

ANANDRATHI

Private Wealth. uncomplicated

Letter No.: 28/2023-24

Dated: June 03, 2023

To,

The Manager,
Listing Department
National Stock Exchange of India Limited
Exchange Plaza, C-1, Block G, Bandra Kurla
Complex, Bandra (East), Mumbai - 400 051
Tel No.: 2659 8235
Fax No.: 2659 8237 / 2659 8238
Trading Symbol: ANANDRATHI

The Manager,
Listing Department
BSE Limited
Phiroze Jeejeebhoy Towers
Dalal Street, Mumbai – 400 001
Tel No.: 2272 1233
Fax No.: 2272 3719 / 2272 3121 / 2272 2037
Scrip Code: 543415

Sub: Business Responsibility and Sustainability Report for the financial year 2022-23

Dear Sir/Madam,

In terms of Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosures Requirements) Regulations, 2015, please find enclosed herewith the Business Responsibility and Sustainability Report for the financial year 2022-23.

Kindly note that the BRSR forms part of the Annual Report of the Company for the financial year 2022-23, submitted to the Exchanges vide letter dated May 12, 2023.

This is for your information and appropriate dissemination. We request you to take the above on record.

Thanking You.

Yours faithfully,
For **Anand Rathi Wealth Limited**



Nifesh Tanwar
Company Secretary and Compliance Officer
M. NO. F-10181
Place: Mumbai
Encl: as above



Business Responsibility & Sustainability Report 2022-23

INTRODUCTION

Anand Rathi Wealth Limited ('the Company' or 'ARWL'), registered AMFI as a Mutual Fund Distributor, has, since 2002, been in the business of Private Wealth, catering to high and ultra-high net worth individuals (HNIs & UHNIs). Since December 2021, the Company has been listed on the National Stock Exchange of India Limited and BSE Limited.

Our Vision: To be a leader in investment strategy, provide innovative financial solutions & be the first choice for clients and employees.

Our Mission: We are client-centric, with a clear focus on providing long-term value addition to clients, while maintaining the highest standards of excellence, ethics & professionalism.

SEBI has, vide its Gazette Notification dated May 05, 2021, and Circular dated May 10, 2021, mandated the top 1000 listed entities to disclose their performance against the nine principles of the 'National Guidelines on Responsible Business Conduct' (NGBRCs) in '**Business Responsibility and Sustainability Report**' from the financial year 2022-23.

Therefore, the Company has prepared the Business Responsibility and Sustainability Report for 2022-23.

**SECTION
A**

GENERAL DISCLOSURES



I Details of the listed entity:

Sr. No.	Particulars	Details
1.	Corporate Identity Number (CIN)	L67120MH1995PLC086696
2.	Name of the listed entity	ANAND RATHI WEALTH LIMITED
3.	Year of incorporation	1995 (Date of Incorporation: March 22, 1995)
4.	Registered office address	Express Zone, A Wing, 10th Floor, Western Express Highway, Goregaon (E), Mumbai - 400063
5.	Corporate address	Floor No. 2 & 3, Block B & C, E-wing, Trade Link, Kamala Mills Compound, Senapati Bapat Marg, Lower Parel, Mumbai - 400013
6.	E-mail	csarwsl@rathi.com
7.	Telephone	022-62817000
8.	Website	https://anandrathiwealth.in
9.	Financial year (FY) for which reporting is being done	Financial year 2022-23
10.	Name of the Stock Exchange(s) where shares are listed	a. National Stock Exchange of India Limited (NSE) b. BSE Limited (BSE)
11.	Paid-up Capital	₹ 208,441,235/- comprising 4,16,88,247 equity shares of ₹ 5/- each (As on March 31, 2023)
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr Nitesh Tanwar Company Secretary and Compliance Officer E-mail address: niteshtanwar@rathi.com Telephone No.: 022 6981 5400
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).	Disclosures made in this report are on a standalone basis and pertain to the Company only.

II Products / Services

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

Description of Main Activity	Description of Business Activity	% of Turnover of the Entity
Financial and Insurance Service	Other Financial Services - Mutual Fund Distributors	100.00%



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

Product / Service	NIC Code*	% of Total Turnover Contributed
Other financial service activities, except insurance and pension funding activities, n.e.c	64990	100.00%

*Source: National Industrial Classification for India 2008 (NIC-2008)

 Operations

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

	 Number of plants*	 Number of offices	
National**	-	15	15
International^	-	1	1
			Total

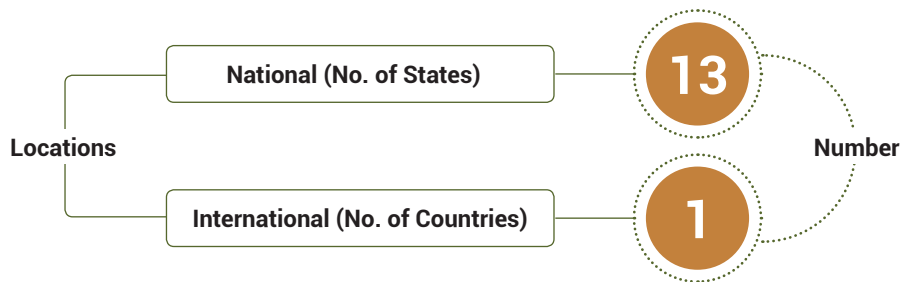
*The Company is engaged in the business of Distribution of Mutual funds and financial products and hence does not undertake any manufacturing activity.

**The details related to the Company's distribution network are provided in the Management Discussion and Analysis Report forming part of the Annual Report.

^The Company has one representative office in Dubai.

17. Markets served by the entity:

a. Number of locations



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

Nil



c. A brief on types of customers:

The Company provides wealth solutions to High Net-worth Individuals (HNIs) & Ultra High Net-worth Individuals (UHNIs).



IV Employees

18. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):



	Sr. No.	Particulars	Total (A)	Male		Female	
				No. (B)	% (B / A)	No. (C)	% (C / A)
 Employees	1.	Permanent (D)	834	545	65%	289	35%
	2.	Other than Permanent (E)	0	0	0%	0	0%
	3.	Total employees (D + E)	834	545	65%	289	35%
 Workers	4.	Permanent (F)	Not Applicable				
	5.	Other than Permanent (G)					
	6.	Total workers (F + G)					

b. Differently abled employees and workers:

	Sr. No.	Particulars	Total (A)	Male		Female	
				No. (B)	% (B / A)	No. (C)	% (C / A)
 Employees	1.	Permanent (D)	Not Applicable				
	2.	Other than Permanent (E)					
	3.	Total employees (D + E)					
 Workers	4.	Permanent (F)	Not Applicable				
	5.	Other than Permanent (G)					
	6.	Total workers (F + G)					

* Anand Rathi Wealth Limited doesn't have any differently abled employee or workers.



19. Participation / Inclusion / Representation of women:

	Total (A)	No. and Percentage of Females	
		No. (B)	% (B / A)
 Board of Directors [§]	7	1	14.29%
 Key Management Personnel*	3	-	-

[§] Includes Whole-time Director & CEO (KMP).

* Key Managerial Personnel means as per section 2(51) of the Companies Act, 2013.

20. Turnover rate for permanent employees and workers:

	2022-23 (Turnover rate in current FY)			2021-22 (Turnover rate in previous FY)			2020-21 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
 Permanent Employees	17.6%	30.24%	22.15%	28.09%	38.5%	31.9%	24.40%	20.41%	22.94%
 Permanent Workers	Not Applicable								

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

21.

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

Sr. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding / subsidiary / associate / joint venture	% of shares held by listed entity	Does the entity, indicated in column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	AR Digital Wealth Private Limited	Subsidiary	75.51	No
2	Ffreedom Intermediary Infrastructure Private Limited	Subsidiary	100	No
3	Freedom Wealth Solutions Private Limited	Subsidiary	95	No

VI CSR Details

22.

(i) **Whether CSR is applicable as per Section 135 of the Companies Act, 2013:**Yes. For more information on this, please refer to **Annexure - II of the Board's Report.**(ii) **Turnover**

₹ 40,894.86 Lakhs (Represents total revenue of the Company on a standalone basis)

(iii) **Net Worth**

₹ 38,058.80 Lakhs

Note: Turnover and Net worth amounts are as on March 31, 2022

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 the complaint is received	Grievance Redressal Mechanism in place (Yes/No) (If yes, then provide weblink for grievance redressal policy)	2022-23 Current Financial Year			2021-22 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints with pending resolutions at the close of the year	Remarks	Number of complaints filed during the year	Number of complaints with pending resolution at the end of the year	Remarks



Communities	Yes	Nil	Nil		Nil	Nil	
Investors (other than shareholders)	Yes rnt.helpdesk@linkintime.co.in	Nil	Nil		Nil	Nil	
Shareholders	Yes, the Company offers a means to handle any issues or complaints raised by its shareholders. Link Intime India Private Limited serves as the appointed Share Transfer Registrars / Agents, tasked with addressing shareholder inquiries, requests, and grievances. www.scores.gov.in/admin	3	Nil		Nil	Nil	
Employees and workers	Yes, the Company's Whistleblower Mechanism is accessible to all employees, and there are different ways to communicate concerns through this system, such as utilising an e-mail address or submitting written complaints. These communication channels help address grievances raised (if any) through the Whistleblower Mechanism. http://anandrathiwealth.in/wealthpdf/13dec/13VigilMechanismWhistleBlowerPolicy.pdf	Nil	Nil		Nil	Nil	



Stakeholder group from whom the complaint is received	Grievance Redressal Mechanism in place (Yes/No) (If yes, then provide weblink for grievance redressal policy)	2022-23 Current Financial Year			2021-22 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints with pending resolutions at the close of the year	Remarks	Number of complaints filed during the year	Number of complaints with pending resolution at the end of the year	Remarks



