applicable	Nil	Not Applicable
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

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:

	FY 2023-2024	FY 2022-2023
Number of days of accounts payables	425	201

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

	Metric	FY 2023-2024	FY 2022-2023
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	0%	0%
	b. Number of trading houses where purchases are made from	0%	0%
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	0%	0%



Concentration of Sales	a. Sales to dealers / distributors as % of total sales	11.3%	31.9%
	b. Number of dealers / distributors to whom sales are made	106	99
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	74.3%	76.1%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0.5%	1.5%
	b. Sales (Sales to related parties / Total Sales)	37.3%	14.2%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	0.1%	0.6%
	d. Investments ( Investments in related parties / Total Investments made)	46.9%	52.9%

### 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	Topics / principles covered under the training	Percentage of value chain partners covered (by value of business done with such partners) under the awareness programmes
1	All principles	14%

Note: The Company proposes to conduct awareness program for value chain partners in the current financial year.

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

Yes, every Director of the Company discloses his/her concern or interest in the Company or companies or bodies corporate, firms or other association of individuals and any change therein, annually or upon any change, which includes the shareholding. Further, a declaration is also taken annually from the Directors under the Code of Conduct confirming that they will always act in the interest of the Company and ensure that any other business or personal association which they may have, does not involve any conflict of interest with the operations of the Company and the role therein. The Senior Management also affirms annually that they have not entered into any material, financial and commercial transactions, which may have a potential conflict with the interest of the Company at large. In the Meetings of the Board, the Directors abstain from participating in the items in which they are concerned or interested. For identifying and tracking conflict of interests involving the Directors / KMPs of the Company, the Corporate Secretarial team maintains a database of the Directors and the entities in which they are interested. This list is shared with the Finance department, which flags off the parties in their system for monitoring and tracking transaction(s) entered by the Company with such parties.

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

Tejas is a global telecom products company offering innovative solutions in telecom product, engineering, design. The Company has established its code of conduct that encompasses employees, customers, shareholders, suppliers, partner and have the necessary systems to monitor and improve.

### Essential Indicators

The Company designs and develops high-performance and cost-effective wireline and wireless equipment that are primarily used to build fixed and mobile broadband networks. Our products have a huge positive impact on society by enabling telecom service providers to bridge the rapidly growing “digital divide” by servicing billions of poor, bottom-of-pyramid consumers in rural and remote areas who would otherwise have been bereft of broadband connectivity for access to modern education, employment, healthcare and financial services. Moreover, the availability of high-speed broadband also has a positive environmental impact by allowing users to cut carbon emissions by teleworking, video conferencing, remote healthcare consultations, e-commerce, online banking, smart metering and other applications that reduce both road and air travel.



As a responsible product company, we give due consideration to environmental issues like global warming, climate change etc. and our products are designed accordingly. As a global supplier of telecom equipment; our products are qualified in various countries including US & Europe to meet strict environmental, emission norms. We make an effort to choose energy-efficient chipsets that consume lesser power for equivalent functionality, during the component selection process. Engineering processes and analysis approves this in product planning to reduce the overall carbon footprint of each design. We have also designed some customer premise devices, especially those meant for powering remote areas with limited electricity, to include support for solar PV. Reduction in packaging and use of recycled material for product packaging is implemented consciously in the product design process.

**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.**

	FY 2023-2024	FY 2022-2023	Details of improvements in environmental and social impacts
R&D			
Capex		Nil	

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

Yes

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

Tejas engages with multiple local and international suppliers with a preference for local vendors. All of the Company's suppliers have adopted the supplier code of conduct to achieve a responsible supply chain.

**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.**

Tejas is a telecom organization serving design and development services to its global customer segments and does not manufacture any products. The Company has defined processes for reuse, recycling and safe end-of-life disposal for the products used in its operations. The Company's e-waste recycling process takes care of obsolete computers, monitors, computer accessories and other electronic office equipment. It has employed specialized agencies to carry out the plastic and e-waste disposal. The Company encourages reduced use of paper. Hazardous waste like UPS batteries is responsibly given to licensed agencies for recycling.

