

06 October 2023

The BSE Limited  
PJ Towers, 25<sup>th</sup> Floor,  
Dalal Street  
Mumbai 400001.  
Scrip Code: 532175

The National Stock Exchange of India Ltd  
Exchange Plaza,  
Bandra-Kurla Complex, Bandra (E)  
Mumbai-400 051.  
Scrip Code: CYIENT

Dear Sir/Madam,

Sub: Submission of Business Responsibility and Sustainability Report

Pursuant to Regulation 34(2)(f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we submit herewith the Business Responsibility and Sustainability Report for the Financial Year 2022-23.

We request you to take this on record.

Thanking you,  
For Cyient Limited

Ravi Kumar Nukala  
Dy. Company Secretary

# Business Responsibility & Sustainability Reporting (BRSR)

## SECTION A: GENERAL DISCLOSURES

### I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity	L72200TG1991PLC013134
2. Name of the Listed Entity	Cyient Limited
3. Year of incorporation	1991
4. Registered office address	4th Floor, 'A' Wing, Plot .11, Software, Units Layout, Infocity, Madhapur Hyderabad, Telangana - 500 081
5. Corporate address	4th Floor, 'A' Wing, Plot .11, Software, Units Layout, Infocity, Madhapur Hyderabad, Telangana - 500 081
6. E-mail	<a href="mailto:company.secretary@cyient.com">company.secretary@cyient.com</a>
7. Telephone	+91 40 6764 1000
8. Website	<a href="http://www.cyient.com">www.cyient.com</a>
9. Financial year for which reporting is being done	FY 2022-2023
10. Name of the Stock Exchange(s) where shares are listed	National Stock Exchange (NSE: CYIENT) and the Bombay Stock Exchange (BSE: 532175))
11. Paid-up Capital	INR 55,28,75,030
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	PNSV Narasimham President – Corporate Functions Phone: +91-40-67641000 Email: <a href="mailto:pnsv.narasimham@cyient.com">pnsv.narasimham@cyient.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).	Standalone (Engineering Services, India)

### 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 (FY23)
1	Engineering Services	Comprises the Group service and solutions offerings across the of Aerospace & Defense, Transportation, Semiconductor, Medical & Healthcare, Communications, Energy & Utilities, HiTech and Automotive business units.	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	Engineering Services	62099	100%

### III. Operations

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

Details of locations of the company's offices / plants are listed elsewhere in the Annual Report.

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

**a. Number of locations**

Locations	Number
National (No. of States)	5 states
International (No. of Countries)	19 countries

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

- Revenue - Outside India - INR 17,786 Mn
- Exports a percentage of the total turnover – 79.83%

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

Cyient is proud to be a trusted partner to a wide range of B2B customers across multiple industries. We collaborate with leading companies in aerospace and defense, rail transportation, communications, utilities, hi-tech, semiconductor, energy, industrial and plant engineering, geospatial, medical technology and healthcare, automotive and mobility, mining and natural resources, and digital sectors. By understanding their specific needs, we deliver tailored solutions that drive their success and contribute to their growth. Our customer-centric approach and commitment to excellence enable us to foster strong and long-lasting partnerships.

**IV. Employees**

**18. Details as at the end of Financial Year:**

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

S. No.	Particulars	Total (A)	Male*		Female*	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	12,042	9,068	75.30	2,947	24.47
2.	Other than Permanent (E)	873	467	53.49	328	37.57
3.	<b>Total employees (D + E)</b>	<b>12,915</b>	<b>9,535</b>	<b>73.83</b>	<b>3,275</b>	<b>25.36</b>
<b>WORKERS</b>						
4.	Permanent (F)	0	0	0	0	0
5.	Other than Permanent (G)	316	216	68.35	86	27.22
6.	<b>Total workers (F + G)</b>	<b>316</b>	<b>216</b>	<b>68.35</b>	<b>86</b>	<b>27.22</b>

\*At Cyient, the choice of revealing the gender and age is left to the associates hired.

**b. Differently abled Employees and worker**

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent (D)	107	75	70.09	32	29.91
2.	Other than Permanent (E)	3	3	100	0	0
3.	<b>Total differently abled employees (D + E)</b>	<b>110</b>	<b>78</b>	<b>70.91</b>	<b>32</b>	<b>29.09</b>
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)	0	0	0	0	0
5.	Other than permanent (G)	4	3	75	1	25
6.	<b>Total differently abled workers (F + G)</b>	<b>4</b>	<b>3</b>	<b>75</b>	<b>1</b>	<b>25</b>

## 19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	1	13
Key Management Personnel	14	1	7

## 20. Turnover rate for permanent employees and workers

	FY 2022-23			FY 2021-22			FY 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	32.6	29.1	31.8	26.50	27.70	54	25.8	25.2	25.6
Permanent Workers	N.A	N.A	N.A	N.A	N.A	N.A	N.A	N.A	N.A

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

### 21. (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	Cyient, Inc. [CI]	Subsidiary	100	No
2	Cyient Europe Limited [CEL]	Subsidiary	100	No
3	Cyient GmbH (CG)	Subsidiary	100	No
4	Cyient Australia Pty Limited (CAPL)	Subsidiary	100	No
5	Cyient KK [CKK]	Subsidiary	14*	No
6	Cyient Singapore Pte Limited (CSPL)	Subsidiary	100	No
7	Cyient Israel India Limited (CIIL)	Subsidiary	100	No
8	Cyient DLM Limited (CDLML)	Subsidiary	100	No
9	Cyient Insights Private Limited (CIPL)	Subsidiary	100	No
10	Cyient Urban Micro Skill Centre Foundation (CUMSCF)	Subsidiary	100	No
11	Citec Engineering India Private Limited (CEIPL)	Subsidiary	100	No
12	Cyient Solutions and Systems Private Limited (CSSPL)	Subsidiary	51	No
13	Infotech HAL Limited (IHL)	Joint Venture	50	No

\* Remaining 86% is held by CAPL

## VI. CSR Details

### 22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) - Yes

(ii) Turnover ₹ - 22,279 Mn

(iii) Net worth ₹ - 27,029 Mn

## 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)	FY 2021-22 Previous Financial Year			FY 2022-23 Current 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							
Investors (other than shareholders)							
Shareholders	Yes	141	Nil		150	Nil	
Employees and workers							
Customers							
Value Chain Partners					1		
Other (please specify)							