Customers	Yes, customers have several ways to express their complaints, which include sending an e-mail or using courier services. clientredressal@rathi.com enquiry@rathi.com support.wm@rathi.com	Nil	Nil		Nil	Nil	
Value Chain Partners	Yes	Nil	Nil		Nil	Nil	
Other (please specify)	Nil	Nil	Nil		Nil	Nil	

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

The responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to the business, the rationale for identifying the same, approach to adapt or mitigate the risk, along with its financial implications, are indicated below:

Sr. 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)
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1.	Climate Change	Risk and Opportunity	<ul style="list-style-type: none"> - The emergence of climate change has created new material risks and heightened reputational risks for businesses. - Huge untapped opportunity as the country builds resilience to climate risk. - A rise in shareholder activism regarding governance practices. 	<ul style="list-style-type: none"> • The investment team of the Company monitors the investee companies' ESG-related factors. • The Company is aligned with the regulatory requirements by adopting a stewardship code. • ARWL remains committed to identifying and pursuing opportunities to minimise its environmental impact. The Company continues to identify and act on opportunities to reduce the impact on the environment. 	<p>Negative:</p> <ul style="list-style-type: none"> - Physical and transition risks. <p>Positive:</p> <ul style="list-style-type: none"> - Drives better risk management and value creation.
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Sr. 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.	Increasing Financial Literacy	Opportunity	Indians follow the conventional mindset of saving money and investing in more secure instruments. However, increasing financial literacy can open up more avenues and give a new investment perspective.	<ul style="list-style-type: none"> The Company aims to encourage financial savings and invest more in non-conventional/other instruments. 	<p>Positive:</p> <ul style="list-style-type: none"> Wealth creation for Indian investors. Businesses can connect with wider audiences. Can cross sell different products to client and increase the Company's business revenue.
3.	Digitisation	Risk	There is a continuous increase in demand for digital transactions led by low-cost internet data, high smartphone penetration and India's biometric identity card.	<ul style="list-style-type: none"> The Company has consistently invested in technology and built a robust digital environment in the organisation to ensure minimum use of paper-based transactions and communications. 	<p>Positive:</p> <ul style="list-style-type: none"> Cost efficient. Better service to customers.
4.	Date Security and Customer Privacy	Risk	The Company's technology infrastructure is expanding, heightening the risk of privacy breaches and data security.	<ul style="list-style-type: none"> The Company has an extensive Information Security Management System in place to protect the systems and safeguard the information to avoid the material financial impact. 	<p>Negative:</p> <ul style="list-style-type: none"> Data breaches can damage the reputation of the Company and lead to litigation and financial risk.
5.	Corporate Governance	Opportunity	The Company emphasises growth with compliance, asset quality with ethical and transparent practices, and makes the required disclosures to all. This includes the regulators and stakeholders, to upkeep their trust and to maintain & improve the reputation and goodwill of the Company.	<ul style="list-style-type: none"> The Company takes all efforts to comply with the reviews by regulators, Board, among others, to ensure compliances and succession plans and required discussions / notes are presented at periodical intervals. 	<p>Positive:</p> <ul style="list-style-type: none"> Illustrious Board and transparency of operations will increase confidence in investors and other stakeholders.
6.	Customer Satisfaction	Risk	The Company provides financial products and services to its large client base. Any undesirable customer experience could result in loss of customers or even reputational loss.	<ul style="list-style-type: none"> The Company has created a robust platform for the timely identification of customer grievances and resolving them on priority. The Company caters to customer needs through customer satisfaction surveys to help retain the customer base and provide timely solutions. 	<p>Positive:</p> <ul style="list-style-type: none"> The deeper the satisfaction of a customer, the lower the churn rate, and the higher the brand loyalty. AWRL's goal is to provide hassle-free smooth wealth management experience to its customers.

Sr. 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)
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7.	Human Capital Development	Risk	<ul style="list-style-type: none"> - To manage the ability, competency and power of employees within an organisation. - Everything done to recruit, develop, retain, reward and make employees perform better is part of the Company's Talent Management. - A successful Talent Management system, which is well-directed, can take the organisation to a higher level providing a base to foster leadership. - The main objective of the Talent Management process is to hire the best talent for the organisation. 	<ul style="list-style-type: none"> • The Company invests in its employees through training and development programmes, provides competitive compensation and benefits, and fosters a positive work culture. 	
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**SECTION
B**

MANAGEMENT AND PROCESS DISCLOSURES



- P1** Businesses should conduct and govern themselves with integrity and in a manner that is ethical, transparent and accountable.
- P2** Businesses should provide goods and services in a manner that is sustainable and safe.
- P3** Businesses should respect and promote the well-being of all employees, including those in their value chains.
- P4** Businesses should respect the interests of and be responsive to all their stakeholders.
- P5** Businesses should respect and promote human rights.
- P6** Businesses should respect and make efforts to protect and restore the environment.
- P7** Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.
- P8** Businesses should promote inclusive growth and equitable development.
- P9** Businesses should engage with and provide value to their consumers in a responsible manner.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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Policy and management processes									
1. a. Whether your entity's policy / policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Weblink of the Policies, if available	https://anandrathiwealth.in/Investorrelations.php								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name of the national and international codes / certifications / labels / standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	N	N	N	N	N	N	N	N	N
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Y	Y	Y	Y	Y	Y	Y	Y	Y
6. Performance of the entity against the specific commitments, goals and targets along with reasons in case the same are not met.	<ul style="list-style-type: none"> • The Company acknowledges its responsibility to make a positive impact on communities by pinpointing the main areas of focus and accomplishing these commitments and objectives through investor education initiatives and corporate social responsibility initiatives 								



Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Governance, leadership and oversight									
7. Statement by the Director responsible for the Business Responsibility Report, highlighting ESG-related challenges, targets and achievements.									
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).									
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.									

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)								
	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																		
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances																		

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

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)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or / human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION
C

PRINCIPLE-WISE PERFORMANCE DISCLOSURE







This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorised as 'Essential' and 'Leadership'. While the essential indicators are expected to be disclosed by every entity mandated to file this report, the Leadership indicators may be voluntarily disclosed by entities that 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)		At the time of appointment of a new independent Director, the Company arranges a meeting to familiarise Independent Director about business operation of the Company. The Company makes presentation in Board and Committee meetings to familiarise independent director & non-executive directors with the strategy, financial performance, overview of business operation and regulatory compliances During the year, the independent directors of the Company spent an average of Two (2) Man hours on various familiarisation programmes. For more details, please refer to the link below: https://anandrathiwealth.in/wealthpdf/23march/familiarizationofProgrammeofIDs-2022-23.pdf	100%
 Key Managerial Personnel (KMP)	1	Insider Trading	100%
 Employee other than BoD and KMPs	1	Awareness of POSH Act	63%
 Workers		Not Applicable	

2. **DETAILS OF FINES / PENALTIES / PUNISHMENT / AWARD / COMPOUNDING FEES / SETTLEMENT AMOUNT PAID IN PROCEEDINGS (BY THE ENTITY OR BY DIRECTORS / KMPS) WITH REGULATORS / LAW ENFORCEMENT AGENCIES / JUDICIAL INSTITUTIONS, IN THE FINANCIAL YEAR, IN THE FOLLOWING FORMAT (NOTE: THE ENTITY SHALL MAKE DISCLOSURES BASED ON MATERIALITY AS SPECIFIED IN REGULATION 30 OF SEBI (LISTING OBLIGATIONS AND DISCLOSURE OBLIGATIONS) REGULATIONS, 2015 AND AS DISCLOSED ON THE ENTITY'S WEBSITE):**

Monetary	NGRBC Principle	Name of the regulatory / enforcement agencies / judicial institutions	Amount (in ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
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Penalty / Fine					
Settlement			Nil		
Compounding Fee					

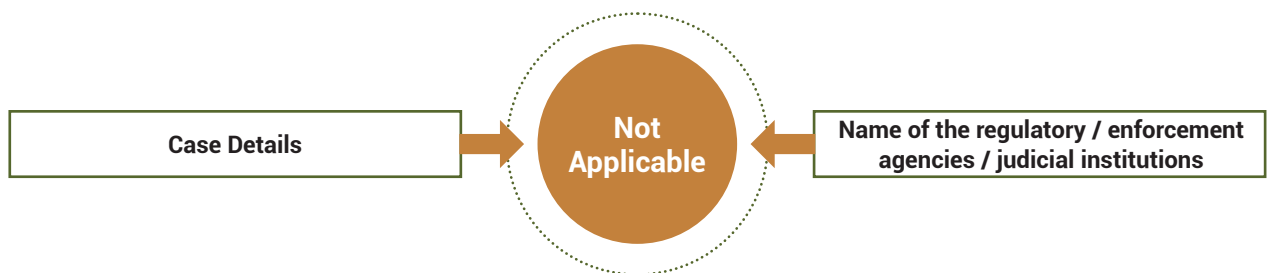
Non-Monetary	NGRBC Principle	Name of the regulatory / enforcement agencies / judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
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Imprisonment				
Punishment			Nil	

Note: No fines / penalties / punishments / award / compounding fees / settlement amount were paid in 2022-23