**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.**

Yes, the waste collection plan is in line with the Extended Producers Responsibility (EPR) plan submitted to Pollution Control board.

### Leadership Indicators

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

NIC Code	Name of the product / Services	Has the entity conducted Life Cycle products (for manufacturing industry) provide details in the following format? Name of Product / Service	% of total Turnover contributed	Perspective / or for its services Boundary for which the Life Cycle Perspective / Assessment was conducted	(Whether conducted by independent external agency (Yes/ No)	Assessments (LCA) for any of its for service industry)? If yes, Results communicated in public domain (Yes/ No) If yes, provide the web-link.
263	Manufacture of Communication equipment	No	87.62		No	
263	Communication Software		0.53			
263	Support Services towards communication equipment and services		3.20			



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.

There are no significant social / environmental concerns and / or risks arising from production. The Company recycles all its plastic waste through authorised vendors.

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 2023-2024	FY 2022-2023
	Nil	

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 2023-2024			FY 2022-2023		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	-	-	-	-	-	-
E-waste	-	-	66.52 MT(ITEW 17) 0.0092(ITEW 22)	-	-	-
Hazardous waste	-	-	19.952 MT	-	-	-
Other waste (Battery waste)	-	-	8.130 MT	-	-	-

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

Indicate product category	Reclaimed products and their % of total products sold in respective category
Nil	

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

### Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
<b>Permanent employees</b>											
Male	1,574	1,574	100%	1,574	100%	0	0%	1,574	100%	992	63%
Female	269	269	100%	269	100%	269	100%	0	0%	223	83%
<b>Total</b>	<b>1,843</b>	<b>1,843</b>	<b>100%</b>	<b>1,843</b>	<b>100%</b>	<b>269</b>	<b>15%</b>	<b>1,574</b>	<b>85%</b>	<b>1,207</b>	<b>66%</b>
<b>Other than Permanent employees</b>											
Male	1,207	1,207	100%	1,207	100%	0	0%	1,207	100%	990	82%
Female	66	66	100%	66	100%	66	100%	0	0%	64	97%
<b>Total</b>	<b>1,273</b>	<b>1,273</b>	<b>100%</b>	<b>1,273</b>	<b>100%</b>	<b>66</b>	<b>5%</b>	<b>1,207</b>	<b>95%</b>	<b>1,054</b>	<b>83%</b>



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

Category	% 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)
<b>Permanent workers</b>											
Male	Not Applicable										
Female											
<b>Total</b>											
<b>Other than Permanent workers</b>											
Male	Nil										
Female											
<b>Total</b>											

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

Gender	FY 2023-2024	FY 2022-2023
Cost incurred on wellbeing measures as a % of total revenue of the company	0.26	0.40

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

Benefits	FY 2023-2024			FY 2022-2023		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	Not Applicable	Yes	100%	Not Applicable	Yes
Gratuity	100%	Not Applicable	Yes	100%	Not Applicable	Yes
ESI	Not Applicable					
Others – please specify						

## 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.

Tejas facilities are accessible to differently abled employees with lifts, ramps, and wheelchair provision.

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

Yes, the Company provides equal rights to its employees and does not discriminate on any ground, including race, caste, religion, color, ancestry, marital status, gender, sexual orientation, age, nationality, ethnic origin, disability or any other category protected by applicable law. The Company also recruits, develops and promotes its employees solely on performance, merit, competence and potential.

<https://www.tejasnetworks.com/best-practices-at-tejas.php>

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	55	100%	All benefits extended to the contract workforce (workers) are in line with statutory provisions and are extended by the respective contractor. As a principal employer, Tejas is committed to ensuring compliance by means of frequent audits on contractors.	
Female	14	100%		
<b>Total</b>	69	100%		



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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Not Applicable
Other than Permanent Workers	
Permanent Employees	Yes, Grievance Redressal Policy aims to reinforce the organisation commitment towards providing a fair and equitable work environment to all its employees. The Policy lays down the procedures/mechanism for the redressal of grievances of associates via Grievance Redressal Committee to inquire into complaints and make recommendations for corrective action if any
Other than Permanent Employees	