### 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	Renewable Energy	Opportunity	Adopting renewable energy sources such as solar, wind power can reduce dependency on non-renewable sources of energy like fossil fuels resulting in cost savings and a more stable energy supply. Renewable energy helps us significantly reduce our emissions which eventually results into reduced cost	-	Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2	Sustainable Supply Chain	Risk	The sustainability of Cyient's supply chain has been recognized as a potential risk, influenced by a range of factors. Noncompliance with sustainable practices by suppliers could directly affect Cyient's Scope 3 emissions. Furthermore, if any of Cyient's suppliers fail to comply with regulations, it could have negative impacts on the company's operations and reputation.	Our Vendor Code of Conduct (VCoC), Sustainable Supplier Assessment Framework guides us in mitigating the risks from supply chain. Periodic "Vendor Meets" enable us align our partners with our sustainability goals.	Negative
3	Inclusion and Diversity	Opportunity	Diversity and inclusion within our workforce enable us to leverage diverse perspectives, experiences, and ideas, driving innovation, problem-solving, and decision-making. Inclusive practices foster a supportive environment, enhancing employee engagement, productivity, and retention. Additionally, a diverse and inclusive workplace boosts our reputation, attracts top talent, expands our customer base, and fuels business growth and success.	-	Positive
4	Corporate Social Responsibility	Opportunity	Empowering the communities in which we operate provides us an opportunity to contribute to the well-being of society and the environment through various initiatives	-	Positive
5	Business Ethics	Risk	Unethical business practices can lead to legal and regulatory repercussions, including fines and disputes, jeopardizing our financial stability and damaging our reputation. Moreover, they can undermine stakeholder trust, resulting in decreased sales, market share, and ultimately, a bad reputation.	Corporate Governance Manual serves as a roadmap for the Board, management, and employees, providing guidance and direction as we pursue our vision, mission, and ESG-driven growth strategy to create long-term value for all stakeholders	Negative

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6	Data Privacy	Risk	Data privacy violations can lead to legal and financial penalties, damage a company's reputation, and result in loss of customer and other stakeholder trust and business	Our robust 'Data Leak Prevention' (DLP) tool protects the intellectual property of our customers and us	Negative

## 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	No	Yes	Yes	
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	-	Yes	Yes	
c. Web Link of the Policies, if available										
Link to Corporate Governance Policies: <a href="https://www.cyient.com/investors/corporate-governance/">https://www.cyient.com/investors/corporate-governance/</a>										
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	-	Yes	Yes	
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes, Cyient and its subsidiaries enforce a Vendor Code of Conduct that applies to all vendors, including sub-vendors and subcontractors, who engage in business relationships with us or represent us. This code encompasses clauses related to governance, environmental practices, and social responsibility.									
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) mapped to each principle.	Cyient has received certifications for quality management systems aligned with ISO 9001:2015, ISO 27001:2013, AS 9100 DQMS for Aviation, Space & Defense Organizations, ISO 13485:2016 for Medical devices QMS, ISO 22163:2017 for International Railway Industry Standards, TL 9000 R 6.0/R 5.5V for Telecom QMS, ISO 14001:2015 for Environmental Management System, certified Gold under Indian Green Building Council Leadership in Energy and Environment Design, ISO 45001-2018 for Occupational Health & Safety Management System, and CMMI-DE.									

<p><b>5. Specific commitments, goals and targets set by the entity with defined timelines, if any.</b></p>	<p>Cyient has set ambitious goals that it strives to achieve by 2025 as part of its sustainability framework. These goals are aligned with the pillars of Responsible, Equitable, and Accountable, and reflect our commitment to making a positive impact in the areas covered by our framework.</p> <p>Responsible Pillar</p> <ul style="list-style-type: none"> <li>• Carbon and water neutral operations</li> <li>• Zero Waste to Landfill</li> <li>• 100% Suppliers to be assessed on VCoC</li> <li>• To define and measure our success on sustainable solutions designed to support clients, communities, and countries in meeting their sustainable development objectives</li> </ul> <p>Accountable Pillar</p> <ul style="list-style-type: none"> <li>• Top quartile in stakeholders satisfaction survey</li> <li>• Highest levels of governance – beyond compliance</li> <li>• Safe and secure stakeholder data</li> </ul> <p>Equitable Pillar</p> <ul style="list-style-type: none"> <li>• Achieve Gender Balance</li> <li>• Continuous employee training &amp; development</li> <li>• ZERO loss time incidents across operations</li> <li>• To impact 10,000 girl children through education initiatives, 5000 youth through skill development programs, over 5000 impacted through community development programs, 25000 impacted through IT literacy initiatives, 5000 beneficiaries through healthcare programs</li> </ul>
<p><b>6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.</b></p>	<p>Yes, the performance related and other relevant details will be disclosed in our Sustainability Report FY 23.</p>

**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)**

Cyient is dedicated to its role in creating a better world and upholding its sustainability framework. We prioritize being a responsible, equitable, and accountable organization, with a focus on the well-being of our associates, clients, shareholders, and communities.

To fulfil our responsibility, we have implemented measures to reduce energy consumption and increase the use of renewable energy sources. We are actively working towards minimizing our carbon footprint through sustainable operational practices. Our efforts also extend to achieving water neutrality by optimizing water usage, implementing recycling and reuse methods, and significantly reducing our reliance on freshwater. We embrace integrated waste management principles, emphasizing the reduction, recycling, and reuse of waste materials to lower both hazardous and non-hazardous waste across our operations.

Empowering our communities in various aspects, including education, upskilling, healthcare, environmental protection, IT literacy, and social innovation, is an integral part of our growth story. We strive to make a positive impact on the holistic development of our communities.

Cyient has demonstrated its dedication to sustainability by participating in the Dow Jones Sustainability Index (DJSI), a renowned benchmark for sustainable business practices that generate long-term shareholder value. Our inaugural submission earned us an impressive score of 66, surpassing the industry average in all categories. Within the next two years, we aim to become an industry leader by further enhancing our focus on equality, data transparency, and advocating for human rights.



We have intensified our efforts in climate strategy and supporting our customers with sustainable offerings, including exploring opportunities in carbon capture technologies. While we have achieved significant progress, we acknowledge that there is still much more to accomplish. Our unwavering commitment to accountability, equity, and responsibility motivates us to persist in our sustainability journey with unwavering determination.

<b>8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy/ policies</b>	The Company monitors the implementation of the business responsibility policies through a leadership team chaired by the President – Corporate Functions, PNSV Narasimham. Regular discussions are conducted to discuss the Environment, Social and Governance aspects
<b>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.</b>	Yes, at Cyient, we have an ESG Committee that meets at least twice a year to review the company’s performance related to sustainability, diversity and inclusion, and corporate social responsibility matters. The committee is composed of three board members. Its purpose is to support Cyient’s ongoing efforts around environmental, health and safety, inclusion and diversity, sustainability, and other public policy matters.