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.**



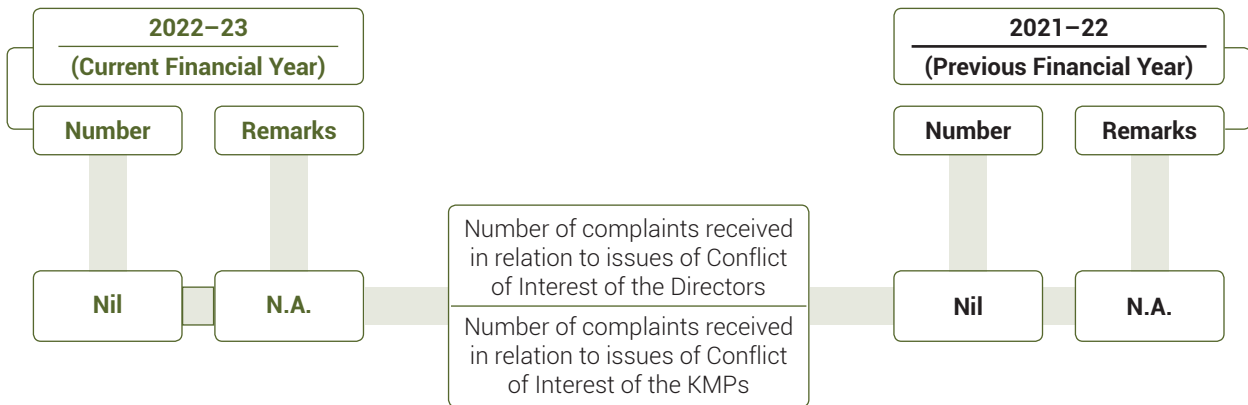
4. **DOES THE ENTITY HAVE AN ANTI-CORRUPTION OR ANTI-BRIBERY POLICY? IF YES, PROVIDE DETAILS IN BRIEF AND IF AVAILABLE, PROVIDE A WEBLINK TO THE POLICY.**

The Company strictly follows ethical practices and complies with applicable laws, rules, and regulations. It has implemented an anti-corruption and bribery policy that serves as a guiding principle for all Directors and Employees at every level within the organisation. Additionally, the Company has established appropriate control systems to address issues in line with the policy's principles which help the Company to act in accordance with highest standard of personal and professional integrity, honesty and ethical conduct in the discharge of duties and promote professionalism in the Company

5. NUMBER OF DIRECTORS / KMPs / EMPLOYEES / WORKERS AGAINST WHOM DISCIPLINARY ACTION WAS TAKEN BY ANY LAW ENFORCEMENT AGENCY FOR THE CHARGES OF BRIBERY / CORRUPTION:

		 Directors	 KMPs	 Employees	 Workers
2022-23 (Current Financial Year)	Number	Nil	Nil	Nil	Nil
	Remarks	-	-	-	-
2021-22 (Previous Financial Year)	Number	Nil	Nil	Nil	Nil
	Remarks	-	-	-	-

6. DETAILS OF COMPLAINTS WITH REGARD TO CONFLICT OF INTEREST:



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:

<p>Total number of awareness programmes held</p> <p>No initiatives were undertaken in 2022-23</p>	<p>Topics / Principles covered under training</p> <p>No initiatives were undertaken in 2022-23</p>	<p>% age of value chain partners covered (by value of business done with such partners) under the awareness programmes</p> <p>No initiatives were undertaken in 2022-23</p>
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2. DOES THE ENTITY HAVE PROCESSES IN PLACE TO AVOID / MANAGE CONFLICT OF INTERESTS INVOLVING MEMBERS OF THE BOARD? (YES/NO) IF YES, PROVIDE DETAILS OF THE SAME. : YES

The Company's Code of Conduct for the Board of Directors and Senior Management Personnel mandates that the Directors and Senior Management should avoid getting involved in any business, relationship, or activity that could create an unfavorable Conflict of Interest with the interests of the Company.



The Company has obtained disclosures from its Directors under Sections 149 and 184 of the Companies Act, 2013, which includes information on any entities where the director has an interest or concern and their shareholding, if applicable. As per the Company's Policy on materiality of related party transactions and dealing with related party transactions, any entity where the director holds an interest or concern are considered related parties of the Company. The Company's Committee/Board takes necessary approvals before entering into transactions with such related parties.

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 PRODUCTS AND PROCESSES TO TOTAL R&D AND CAPEX INVESTMENTS MADE BY THE ENTITY, RESPECTIVELY.

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
<p>R&D spent </p>			
<p>CAPEX </p>			

Refer note below

Note: Since the Company's primary business is Distribution of mutual funds and financial products, only capital investments in information technology are relevant. During the year, the Company invested ₹ 184.46 Lakhs in the upliftment of technology, which was 11.11% of CAPEX in Information Technologies.

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

As the Company's focus is solely on providing financial solutions to its customers, sustainable sourcing is not applicable to its business. Nevertheless, the Company prioritises energy conservation by extensively utilising technology to minimise its paper and fuel consumption. Additionally, the Company is mindfully reducing its resource consumption by adopting energy-efficient equipment across all its offices.

- 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.

Due to the nature of the Company's business, there is limited scope for reclaiming products for reusing, recycling, and disposal. However, e-waste from the Company's data center is collected by a reputable vendor and disposed of at the vendor's Recycling and Recovery Unit.

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

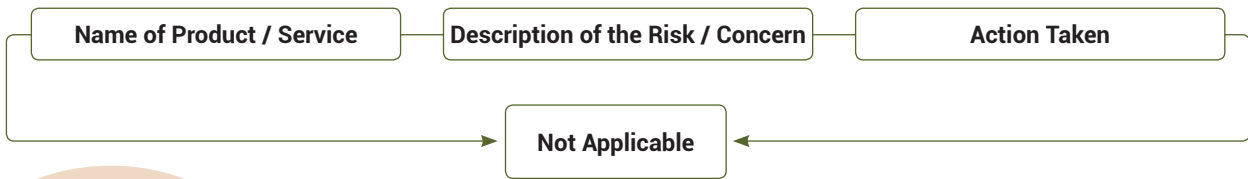
Given the nature of the Company's business, the above is not applicable.

Leadership Indicators

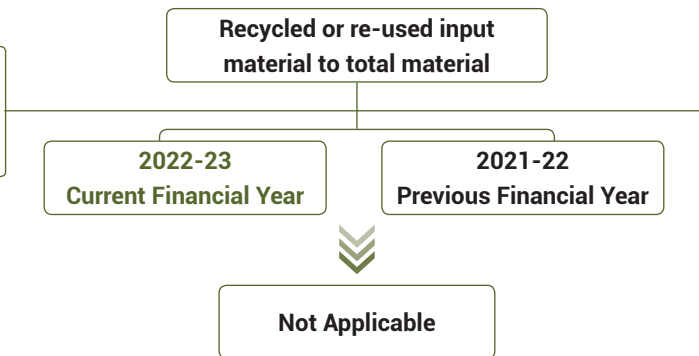
- 1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?

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.



- 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).

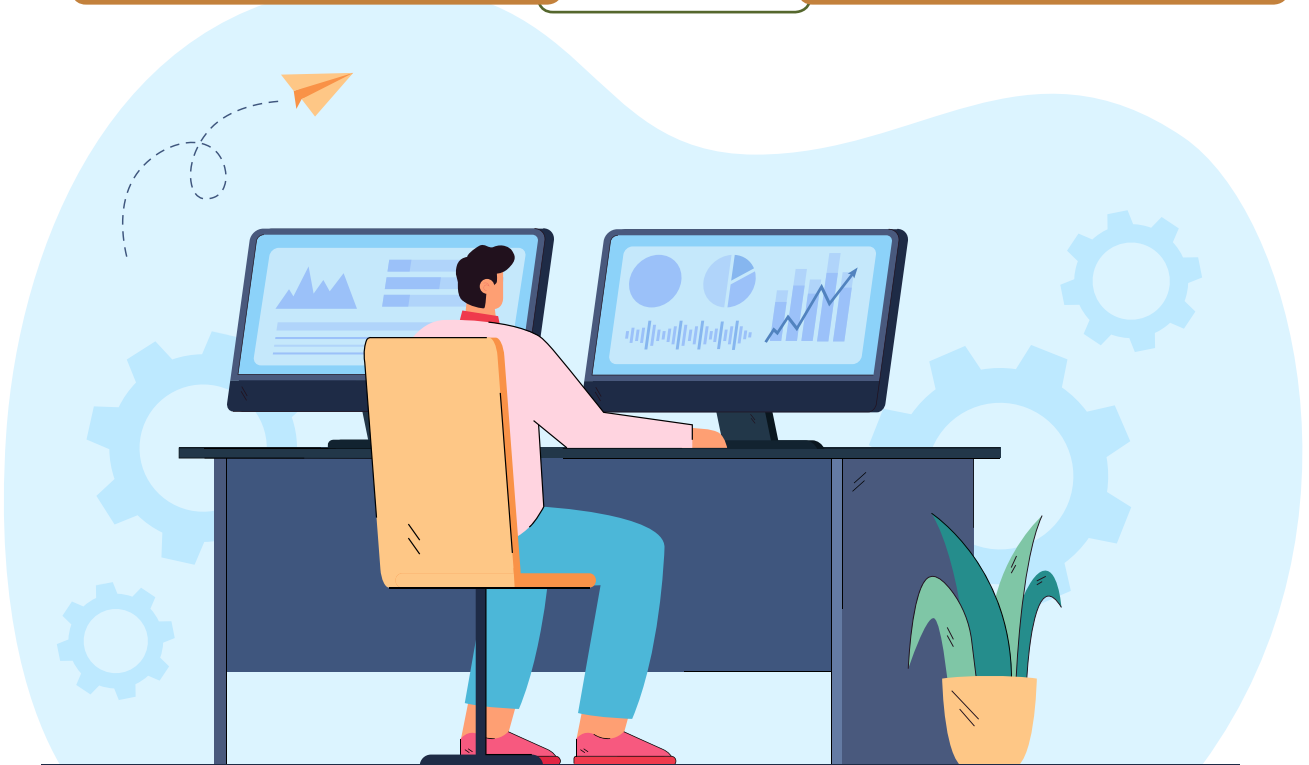


4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

2022-23 Current Financial Year			2021-22 Previous Financial Year		
Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Not Applicable			Not Applicable		

The central diagram is a vertical brown bar with four white icons and text labels. From top to bottom: 1. A plastic bottle and a recycling symbol with the text 'Plastics (including packaging)'. 2. A circuit board and a recycling symbol with the text 'E-waste'. 3. A factory with a hazard symbol and the text 'Hazardous waste'. 4. A circle with three dots and the text 'Other waste'.

