

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT
[Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements), Regulations, 2015]

The present report has been compiled in accordance with the guidelines set forth by the Securities and Exchange Board of India (SEBI) for Business Responsibility and Sustainability Reporting (BRSR). Its principal aim is to exhibit enhanced transparency with respect to the means by which enterprises generate value by making active contributions to a sustainable economy. The report highlights our steadfast dedication to generating long-term value for our stakeholders while concurrently advancing sustainable development.

SECTION A: GENERAL DISCLOSURES

I. DETAILS OF THE ENTITY

Sl.No.	Particulars	Response
1.	Corporate Identity Number (CIN) of the Entity	L74210TG1994PLC017356
2.	Name of the Entity	RAMKY INFRASTRUCTURE LIMITED
3.	Year of incorporation	1994
4.	Registered office address	15 th Floor, Ramky Grandiose, Sy No 136/2 & 4, Gachibowli, Hyderabad -500032, Telangana
5.	Corporate address	15 th Floor, Ramky Grandiose, Sy No 136/2 & 4, Gachibowli, Hyderabad -500032, Telangana
6.	E-mail	secr@ramky.com
7.	Telephone	040-23015000
8.	Website	https://ramkyinfrastructure.com/
9.	Financial year for which reporting is being done	2022-23
10.	Name of the Stock Exchange(s) where shares are listed	BSE, NSE
11.	Paid-up Capital	69,19,77,910/- (6,91,97,791 equity shares of Rs.10/- each)
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Yancharla Rathnakara Nagaraja (Managing Director) Telephone: 040-23015000 Email: yrnagaraja@ramky.com
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 disclosure under this report is on standalone basis for Ramky Infrastructure Limited.

II. PRODUCTS/SERVICES

14. 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.	Construction	Civil Engineering	100%

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

S.No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Construction	41001, 41002, 41003, 42101, 42203, 42204 and 42205	100%

III. OPERATIONS

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

Location	Number of Plants	Number of offices	Total
National	5 (Telangana, Andhra Pradesh, Uttarakhand, Jammu & Kashmir and Karnataka)	1 (Telangana)	6
International	0	0	0

17. Markets served by the entity:

a) Number of locations

Locations	Number
National (No. of States)	5 (Telangana, Andhra Pradesh, Uttarakhand, Jammu & Kashmir and Karnataka)
International (No. of Countries)	0

b) Contribution of exports:

What is the contribution of exports as a percentage of the total turnover of the entity?	Nil
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c) Type of Customers

A brief on types of customers	Ramky operates in Engineering, Procurement & Construction (EPC) and Developer space. Developer business stems from the construction contract awarded by the government or its agency for execution of the project and EPC business is largely associated with Government.
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IV. EMPLOYEES

18. Details at the end of the year of financial year:

a) Employees and workers (including differently abled):

S.No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Employees						
1.	Permanent (D)	874	839	96%	35	4%
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total employees (D + E)	874	839	96%	35	4%
Workers						
1.	Permanent (F)	-	-	-	-	-
2.	Other than Permanent (G)	-	-	-	-	-
3.	Total workers (F + G)	-	-	-	-	-

b) Differently abled Employees and workers:

S.No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Differently Abled Employees						
1.	Permanent (D)	-	-	-	-	-
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total employees (D + E)	-	-	-	-	-
Differently Abled Workers						
1.	Permanent (F)	-	-	-	-	-
2.	Other than Permanent (G)	-	-	-	-	-
3.	Total workers (F + G)	-	-	-	-	-

19. Participation/Inclusion/Representation of women:

Category	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	2	25%
Key Management Personnel	2	-	-

20. Turnover rate for permanent employees and workers:

(Disclose trends for the past 3 years)

	FY 2022-23 (Turnover rate in current FY)			FY 2021-22 (Turnover rate in previous FY)			FY 2020-21 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	13.1 %	1.6%	14.7%	23.8%	2.5%	26.3%	5.4%	1.6%	7%
Permanent Workers	-	-	-	-	-	-	-	-	-

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

21. 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.	Hospet Chitradurga Tollways Limited	Wholly Owned Subsidiary	100%	No
2.	Pantnagar CETP Private Limited	Wholly Owned Subsidiary	100%	No
3.	MDDA-Ramky ISBUS Terminal Limited	Wholly Owned Subsidiary	100%	No
4.	Ramky - MIDC Agro Processing Park Limited	Wholly Owned Subsidiary	100%	No
5.	Ramky Multi Product Industrial Park Limited	Wholly Owned Subsidiary	100%	No
6.	Hyderabad STPS' Limited	Wholly Owned Subsidiary	100%	No
7.	Ramky Elsamex Hyderabad Ring Road Limited	Wholly Owned Subsidiary	100%	No
8.	Sehore Kosmi Tollways Limited	Wholly Owned Subsidiary	100%	No
9.	Ramky Enclave Limited	Wholly Owned Subsidiary	100%	No
10.	Ever Blooming Eco Solutions Limited	Wholly Owned Subsidiary	100%	No
11.	Frank Lloyd Tech Management Services Limited	Subsidiary	76%	No
12.	Srinagar Banihal Expressway Limited	Subsidiary	99.98%	No
13.	Ramky Towers Limited	Subsidiary	51%	No
14.	Visakha Pharmacy Limited	Subsidiary	51%	No
15.	JNPC Pharma Innovation Limited	Step down Subsidiary	51%	No
16.	RECEPS Limited	Step down Subsidiary	51%	No
17.	Visakha Pharma Innovation and Incubation Limited	Step down Subsidiary	51%	No
18.	Visakha Energy Limited	Step down Subsidiary	51%	No

VI. CORPORATE SOCIAL RESPONSIBILITY (CSR) DETAILS

22.