**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	Committee of the Board: ESG Committee, and Risk Management Committee	ESG Committee – meets on a need basis Risk Management Committee – meets 3 times in a year
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Committee of the Board: ESG Committee, and Risk Management Committee	ESG Committee – meets on a need basis Risk Management Committee – meets 3 times in a year

<b>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.</b>	Yes
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**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)							No		
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)							Yes		
The entity does not have the financial or/human and technical resources available for the task (Yes/No)							Yes		
It is planned to be done in the next financial year (Yes/No)							Yes		
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 the awareness programmes
Board of Directors (BoD)	1	Code of Conduct affirmation	100%
Key Managerial Personnel (KMPs)	9	Training on various topics like Compliance ,Anti-trust, Software licenses, Information Security, Cybersecurity, Code of Conduct affirmation, POSH training, sustainability workshop and DEI workshop	100 %
Employees other than BoD and KMPs	22	Some of the Trainings and awareness programs conducted were listed below: <ul style="list-style-type: none"> <li>• Business Ethics</li> <li>• Diversity and Inclusion</li> <li>• Quality, Environmental and Health &amp; Safety (QEHS)</li> <li>• Cyber Security</li> <li>• Information Security Awareness Program</li> <li>• Intellectual Property Awareness Training</li> <li>• Overview of EOHS Management System</li> <li>• Prevention of Sexual Harassment (POSH) Quality Management System</li> <li>• Sustainable Energy Solutions and Clean Technologies</li> </ul>	100%
Workers	-	-	-

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

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.**

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.**

Cyient has a zero-tolerance policy towards bribery, which is in place to comply with anti-corruption laws such as the FCPA and UK Act. We have put in place measures to detect, prevent, and respond to any violations of anti-bribery laws and regulations. Our policy clearly states the consequences for companies and individuals found guilty of engaging in corrupt practices. Our policy is available at: [Anti\\_Corruption\\_Policy\\_-\\_Version\\_2\\_0\\_0704161.pdf](#) (hubspot.net)

**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	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

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

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

Not Applicable

**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	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
1	ESG sensitization workshop for critical suppliers	Top 100 suppliers*

\* Suppliers shortlisted basis 70 % of total spend

**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. Cyient has implemented procedures to prevent or manage conflicts of interest among its Board members. Associates are required to notify local management of any situation that could potentially be a conflict of interest or create the impression of one. In case of any uncertainty, it is recommended to disclose such situations. Moreover, Cyient receives an annual declaration from its board members about their interests in entities, which may change over time. To prevent conflicts of interest, the company ensures that appropriate approvals are obtained in such cases. Our policy which covers the conflict of interests related clause is available at: [\(CODE\\_OF\\_ETHICS\\_AND\\_BUSINESS\\_CONDUCT\).pdf@cyient.com](#)

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

**Essential Indicators**

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

	<b>FY 2022-23 Current Financial Year</b>	<b>FY 2021-22 Previous Financial Year</b>	<b>Details of improvements in environmental and social impacts</b>
R&D	5%	-	Our emphasis on digitizing operations, leads to a reduced carbon footprint and enhanced efficiency, thus reflecting our intent to make a positive contribution to the environment and society
Capex	4.33%	4.5%	Capital expenditures have been allocated towards implementing certain technologies to enhance the environmental sustainability of our operations. These technologies include the installation of solar power systems, EV charging stations, and organic waste composters

- 2. Does the entity have procedures in place for sustainable sourcing? (Yes/No) b. If yes, what percentage of inputs were sourced sustainably?**

We have developed a Sustainable Supplier Assessment Framework. To begin, we identified the suppliers critical to our operations and sensitized them about sustainability and ESG aspects. Subsequently, we distributed sustainable supplier questionnaires to all suppliers. Their responses will undergo thorough auditing before being assessed and rated. Our supply chain strategy at Cyient focuses on minimizing our impact on the environment and the community. By localizing material sourcing, we have significantly reduced our carbon footprint while fostering inclusive economic opportunities for community development.

- 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.**

This metric is not relevant to Cyient as our main business is providing engineering services, and it does not involve the manufacturing of any product.

- 4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No).**

**If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.**

Not Applicable

**Leadership Indicators**

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

No, we have not conducted Life Cycle Assessment for any of our services.

<b>NIC Code</b>	<b>Name of Product / Service</b>	<b>% of total Turnover contributed</b>	<b>Boundary for which the Life Cycle Perspective / Assessment was conducted</b>	<b>Whether conducted by independent external agency (Yes/No)</b>	<b>Results communicated in public domain (Yes/ No) If yes, provide the web-link.</b>
Not Applicable					

- 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.**

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).**

This metric is not relevant to Cyient as our main business is providing engineering services, and it does not involve the manufacturing of any product.

**4. Of the products and packaging reclaimed at end of life of products, amount (in metric tons) reused, recycled, and safely disposed of.**

This metric is not relevant to Cyient as our main business is providing engineering services, and it does not involve the manufacturing of any product.

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

This metric is not relevant to Cyient as our main business is providing engineering services, and it does not involve the manufacturing of any product.

**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	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
<b>Permanent employees</b>											
Male	9068	8354	92	9068	100	-	-	9068	100	-	-
Female	2947	2300	78	2947	100	2947	100	-	-	-	-
<b>Total</b>	<b>12042</b>	<b>10654</b>	<b>88</b>	<b>12042</b>	<b>100</b>	<b>2947</b>	<b>100</b>	<b>9068</b>	<b>100</b>	<b>-</b>	<b>-</b>
<b>Other than Permanent employees</b>											
Male	467	22	5	24	5	-	-	-	-	-	-
Female	328	11	3	13	4	-	-	-	-	-	-
<b>Total</b>	<b>873</b>	<b>33</b>	<b>4</b>	<b>37</b>	<b>4</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

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

Category	Total (A)	% of workers covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
<b>Permanent workers</b>											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Other than Permanent workers</b>											
Male	216	216	100	216	100	-	-	216	100	-	-
Female	86	86	100	86	100	86	100	-	-	-	-
<b>Total</b>	<b>316</b>	<b>316</b>	<b>100</b>	<b>316</b>	<b>100</b>	<b>86</b>	<b>100</b>	<b>216</b>	<b>100</b>	<b>-</b>	<b>-</b>

**2. Details of retirement benefits.**

Benefits	FY 2021-22 (Previous Financial Year)			FY 2022-23 (Current 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	98.74	0	Y	96.63	0	Y
Gratuity	98.74	0	Y	96.63	0	Y
ESI	24.06	0	Y	18.13	0	Y
Others - pls 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.**

Yes, our offices are accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016. We conduct sensitization and awareness programs for our managers and senior leaders to facilitate the inclusion of such employees within our organization and cater to their specific requirements, such as accessibility and accommodation.