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



PRINCIPLE 3

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

Essential Indicators

1.

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

% of employees covered by											
Category	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)



Permanent Employees											
Male	545	545	100%	545	100%	NA	NA	NA	NA	NA	NA
Female	289	289	100%	289	100%	289	100%	NA	NA	NA	NA
Total	834	834	-	834	-	289	-	NA	NA	NA	NA

Other than Permanent Employees											
Male	Not Applicable										
Female											
Total											

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

Not Applicable

2. DETAILS OF RETIREMENT BENEFITS FOR THE CURRENT FINANCIAL YEAR AND PREVIOUS FINANCIAL YEAR.

Benefits	2022-23 Current Financial Year			2021-22 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/NA)	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/NA)



PF	88.13%	NA	Yes	90.24%	NA	Yes
Gratuity	100%	NA	NA	100%	NA	NA
ESI	5.99%	NA	NA	7.11%	NA	NA
Others	-	-	-	-	-	-

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.



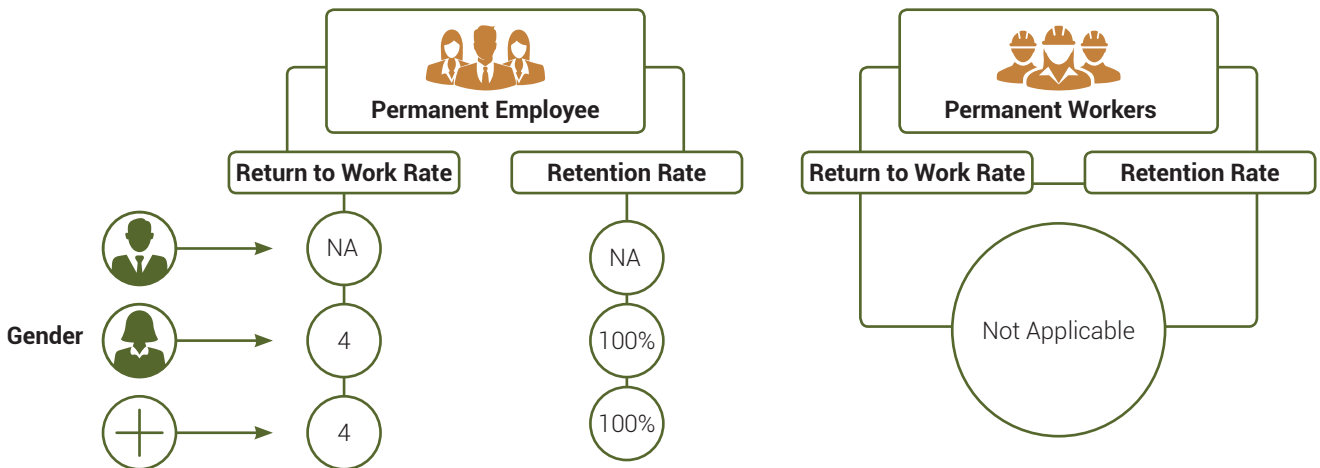
The Company has elevators, a ramp facility, and all the required equipment to support employees and visitors with disabilities.

4. DOES THE ENTITY HAVE AN EQUAL OPPORTUNITY POLICY AS PER THE RIGHTS OF PERSONS WITH DISABILITIES ACT, 2016? IF SO, PROVIDE A WEBLINK TO THE POLICY.



The Company is an equal opportunity employer and strongly endorses the right of equal opportunity for potential candidates who are differently abled.

5. RETURN TO WORK AND RETENTION RATES OF PERMANENT EMPLOYEES AND WORKERS THAT TOOK PARENTAL LEAVE.



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.

Yes / No
(If yes, then give details of the mechanism in brief)



7. MEMBERSHIP OF EMPLOYEES AND WORKERS IN ASSOCIATION(S) OR UNIONS RECOGNISED BY THE LISTED ENTITY:

Category	2022-23 Current Financial Year			2021-22 Previous Financial Year		
	Total employees / workers in respective category (C)	No. of employees/ workers in respective category, who are part of association(s) or Union (D)	% (D / C)	Total employees / workers in respective category (C)	No. of employees/ workers in respective category, who are part of association(s) or Union (D)	% (D / C)



Total Permanent Employees	
- Male	Although ARWL does not have a labour union, the Company recognises and respects the employees' right to engage in peaceful association and collective bargaining. Furthermore, the Company fosters open communication and direct engagement between management and employees, promoting a healthy working environment.
- Female	



Total Permanent Workers	
- Male	
- Female	

8. DETAILS OF TRAINING GIVEN TO EMPLOYEES AND WORKERS:

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



Employees										
- Male	545	-	-	297	54%	451	NA	NA	94	21%
- Female	289	-	-	193	67%	272	NA	NA	90	33%
Total	834			490	59%	723			184	25%



Workers										
- Male	Not Applicable									
- Female										
Total										



9. DETAILS OF PERFORMANCE AND CAREER DEVELOPMENT REVIEWS OF EMPLOYEES AND WORKERS:

Category	2022-23 Current Financial Year			2021-22 Previous Financial Year		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)



Employees						
- Male	545	291	53%	451	223	49%
- Female	289	179	62%	272	163	60%
Total	834	470	56%	723	386	53%



Workers						
- Male	Not Applicable					
- Female						
Total						

10. HEALTH AND SAFETY MANAGEMENT SYSTEM:

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

ARWL has put in place a system for managing occupational health and safety. The Company's top priority is to provide its employees with a safe and healthy working environment that is suitable for carrying out its duties. The system encompasses all areas that the Company can control or influence and could impact its occupational health and safety performance. To achieve this, the system ensures the following:

- i. Compliance** – The Company complies with all legal and other health and safety requirements.
- ii. Control of Risks** – The Company carefully assesses and reduces risks and hazards related to workplace health and safety.
- iii. Competency** – The Company ensures that all its staff receive adequate orientation and job-specific health and safety training. Employees in crucial positions also receive specialised training in health and safety.
- iv. Collaboration** – The Company lays out an annual plan for execution which involves establishing objectives that require consultation, participation of employees, and engagement with stakeholders as an integral part of the process.

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

Given the nature of the Company's business, this is not directly applicable. However, hazard identification is a continuous process and is regularly conducted by the identified employees of the Company.









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

Not Applicable

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

Yes. All of the Company's employees are covered under its health insurance and personal accident policy.



11. DETAILS OF SAFETY-RELATED INCIDENTS:

Safety Incident / Number	Category	2022-23 Current Financial Year	2021-22 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)		Nil	Nil
		Not Applicable	Not Applicable
Total recordable work-related injuries		Nil	Nil
		Not Applicable	Not Applicable
No. of fatalities		Nil	Nil
		Not Applicable	Not Applicable
High-consequence work-related injury or ill-health (excluding fatalities)		Nil	Nil
		Not Applicable	Not Applicable

12. DESCRIBE THE MEASURES TAKEN BY THE ENTITY TO ENSURE A SAFE AND HEALTHY WORKPLACE.

Acknowledging the significant influence a healthy work environment has on employee motivation, productivity, and overall well-being, the Company has taken substantial measures to ensure that its offices are secure and conducive to good health. These measures include keeping fire safety equipment in good condition through an annual maintenance contract and regularly testing them to ensure their efficacy.



13. NUMBER OF COMPLAINTS ON THE FOLLOWING MADE BY EMPLOYEES AND WORKERS:

	2022-23 Current Financial Year			2021-22 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
 Health & Safety		Nil			Nil	
 Working Conditions		Nil			Nil	

14. ASSESSMENTS FOR THE YEAR:

**% of your plants and offices that were assessed
(by the entity or statutory authorities or third parties)**



	Health and Safety Practices	During 2022-23, ARWL did not assess the offices, however, for the 2023-24, the Company has formed an internal committee for assessing the workplace.	Working Conditions	
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15. PROVIDE DETAILS OF ANY CORRECTIVE ACTION TAKEN OR UNDERWAY TO ADDRESS SAFETY-RELATED INCIDENTS (IF ANY) AND ON SIGNIFICANT RISKS / CONCERNS ARISING FROM ASSESSMENTS OF HEALTH & SAFETY PRACTICES AND WORKING CONDITIONS.

Not Applicable

Leadership Indicators



1. DOES THE ENTITY EXTEND ANY LIFE INSURANCE OR ANY COMPENSATORY PACKAGE IN THE EVENT OF THE DEATH OF (A) EMPLOYEES (Y/N) (B) WORKERS (Y/N).

The Company has the option to provide employment to the spouse or dependent of the deceased employee. Benefits like term life insurance and accidental insurance, provident fund, gratuity, and superannuation, as applicable, are also settled on priority. Also all the employees and their family, including spouse, two children of the Company are covered under group medical insurance of the Company.

2. PROVIDE THE MEASURES UNDERTAKEN BY THE ENTITY TO ENSURE THAT STATUTORY DUES HAVE BEEN DEDUCTED AND DEPOSITED BY THE VALUE CHAIN PARTNERS.

The Company makes sure to deduct and deposit taxes in compliance with the regulations for transactions within its jurisdiction. This activity is subject to review by both internal and statutory audits.

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:

Category	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	
	2022-23 Current Financial Year	2021-22 Previous Financial Year	2022-23 Current Financial Year	2021-22 Previous Financial Year
 Employees	Nil		Nil	
 Workers	Not Applicable		Not Applicable	

4. DOES THE ENTITY PROVIDE TRANSITION ASSISTANCE PROGRAMMES TO FACILITATE CONTINUED EMPLOYABILITY AND THE MANAGEMENT OF CAREER ENDINGS RESULTING FROM RETIREMENT OR TERMINATION OF EMPLOYMENT?

No

5. DETAILS ON ASSESSMENT OF VALUE CHAIN PARTNERS:



6. PROVIDE DETAILS OF ANY CORRECTIVE ACTIONS TAKEN OR UNDERWAY TO ADDRESS SIGNIFICANT RISKS / CONCERNS ARISING FROM ASSESSMENTS OF HEALTH AND SAFETY PRACTICES AND WORKING CONDITIONS OF VALUE CHAIN PARTNERS.