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

Category	FY 2023-2024			FY 2022-2023		
	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)
<b>Total Permanent Employees</b>	Not Applicable					
Male						
Female						
<b>Total Permanent Workers</b>						
Male						
Female						

8. Details of training given to employees and workers:

Category	FY 2023-2024					Total (D)	FY 2022-2023			
	Total (A)	On Health and safety measures		On Skill upgradation			On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
<b>Employees</b>										
Male	1,574	1,574	100%	666	42%	1,109	NA	NA	606	55%
Female	269	269	100%	94	35%	186	NA	NA	89	48%
Total	1,843	1,843	100%	760	41%	1,295	875	68%	695	54%
<b>Workers</b>										
Male	Not Applicable									
Female										
Total										

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

Category	FY 2023-2024			FY 2022-2023		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	1,574	1,481	94%	1,109	1,109	100%
Female	269	262	97%	186	186	100%
Total	1,843	1,743	95%	1,295	1,295	100%
<b>Workers</b>						
Male	Not Applicable					
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?**

No, The Company does not have a formal management system on Occupational health & safety, However, the Company is conducting Safety training, Evacuation drills, periodical Employee health check-up, monitoring safety incidents and review of the same. Company has planned to be certified for ISO 45001 by March 2025.

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

Tejas has several processes in place to identify work-related hazards and assess risks on a routine and non-routine basis, including: Hazard Identification and Risk Analysis (HIRA) process: Tejas uses a structured approach to identify and evaluate potential hazards in its operations. Incident reporting by employees and workers: Tejas encourages its employees and workers to report any incidents, accidents, or near-misses that occur in the workplace. Safety walkthroughs by the leadership and senior management: Tejas conducts regular safety walkthroughs of its facilities to identify potential hazards and assess their risk.

**c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Yes/ No)**

Yes. Incident management process has been established. Any kind of incidents are recorded. Root cause and appropriate action are taken immediately in such cases. Process and procedures have been established and complied.

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

Yes, all employees are covered under health insurance scheme.

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

Safety Incident/Number	Category	FY 2023-2024	FY 2022-2023
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Not Applicable	
	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 is committed to continuously employing Safety, Health and Environment ('SHE') practices through benchmarking with the companies that are best in the business. The Company has a Board level Stakeholders Relationship Committee, chaired by an Independent Director. The Committee reviews and monitors the sustainability, safety, health and environmental policies and activities of the of the company on behalf of the Board to ensure that the Company is in compliance with appropriate laws and legislation. This Committee also provides valuable direction and guidance to the Management to ensure that Safety and Sustainability implications are duly addressed in all-new strategic initiatives, budgets, audit actions and improvement plans.

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

	FY 2023-2024			FY 2022-2023		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil					
Health & Safety						

**14. Assessments for the year: FY 2023-2024**

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



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

There was no safety related incidents or significant risk concerns highlighted during this submission period. The Company follows Safety Incident Investigation guidelines. The Incident Investigation process describes a structured approach to identify, assess and control various hazards and risks and support the system to achieve the goal of 'Zero Harm' along with other business goals of zero defects, zero legal non-compliance etc. in a systematic and auditable manner. The investigation process outlines a structured approach to list and investigate the process of safety incidents and near misses, work out the root cause(s), with possible corrective or preventive action and to follow up closure of these actions identified. All incidents are investigated by a cross-functional team and all critical factors involved in the incident are determined through root cause analysis with proper corrective and preventive actions to prevent a recurrence. The learnings are shared and training is conducted for better understanding & better implementation of processes across all locations. A Report prepared by a process of collating all the safety incidents (critical near miss, safety parameters, process safety, fire incidents, etc.) through a safety cross functional team forms the basis for the monthly report which is sent to the senior leadership team.

### 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).**

Yes. The Company has systems in place to provide financial assistance to the legal dependents of the employees in case of death while in service.

**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 monitors and tracks the compliance related to statutory dues by contractors supplying third party resources as a part of regular checks while processing the invoices. Periodic audits are also conducted to ensure compliance of the same.

**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 2023-2024	FY 2022-2023	FY 2023-2024	FY 2022-2023
Employees	Nil			
Workers				

**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)**

No

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

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	7.2
Working Conditions	100

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

No Areas of Concern were raised during the assessment conducted for the value chain partners in FY 2023-2024.