S. No.	Requirement	Response
1.	Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
2.	Turnover (in Rs.)	₹ 12,979.10 million
3.	Net worth (in Rs.)	₹ 6,859 million
4.	Net Profit (in Rs.)	₹ 1,183.68 million

VII. TRANSPARENCY AND DISCLOSURES COMPLIANCES

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes*	0	0	-	0	0	-
Investors (other than shareholders)	Yes*	0	0	-	0	0	-
Shareholders	Yes*	0	0	-	0	0	-
Employees and workers	Yes*	0	0	-	0	0	-
Customers	Yes*	0	0	-	0	0	-
Value Chain Partners	-	-	-	-	-	-	-

*The Stakeholder Management Policy of the Company guarantees the proper and structured resolution of complaints raised by both internal and external stakeholders, with the objective of mitigating potential social risks. Strict confidentiality is upheld during the entire grievance management procedure, thereby fostering stronger relationships. Some of the policies/mechanisms guiding the Company's conduct with its stakeholders, including grievance mechanisms are placed on the Company's website, the link being: https://ramkyinfrastructure.com/docs/pdf/investordesk/stakeholder_management_policy.pdf and the rest are placed on the intranet platform of the Company.

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

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

S. No	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Energy Management	Opportunity	By adoption of effective energy management practices, Ramky has identified energy management as an opportunity and looks forward to subsequently achieve a reduction in energy consumption.		Positive: By enhancing overall energy efficiency, the Company looks forward to reducing energy consumption and associated costs, leading to potential cost savings and improved profitability. Diversifying energy sources and accessing alternative and renewable energy can also contribute to long-term financial sustainability by mitigating the risks of energy price fluctuations and reducing reliance on conventional energy sources.
2.	Water Management	Risk	Water management is a critical aspect for infrastructure companies as they heavily rely on a stable and adequate supply of water for construction and ongoing operations. As environmental concerns grow, investors and stakeholders increasing focus on the sustainability practices of companies. Failing to address water management risks can harm Ramky's reputation and attractiveness to investors.	Ramky is committed to mitigate the risk which is associated with water management by identifying and assessing water risks, developing a water risk management plan, implementing the water risk management plan and engaging with stakeholders such as regulators, communities, and other businesses, to develop and implement its water risk management plan. This will help to ensure that the plan is effective and that it is supported by all stakeholders.	Negative: It leads to significant customer and investor attrition, resulting in adverse effects on the company's reputation, profitability, and project timelines.

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.	Community development	Risk	<ul style="list-style-type: none"> Infrastructure projects often require significant land acquisition, which can lead to displacement and resettlement of communities. If not managed properly, this can result in social unrest, protests, and legal challenges Community resistance can lead to disruptions in the supply chain. Protests or road blocks by community members can prevent the smooth flow of materials and equipment, causing construction delays and added expenses. 	<ul style="list-style-type: none"> Ramky proactively engages with local communities, attending to their concerns, and invests in sustainable and responsible practices, thus enhancing the likelihood of mitigating these risks Ramky is firmly committed to actively respecting human rights and cultivating robust community relations, with the primary goal of building trust and ultimately fostering comprehensive community satisfaction. 	<p>Negative:</p> <p>It results in project delays, protests, or potential legal challenges, impeding the company's progress and creating obstacles in securing future project approvals or obtaining funding from investors and lenders.</p>
4.	Workforce Health and Safety	Risk	<ul style="list-style-type: none"> The nature of infrastructure projects often involves high-risk activities, such as construction, excavation, and heavy machinery operations. Without proper safety measures, there is an increased likelihood of accidents, injuries, and, in the worst cases, fatalities among the workforces. A poor safety record can lead to higher insurance premiums for the company, increasing operating costs. 	<ul style="list-style-type: none"> Ramky is known for its professional management, led by highly qualified and experienced personnel in various areas, such as engineering, procurement, legal, secretarial, finance, and administration and a fully integrated Management Information System (MIS) operates in the SAP environment to support its operations By conducting risk assessments, ensuring compliance with occupational health and safety regulations, and continuously monitoring and improving safety practices, the Company aims to protect the well-being of its employees. 	<p>Negative:</p> <p>It leads to project delays. Investigations, remedial actions, and increased safety protocols can interrupt construction schedules, causing additional costs and potentially affecting project timelines.</p>
5.	Business Integrity and Ethics	Risk	<ul style="list-style-type: none"> Any unethical behaviour or lack of integrity within the company can lead to negative publicity and damage the company's reputation. Engaging in unethical practices can lead to breaches of contracts with clients, subcontractors, or suppliers. This may result in legal disputes and financial liabilities for the company 	<ul style="list-style-type: none"> Ramky Infrastructure Limited has always maintained a strong commitment to upholding sound corporate governance standards and ethical business practices. By implementing these practices, the Company believes it can achieve sustainable growth and meet the expectations of all stakeholders. Ramky is firmly committed to combating fraud, corruption, and dishonesty. The anti-bribery policy extends to all the group companies and stakeholders. 	<p>Negative:</p> <p>It leads to legal battles, project delays, cost overruns, and strained business relationships which results in huge loss on financial impacts.</p>

S. No	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6.	Business Model Resilience	Opportunity	<ul style="list-style-type: none"> Ramky maintains sufficient Internal Financial Controls that align with the nature of its business and the scale of its operations. These controls are designed to safeguard its assets, ensure the accuracy and reliability of financial transactions, comply with relevant regulations and accounting policies, and uphold proper approval procedures. Ramky consistently reviews and enhances these systems, and it also employs a comprehensive budgetary control system to continually monitor revenue and expenses in comparison to the approved budget. 		<p>Positive:</p> <p>It will help in reducing loss by being more adaptable to changes, improving efficiency by being able to quickly adapt to new circumstances, increasing transparency by having a clear understanding of its financial risks and controls, strengthening compliance by being able to adapt to new regulations.</p>

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.