Not Applicable.

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

Essential Indicators

1. DESCRIBE THE PROCESSES FOR IDENTIFYING KEY STAKEHOLDER GROUPS OF THE ENTITY.

The Company offers services for distributing mutual funds and financial products, and its stakeholders include a diverse range of groups, such as clients, employees, banks, custodians, business associates, shareholders, regulators, and communities.

The Company endeavours to maintain strong relationships with all of its stakeholder groups, which are identified based on their potential to add value to the Company's business. Following are the key stakeholders identified by the Company:

- a. Employees;
- b. Clients / Customers;
- c. Shareholders;
- d. Beneficiaries of CSR Projects; and
- e. Regulatory Bodies

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 & Marginalised 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)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	One-on-One interactions, e-mail, senior management meet, internal communication platforms	Quarterly & annually (but also as and when required)	Career development salary and other perquisites, work ethics, policy communication, team building
Clients/ Customers	No	Branch assistance, e-mails, website, advertisements, newspaper and other digital platforms, customer helplines and toll-free numbers, customer satisfaction surveys	Ongoing & need-based	Superior customer service throughout the life cycle
Shareholders	No	Quarterly earnings calls, e-mails, SMS, newspaper, advertisement, notices, website, Annual General Meeting, intimation to stock exchanges, quarter financials and investor meetings / conferences, investor presentations, press releases, annual reports, audio recording of the earnings call, and transcripts, among others	At least quarterly and need-based	To stay abreast of developments in the Company, performance of the Company and the sector, address concerns / grievances
Beneficiaries of CSR Projects	Yes	Partnership with local charities, community visits	Quarterly & Need-based	Monitoring & implementing the CSR projects and activities
Regulatory Bodies	No	E-mails, one-on-one meetings, conference calls, video conferencing, websites	Need-based	Discussions regarding various approvals, circulars, guidelines, suggestions, amendments, among others

Leadership Indicators

1. PROVIDE THE PROCESSES FOR CONSULTATION BETWEEN STAKEHOLDERS AND THE BOARD ON ECONOMIC, ENVIRONMENTAL AND SOCIAL TOPICS OR IF CONSULTATION IS DELEGATED, HOW IS FEEDBACK FROM SUCH CONSULTATIONS PROVIDED TO THE BOARD.

The Company promotes continuous and proactive engagement with its stakeholders to enhance the communication of its performance and strategies. The Board is regularly updated on different developments, and the Directors are requested to provide feedback on these updates.

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.

The Company conducts a root cause analysis on customer complaints/grievances, which presents an opportunity to enhance its services. In addition, the Company's CSR team identifies needy and underserved areas to initiate health and educational aid, encouraging the participation of stakeholders.

3. PROVIDE DETAILS OF INSTANCES OF ENGAGEMENT WITH, AND ACTIONS TAKEN TO, ADDRESS THE CONCERNS OF VULNERABLE / MARGINALISED STAKEHOLDER GROUPS.

ARWL has been actively striving towards uplifting communities in the domains of education, healthcare, and rural development. As a responsible corporate citizen, we regularly engage with marginalised and vulnerable segments of our society. The Company employs a diverse range of techniques to identify such stakeholders who may be in need of assistance.

PRINCIPLE 5

Businesses should respect and promote human rights.

Essential Indicators

1. EMPLOYEES AND WORKERS WHO HAVE BEEN PROVIDED TRAINING ON HUMAN RIGHTS ISSUES AND POLICY(IES) OF THE ENTITY:

Category	2022-23 Current Financial Year			2021-22 Previous Financial Year		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)



Permanent	834	525	63%	Not Applicable		
Other than Permanent	NA	NA	NA			
Total Employees	NA	NA	NA			



Permanent	Not Applicable					
Other than Permanent						
Total Employees						

The Company is dedicated to fostering a culture of fairness and inclusivity and is committed to providing equal employment opportunities to all individuals. The policies and managerial framework of ARWL ensure the complete protection of employees' fundamental and human rights.

2. DETAILS OF MINIMUM WAGES PAID TO EMPLOYEES AND WORKERS:

Category	2022-23 Current Financial Year					2021-22 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)



Employees										
Permanent										
Male	545	46	8.44	499	91.56	451	40	8.87	411	91.13
Female	289	7	2.42	282	97.57	272	9	3.31	263	96.69
Other than Permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-



Workers										
Permanent	Not Applicable									
Male										
Female										
Other than Permanent										
Male										
Female										

3. DETAILS OF REMUNERATION / SALARY / WAGES:

Category	Male		Female	
	Number	Median Remuneration / Salary / Wages of Respective Category	Number	Median Remuneration / Salary / Wages of Respective Category



Board of Directors (BoD)				
- Executive Director*	1	50,000,000	-	NA
- Non-Executive Director	2	NA	-	NA
- Independent Director**	3	NA	1	NA
Key Managerial Personnel	3	30,000,000#	-	-
Employees other than BoD and KMP	554	1,000,000	277	700,000
Workers	N.A			

* There is only one Executive Director drawing remuneration.

** The Independent Directors are only paid sitting fees for attending Board or Committee meetings in person or through VC / OAVM.

the remuneration paid to CEO and CFO has been considered while calculating median remuneration for category of Key Managerial Personnel.

Note: Median remuneration is calculated based on cost to the Company as on March 31, 2023 excluding Performance Bonus.







4. DO YOU HAVE A FOCAL POINT (INDIVIDUAL / COMMITTEE) RESPONSIBLE FOR ADDRESSING HUMAN RIGHTS IMPACTS OR ISSUES CAUSED OR CONTRIBUTED TO BY THE BUSINESS? (YES/NO)

Yes. The Company has established policies on Whistleblower protection and the Prevention of Sexual Harassment of Women at the workplace, among others, that address human rights issues and their impact including the promotion of the basic rights and freedoms of individuals. Furthermore, the Company ensures that it does not violate common human rights issues such as discrimination, violence, forced labor, and privacy and freedom of speech violations.

5. DESCRIBE THE INTERNAL MECHANISMS IN PLACE TO REDRESS GRIEVANCES RELATED TO HUMAN RIGHTS ISSUES.

The Company is committed to upholding human rights, promoting non-discrimination among its employees, and providing a redressal mechanism for its key constituents. Its Code of Conduct is designed to respect and promote human rights, and the Company fully complies with all human rights laws and guidelines set forth by the Constitution of India, national laws, and policies. The Company treats all stakeholders and customers with dignity, respect, and understanding.

6. NUMBER OF COMPLAINTS ON THE FOLLOWING MADE BY EMPLOYEES AND WORKERS:

2022-23 Current Financial Year				2021-22 Previous Financial Year		
Filed during the year	Pending resolution at the end of the year	Remarks		Filed during the year	Pending resolution at the end of the year	Remarks
NIL	NIL	NIL		NIL	NIL	NIL
NIL	NIL	NIL		NIL	NIL	NIL
NIL	NIL	NIL		NIL	NIL	NIL
NIL	NIL	NIL		NIL	NIL	NIL
NIL	NIL	NIL		NIL	NIL	NIL
NIL	NIL	NIL		NIL	NIL	NIL

7. MECHANISMS TO PREVENT ADVERSE CONSEQUENCES TO THE COMPLAINANT IN DISCRIMINATION AND HARASSMENT CASES.

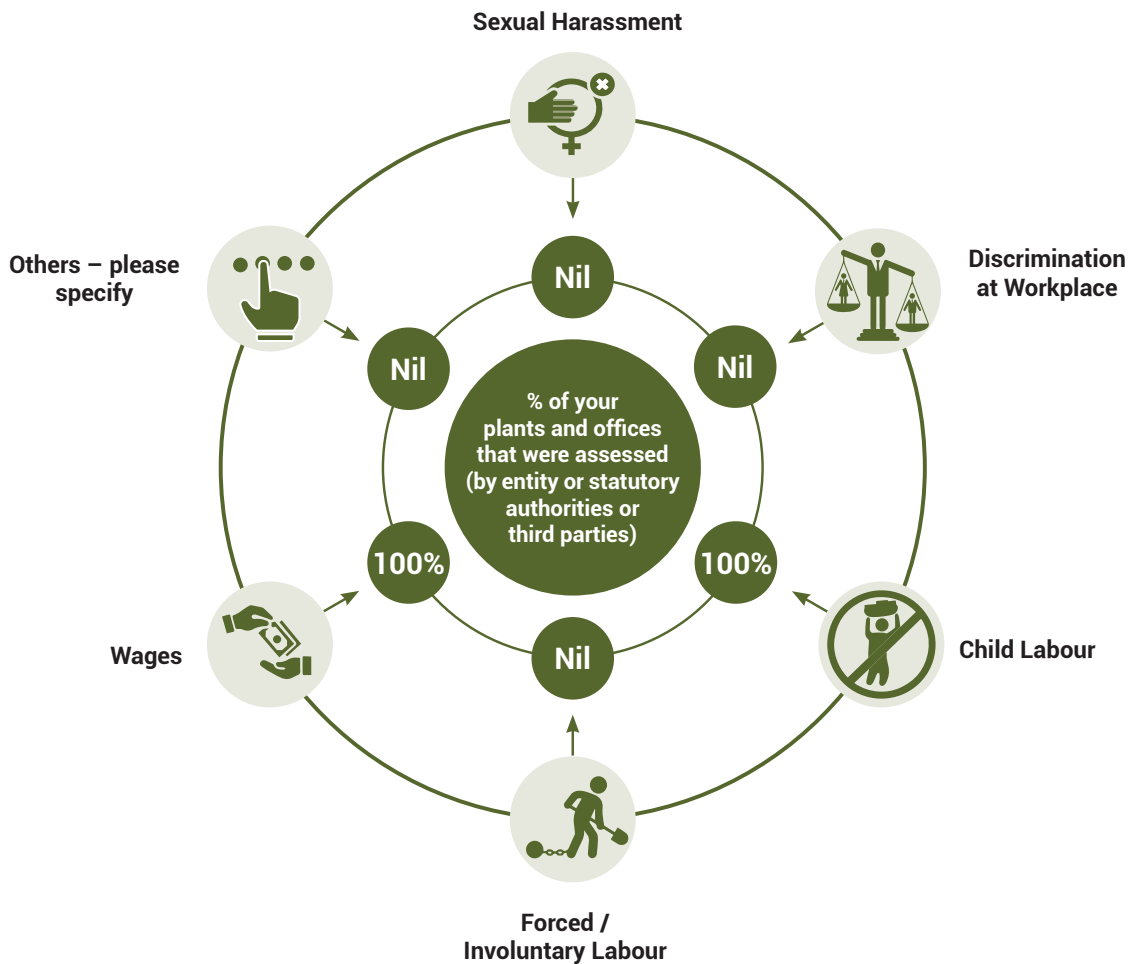
The protection of confidentiality and the well-being of the complainant are ensured by ARWL during the investigation process. The complainant is also subjected to regular follow-ups to ensure that no negative consequences are being imposed.