### 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 Stakeholders engagement process involves:

- Stakeholders identification and prioritization – The stakeholder identification is based on a strategic understanding of stakeholder groups that are impacted by Tejas and have an influence on Tejas value creation.
- Stakeholder's engagement – Tejas has developed customized stakeholder engagement strategies to engage all its stakeholders based on their importance and impact.
- Understanding Stakeholders concerns – Tejas effective stakeholder engagement enables its stakeholders to raise their concerns relevant to the business which are then addressed every in a timely and dedicated manner.
- Developing strategic response – Tejas develops strategic action plans to align its stakeholder expectations with its business activities





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

Tejas has identified key stakeholders based on certain parameters, and the engagements with each of them are provided in the Summary of Stakeholder Engagement in the Corporate Governance Section of the Annual Report. Tejas has annual engagements with its employees.

Stakeholder Group	Whether identified as Vulnerable and 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	Annual General Meeting, Shareholder meets, email, Stock Exchange intimations, investor/ analysts meet/ conference calls, annual report, quarterly results, media releases and Company/SE website	Ongoing	Company's performance and other updates
Employees	No	Senior leaders' communication/talk / forum, Employee Communication, goal setting and performance appraisal meetings/ review, wellness initiatives, engagement survey, email, intranet, websites, poster campaigns, circulars, quarterly publication and newsletters	Ongoing	Responsible Care, innovation, operational efficiencies, improvement areas, long-term strategy plans, training and awareness, brand communication, health, safety and engagement initiatives, Rewards and Wellness sessions
Customers	No	Website, distributor / direct customer, senior leader-customer meets / Visits, customer plant visits, Dealer's meet, trade body membership, complaints management, helpdesk, conferences, customer surveys.	Ongoing	Product quality and availability, responsiveness to needs, after sales service, responsible guidelines / manufacturing, and Safety awareness.
Suppliers / Partners	No	Prequalification/ vetting, communication and partnership meets, plant visits, MoU and framework agreements, professional networks, contract management/ review, on site presentations, satisfaction surveys	Ongoing	Quality, timely delivery and payments, ESG consideration (sustainability, safety checks, compliances, ethical behavior), collaboration and digitalization opportunities
Communities	No	Meets of community / local authorities / location heads, community projects, partnership with local charities, volunteerism, seminars/ conferences, CSR Partner's meet	Ongoing	Community development, disaster relief, Education, Skill development, etc.

## Leadership Indicators

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

The Company firmly believes that understanding its Stakeholders is imperative to building trust while responding to the opportunities and challenges created by the market. The Stakeholder Engagement framework outlines an approach to engage and work with our stakeholders and is applicable to all our operating entities and functions across the corporate and regional levels.

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

Yes, the company considers the inputs received from all its stakeholders in identifying and managing the environmental and social aspects in its operations as well as to arrive at the policies and activities. The Company complies with the requirements of ISO14001 environmental standards and meets all the statutory & regulatory requirements on environmental aspects. Necessary reports are generated & maintained. We



do the study on aspect & impact analysis on activity we do in Tejas. Risks are adequately mitigated. All components selected based on ROHS compliancy and regulatory requirement. We have provided employee safety gears at the rework stations & provided suction units for fumes. Tejas has initiated various initiatives towards energy efficiency. Some of these include atrium in factory premises to use natural light, save water and save electricity campaign with various teasers and visuals, Tejas also recommends compliance to ISO 14001 standard to its suppliers. Many of the Tejas suppliers are ISO 14001 certified. In addition, we have designed some of our customer premise equipment, especially those which can potentially be deployed in remote areas with power constraints, to support solar powering.