**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.**

At Cyient, we believe in providing equal opportunities to all individuals. We do not discriminate against employees, associates, or job applicants based on characteristics such as age, race, color, religion or creed, sex (including pregnancy), marital status, military or veteran status, disability (mental or physical), national or ethnic origin, citizenship status, social origin (including caste), gender identity or expression, sexual orientation, protected genetic information, or any other characteristic protected by law. Our Code of Ethics and Business Conduct includes a section that emphasizes our commitment to Equal Employment Opportunities and Anti-Discrimination. Additionally, we have partnered with an external agency to provide employment opportunities for people with disabilities, which is an institutionalized initiative at Cyient. This agency trains and connects potential employers, including Cyient, with skilled individuals. The Equal Employment Opportunities related policy can be accessed on our website -

Code of Ethics and Business Conduct,  
Human Rights Policy

**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	100%	92.50%	-	-
Female	99.10%	58.02%	-	-
<b>Total</b>	<b>99.82%</b>	<b>81.32%</b>	-	-

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

	<i>(If Yes, then give details of the mechanism in brief)</i>
Permanent Workers	An efficient grievance redressal system has been set up at Cyient. We also have an efficient whistleblower mechanism that empowers associates of the company, including subsidiaries, to approach the Ombudsperson of the company and make protective disclosures about unethical behavior and actual or suspected fraud. Further, an Internal Complaints Committee is also present, as required by law Cyient conducts regular site visits by management and undertakes annual opinion surveys with its associate community, which provides a mechanism for individual issues to be reported. We also have an anonymous, confidential, external whistleblowing hotline through which specific concerns can be raised.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2021-22 Previous Financial Year			FY 2022-23 Current 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)

<b>Total Permanent Employees</b>	10,955	0	-	12,042	0	-
Male	8,396	0	-	9,068	0	-
Female	2,512	0	-	2,947	0	-
<b>Total Permanent Workers</b>	-	0	-	0	-	-
Male	-	0	-	0	-	-
Female	-	0	-	0	-	-

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

Category	FY 2021-22 Previous Financial Year					FY 2022-23 Current Financial Year				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Male	9,285	130	1.40	6,043	65.08	9,535	3,947	41.39	8,498	89.12
Female	3,122	17	0.54	1,941	62.17	3,275	1,306	39.88	2,393	73.07
<b>Total</b>	<b>12,518</b>	<b>147</b>	<b>1.17</b>	<b>7,977</b>	<b>63.72</b>	<b>12,915</b>	<b>5,257</b>	<b>40.70</b>	<b>10,891</b>	<b>84.33</b>
<b>Workers*</b>										
Male	157	-	-	-	-	216	-	-	-	-
Female	63	-	-	-	-	86	-	-	-	-
<b>Total</b>	<b>311</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>316</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

\*During FY 22, most of our associates were working from home due to pandemic, hence minimal number of health and safety trainings were conducted

(i) At Cyient, the choice of revealing the gender and age is left to the associates hired

(ii) Project specific skill trainings are provided to workers

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

Category	FY 2021-22 Previous Financial Year			FY 2022-23 Current Financial Year		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
Male	9,285	5,597	60	9,535	7,253	76
Female	3,122	1,662	53	3,275	2,300	70
<b>Total</b>	<b>12,518</b>	<b>7,344</b>	<b>59</b>	<b>12,915</b>	<b>9,553</b>	<b>74</b>
<b>Workers</b>						
Male	157	-	-	216	-	-
Female	63	-	-	86	-	-
<b>Total</b>	<b>311</b>	<b>-</b>	<b>-</b>	<b>316</b>	<b>-</b>	<b>-</b>

\*At Cyient, the choice of revealing the gender and age is left to the associates hired

#### 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, what is the coverage of such a system?

Yes. 80% of our offices have implemented occupational health and safety management system and are EMS ISO 45001:2018 certified.

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

Cyient identifies hazards and risks in accordance with the Aspect Impact, Hazard Identification, and Risk Assessment (AIHIRA) Process to fulfil applicable environmental standards and any other compliance requirements. The process assesses potential environmental risks and their impacts on our operations and prescribes measures to prevent or minimize them. It includes mechanisms for reviewing the effectiveness of our efforts in line with our organizational objectives.

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

Yes. We have updated the incident management process and online EHS incident reporting tool to strengthen the system and make reporting easier. The fire and safety teams receive immediate notifications of any incidents. Individuals or teams reporting the incidents receive emails at the outset of the investigation and are continuously updated on the measures taken. The procedure is concluded only after informing the relevant individuals of the outcome.

**d. Do the employees/ workers of the entity have access to non-occupational medical and healthcare services?**

We provide free medical checkups for our associates on a regular basis to make sure they are in excellent health and in the right frame of mind to give Cyient and our stakeholders their very best work. It is mandatory for our vendors to adopt similar measures in their operational settings to ensure a safe and healthy value chain with minimal disruptions. We have enhanced our transportation and security systems to provide additional protection to our associates during their commutes to work.

**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	Nil	Nil
	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 workplace.**

Every Cyient facility is equipped with essential emergency equipment, including automated external defibrillators (AEDs) and fire evacuation chairs designed for navigating stairs. Our associates have access to the EOHS incident report tool on MyCyient.com, enabling them to anonymously report health and safety concerns or incidents. We provide an e-learning module on Environmental, Occupational Health and Safety (EOHS) and actively encourage associates to complete it. Regular communication mailers on various health and safety topics such as heat stress, ergonomics, road safety, and holiday safety are released. HR Business Partners organize Well-Being-Wednesday programs focusing on health-related issues for all associates. Additionally, significant Health and Safety communication posters are prominently displayed across our facilities.

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

	FY 2021-22 Previous Financial Year			FY 2022-23 Current 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	N.A	N.A	0	N.A	N.A
Health & Safety	0	N.A	N.A	0	N.A	N.A



#### 14. Assessments for the year

At Cyient for every facility we conduct Internal Environmental, Health and Safety Audits at a frequency of every 6 months. And once in a year we have external certification/ surveillance audits.

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

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

During the audit three minor nonconformity reports were raised. Those were duly addressed

##### 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, we provide support to our employees in the event of death.

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

Our Vendor Business Code of Conduct incorporates a provision that obligates suppliers to comply with all pertinent laws and regulations, as well as our extensive Vendor Business Code of Conduct. Vendors must maintain accurate books and records that comply generally accepted accounting principles and applicable laws and regulations.

#### 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 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 2021-22	FY 2022-23	FY 2021-22	FY 2022-23
	Previous Financial Year	Current Financial Year	Previous Financial Year	Current Financial Year
Employees	0	0	0	0
Workers	0	0	0	0

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

Yes, we provide transition assistance programs.

#### 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 conditions	—
Working conditions	—

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

**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.

Cyient has identified its key internal and external stakeholders through a deliberate and comprehensive process, involving both the board and management team. This process involved assessing various stakeholder groups and evaluating their potential impact on the company. The importance of each group was carefully considered through a series of deliberations, taking into account factors such as their influence and potential impact.