S. No	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	YES	YES	YES	YES	YES	YES	YES	YES
	b) Has the policy been approved by the Board? (Yes/No)	YES	YES	YES	YES	YES	YES	YES	YES	YES
	c) Web Link of the Policies, if available	https://ramkyinfrastructure.com/docs/pdf/investordesk/Anti_Bribery_Policy.pdf	The Policy pertaining to Principle 2 is available with the Company on its intranet.	https://ramkyinfrastructure.com/docs/pdf/investordesk/equal_opportunity_policy.pdf	https://ramkyinfrastructure.com/docs/pdf/investordesk/stakeholder_management_policy.pdf	The Policy pertaining to Principle 2 is available with the Company on its intranet.	The Policy pertaining to Principle 2 is available with the Company on its intranet.	The Policy pertaining to Principle 2 is available with the Company on its intranet.	The Policy pertaining to Principle 2 is available with the Company on its intranet.	https://ramkyinfrastructure.com/docs/pdf/investordesk/data_privacy_policy.pdf

2.	Whether the entity has translated the policy into procedures. (Yes / No)	Yes, the Company has translated the policies into procedures and reviews periodically.																			
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes, the Policies extend to value chain partners wherever it is relevant and necessary.																			
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.	Our Company's operations adhere to the National Guidelines on Responsible Business Conduct (NGBC).	ISO 9001:2015 (Quality Management System).	OHSAS 18001:2007 (Health and Safety Management System)	Our Company's operations adhere to the National Guidelines on Responsible Business Conduct (NGBC).	Our Company's operations adhere to the National Guidelines on Responsible Business Conduct (NGBC).	ISO 14001:2015 (Environmental Management System).	Our Company's operations adhere to the National Guidelines on Responsible Business Conduct (NGBC).	Our Company's operations adhere to the National Guidelines on Responsible Business Conduct (NGBC).	Our Company's operations adhere to the National Guidelines on Responsible Business Conduct (NGBC).											
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	<table border="1"> <thead> <tr> <th>Specific commitments, goals and targets set by entity for F.Y. 2023-24:</th> <th>Mapped NGRBC Principles</th> </tr> </thead> <tbody> <tr> <td>➤ Ramky strives to conduct due diligence on suppliers to ensure their alignment with the existing legislative framework in the country.</td> <td>P2</td> </tr> <tr> <td>➤ To have 100% assessments for working conditions and health & safety practices in coming financial years. ➤ Ramky aims to expand its training division to educate all employees and workers on Environmental, Social, and Governance (E, S & G) practices. The training program will comprehensively cover the company's actions and initiatives aimed at effectively addressing these issues.</td> <td>P3</td> </tr> <tr> <td>➤ Stakeholder engagement holds significant value for Ramky, and the company plans to conduct periodic assessments of all the stakeholders enabling them to actively involve in providing the requisite inputs.</td> <td>P4</td> </tr> <tr> <td>➤ Ramky will deploy all the resources at its disposal to optimally utilize the non-renewable resources optimally and diligently keeping in mind the impact on generations to come.</td> <td>P6</td> </tr> <tr> <td>➤ To enhance engagement with government bodies and industry chambers and subscribe to their membership wherever deem fit.</td> <td>P7</td> </tr> </tbody> </table>						Specific commitments, goals and targets set by entity for F.Y. 2023-24:	Mapped NGRBC Principles	➤ Ramky strives to conduct due diligence on suppliers to ensure their alignment with the existing legislative framework in the country.	P2	➤ To have 100% assessments for working conditions and health & safety practices in coming financial years. ➤ Ramky aims to expand its training division to educate all employees and workers on Environmental, Social, and Governance (E, S & G) practices. The training program will comprehensively cover the company's actions and initiatives aimed at effectively addressing these issues.	P3	➤ Stakeholder engagement holds significant value for Ramky, and the company plans to conduct periodic assessments of all the stakeholders enabling them to actively involve in providing the requisite inputs.	P4	➤ Ramky will deploy all the resources at its disposal to optimally utilize the non-renewable resources optimally and diligently keeping in mind the impact on generations to come.	P6	➤ To enhance engagement with government bodies and industry chambers and subscribe to their membership wherever deem fit.	P7		
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6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met	The Company has established specific commitment goals for the fiscal year 2023-2024; the achievement of these goals shall be evaluated in the following fiscal year and reported as such.																			
Governance, leadership, and oversight																					

7.	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements	<p>As the Director responsible for business responsibility report, I'm overwhelmed to share that your company considers environment, social and governance (ESG) related operations as a significant integral part of the company and these activities are being pursued by our company long before they were made mandatory under the Companies Act 2013.</p> <p>Our company has been focusing on sustainable business practices encompassing economic, environmental, and social imperatives that not only cover business, but also the communities around us. We focus on our social and environmental responsibilities to fulfil the needs and expectations of the communities around us.</p> <p>Our various policies aim to provide a dedicated approach to the development of community around us in the areas of health care including preventive health care and sanitation, promoting education and employment enhancing vocation skills, empowerment of women and rural areas development.</p> <p style="text-align: right;">Yancharla Rathnakara Nagaraja Managing Director DIN: 00009810</p>												
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility Policy(ies).	<p>The Risk Management Committee (RMC) has been entrusted with the highest authority to oversee and implement the Business Responsibility Policies. This committee bears the responsibility of ensuring the policies' compliance with relevant laws and regulations, as well as their alignment with the company's objectives and mission. Further, the details about the RMC are given in the below disclosure point.</p> <table border="1" data-bbox="589 762 1422 1114"> <thead> <tr> <th data-bbox="589 762 1033 802">Name</th> <th data-bbox="1033 762 1422 802">Designation</th> </tr> </thead> <tbody> <tr> <td data-bbox="589 802 1033 868">Dr. A.G. Ravindranath Reddy DIN: 01729114</td> <td data-bbox="1033 802 1422 868">Non – Executive Director</td> </tr> <tr> <td data-bbox="589 868 1033 935">Dr. S. Ravi Kumar Reddy DIN: 00372731</td> <td data-bbox="1033 868 1422 935">Independent Director</td> </tr> <tr> <td data-bbox="589 935 1033 1001">Dr. P. Gangadhara Sastry DIN: 01890172</td> <td data-bbox="1033 935 1422 1001">Independent Director</td> </tr> <tr> <td data-bbox="589 1001 1033 1068">Mr. P. Ravi Prasad DIN: 07872103</td> <td data-bbox="1033 1001 1422 1068">Wholetime Director</td> </tr> <tr> <td data-bbox="589 1068 1033 1114">Chief Financial Officer</td> <td data-bbox="1033 1068 1422 1114">Chief Financial Officer</td> </tr> </tbody> </table>	Name	Designation	Dr. A.G. Ravindranath Reddy DIN: 01729114	Non – Executive Director	Dr. S. Ravi Kumar Reddy DIN: 00372731	Independent Director	Dr. P. Gangadhara Sastry DIN: 01890172	Independent Director	Mr. P. Ravi Prasad DIN: 07872103	Wholetime Director	Chief Financial Officer	Chief Financial Officer
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Mr. P. Ravi Prasad DIN: 07872103	Wholetime Director													
Chief Financial Officer	Chief Financial Officer													
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	<p>The Risk Management Committee has been assigned the authority to make decisions regarding all matters pertaining to sustainability issues. The Committee's responsibilities encompass supervising the formulation and execution of policies, procedures, and programs pertaining to sustainability. These responsibilities extend to managing the company's environmental impact, social responsibility, and governance practices, among other related areas.</p>												