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

Not Applicable

## PRINCIPLE 5 Businesses should respect and promote human rights

### Essential Indicators

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

Category	FY 2023-2024			FY 2022-2023		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	1,843	1,598	87%	1,295	875	68%
Other than permanent	1,273	1,273	100%	Nil	Nil	Nil
<b>Total Employees</b>	<b>3,126</b>	<b>2,871</b>	<b>92%</b>	<b>1,295</b>	<b>875</b>	<b>68%</b>
<b>Workers</b>						
Permanent	Not Applicable					
Other than permanent	Not Applicable					
<b>Total Workers</b>	Not Applicable					

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

Category	Total (A)	FY 2023-2024				Total (D)	FY 2023-2023			
		Equal to Minimum Wage		More than inimum Wage			Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
<b>Employees</b>										
<b>Permanent</b>	1,843	0	0%	1,843	100%	1,295	0	0%	1,295	100%
Male	1,574	0	0%	1,574	100%	1,109	0	0%	1,109	100%
Female	269	0	0%	269	100%	186	0	0%	186	100%
<b>Other than Permanent</b>	1,273	0	0%	0	Not Applicable	357	0	0%	357	100%
Male	1,207	0	0%	0		320	0	0%	320	100%
Female	66	0	0%	0		37	0	0%	37	100%
<b>Workers</b>										
<b>Permanent</b>										
Male	Not Applicable									
Female	Not Applicable									
<b>Other than Permanent</b>										
Male	Not Applicable									
Female	Not Applicable									



## 3. (a) Details of remuneration/salary/wages, in the following format:

in ₹ crore

	Number	Male	Female	
		Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)*	2	3.10	-	-
Key Managerial Personnel	2	1.44	-	-
Employees other than BoD and KMP	1570	0.15	269	0.11
Workers	-	-	-	-

\* Only Executive Directors are considered for median calculation.

## (b) Gross wages paid to Females as % of total wages paid by the entity, in the following format.

	FY 2023-2024	FY 2022-2023
Gross wages paid to Females as % of total wages	8.71%	8.46%

## 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 Company has assigned the responsibility of addressing human rights issues or impacts to the Head of the Human Resource department

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

The Company has a policy in place for Business & Human Rights and Code of Conduct. The Company is committed to maintain a safe and harmonious business environment and workplace for everyone and believes that every workplace shall be free from harassment and / or any other unsafe or disruptive conditions. Accordingly, the Company has in place an ethics framework comprising a team of ethics counsellors for redressal of grievances related to ethics / human rights as well as a team of POSH committee members for redressal of such related issues.

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

	FY 2023-2024			FY 2022-2023		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	1	0	NA	NA	NA	NA
Discrimination at workplace						
Child Labour						
Forced Labour / Involuntary Labour						
Wages						
Other human rights related issues						

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

	FY 2023-2024	FY 2022-2023
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013(POSH)	1	0
Complaints on POSH as a % of female employees/ workers	0.4%	0%
Complaints on POSH upheld	1	0

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

Tejas has established multiple mechanisms to prevent adverse consequence to the complainant. This includes POSH, Grievance Redressal mechanism and ethics helpline to promote protected disclosures



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

Yes

**10. Assessments for the year: 2023-24**

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	Not Applicable
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

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

Not Applicable

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### Leadership Indicators

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

The Company has Grievance Redressal mechanism. No such grievance has been raised

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

None.

**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 locations are accessible to 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	7.2%
Discrimination at workplace	7.2%
Child Labour	7.2%
Forced Labour/Involuntary Labour	7.2%
Wages	7.2%
Others – please specify	-

Note: Declaration of adherence to the Supplier Code of Conduct on the above is obtained from the value chain partners as part of their contract / purchase orders. The contracts are not renewed or they are terminated in case of non-adherence to the Code of Conduct agreed upon. <https://www.tejasnetworks.com/policies-codes.php>.

**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. However, the declaration of adherence to the Supplier Code of Conduct on the above is obtained from the value chain partners as part of their contract / purchase orders. The contracts are not renewed or they are terminated in case of non-adherence to the Code of Conduct agreed upon. <https://www.tejasnetworks.com/policies-codes.php>.