To ensure the long-term success of the company and build strong relationships with stakeholders, continuous engagement and monitoring is critical. By doing so, Cyient was able to better identify and meet the needs and expectations of its key stakeholders and adapt to changing circumstances. This approach helps Cyient to maintain a strong reputation and build trust with its stakeholders, while also positioning the company for long-term growth and success.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investors	No	<ul style="list-style-type: none"> <li>Annual General Meeting</li> <li>Quarterly Meetings</li> <li>Annual Report &amp; Sustainability Report</li> <li>Shareholder information on website</li> <li>Timely response to shareholder queries</li> <li>Cyient's Internal Newsletter 'Communique'</li> <li>Press release</li> </ul>	Annually/ Half yearly/ Quarterly/ Need Basis	Financial and Sustainability performance of the organisation
Employees	No	<ul style="list-style-type: none"> <li>Associate surveys</li> <li>Cyient's Internal Newsletter 'Communique'</li> <li>Annual Report &amp; Sustainability Report</li> <li>Press release</li> </ul>	Quarterly, Half yearly/ Continuous	Associate Engagement, Learning & development
Senior Management	No	<ul style="list-style-type: none"> <li>Associate surveys</li> <li>Cyient's Internal Newsletter 'Communique'</li> <li>Annual Report &amp; Sustainability Report</li> </ul>	Annually/ Half yearly/ Quarterly/ Need Basis	Board Evaluation, Discussions
Local Community	Yes	<ul style="list-style-type: none"> <li>Community workshops</li> <li>Press releases</li> </ul>	Annually/ Half yearly/ Quarterly/ Need Basis/ Continuous	Education & IT Literacy, Skill Development, Innovation & Infrastructure, Healthcare, Community Development
Suppliers	No	<ul style="list-style-type: none"> <li>Supplier Workshops</li> <li>Annual Report &amp; Sustainability Report</li> <li>Cyient's Internal Newsletter 'Communique'</li> <li>Social media platforms such as LinkedIn, and Twitter</li> </ul>	Annually/ Half yearly/ Quarterly/ Need Basis/ Continuous	Business related discussions, awareness workshop on sustainability

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### Leadership Indicators

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**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.**

At Cyient, we prioritize stakeholder consultation on economic, environmental, and social topics to ensure a comprehensive approach to our Environmental, Social, and Governance (ESG) framework. We engage in careful deliberations with the Cyient board and management to identify our key internal and external stakeholders, which include Investors, Employees, Clients, Senior Management, Leadership, Community, and Suppliers. Through this inclusive approach, we gather valuable insights and feedback from our stakeholders. These inputs are integrated into our decision-making processes, allowing us to align our business imperatives with the critical needs of our stakeholders and the broader society. This information serves as a crucial input for informed decision-making, enabling us to navigate economic, environmental, and social considerations responsibly and sustainably.

**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, to support the identification and management of material topics related to environment and social, we utilize stakeholder consultation in a 5-step process:

1. **Universe of Issues:** We prepared an exhaustive list of environmental, economic, and social issues aligned with industry specific ESG standards.
2. **Business Objectives:** We examined broad issues relevant to revenue goals, business continuity, operating costs, brand equity, and overall business goals.
3. **Risk Assessment:** We evaluated the universe of issues in the context of inherent and external risks, prioritizing them by potential impact on the business and our preparedness to address them.
4. **Stakeholder Engagement:** We sought opinions from internal and external stakeholders about the criticality of identified issues and weighted stakeholder responses vis-à-vis their influence on our business.
5. **External Requirements:** We benchmarked listed issues against other reporting frameworks, such as UN SDGs, National Voluntary Guidelines (NVGs), and Dow Jones Sustainability Index.

Our sustainability interventions focus on material issues identified through this calibrated approach, helping us achieve our sustainability goals and better understand our stakeholders' needs.

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

Cyient actively engages with the community on a regular basis, focusing on areas such as community development, environmental initiatives, skill development, and IT literacy programs. Any concerns that arise are promptly addressed and discussed in a timely manner.

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

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#### Essential Indicators

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

While formal Human Rights training has not been conducted, we prioritize human rights principles within our code of conduct affirmation.

Category	FY 2022-2023			FY 2021-2022		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	12,042	12,042	100	10,955	10,955	100
Other than permanent	873	873	100	1,563	1,563	100
<b>Total employees</b>	<b>12,915</b>	<b>12,915</b>	<b>100</b>	<b>12,518</b>	<b>12,518</b>	<b>100</b>
<b>Workers</b>						
Permanent	0	0	100	0	0	100
Other than permanent	316	316	100	311	311	100
<b>Total workers</b>	<b>316</b>	<b>316</b>	<b>100</b>	<b>311</b>	<b>311</b>	<b>100</b>

CoC affirmation, updated every year based on regulatory changes etc.,

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

Category	FY 2022-2023 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)
<b>Employees</b>										
<b>Permanent</b>										
Male	9068	-	-	9068	100	8396	-	-	8396	100
Female	2947	-	-	2947	100	2512	-	-	2512	100
<b>Other than Permanent</b>										
Male	467	-	-	467	100	889	-	-	889	100
Female	328	-	-	328	100	610	-	-	610	100
<b>Workers</b>										
<b>Permanent</b>										
Male	0	-	-	0	100	0	-	-	0	100
Female	0	-	-	0	100	0	-	-	0	100
<b>Other than Permanent</b>										
Male	216	216	100	-	-	157	157	100	-	-
Female	86	86	100	-	-	63	63	100	-	-

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

Employees other than BoD and KMP:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	7	as per Board's report	1	as per Board's report
Key Managerial Personnel*	6	2,56,41,400	1	-
Employees other than BoD and KMP	9,476	7,45,626	3,019	4,57,724
Workers**	216	-	86	-

\*We are reporting the median remuneration of Key Management Personnel's (KMP) operating from India only. Due to confidentiality and the presence of only one female KMP, we are unable to disclose the median remuneration

\*\*As our workers are paid by a third-party, we do not engage in active tracking of their remuneration

**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, our head of ESG and DEI monitors these issues. Also, we have a panel of leaders that manages and reports on all whistleblower complaints. These complaints are also tracked by the board.

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

At Cyient, an effective grievance redressal procedure has been established to ensure that compliance guidelines and human rights concerns are upheld throughout the company. Additionally, we have a successful whistleblower procedure that enables our employees, including subsidiaries, to contact the Ombudsperson and make confidential disclosures regarding unethical behaviour and actual or suspected fraud. Also, there is an internal complaints committee, as mandated by law. There is a whistleblower hotline outside of Cyient that is anonymous, confidential, and accessible.