Moreover, the Company is dedicated to offering fair opportunities to all staff, contractors, and visitors and preventing any discriminatory behaviour. As part of its Policy on Prevention of Sexual Harassment of Women at Workplace, an internal Complaints Committee has been established by the Company. The Committee guarantees that the complainants are safeguarded against any adverse consequences that may occur as a result of reporting complaints, while also preserving the anonymity of the complaints.

8. DO HUMAN RIGHTS REQUIREMENTS FORM PART OF YOUR BUSINESS AGREEMENTS AND CONTRACTS? (YES/NO):

No

9. ASSESSMENTS FOR THE YEAR:



*Note: During 2022-23, ARWL did not assess the offices on certain matters which includes Forced / Involuntary Labour, Sexual Harassment, Discrimination at Workplace. However, for the 2023-24, the Company has formed an internal committee who is assessing the workplace.

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.

Not applicable.

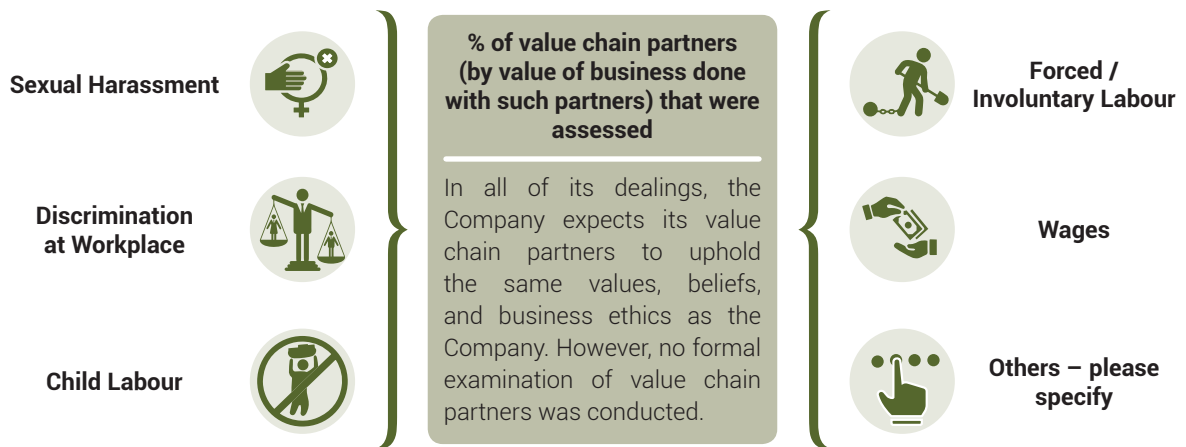
2. DETAILS OF THE SCOPE AND COVERAGE OF ANY HUMAN RIGHTS DUE-DILIGENCE CONDUCTED.

To conduct Human Rights due diligence, the assessment of current and possible human rights impacts is undertaken. The findings are then integrated and acted upon, with responses being tracked and communication made regarding the measures taken to address the impacts.

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. Please refer question no. 3 under essential indicators of Principle 3 of this report.

4. DETAILS ON ASSESSMENT OF VALUE CHAIN PARTNERS:



5. PROVIDE DETAILS OF ANY CORRECTIVE ACTIONS TAKEN OR UNDERWAY TO ADDRESS SIGNIFICANT RISKS / CONCERNS ARISING FROM THE ASSESSMENTS AT QUESTION 4 ABOVE.

Not Applicable



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:**

2022-23 Previous Financial Year	Parameter	2021-22 Previous Financial Year
2,560.23 GJ	Total electricity consumption (A)	1,740.82 GJ
51.39 GJ	Total fuel consumption (B)	44.76 GJ
-	Energy consumption through other sources (C)	-
2,611.62 GJ	Total energy consumption (A+B+C)	1,785.58 GJ
4.85/Crore GJ	Energy intensity per rupee of turnover (Total energy consumption / turnover in rupees)	4.37/Crore GJ

Note: Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Yes/No) – No

2. DOES THE ENTITY HAVE ANY SITES / FACILITIES IDENTIFIED AS DESIGNATED CONSUMERS (DCS) UNDER THE PERFORMANCE, ACHIEVE AND TRADE (PAT) SCHEME OF THE GOVERNMENT OF INDIA? (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.

Not Applicable. The Company doesn't belong to any of the sectors provided under the PAT Scheme.

3. DETAILS OF THE FOLLOWING DISCLOSURES RELATED TO WATER:

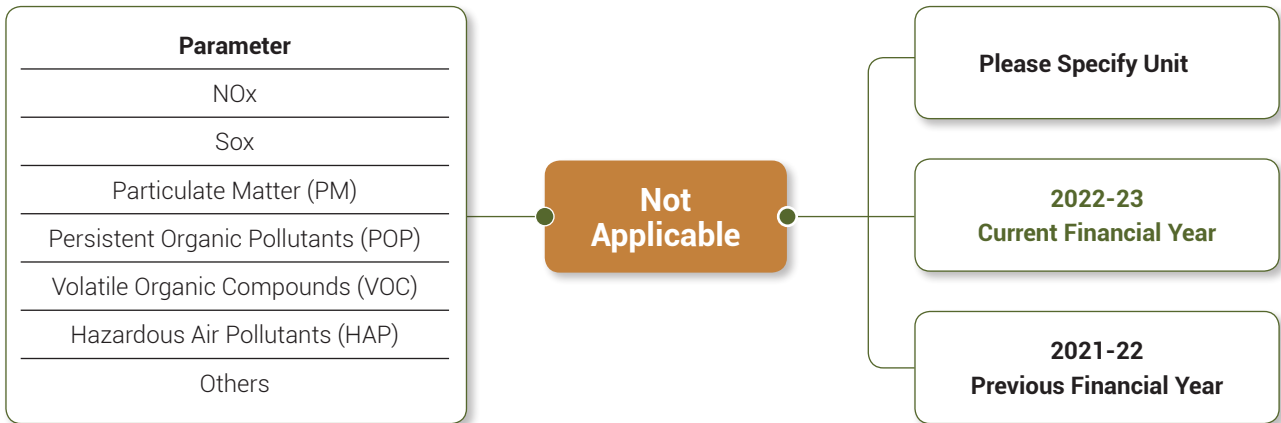
Parameter	2022-23 Current Financial Year	2021-22 Previous Financial Year
Water withdrawal by source (in kilolitres)		
(i) Surface water	NA	NA
(ii) Groundwater	NA	NA
(iii) Third party water	1,058.08	549.14
(iv) Seawater / Desalinated water	NA	NA
(v) Others	NA	NA
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	1,058.08	549.14
Total volume of water consumption (in kilolitres)	1,058.08	549.14
Water intensity per rupee of turnover (Water consumed / turnover)	1.97/Crore	1.34/Crore

Note: Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Yes/No) – No

4. HAS THE ENTITY IMPLEMENTED A MECHANISM FOR ZERO LIQUID DISCHARGE? IF YES, PROVIDE DETAILS OF ITS COVERAGE AND IMPLEMENTATION.

Not Applicable.

5. DETAILS OF AIR EMISSIONS (OTHER THAN GHG EMISSIONS) BY THE ENTITY:



Note: Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Yes/No) – No

6. DETAILS OF GREENHOUSE GAS EMISSIONS (SCOPE 1 AND SCOPE 2 EMISSIONS) & ITS INTENSITY:




Parameter	Unit	2022-23 Current Financial Year	2021-22 Previous Financial Year
≡			
Total Scope 1 emissions	T CO2e	3.23	2.82
Total Scope 2 emissions	T CO2e	576.05	391.68
Total Scope 1 & 2 emissions	T CO2e	579.29	394.50
Total Scope 1 and Scope 2 emissions per rupee of turnover	T CO2e	1.07/Crore	0.96/Crore

Note: Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Yes/No) – No

7. DOES THE ENTITY HAVE ANY PROJECT RELATED TO REDUCING GREEN HOUSE GAS EMISSION? IF YES, THEN PROVIDE DETAILS.

Not Applicable

8. DETAILS RELATED TO WASTE MANAGEMENT BY THE ENTITY:

Parameter	2022-23 Current Financial Year	2021-22 Previous Financial Year
		
Total Waste Generated (in metric tonnes)		
Plastic waste (A)	Please refer note below	
E-waste (B)*		
Bio-medical waste (C)		
Construction and demolition waste (D)		
Battery waste (E)*		
Radioactive waste (F)		
Other Hazardous waste (G)		
Other Non-hazardous waste generated (H) (Break-up by composition i.e. by materials relevant to the sector)		
Total (A + B + C + D + E + F + G + H)		
		
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste	NA	
(i) Recycled		
(ii) Re-used		
(iii) Other recovery operations		
Total		
		
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste	NA	
(i) Incineration		
(ii) Landfilling		
(iii) Other disposal operations		
Total		

*Note: Battery and E-waste is dumped through recognised vendors

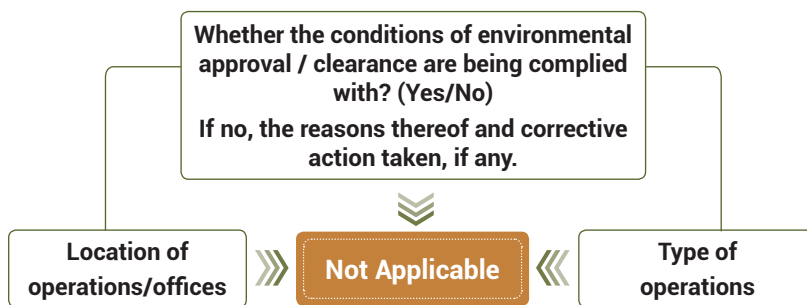
NA - Not Applicable

Note: Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency?
(Yes/No) – No

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.