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

Tejas integrates sustainability into its 'Design Digital' approach. The Company advocates environmental sustainability, energy efficiency and waste reduction in its operations and products/services



## Essential Indicators

### 1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format: T Co2 e (Ton)

Parameter	FY 2023-2024	FY 2022-2023
Total electricity consumption (A)	30566116 MJ	20616443 MJ
Total fuel consumption (B)	2266069 MJ	589083 MJ
Energy consumption through other sources (C)	Nil	
Total energy consumption (A+B+C)	32832185 MJ	21205526 MJ
Energy intensity per rupee of turnover (Total energy consumption/ turnover in ₹)	0.001385 MJ	0.002440 MJ
Energy intensity (optional) – the relevant metric may be selected by the entity	10502.94 MJ	14965.09 MJ

The Company has not made independent assessment/ evaluation/assurance has not been carried out by an external agency

**Note:** Total electricity consumption for all excluding International locations and Total fuel consumption considered for two Bangalore locations (Corp office and Plant).

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

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

Parameter	FY 2023-2024	FY 2022-2023
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	Nil	
(ii) Groundwater	Nil	
(iii) Third party water	9,422 KL	5,553 KL
(iv) Seawater / desalinated water	Nil	
(v) Others	Nil	
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	9,422 KL	5,553 KL
<b>Total volume of water consumption (in kilolitres)</b>	9,422 KL	5,553 KL
<b>Water intensity per rupee of turnover</b> (Water consumed / turnover)	0.00000039756	0.000000638986
<b>Water intensity</b> (optional) – the relevant metric may be selected by the entity	3.01 KL	3.92 KL

4. Provide the following details related to water discharged:

Parameter	FY 2023-2024	FY 2022-2023
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water	Nil	
- No treatment		
- With treatment – please specify level of treatment		
(ii) To Groundwater		
- No treatment	Not Applicable	
- With treatment – please specify level of treatment		
(iii) To Seawater		
- No treatment		
- With treatment – please specify level of treatment		



(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment		Nil
(v) Others		
- No treatment		
- With treatment – please specify level of treatment	100%	100%
<b>Total water discharged (in kilolitres)</b>	10,479 KL	8,143 KL

The Company has not made independent assessment/ evaluation/assurance has been carried out by an external agency

**Note:** Water discharge data considered for two Bangalore locations (Corp office and Plant). The other excluding International locations (covering 23 % of total office area)

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

Yes – for Bangalore location (Corp office), the sewage treated water is been re-used for flushing, Gardening and basement & periphery area cleaning purpose. At the plant sewage treated water is been re-used for gardening and periphery cleaning purposes

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

Tejas is an telecom products company and has minimal air emissions. We use a DG sets during power outages only. We ensure compliance with regulations related to stack emission parameters such as nitrous oxide, non-methane hydrocarbons, carbon monoxide, and particulate matter, among others. Monitoring of stack emissions is conducted at the frequency required by the PCB Consent To Operate (CTO).

Parameter	Please specify unit	FY 2023-2024	FY 2022-2023
NOx	mg / Nm <sup>3</sup>	16	16
SOx	mg / Nm <sup>3</sup>	1.7	1.8
Particulate matter (PM)	mg / Nm <sup>3</sup>	31	32
Persistent organic pollutants (POP)		Not Applicable	
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others – please specify			

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

Parameter	Unit	FY 2023-2024	FY 2022-2023
Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	720.46	718.76
Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	6011.34	4054.57
Total Scope 1 and Scope 2 emissions per rupee of turnover		0.0000002840	0.0000005492
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		2.1535	3.3686

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

Yes, Tejas has set a target to reduce its absolute Scope 1 and Scope 2 carbon footprint by 30% by 2030 and become Net Zero by 2045. To this end, Tejas is planning multiple initiatives, including the future migration to green power and the use of energy-efficient equipment.