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 P5 P6 P7 P8 P9
Performance against above policies and follow up action	The Company regularly reviews the policies governing all principles in accordance with regulatory requirements and organizational needs.	Quarterly
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Yes, we comply with statutory requirements relevant to the principles.	As per regulatory needs

11. Independent assessment/ evaluation of the working of its policies by an external agency:

	P1	P2	P3	P4	P5	P6	P7	P8	P9
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, all the policies of the Company are evaluated internally, and such policies are developed as a result of detailed consultations and research on the best practices adopted by organisations across the industry. J. Sundharesan & Associates, specialising in Compliance, Governance and Sustainability advisory has provided a 'limited assurance' on certain Identified Sustainability Indicators based on NGBRC.								

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)	NA	NA	NA	NA	NA	NA	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	NA	NA	NA	NA	NA	NA	NA	NA
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
It is planned to be done in the next financial year (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA

This particular section is deemed inapplicable to the Company as the Company's enlisted policies comprehensively cover all aspects as required under each of the 9 principles.

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

The purpose of this section is to assist entities in showcasing their ability to effectively incorporate the principles and core elements into critical processes and decisions. The Company has complied with all mandatory disclosures stipulated under the Business Responsibility and Sustainability Reporting (BRSR) framework. Moreover, the Company is currently in the process of disclosing leadership indicators in its forthcoming financial years.

PRINCIPLE 1: BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY, AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE



A) 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	1	Topics of Integrity and ethics were covered	100%
Key Managerial Personnel	1	Topics of Integrity, Code of Conduct, dealing in information were covered	100%
Employees other than BOD and KMPs	1	Wellbeing of co-employees including in value chain (4)	100%
Workers	1	Respecting and promoting human rights (8)	100%

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

MONETARY					
Particulars	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	None	NA	NA	NA	None
Settlement	None	NA	NA	NA	None
Compounding fee	None	NA	NA	NA	None

NON-MONETARY				
Particulars	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	None	NA	NA	NA
Punishment	None	NA	NA	NA

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
-	-

This section is not applicable to the Company.

4. **Anti-corruption or Anti-bribery policy:**

<p>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.</p>	<p>Yes, Ramky has implemented anti- corruption policy as part of induction program which signifies the company's commitment in promoting culture of transparency, integrity, and accountability within the organisation.</p> <p>We place great emphasis on effectively communicating our policy to all stakeholders and employees, aiming to enhance awareness and comprehension of its underlying principles. In order to promote widespread compliance, we have incorporated regular training sessions and monitoring systems across the organization.</p> <p>We have implemented a robust framework for promptly and comprehensively addressing and investigating such concerns. Moreover, our policy specifies the potential repercussions individuals may encounter for non-compliance, thus emphasizing the importance of ethical behaviour and accountability within our Company.</p> <p>The policy can be accessed at the given link: https://ramkyinfrastructure.com/docs/pdf/investordesk/Anti_Bribery_Policy.pdf</p>
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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 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	FY 2022-23 (Current Financial Year)		FY 2021-22 (Current Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	-	0	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	-	0	-

7. Corrective Actions:

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	This section is not applicable to the Company as there were no fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.
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PRINCIPLE 2: BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE



A) 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:

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	0	0	-
Capex	0	0	-

2. Sustainable sourcing:

<p>Does the entity have procedures in place for sustainable sourcing? (Yes/No)</p>	<p>Ramky prioritize ethical and sustainable practices in all aspects of its operations, including sourcing and procurement. Ramky has dedicated Procurement Team which plays a vital role in ensuring that every purchase made aligns with their commitment to ethical, sustainable, and environmentally responsible practices. It has adopted the following procedures for sustainable sourcing:</p> <ol style="list-style-type: none"> 1. Suppliers Evaluation: The procurement team conducts in-depth research and assessment of potential suppliers and ensures that the supplier follow proper ethical business practices, labour standards and social responsibility. 2. Sustainable material sourcing: Ramky prioritize suppliers who offer sustainable and eco-friendly materials for construction and infrastructure development. Supplier partnerships are forged to ensure a consistent supply of sustainable materials. 3. Energy efficient equipment & technologies: Ramky actively seek energy-efficient equipment and technologies for infrastructure projects. Adoption of renewable energy solutions, such as solar panels or wind turbines, is encouraged whenever feasible. 4. Compliance with Environmental Regulations: All procurement decisions align with applicable environmental laws and regulations. Regular audits are conducted to verify ongoing compliance with sustainability and environmental requirements. 5. Stakeholder engagement and accountability: Ramky engages with stakeholders, including local community to address the concerns. Regular communication channels are established to foster trust and maintain open dialogue with stakeholders. <p>By employing these sustainable procurement practices, Ramky is committed to responsible and environmentally conscious development. Through collaboration with suppliers, stakeholders, and the Procurement team, Ramky strives to deliver projects that prioritize ethical practices, sustainability, and environmental protection.</p>
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If yes, what percentage of inputs were sourced sustainably?	Since Ramky is into Infrastructure and Real-Estate Sectors and there are numerous vendors sustainable inputs will be accounted for in the years to come.
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3. Processes in place to reclaim products for reuse, recycle and safe disposal of products at the end of life:

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.	The company is in the Civil Engineering sector and only a small percentage of its goods are reused, recycled, or disposed of after their useful lives. However, the business has started employing renewable energy sources, such as reclaimed water, etc. E-waste is disposed of through Pollution Control Board authorised agents who incinerates and issues the Certificate for the same.
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4. Extended Producer Responsibility (EPR) plan:

Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.	Not applicable
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PRINCIPLE 3: BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS



A) ESSENTIAL INDICATORS:

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

Cat-egory	% 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	839	839	100%	839	100%	0	-	839	100%	0	-
Female	35	35	100%	35	100%	35	100%	0	-	0	-
Total	874	874	100%	874	100%	35	100%	839	100%	0	-
Other than Permanent employees											
Male	0	0	-	0	-	0	-	0	-	0	-
Female	0	0	-	0	-	0	-	0	-	0	-
Total	0	0	-	0	-	0	-	0	-	0	-

B) Details of measures for the well-being of workers:

Cat-egory	% 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 workers											
Male	0	0	-	0	-	0	-	0	-	0	-
Female	0	0	-	0	-	0	-	0	-	0	-
Total	0	0	-	0	-	0	-	0	-	0	-
Other than Permanent workers											
Male	0	0	-	0	-	0	-	0	-	0	-
Female	0	0	-	0	-	0	-	0	-	0	-
Total	0	0	-	0	-	0	-	0	-	0	-

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

Benefits	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	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	874	0	Yes	759	0	Yes
Gratuity	874	0	Yes	759	0	Yes
Others: Pension	NIL	0	-	NIL	0	-

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, all employees, including those with impairments, have access to the offices. To better meet and manage the mobility requirements of those with impairments, the staff is consulted.
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4. **Equal Opportunity Policy:**

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 is committed to delivering value through equality and to nurture and promote human diversity across its operations. Web-link where the policy is available: https://ramkyinfrastructure.com/docs/pdf/investordesk_stakeholder_management_policy.pdf
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5. **Return to work and Retention rates of permanent employees and workers that took parental leave:**

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	-	-	-	-
Female	-	-	-	-
Total	-	-	-	-

* Ramky is in the process of establishing a database for computing employee turnover rates.

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	NA
Other than Permanent Workers	NA
Permanent Employees	Yes, Ramky has a Whistle Blower and Protection policy in place which provides guidance to raise a complaint in case of any concerns.
Other than Permanent Employees	NA

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

Category	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	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	874	0		759	0	
Male	839	0	-	730	0	-
Female	35	0	-	29	0	-
Total Permanent Workers						
Male	0	-		0	0	-
Female	0	-		0	0	-

8. Details of training given to employees and workers:

Category	FY 2022-23 (Current Financial Year)					FY 2021-22 (Previous Financial Year)				
	Total (A)	On Health and safety		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	839	839	100%	839	100%	730	730	100%	730	100%
Female	35	35	100%	35	100%	29	29	100%	29	100%
Total	874	874	100%	874	100%	759	759	100%	759	100%
Workers										
Male	0	0	-	0	-	0	0	-	0	-
Female	0	0	-	0	-	0	0	-	0	-
Total	0	0	-	0	-	0	0	-	0	-

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

Category	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees*						
Male	839	839	100%	730	730	100%
Female	35	35	100%	29	29	100%
Total	874	874	100%	759	759	100%
Workers						
Male	0	0	-	0	0	-
Female	0	0	-	0	0	-
Total	0	0	-	0	0	-

* Please note that for the purpose of performance and career development reviews of employees, only permanent employees are considered.

10. Health and safety management system:

S.no	Particulars	Response
a)	Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?	Ramky has integrated a comprehensive health and safety system within its organization, emphasizing the importance of maintaining a safe working environment. As part of this commitment, Ramky has obtained ISO 45001 and ISO 14001 certifications for their health and safety management system. These internationally recognized certifications validate Ramky's adherence to stringent standards and practices in ensuring the well-being of their employees and minimizing the environmental impact of their operations. By implementing these systems and obtaining the certifications, Ramky demonstrates its dedication to prioritizing the health and safety of its workforce while promoting sustainable practices within their business operations.
b)	What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	Ramky utilizes Job Safety Analysis, Hazard Identification and Risk Assessment, and an Aspect and Impact Register to assess and manage environmental impacts effectively. These tools enable the company to proactively identify and mitigate potential hazards, promoting environmental sustainability
c)	Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)	Ramky has implemented a range of measures to ensure the safety and well-being of its employees. These include the establishment of Safe Operating Procedures (SOPs) that provide clear guidelines for carrying out tasks in a safe manner. Additionally, regular Toolbox Talks are conducted to promote awareness and discussion of specific safety topics, fostering a culture of proactive risk management. To further enhance safety, Ramky provides job-specific trainings that equip employees with the necessary skills and knowledge to perform their tasks safely and efficiently. This targeted approach ensures that individuals are well-prepared and aware of the potential hazards associated with their specific roles.