Due to the intangible nature of ARWL's business activities, there are limited opportunities to incorporate recycled materials as processed inputs. Consequently, the Company disposes of waste, including paper and dustbin bags, through the state's municipal authorities, while e-waste is discarded via authorised vendors. In an effort to minimise the usage of plastics in offices and branches, ARWL is actively exploring alternative options. Furthermore, the Company implemented the use of furniture made from recycled materials, which is sourced from authorised suppliers.

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) WHERE ENVIRONMENTAL APPROVALS / CLEARANCES ARE REQUIRED:



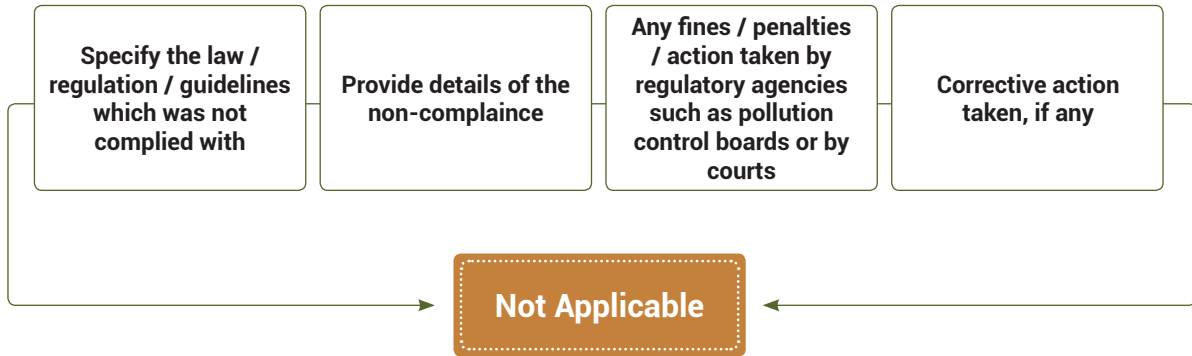
11. DETAILS OF ENVIRONMENTAL IMPACT ASSESSMENTS OF PROJECTS UNDERTAKEN BY THE ENTITY BASED ON APPLICABLE LAWS, IN THE CURRENT FINANCIAL YEAR:

Name and brief details of project
EIA Notification No.
Date
Whether conducted by independent external agency (Yes / No)
Results communicated in public domain (Yes / No)
Relevant Weblink

Not Applicable



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 (YES/NO). IF NOT, PROVIDE DETAILS OF ALL SUCH NON-COMPLIANCES:



Leadership Indicators

1. BREAK-UP OF THE TOTAL ENERGY CONSUMED (IN JOULES OR MULTIPLES) FROM RENEWABLE AND NON-RENEWABLE SOURCES:

2022-23 Current Financial Year	Parameter	2021-22 Previous Financial Year
-	From renewable sources	-
-	Total electricity consumption (A)	-
-	Total fuel consumption (B)	-
-	Energy consumption through other sources (C)	-
-	Total energy consumed from renewable sources (A+B+C)	-
-	From non-renewable sources	-
2,560.23 GJ	Total electricity consumption (D)	1,740.82 GJ
51.39 GJ	Total fuel consumption (E)	44.76 GJ
-	Energy consumption through other sources (F)	-
2,611.62 GJ	Total energy consumed from non-renewable sources (D+E+F)	1,785.58 GJ

Note: Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Yes/No) – No

2. DETAILS RELATED TO WATER DISCHARGED:

Not Applicable

Parameter	2022-23 Current Financial Year	2021-22 Previous Financial Year
≡		
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	Not Applicable	
- No treatment		
- With treatment – level of treatment		
(ii) To Groundwater		
- No treatment		
- With treatment – level of treatment		
(iii) To Seawater		
- No treatment		
- With treatment – level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – level of treatment		
(v) Others		
- No treatment		
- With treatment – level of treatment		
Total water discharged (in kilolitres)		

Note: Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Yes/No) – No




3. WATER WITHDRAWAL, CONSUMPTION AND DISCHARGE IN AREAS OF WATER STRESS (IN KILOLITRES):

Not Applicable

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

- (i) Name of the area: Not Applicable
- (ii) Nature of operations
- (iii) Water withdrawal, consumption and discharge:

Parameter	2022-23 Current Financial Year	2021-22 Previous Financial Year
		
Water withdrawal by source (in kilolitres)		
(i) Surface water	Not Applicable	
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / Desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres)		
Total volume of water consumption (in kilolitres)		
Water intensity per rupee of turnover (Water consumed / turnover)		
Water intensity (optional) – the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	Not Applicable	
- No treatment		
- With treatment – level of treatment		
(ii) Into Groundwater		
- No treatment		
- With treatment – level of treatment		
(iii) Into Seawater		
- No treatment		
- With treatment – level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – level of treatment		
(v) Others		
- No treatment		
- With treatment – level of treatment		
Total water discharged (in kilolitres)		

Note: Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Yes/No) – NA

4. DETAILS OF TOTAL SCOPE 3 EMISSIONS & ITS INTENSITY:

Parameter	Unit	2022-23 Current Financial Year	2021-22 Previous Financial Year
Total Scope 3 emissions		-	-
Total Scope 3 emissions per rupee of turnover*		-	-

*Note: The Company is mainly focused on providing mutual funds and financial products distribution as a service-based business, while also being aware of the harmful effects of both direct and indirect emissions on the environment. However, Scope 3 emissions are not monitored by the Company.

Note: Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Yes/No) – No

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.

Not Applicable.

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:

Not Applicable.

Sr. No.	Initiative undertaken	Details of the initiative (Weblink, if any, may be provided along with summary)	Outcome of the initiative
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Not Applicable

7. DOES THE ENTITY HAVE A BUSINESS CONTINUITY AND DISASTER MANAGEMENT PLAN?

Yes. The Company has a business continuity strategy and framework in place, which is also compliant with relevant regulatory requirements. ARWL anticipates potential disruptive events and evaluates their likelihood and impact on business operations via business impact analysis. The objective of these measures is to eradicate or reduce any potential disruption to critical business operations.

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 REGARDS?

Not Applicable.

9. PERCENTAGE OF VALUE CHAIN PARTNERS (BY VALUE OF BUSINESS DONE WITH SUCH PARTNERS) THAT WERE ASSESSED FOR ENVIRONMENTAL IMPACTS.

Not Applicable.

PRINCIPLE 7

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

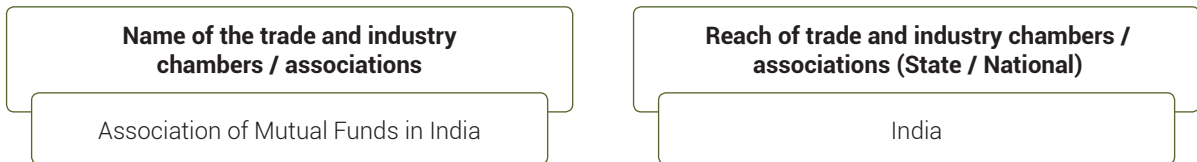
Essential Indicators

1.

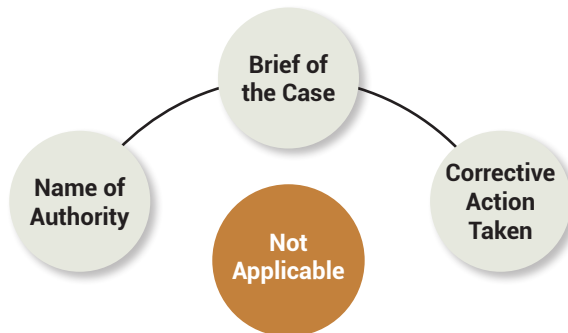
a. **Number of affiliations with trade and industry chambers / associations.**

1 (One)

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



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.**



Leadership Indicators

1. **DETAILS OF PUBLIC POLICY POSITIONS ADVOCATED BY THE ENTITY:**

Not Applicable.

Sr. No.	Public Policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes / No)	Frequency of review by Board (Annually / Half yearly / Quarterly / Others)	Weblink, if available
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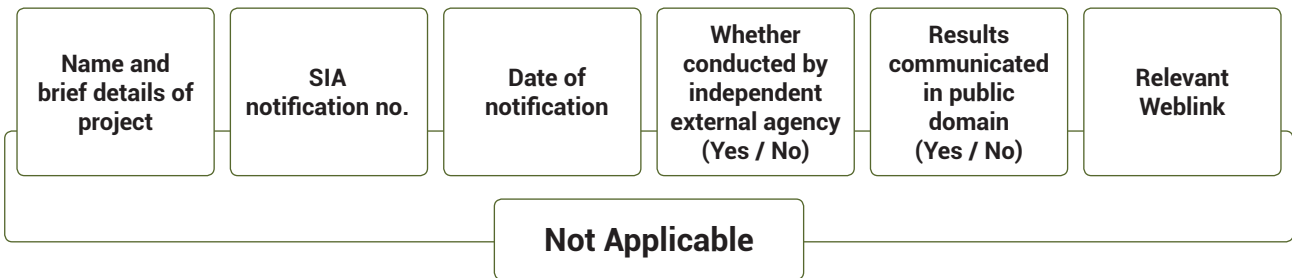


The Company is committed to following AMFI guidelines by participating in educational initiatives aimed at educating investors about mutual funds and financial products. Additionally, the Company has utilised AMFI to endorse a variety of reforms related to governance, administration, economics, and education.