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

	FY 2022-2023 Current Financial Year			FY 2021-2022 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	N.A	N.A	0	N.A	N.A
Discrimination at workplace	0	N.A	N.A	0	N.A	N.A
Child Labour	0	N.A	N.A	0	N.A	N.A
Forced Labour/ Involuntary Labour	0	N.A	N.A	0	N.A	N.A
Wages	0	N.A	N.A	0	N.A	N.A
Other human rights related issues	-	-	N.A	0	N.A	N.A

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

We undertake efforts to ensure that all relevant stakeholders are aware of the Cyient Business Code of Conduct and Human Rights Policies and are aware that any complaint that violates those policies will be investigated. We are dedicated to fostering an environment at work where associates can do their jobs without fearing discrimination, gender bias, or sexual harassment.

All employees have the right to be treated with respect, and if sexual harassment occurs at work or elsewhere that involves employees, it is a serious offence that must be punished. A committee has been established by management to investigate and address sexual harassment complaints. At each of the company's locations, the Chairman and Managing Director may establish the committees that may be necessary to fulfil the requirements of the Act.

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

Yes, human rights requirements are part of our business and contracts, through our Vendor Code of Conduct. We expect of our vendors that they uphold and advocate the protection of the internationally recognized principles of human rights and that they refrain from engaging in violations of those principles.

**9. Assessments of the year**

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

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

Not Applicable

**Leadership Indicators**

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

Modifications were made in our talent management process to ensure we represent all of our associates. Cyient has an effective grievance redressal system that ensures compliance with human rights issues and regulatory requirements throughout the organization.

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

Cyient intends to conduct a comprehensive human rights assessment with global coverage in the upcoming years.

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

Yes, the company comply with the Rights of persons with disabilities act. This indicates the company’s commitment to fostering inclusive workplaces that are accommodating to every individual. In order to incorporate these associates into the organisation and address their unique needs, such as accessibility and accommodation, we conduct sensitization and awareness exercises for our managers and senior leaders.

**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	100% of our suppliers were evaluated in FY23 basis our Vendor Code of Conduct which has several clauses on Labor Practices and Human Rights like Child Labour, Freedom of Association, Working hours, Wage and Benefits, Forced or compulsory labour, Lawful Employment, Non-Discrimination and Harassment
Discrimination at workplace	
Child labour	
Forced/involuntary labour	
Wages	
Others – please specify	

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

We conducted evaluations of all our suppliers in accordance with our Vendor Code of Conduct. Suppliers who did not meet the compliance requirements are provided with support and assistance to help them align with the code.

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

**Essential Indicators**

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total electricity consumption (A)	45,637 GJ	33,545
Total fuel consumption (B)	3,310 GJ	2,568 GJ

Energy consumption through other sources (C)	22,722 GJ	17,992 GJ
<b>Total energy consumption (A+B+C)</b>	<b>71,670 GJ</b>	<b>54,107 GJ</b>
<b>Energy intensity per Crore of turnover</b> (Total energy consumption (Kilo Joules) / turnover in crore rupees)	<b>32 GJ/INR Cr</b>	<b>30 GJ/INR Cr</b>

**Note:** Row C indicates the Roof Top Solar Energy.

**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.

Yes, our FY22 data has received a limited assurance from TUVI, and we are currently in the process of obtaining the same for FY23.

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

No, the organization is not classified as a designated consumer for the Performance, Achieve, and Trade (PAT) program administered by the Bureau of Energy Efficiency (BEE).

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	0	0
(ii) Groundwater*	5891	-
(iii) Third party water (Municipal water supplies)	68,355	51,418
(iv) Seawater / desalinated water	0	0
(v) Others	-	-
<b>Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)</b>	<b>74,246</b>	<b>51,418</b>
<b>Total volume of water consumption (in kiloliters) *</b>	<b>74,246</b>	<b>51,418</b>
<b>Water intensity per crore of turnover (Water consumed / turnover in crores)</b>	<b>33/KL ₹ Cr</b>	<b>29 KL/ ₹ Cr</b>

\*Flowmeter for water withdrawal from borewell was installed at Warangal office during FY 23

**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.

Yes, our FY22 data has received a limited assurance from TUVI, and we are currently in the process of obtaining the same for FY23.

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

No, however, the wastewater generated at our sites is treated through the sewage treatment plants (STPs) and the recycled water is used for sanitation and gardening purposes.

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

Parameter	Please specify unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
NOx	kg/yr	374	-
SOx	kg/yr	141	-
Particulate matter	-	-	-
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-

**Note:** Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)  
If yes, name of the external agency. No

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

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tons of CO <sub>2</sub> equivalent	2409	1150
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tons of CO <sub>2</sub> equivalent	10502.56	7381
<b>Total Scope 1 and Scope 2 emissions per Crore of turnover</b>	tCO <sub>2</sub> /INR Cr	<b>5.79</b>	<b>4.87</b>

As a service company, Cyient does not consider air emissions to be of substantial concern because they occur from the DG set intermittently.

**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.**

Yes, our air emissions data is evaluated and certified by Vison Labs.

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

Yes, we are committed to reducing greenhouse gas (GHG) emissions in our operations. To achieve this goal, we have implemented several projects aimed at increasing our utilization of renewable energy sources. For example, we have installed solar panels with capacities of 100kWp in Kakinada, 240 kWp in Vizag, 100kWp in Warangal, and 140 kWp in Madhapur. At our Bangalore and Manikonda locations, over 80% of the energy consumed is derived from solar power. Additionally, we have set up EV charging stations for both two-wheelers and four-wheelers at our Manikonda, Madhapur, and Bangalore locations to encourage our associates to use electric vehicles. These projects are a testament to our commitment to reducing GHG emissions and promoting sustainable practices.

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
<b>Total Waste generated (in metric tons)</b>		
Plastic waste (A)	0.09	0.50
E-waste (B)	7.83	10.96
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	21.28	22.38
Radioactive waste (F)	0	0
Other Hazardous waste (G) (DG set lube oil)	0.6	0.77
Other Non-hazardous waste generated (H) (Paper waste, Food waste, Metal & scrap, miscellaneous scarp)	61.30	20.60
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>91.09</b>	<b>55.21</b>

**For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tons)**

**Category of waste**

(i) Recycled		
(ii) Re-used		
(iii) Other recovery operations		
<b>Total</b>		

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



Category of waste		
(i) Incineration		
(ii) Landfilling		
(iii) Other disposal operations*	91.09	55.21
<b>Total</b>		

\* Hazardous, Non- Hazardous, E-waste and Battery waste generated are safely disposed to PCB authorized vendors.

**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.**

Yes, our FY22 data has received a limited assurance from TUVI, and we are currently in the process of obtaining the same for FY23.

**9. 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.**

At our organization, we prioritize waste management practices to minimize our impact on the environment.