		Ramky also employs a Permit-to-Work system, which serves as a formal authorization process for high-risk activities. This system ensures that proper precautions are taken, and necessary approvals are obtained before commencing work, minimizing the likelihood of accidents or incidents. To empower employees and encourage a culture of safety, Ramky has implemented a Suggestion/Complaint Box. This provides a confidential avenue for workers to report work-related hazards, share safety suggestions, or voice any concerns they may have.
d)	Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)	Ramky prioritizes employee health with regular health check-ups conducted at both work sites and the corporate office. This proactive approach ensures early detection and prompt intervention for any potential health issues, contributing to a safe and productive workforce

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

Safety Incident/Number	Category	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

12. Measures to ensure a safe and healthy workplace:

Describe the measures taken by the entity to ensure a safe and healthy workplace.	<p>Ramky prioritizes the safety and well-being of its workforce by maintaining a safe and healthy workplace. They achieve this through several initiatives. Firstly, all staff and workers undergo site safety inductions to familiarize themselves with site-specific hazards and safety protocols. Toolbox Talks are conducted before work starts to reinforce safety awareness and discuss specific safety topics. Hazard Identification and Risk Assessment (HIRA) is employed for critical activities to identify potential hazards and assess associated risks.</p> <p>Ramky also organizes regular medical health check-up camps to monitor the health of their staff and workers and enable early detection of any health issues. Routine housekeeping, pest control, fogging, water test reports, sanitation facilities, and regular health check-ups by first aiders are prioritized for a clean and hygienic work environment.</p> <p>Proper documentation is maintained, including records of safety inductions, Toolbox Talks, HIRA assessments, medical check-ups, and maintenance activities, ensuring compliance and serving as a reference for future audits or evaluations. Through these comprehensive measures and proper documentation, Ramky ensures the safety, well-being, and compliance of its workforce in the workplace.</p>
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13. Number of Complaints on the following made by employees and workers:

	FY (2022-23) Current Financial Year			FY (2021-22) Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	Nil	0	0	Nil
Health & Safety	0	0	Nil	17	0	All Complaints were addressed

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	60%
Working Conditions	40%

15. Corrective Actions:

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.	Ramky has implemented a continual improvement process to address safety concerns. This involves conducting internal and external trainings to enhance safety culture and promote a uniform working environment. Through these initiatives, Ramky strives to improve overall safety practices and ensure consistency throughout the organization.
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PRINCIPLE 4: BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS



A) ESSENTIAL INDICATORS:

1. Identification of stakeholders group:

Describe the processes for identifying key stakeholder groups of the entity	<p>Ramky has developed a Stakeholder Engagement Framework for identification of Stakeholders. In line with this framework, the stakeholder identification process at the Company considers the following scope in identifying the stakeholders:</p> <ul style="list-style-type: none"> • Dependency – groups or individuals who are directly or indirectly dependent on the organisation’s activities, products or services and associated performance, or on whom the organisation is dependent in order to operate. • Responsibility – groups or individuals to whom the organisation has, or in the future may have, legal, commercial, operational or ethical/moral responsibilities. • Attention – groups or individuals who need immediate attention from the organisation about financial, wider economic, social or environmental issues. • Influence – groups or individuals who can have an impact on the organisations or a stakeholder’s strategic or operational decision-making. • Diverse perspectives – groups or individuals whose different views can lead to a new understanding of the situation and the identification of opportunities for action that may not otherwise occur.
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2. List of 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 & Investors	No	<ul style="list-style-type: none"> • Annual General Meeting • Shareholder Meets • email • Stock Exchange (SE) intimations • investor/analysts meet/ • media releases 	Quarterly, Half yearly and annually	Share price appreciation, increased authorised share capital, dividends, profitability and financial stability, robust ESG practices climate change risks, cyber risks, growth. Prospects.
Government/ Regulatory authorities	No	<ul style="list-style-type: none"> • Reporting / Filings. • Submissions/ Applications. • Conclusion of assessments. • Representations in person Attending Workshops conducted by the authorities 	On periodical basis as provided under relevant legislations	Discussions with regulatory bodies with respect to regulations, amendments, approvals, and assessments.
Employees	No	<ul style="list-style-type: none"> • Interactive meetings, • Development programmes webinar. 	On regular basis	To provide open forum to employees and resolve their grievances, communicate, and keep them updated
Board of Directors	No	<ul style="list-style-type: none"> • Board Meetings, • Committee Meetings and briefings / familiarity programmes 	On regular basis	To review the performance of the company

Competitors	No	<ul style="list-style-type: none"> • Conferences • Events 	Need basis	To understand the market size and developments and for improvement.
Professional & Consultants	No	<ul style="list-style-type: none"> • Reports • Legal Opinions 	On periodical basis	Compliance to legal requirements, advice on business, legal, tax and environment etc related issues.
Local communities	No	<ul style="list-style-type: none"> • Meetings and briefings, • Partnership in community • Training and Workshops, • Impact Assessments, • Social Media. 	Need basis	Need assessment for CSR, Reviews and Addressing Grievances, community development, education/skill development, and livelihood support
Contractor		<ul style="list-style-type: none"> • Email, • Telephone • Interactive Meetings 	On periodical basis	To ensure that project remains on focus desired results and to make meaningful contribution to avoid the projects being derailed.

PRINCIPLE 5: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS



A) 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 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	874	874	100%	759	759	100%
Other than permanent	0	0	-	640	640	100%
Total Employees	874	874	100%	1399	1399	100%
Workers						
Permanent	0	0	0	0	0	0
Other than permanent	0	0	0	0	0	0
Total Workers	0	0	0	0	0	0

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

Category	FY 2022-23 (Current Financial Year)					FY 2021-22 (Previous Financial Year)				
	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										
Male	840	0	-	840	100%	730	0	-	730	100%
Female	34	0	-	34	100%	29	0	-	29	100%
Other than Permanent										
Male	0	0	-	0	-	640	0	-	640	100%

Category	FY 2022-23 (Current Financial Year)					FY 2021-22 (Previous Financial Year)				
	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)
Female	0	0	-	0	-	0	0	-	0	-
Workers										
Permanent										
Male	0	0	-	0	-	0	0	-	0	-
Female	0	0	-	0	-	0	0	-	0	-
Other than Permanent										
Male	0	0	-	0	-	0	0	-	0	-
Female	0	0	-	0	-	0	0	-	0	-

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

Category	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	1	Rs.40,76,244	0	-
Key Managerial Personnel	2	Rs.35,98,668	0	-
Employees other than BoD and KMP	836	Rs.4,56,000	35	Rs.4,56,000
Workers	NIL	NIL	NIL	NIL

4. Focal point for addressing human rights:

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)
At Ramky, the HR Department takes on the responsibility of addressing any potential human rights abuses. They play a crucial role in handling and redressing such issues within the company. By doing so, Ramky ensures that human rights concerns are addressed at the organizational level, demonstrating their commitment to upholding and protecting human rights within their operations.