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

Parameter	FY 2023-2024	FY 2022-2023
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	Nil	Nil
E-waste (B)	19.952 MT	
Bio-medical waste (C)	Nil	
Construction and demolition waste (D)	Nil	
Battery waste (E)	8.13 MT	
Radioactive waste (F)	Nil	
Other Hazardous waste. Please specify, if any. (G)	Nil	
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	79.993 MT	29.532 MT
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>108.075 MT</b>	<b>29.532 MT</b>

## 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		Nil
(ii) Re-used		
(iii) Other recovery operations		Not Applicable
<b>Total</b>		

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

Category of waste		
(i) Incineration		Nil
(ii) Landfilling		
(iii) Other disposal operations	57.749 MT	22.431 MT
<b>Total</b>	<b>57.749 MT</b>	<b>22.431 MT</b>

The Company has not made independent assessment/ evaluation/assurance has been carried out by an external agency

Note: Non Hazard Waste data considered for two Bangalore locations (Corp office and Plant). The others excludes International locations. International locations (covering 23 % of total office area)

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. All solid waste is handed over to the respective authorised municipal waste collection agencies for recycling and responsible disposal. The hazardous waste and solid waste is handed over to agencies appointed by the statutory authority i.e. PCB in the respective locations. Tejas is ISO 14001 certified.

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

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
Not Applicable			



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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
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, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

Yes

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Not Applicable				

### 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 : Not Applicable

(ii) Nature of operations : Not Applicable

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

Parameter	FY 2023-2024	FY 2022-2023
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	Nil	
(ii) Groundwater	Nil	
(iii) Third party water	9,422 KL	5,553 KL
(iv) Seawater / desalinated water	Nil	
(v) Others	Nil	
<b>Total volume of water withdrawal (in kilolitres)</b>	9,422 KL	5,553 KL
<b>Total volume of water consumption (in kilolitres)</b>	9,422 KL	5,553 KL
<b>Water intensity per rupee of turnover (Water consumed / turnover)</b>	0.00000039756	0.000000638986
<b>Water intensity (optional) – the relevant metric may be selected by the entity</b>	3.01 KL	3.92 KL
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) Into Surface water	Nil	
- No treatment		
- With treatment – please specify level of treatment	Nil	
(ii) Into Groundwater		
- No treatment	Nil	
- With treatment – please specify level of treatment		
(iii) Into Seawater	Nil	
- No treatment		
- With treatment – please specify level of treatment	Nil	
(iv) Sent to third-parties		
- No treatment	Nil	
- With treatment – please specify level of treatment		
(v) Others	Nil	
- No treatment		
- With treatment – please specify level of treatment	100%	100%
<b>Total water discharged (in kilolitres)</b>	10,479 KL	8,143 KL

The Company has not made independent assessment/ evaluation/assurance has been carried out by an external agency





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

Parameter	Unit	FY 2023-2024	FY 2022-2023
<b>Total Scope 3 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent		
<b>Total Scope 3 emissions per rupee of turnover</b>			Excluded
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	Excluded		

The Company has not made independent assessment/ evaluation/assurance has been carried out by an external agency

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

Not Applicable

**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
Not Applicable			

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

Tejas Networks recognizes that a significant threat exists to its ability to continue normal business operations following a serious unexpected disruptive incident. The organization has a high level of dependency upon its automated systems and processes and this creates risks, which need to be mitigated. The organization further recognizes that it needs to recover from disruptive incidents in the minimum possible time and that this necessity to ensure a speedy restoration of services requires a significant level of advance planning and preparation. This Business Continuity Plan has been prepared to assist the organization to manage a serious disruptive crisis in a controlled and structured manner. It contains information on emergency contact details, strategies to mitigate impact, procedures to be implemented and communication processes to be followed in response to a serious disruptive event.

Tejas as a Company positioned to operate in the global markets believes that its operations should have processes and systems in place to address any kind of exigencies within and outside of Tejas that affects its operations, including employees, property of the Company, manufacturing processes and customer support. This Business Continuity Plan seeks to address

- A need for establishing systems and processes in the Company to address emergencies
- To establish guidelines for the Company to ensure quicker turnaround from a break in operations
- To ensure that managers/employees are geared to meet an exigency in the absence of senior management guidance

**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.**

No such incidents has happened which affected the business.

**7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.**  
58%

**PRINCIPLE 7 Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent**

Tejas adheres to all applicable regulatory policies and has in place the necessary systems to monitor and improve compliance.