We have established a system of segregated bins for different types of waste, including recyclable materials, organic waste, and non-recyclable waste. Our primary sources of waste, such as e-waste and computer peripherals, are collected and safely stored for three years before being disposed of through Pollution Control Board (PCB) authorized vendors. We also work with authorized vendors for paper waste management practices and use notepads made from recycled papers. Additionally, we have installed organic waste converters (OWCs) to manage food and garden waste, which process the waste and convert it into compost used for gardening and landscaping. Our associates are encouraged to avoid using hazardous and non-biodegradable products, and we periodically send awareness emails to reinforce this message.

To ensure that we comply with our waste management practices, we have implemented strict security measures at our main gate. Vendors are checked and stopped if they do not follow our waste management practices, and we encourage the use of biodegradable products. Finally, we treat wastewater generated at our establishments through a Sewage Treatment Plant (STP) to ensure it meets the necessary standards before being discharged.

Cyient minimizes the usage of toxic chemicals, including those in STP and cleaning processes. We dilute chemicals to reduce their concentrations, ensuring safer handling. Furthermore, all chemicals used at Cyient are certified by authorized agencies, providing assurance of their quality and compliance.

**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:**

As a responsible organization, we are aware of the importance of environmental conservation and are committed to minimizing our impact on the environment and protecting natural habitats. Therefore, we do not conduct any activities or operations in areas that are considered ecologically sensitive.

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.
			NA

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

We have not conducted the environmental impact assessments (EIA) of our operations and as per the Environmental Impact Assessment ("EIA") notification 2006, the company is not required to comply with certain environmental regulations or assessments.

**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:**

Yes, Cyient is fully compliant with all applicable environmental laws, regulations, and guidelines in India.

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
NA				

#### Leadership Indicators

1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
<b>From renewable sources</b>		
Total electricity consumption (A)	22722 GJ	17992 GJ
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>22722 GJ</b>	<b>17992 GJ</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D)	45637 GJ	33545 GJ
Total fuel consumption (E)	3310 GJ	2568 GJ
Energy consumption through other sources (F)	0	0
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>48947 GJ</b>	<b>36113 GJ</b>

**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.

Yes, our FY22 data has received a limited assurance from TUVI, and we are currently in the process of obtaining the same for FY23.

2. Provide the following details related to water discharged:

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
<b>Water discharge by destination and level of treatment (in kilo liters)</b>		
(i) To Surface water	0	0
- No treatment		
- With treatment – please specify level of treatment		
(ii) To Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) To Seawater	0	0
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties	Water discharge in the majority of our sites is directed to Centralized Sewage Treatment Plants (CSTPs).	
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – Tertiary treatment at our in house STP*	18,286	12,316
<b>Total water discharged (in kilo liters)</b>	<b>18,286</b>	<b>12,316</b>

\*For FY 22, the data is reported for three locations whereas for FY 23, the data is reported for four locations.

**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.

Yes, our FY22 data has received a limited assurance from TUVI, and we are currently in the process of obtaining the same for FY23.

**3. Water withdrawal, consumption and discharge in areas of water stress (in kilo liters):**

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

- (i) **Name of the area:**
- (ii) **Nature of operations**
- (iii) **Water withdrawal, consumption, and discharge in the following format:**

According to the Central Groundwater classification, our sites are not located in areas classified as "Critical" or "Over-exploited" with regards to groundwater. Hence, the question isn't applicable.

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

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
<b>Total Scope 3 emissions</b> (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	-	-
<b>Total Scope 3 emissions per Crore of turnover</b>		-	-

\*We are currently in the process of monitoring and measuring our Scope 3 emissions.

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

No, we did not obtain assurance on our Scope 3 emissions data

**5. 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.**

None of our operations and offices are not situated in ecologically sensitive areas.

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

S. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Installation of rooftop solar panels	As part of our efforts to promote the adoption of sustainable energy practices throughout the organization, we have been deliberately increasing the proportion of renewable energy in our energy mix.	Significant reduction in the energy costs, decreased carbon footprint, and improved overall environmental performance.
2.	Setting up of EV charging stations	We have set up EV charging stations for both two-wheelers and four-wheelers at our Manikonda, Madhapur, and Bangalore locations. These projects are a testament to our commitment to reducing GHG emissions and promoting sustainable practices.	Promoting the use of electric vehicles among our associates.
3.	Resource efficiency initiatives	Several resource efficiency initiatives have been undertaken by a company, such as maximum demand reduction in Lanco, Uppal, Bangalore, and Manikonda, replacement of air-cooled chillers in Madhapur, MD reduction in Kakinada and Vizag, Madhapur - 11 KV merging, and UPS room consolidation.	These resource efficiency initiatives, have significantly reduced energy consumption and carbon footprint, leading to cost savings.

\*The relevant details will be published in our Sustainability Report FY 23

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

Cyient recognizes the criticality of its Corporate IT infrastructure in supporting global delivery models and maintaining seamless communication with clients. To mitigate potential disruptions, Cyient has developed a comprehensive business continuity and disaster management plan. This plan involves identifying essential functions and transactions, conducting Business Impact Analysis, and dividing services into independent activities. In the event of a disaster, a Crisis Management Team (CMT) oversees recovery efforts, while an Emergency Response Team (ERT) handles on-site emergencies. The Chief Information Officer (CIO) plays a key role in building resilience within the Corporate IT infrastructure. By implementing these measures, Cyient aims to ensure continuity, minimize downtime, and safeguard its business reputation and growth.

**8. 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, there weren't any significant adverse impact to the environment, arising from the value chain of the entity.

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

We have assessed our top 100 supplier (70% of spend) on ESG parameter through third party assessment.

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

**Essential Indicators**

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

The Company is a member of 7 trade and industry chambers/ associations.

**b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such a 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	Confederation of Indian Industry (CII)	National
2	National Association of Software and Service Companies	National
3	Global Compact Network India	National
4	Indo-American Chamber of Commerce	National
5	National HRD Network	National
6	The Federation of Telangana Chambers of Commerce and Industry	State
7	Hyderabad Management Association	State

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

No adverse orders received from regulatory authorities for anti-competitive conduct.

Name of authority	Brief of the case	Corrective action taken
-	-	-
-	-	-

**Leadership Indicators**

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in the public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
-	-	-	-	-	-

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

### Essential Indicators

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web Link
Quality School Education & IT Literacy Initiatives	CF/ CSR00004617/2023/ EDU/ITL/WEMP/ENV	03-01-2023	Yes	Yes	<a href="https://www.cyient.com/about-us/social-responsibility">https://www.cyient.com/about-us/social-responsibility</a>
Environmental Development Initiatives	CF/ CSR00004617/2023/ WC/GE	03-08-2023	Yes	Yes	<a href="https://www.cyient.com/about-us/social-responsibility">https://www.cyient.com/about-us/social-responsibility</a>
Community Development Initiatives	CF/ CSR00004617/2023/ EDU/ITL/WEMP/ENV	03-01-2023	Yes	Yes	<a href="https://www.cyient.com/about-us/social-responsibility">https://www.cyient.com/about-us/social-responsibility</a>
Skill De-velopment Initiatives	CF/ CSR00004617/2023/ VS/ITS	03-03-2023	Yes	Yes	<a href="https://www.cyient.com/about-us/social-responsibility">https://www.cyient.com/about-us/social-responsibility</a>

#### 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 2023 (In INR)
NA						

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

The Cyient Foundation has conceived and facilitated a wide range of social initiatives aimed at enhancing access to high-quality education, fostering skill development, promoting socially innovative business practices, and making substantial investments in environmental development projects. We maintain registers at each center which enables us record and resolve the grievances of the community.