5. Internal mechanisms in place to redress grievances related to human rights issues:

Describe the internal mechanisms in place to redress grievances related to human rights issues.
Ramky has established internal mechanisms to effectively address grievances related to human rights issues. The HR Department plays a key role in handling and resolving such concerns, ensuring that they are given the necessary attention and action. This proactive approach demonstrates Ramky's commitment to addressing human rights issues within the company and fostering a culture of respect and fairness. The HR Department, in coordination with established processes, ensures that grievances related to human rights are promptly and appropriately addressed, promoting a positive and inclusive work environment.

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

Category	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	-	0	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour/Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights related issues	0	0	-	0	0	-

7. Prevention of discrimination and harassment cases:

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

At Ramky, the HR Department plays a crucial role in ensuring that complainants are protected from any form of discrimination in the workplace. The department has established mechanisms to safeguard the rights of individuals who raise complaints. By doing so, Ramky demonstrates its commitment to creating a work environment that is free from discrimination and supports a culture of equality and fairness. The HR Department takes proactive steps to address complaints, provide necessary support, and prevent any retaliatory actions, fostering a safe and inclusive workplace for all employees.

8. Human rights requirements forming part of your business agreements and contracts:

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

Within our organization, human rights requirements are applicable up to the HR level, but not at the commercial contract level.

9. Assessments for the year:

Category	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	NA
Forced/involuntary labour	NA
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others – please specify	NA

10. Corrective Actions to address significant risks / concerns arising from the assessments:

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

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PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT



A) ESSENTIAL INDICATORS:

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

(₹ in Actuals)

Parameter	F.Y. 2022-23 (Current Financial Year)	F.Y. 2021-22 (Previous Financial Year)
Total electricity consumption (A)	48,00,41,857	32,71,70,888
Total fuel consumption (B)		
Energy consumption through other sources (C)	0	0
Total energy consumption (A+B+C)	48,00,41,857	32,71,70,888
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	Not available, please refer the below note**	Not available, please refer the below note**

The above figures includes the consumption at various sites and plants at which Ramky operate which are carried on by its contractors.

**During the financial years under review, Ramky encountered difficulty in quantifying its electricity and fuel consumption in terms of units. Nonetheless, we have diligently maintained precise records of the expenses incurred on energy consumption during this duration.

We further wish to inform you that the expenditure data cannot be converted from Rupees to respective units due to the varying tariffs of electricity per KVH and fuel per litre in different states. Furthermore, some of our offices and plants function on a lease and rental basis, and thus receive shared billed amounts instead of units.

We acknowledge this constraint and are presently in the process of establishing a system to accurately document energy consumption from the forthcoming financial years.

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.

Ramky has not conducted any independent assessment/ evaluation by an external agency.

2. Designated Consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India:

Ramky has not been identified as a designated consumer under Performance, Achieve and Trade (PAT) Scheme under the Bureau of Energy Efficiency.

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

Parameter	FY 2022-2023	FY 2021-2022
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	51,79,054	50,28,800
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	51,79,054	50,28,000
Total volume of water consumption (in kilolitres)	51,79,054	50,28,000
Water intensity per rupee of turnover (Water consumed / turnover)	Not available, please refer the below note**	Not available, please refer the below note**
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

The above figures includes the consumption at various sites and plants at which Ramky operate which are carried on by its contractors.

**During the financial years under review, Ramky encountered difficulty in quantifying its water consumption in terms of units. Nonetheless, we have diligently maintained precise records of the expenses incurred on Water consumption during this duration.

We acknowledge this constraint and shall possibly establish a system to accurately document water consumption from the forthcoming financial years.

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.

Ramky has not conducted any independent assessment/ evaluation by an external agency.

4. Mechanism for Zero Liquid Discharge:

Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.	Ramky operates at site level executing EPC and other civil construction works. The mechanism of installing a zero liquid discharge facility is done as per the client requirement if any. At Company level we are not required to have zero liquid discharge infrastructure.
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5. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:

Parameter	Please specify unit	FY 2022-2023	FY 2021-2022
NOx	-	Not Applicable*	
Sox	-		
Particulate matter (PM)	-		
Persistent organic pollutants (POP)	-		
Volatile organic compounds (VOC)	-		
Hazardous air pollutants (HAP)	-		
Others – please specify	-		

Since Ramky does not operate in manufacturing sector and conducts its business through contractors, this point is not applicable

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.

Ramky has not conducted any independent assessment/ evaluation by an external agency

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

Parameter	Unit	FY 2022-2023	FY 2021-2022
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	-	-
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	-	-
Total Scope 1 and Scope 2 emissions per rupee of turnover	Metric tonnes of CO ₂ equivalent	-	-
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	Metric tonnes of CO ₂ equivalent	-	-

Since Ramky does not operate in manufacturing sector and conducts its business through contractors, this point is not applicable.

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.