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**Essential Indicators**

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**1. a. Number of affiliations with trade and industry chambers/ associations**

Seven

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	TEPC (Telecom Export Promotion Council)	National
2	VOICE (Voice of Indian Communication Technology Enterprises)	
3	TEMA (Telecom Equipment Manufacturer Association)	
4	CII	
5	FICCI	
6	SITARA	
7	ICEA	

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

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

### Leadership Indicators

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

The Company is not involved in influencing directly any Government schemes or its policy. Whenever a policy is made or Government wants to come up with some scheme to support the domestic OEM, the inputs are sought from the associations generally. The Company being part of this association actively give its inputs in various forums, Committee or Taskforce meetings.

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly /Others – please specify)	Web Link, if available
Not Applicable					

### PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

Tejas has established its sustainability policy, CSR policy and supplier sustainability policy that promotes 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
Not Applicable					

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

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

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

Tejas is governed by the Tata Code of Conduct and every agreement made among the stakeholders includes provisions for addressing grievances, disputes, and other related issues. Moreover, the stakeholders are informed about the ethics helpline that they can use to report any concerns.



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

	FY 2023-2024	FY 2022-2023
Directly sourced from MSME/ Small producers	10	8
Sourced directly from within the district and neighboring districts	11	19

**5. Job creation in smaller towns – Disclose wage paid to person to person employed (including employees or workers employed on a permanent or non permanent / on contract basis) in the following as % of total wages**

S. No.State	FY 2023-2024	FY 2022-2023
Rural	-	-
Semi-Urban	-	-
Urban	-	-
Metropolitan	100%	100%

Place to be categorized as per RBI classification system –rural/semi-urban/urban/metropolitan

### Leadership Indicators

**1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: 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 (Procurement is done based on competitiveness). However we encourage marginalised and vulnerable groups.

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

If such a vendor is available, the Company prefers the vendor, if competitive.

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

Not Applicable

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

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes / No)	Benefits 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:**

S. No	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
Not Applicable			



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

The Company's focus on human-centered design and user experience ensures that its digital solutions are engineered with the user in mind, and that they provide value and meet their needs.

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### Essential Indicators

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

Tejas has a structured process and framework to capture, analyze and take action on customer complaints and concerns. All project proposals also have a clearly defined escalation matrix to raise such complaints. This is further supplemented by regular weekly CEO meetings with BU Heads and Sales Heads. Tejas obtains instant feedback from its customers on perceived dissatisfaction. The Delivery Excellence organization monitors every project executed in the Company. Quality team members track complaints/concerns and follow up with necessary stakeholders for resolution. The complaint or concern is treated as closed only after confirmation from the customer. The quality team presents an aggregated analysis, every quarter, to the divisional and functional heads for appropriate improvement actions.

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

	As a percentage of total turnover
Environmental and social parameters relevant to the product	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

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

	FY 2023-2024		Remarks	FY 2022-2023		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	Nil	Nil		Nil	Nil	
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Others (Product Issues)						

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

	Number	Reasons for recall
Voluntary recalls	Nil	Not Applicable
Forced recalls		

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

Yes, Tejas is committed to protecting the privacy of individuals whose personal data it holds, and processing such personal data in a way that is consistent with applicable laws and ensures safety and security of data including where it has presence in several overseas jurisdictions including Singapore, the United States of America, Mexico and UAE, and is committed in ensuring compliance with applicable laws across these jurisdictions. Tejas has an integrated and centralized strategy for achieving data privacy compliance across all jurisdictions.

**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 along-with impact**

There were no data breaches as on March 31, 2024.

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

Not applicable

**c. Impacts, if any, of the data breaches**

Not applicable



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## Leadership Indicators

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

Information relating to all products of the Company are available on the website at [www.tejasnetworks.com](http://www.tejasnetworks.com)

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

The Company conducts meetings to educate its customers on responsible usage of our products as well as safe disposal of the products as well provide various user manuals along with the company products.

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

The Company has a End of Life/End of Sales process and customer communication process to inform customer on End of Life/End of Service for its products. Besides, the Company maintains key contacts in customer operations team/Network Operating Centre team and communicates to them of any risk of disruption/discontinuation of essential services due to maintenance activities (usually scheduled in maintenance window with customer approved downtime).

**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)**

No, the Company publishes information as per the regulatory norms, and also the Company conducts customer satisfaction survey every year on the major products of Tejas