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

	FY 2023 Current Financial Year	FY 2022 Previous Financial Year
Directly sourced from MSMEs/ small producers	INR 467.52 million	-
Sourced directly from within the district and neighboring districts	INR 197.74 million	-

### 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
Nil	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
1	Andhra Pradesh	Visakhapatnam	INR 18,00,000
2	Telangana	Warangal (Rural)	INR 29,00,000

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

No

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

Not Applicable

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

Not Applicable

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

S. No.	Intellectual Property based on traditional knowledge	Owned/Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
NA				

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
NA		

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	School Education and Digital / IT Literacy: Adopted 30 Government Schools and providing Quality Education to vulnerable and marginalized communities	<ul style="list-style-type: none"> <li>Supporting 30 schools with 20658 children.</li> <li>Girl Child enrollment is 56.80%</li> <li>Until FY22-23, 21615 adults gained access to IT Literacy</li> <li>11904 adult women trained and certified.</li> </ul>	62%
2	Community development skills & employment: Operating Cyient Urban Micro Skill Center and Cyient IT / ITES Skill Center to provide skills and employment to unemployed youth from low-income families.	<ul style="list-style-type: none"> <li>As on date trained 4106 community members on IT / Vocational skills</li> <li>Over 85% of the total trainees gained potential employment / self-sustained.</li> <li>In the village providing access to safe drinking water, sanitation, healthcare &amp; education to 3093 households</li> <li>Achieved 100%ODF free and 0% school dropouts and infant deaths.</li> </ul>	54.5%

S. No.	CSR Project	No. of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
3	Preventive health care and health care: Provide quality low-cost health care to community people in Cyient Adopted Village, Extend support to research in health care	<ul style="list-style-type: none"> <li>Supported the Anganwadis located in Cyient Adopted Village &amp; Anganwadis in Cyient Adopted Schools</li> <li>Children between 3 to 6 Years were given nutritional support and preliminary healthcare</li> <li>1098 children are getting access to the facilities in 18 Anganwadis</li> <li>Continue to support Asian Healthcare Foundation on the research on affordable healthcare , the aid will support research on "Pathogenesis of Human Acute Pancreatitis"</li> </ul>	56.7%
4	Plantation – go green initiatives Water conservation & Rainwater harvesting: To protect the environment and preserve the natural resources, maintain quality air and water our initiatives are centered in and around Cyient Offices, Cyient Schools, Cyient Skill centers and Cyient adopted villages.	<ul style="list-style-type: none"> <li>Planted over 79,828 samplings in the last 7 Years. (Including current year)</li> <li>The survival rate is progressed from 82% to 86%.</li> <li>Developed 31,042 Square Meters of Land in and around Telangana and AP.</li> <li>Received Haritha Haram award for the 7th Consecutive year from Minister for MU&amp;AD and IT of Telangana State</li> <li>In 12 schools developed rainwater conservation from schools, community, centers roof top.</li> </ul>	NA
5	Environmental Protection – green energy / renewable energy: To protect the environment and preserve the natural resources, use and produce the renewable energy in Cyient Schools and excess units generated helps the local community.	<ul style="list-style-type: none"> <li>The excess green energy generated is distributed to the community</li> <li>Cyient Rajbhavan School is producing energy over and above the usage and is certified by IGBC with green building</li> <li>The school is awarded by IGBC and received appreciation from the CII Telangana.</li> </ul>	28%

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

**Essential Indicators**

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

Cyient has a dedicated microsite for customers to provide feedback and lodge complaints, if any.

<http://www.cyient.com/contact-us>

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

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

This metric is not relevant to Cyient as our main business is providing engineering services, and it does not involve the manufacturing of any product which would carry the information.

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

There have been xx complaints and none pending against the Company regarding unfair trade practices, irresponsible advertising and/or anti-competitive behavior during the last five years as of March 31, 2023.

	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	N.A	-	-	N.A
Advertising	0	0	N.A	-	-	N.A
Cyber-security	0	0	N.A	-	-	N.A
Delivery of essential services	-	-	N.A	-	-	N.A
Restrictive Trade Practices	0	0	N.A	-	-	N.A
Unfair Trade Practices	0	0	N.A	-	-	N.A
Other	-	-	N.A	-	-	N.A

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

This metric is not relevant to Cyient as our main business is providing engineering services, and it does not involve the manufacturing of any product which would carry the information.

**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.**

Cyient follows the General Data Protection Regulations (GDPR) and has an Information Security Management System (ISMS) aligned with ISO/IEC 27001:2013 for Information Technology and Security techniques and ISO/IEC 27002:2013 for information security management and protection of information assets from all internal and external threats.

The CEO, CIO, and Finance teams oversee the Cyber security strategy and align the roadmap with organizational priorities. The Risk Management Committee is responsible for the oversight of cybersecurity and the CEO is a member of the Risk Management Committee. Additionally, Cyient has a data loss prevention policy and a Data Retention policy specifies a period after which personal data is deleted permanently. It is answerable to the respective data protection authorities of the different countries in which they are present.



**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.**

We stand firm to our reputation for providing our clients with world class quality through an effective Quality Management system in place and best practices that are aligned with the internationally renowned quality standards and models like ISO 9001:2015 Quality Management Systems, ISO 27001:2013 Information Security Management Systems, AS 9100 DQMS requirements for Aviation, Space and Defense Organizations, ISO 13485:2016 Medical devices QMS, ISO 22163:2017 International Railway Industry Standards, TL 9000 R 6.0/R 5.5V the Telcom QMS, ISO 14001:2015 Environmental Management System, ISO 45001-2018 Occupational Health and Safety Management System and CMMI-DEV Version 2.0 Level 5, Capability Maturity Model Integration.

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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 the products provided by the Company are available on the Company's website.  
<https://www.cyient.com/>

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

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

**4. Does the entity display product information on the product over & 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)**

This metric is not relevant to Cyient as our main business is providing engineering services, and it does not involve the manufacturing of any product.

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

**a. Number of instances of data breaches along-with impact — There were no instances of data breaches.**

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