Ramky has not conducted any independent assessment/ evaluation by an external agency

7. Project related to reducing Green House Gas emission:

Does the entity have any project related to reducing Green House Gas emission? If yes, then provide details.	Considering the nature of Ramky's business activity, the company does not generate significant emissions that contribute to greenhouse gas emissions. As of now, the Company does not have any specific projects dedicated to reducing greenhouse gas emissions.
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8. Provide details related to waste management by the entity, in the following format:

Parameter	FY 2022-2023	FY 2021-2022
Total Waste generated (in metric tonnes)		
Plastic waste (A)	The Company operates its business across multiple locations, and waste management is carried out through varied methods ranging from captive disposal to collaborations with local vendors. Furthermore, the nature of our business precludes the generation of any hazardous or radioactive waste, battery waste, Bio Medical.	
E-waste (B)		
Bio-medical waste (C)		
Construction and demolition waste (D)		
Battery waste (E)		
Radioactive waste (F)		
Other Hazardous waste. Please specify, if any. (G)		
Total (A+ B + C + D + E + F + G + H)		
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	As an Infrastructure company, Ramky's operations primarily do not generate significant waste or engage in activities that require waste recovery through recycling, reusing, or other recovery operations. Therefore, there is no relevant data available in this regard. Our commitment lies in adhering to responsible and sustainable practices within the scope of our operations to minimize any potential environmental impact. We continuously strive to promote environmental consciousness and encourage our employees and stakeholders to adopt eco-friendly practices in their day-to-day activities.	
(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	As an Infrastructure company, Ramky does not operate in manufacturing sector and conducts its business through contractors and hence do not generate significant waste that requires specific disposal methods such as incineration, landfilling, or other disposal operations.	
(i) Incineration		
(ii) Landfilling		
(iii) Other disposal operations		
Total		

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

Ramky has not conducted any independent assessment/ evaluation by an external agency

9. Waste management practices adopted in the establishment:

Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.	Given that Ramky is solely engaged into Construction services, it does not partake in any manufacturing processes. However, the Company upholds sustainable waste management practices to ensure proper disposal of generated waste. <ul style="list-style-type: none"> a) E-waste, Plastic and Battery waste - The Company facilitates the transportation of plastic waste to local vendors for processing and disposal. Ensuring the proper handling of E-Waste is crucial, both for security purposes and environmental considerations. Consequently, computers and associated accessories are delivered to vendors or certified disposal agencies. To track the quantity of battery waste collected, disposed of, and recycled, the Company has implemented a reporting and monitoring system b) Hazardous Waste - As a Construction Company, our operations do not involve the use of hazardous or toxic chemicals, and as a result, we do not generate any such waste. c) Other waste - Given the nature of the Company's business, other forms of waste are not applicable.
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10. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:

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.
Ramky does not possess any facilities in or near ecologically sensitive areas, and therefore, no special environmental clearances are mandated.			

11. 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
Considering the nature of the Company's operations, the requirement of conducting an Environmental Impact Assessment (EIA) as mandated by The Ministry of Environment, Forests and Climate Change (MoEFCC) does not apply to the Company.					

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

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
Yes, to the extent it is relevant for a Construction Industry.				

PRINCIPLE 7: BUSINESSES, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT



A) ESSENTIAL INDICATORS:

1. A) Affiliations with trade and industry chambers/ associations:

Number of affiliations with trade and industry chambers/ associations.
Ramky Infrastructure Limited has no affiliations with any 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:

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/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 action taken
-	-	-

PRINCIPLE 8: BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT



The Company's social policy encompasses various aspects, such as cleanliness & Swachh Bharat Mission, Literacy & Rural Sports, Health Care, Restoration & Renovation of sites of Historical importance, Environment Sustainability, Social Community Development, Animal Welfare, and Disaster Relief.

The Company actively contributes to the social and economic progress of the communities where it operates. To this end, the Company has formulated a Corporate Social Responsibility (CSR) policy that covers the formulation, implementation, monitoring, evaluation, documentation, and reporting of CSR activities.

Through sustainable initiatives in the areas of health, education, animal welfare, infrastructure and community development, and response to natural calamities and pandemics, the Company addresses the various needs of communities residing in the vicinity of its facilities and offices.

A) 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
NIL	NIL	NIL	NIL	NIL	NIL

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affect-ed Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the F.Y. (In ₹)
-	-	-	-	-	-	-

3. Community redressal mechanism:

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

The company has established a mechanism wherein the local employees frequently interact with community members to identify and mitigate any concerns. The community if they have any concerns directly interact and raise their issues.

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

Category	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	100%	100%
Sourced directly from within the district and neighbouring districts	-	-

All the inputs of value (Rs.1,81,11,48,853 & Rs.78,67,59,535) for the present and previous year respectively are sourced directly from MSMEs/ small producers.

PRINCIPLE 9: BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER



A) ESSENTIAL INDICATORS:

1. Consumer Complaints and feedback:

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

Ramky has implemented a robust mechanism to effectively address consumer complaints. The company acknowledges the significance of promptly addressing and resolving any issues brought forward by its customers. With the objective of providing satisfactory resolutions, Ramky follows a structured process of deliberations and negotiations.

Upon receiving a consumer complaint, Ramky treats it with utmost seriousness and assigns it to a dedicated team or department specialized in handling such concerns. This team comprises trained professionals who possess the necessary expertise to effectively resolve customer complaints.

Ramky places great importance on maintaining open lines of communication with customers throughout the complaint resolution process. Regular updates and progress reports are provided to keep customers informed about the status of their complaints. The company strives to find amicable solutions to consumer concerns, placing high priority on customer satisfaction and upholding its reputation for delivering quality services.

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

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

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

Category	FY 2022-23 (Current Financial Year)		Remarks	FY 2021-22 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	0	0	0	0
Advertising	0	0	0	0	0	0
Cyber-security	0	0	0	0	0	0
Delivery of essential services	0	0	0	0	0	0
Restrictive Trade Practices	0	0	0	0	0	0
Unfair Trade Practices	0	0	0	0	0	0
Other	0	0	0	0	0	0

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

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

5. Cyber security policy:

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, we have a framework in place to address cyber security and data privacy risks. The policy outlines various methods, including access control, virus prevention, intrusion detection, data backups, authentication, monitoring, and review, to ensure data security within the organization. The policy also includes guidelines to protect data integrity based on data classification and secure the organization's information systems.

Web-link: https://ramkyinfrastructure.com/docs/pdf/investordesks/data_privacy_policy.pdf

6. Corrective Actions:

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

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For and on behalf of the Board of
Ramky Infrastructure Limited

Sd/-

Y.R. Nagaraja
Managing Director
DIN: 00009810

Sd/-

P. Ravi Prasad
Wholetime Director
DIN: 07872103

Place: Hyderabad
Date : 10.08.2023