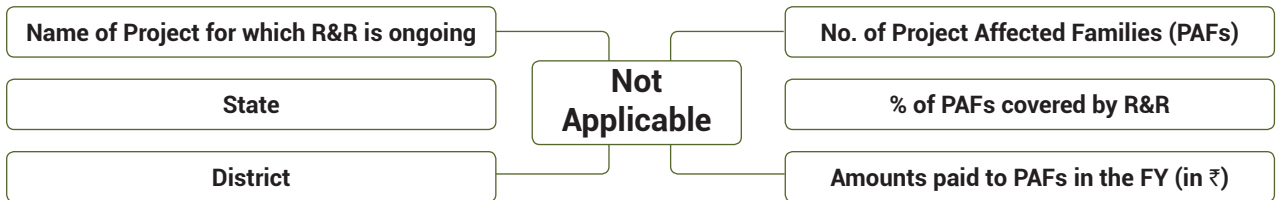
PRINCIPLE 8 Businesses should promote inclusive growth and equitable development.

Essential Indicators

1. DETAILS OF SOCIAL IMPACT ASSESSMENTS (SIA) OF PROJECTS UNDERTAKEN BY THE ENTITY BASED ON APPLICABLE LAWS, IN THE CURRENT FINANCIAL YEAR.

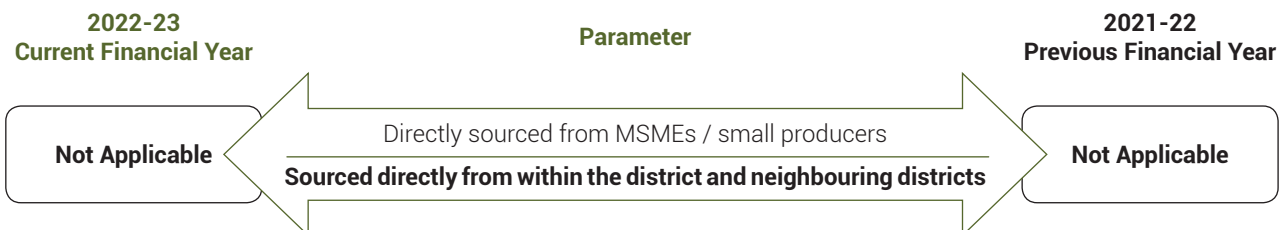


2. INFORMATION ON PROJECT(S) FOR WHICH ONGOING REHABILITATION AND RESETTLEMENT (R&R) IS BEING UNDERTAKEN BY THE COMPANY:



3. DESCRIBE THE MECHANISMS TO RECEIVE AND REDRESS GRIEVANCES OF THE COMMUNITY.
Given the nature of the Company's business, this is not applicable. Also, the Company carries its CSR activities through various implementing agencies.

4. PERCENTAGE OF INPUT MATERIAL (INPUTS TO TOTAL INPUTS BY VALUE) SOURCED FROM SUPPLIERS:



*Not applicable taking the nature of business into consideration

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):



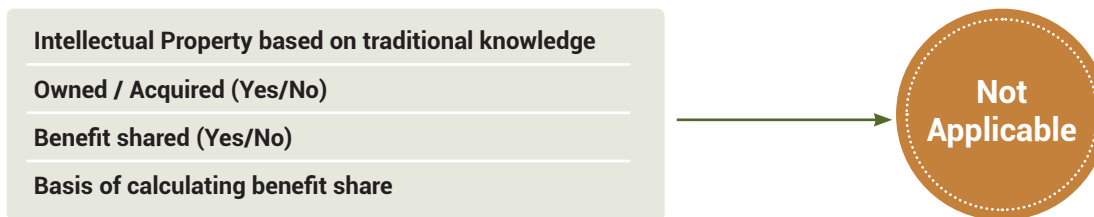
2. PROVIDE THE FOLLOWING INFORMATION ON CSR PROJECTS UNDERTAKEN BY YOUR ENTITY IN DESIGNATED ASPIRATIONAL DISTRICTS AS IDENTIFIED BY GOVERNMENT BODIES:



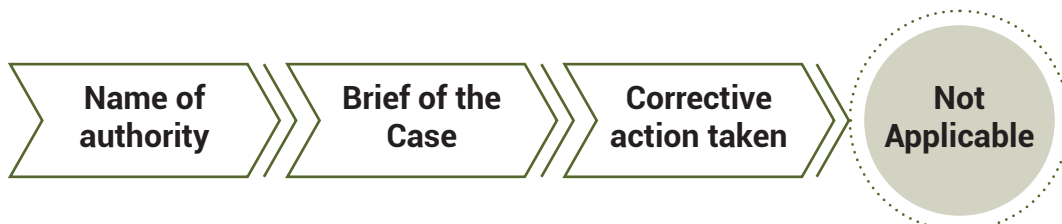
3.

- (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalised / vulnerable groups? No. Given, the nature of the Company's business, there are limitations on the purchases made from suppliers.
- (b) From which marginalised / 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:




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.



6. DETAILS OF BENEFICIARIES OF CSR PROJECTS:

Sr. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
1	Contribution towards Corpus for various projects related to Education, Health, Animal welfare, Community & Skill Development, Agriculture & Environment and recognised sports.	-	100

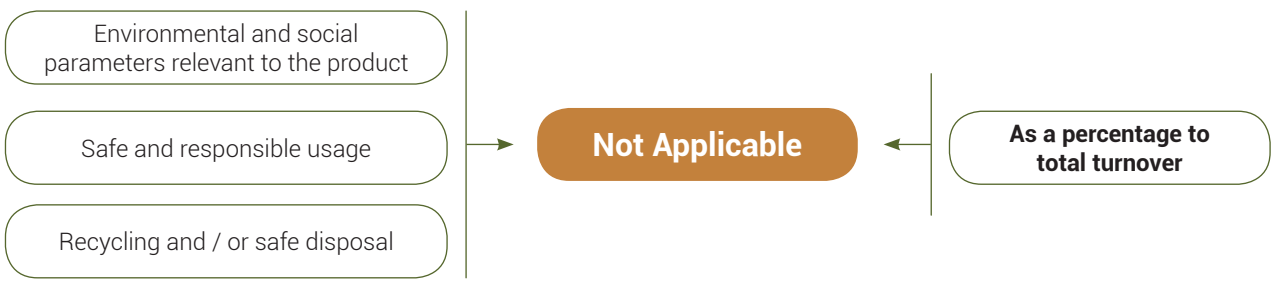
PRINCIPLE 9  Businesses should engage with and provide value to their consumers in a responsible manner

Essential Indicators

1. DESCRIBE THE MECHANISMS IN PLACE TO RECEIVE AND RESPOND TO CONSUMER COMPLAINTS AND FEEDBACK.

The clients may lodge their complainants or provide their feedback to below mail ID of the Company:
clientredressal@rathi.com

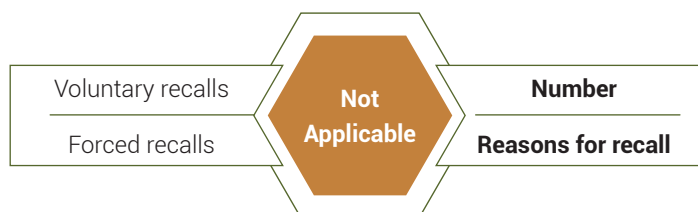
2. TURNOVER OF PRODUCTS AND / OR SERVICES AS A PERCENTAGE OF TURNOVER FROM ALL PRODUCTS/ SERVICE THAT CARRY INFORMATION ABOUT:



* The Company is engaged in the business of Distribution of Mutual funds and financial products services and earns distribution commissions on a trial basis from asset management companies.

3. NUMBER OF CONSUMER COMPLAINTS IN RESPECT OF THE FOLLOWING:

	2022-23 (Current Financial Year)		Remarks	2021-22 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at the end of the year		Received during the year	Pending resolution at the end of the year	
Data Privacy	NIL	NA	-	NIL	NA	-
Advertising	NIL	NA	-	NIL	NA	-
Cyber-security	NIL	NA	-	NIL	NA	-
Delivery of Essential Services	NIL	NA	-	NIL	NA	-
Restrictive Trade Practices	NIL	NA	-	NIL	NA	-
Unfair Trade Practices	NIL	NA	-	NIL	NA	-
Other	NIL	NA	-	NIL	NA	-

4. DETAILS OF INSTANCES OF PRODUCT RECALLS ON ACCOUNT OF SAFETY ISSUES:

5. DOES THE ENTITY HAVE A FRAMEWORK / POLICY ON CYBER SECURITY AND RISKS RELATED TO DATA PRIVACY? (YES/NO) IF AVAILABLE, PROVIDE A WEBLINK OF THE POLICY.

The Company has implemented policies for Information Security (IS) and Cyber Security and Cyber Resilience (CSR) which are accessible to all employees via the Company's intranet.

6. PROVIDE DETAILS OF ANY CORRECTIVE ACTIONS TAKEN OR UNDERWAY ON ISSUES RELATING TO ADVERTISING AND DELIVERY OF ESSENTIAL SERVICES; CYBER SECURITY AND DATA PRIVACY OF CUSTOMERS; RE-OCCURRENCE OF INSTANCES OF PRODUCT RECALLS; PENALTY / ACTION TAKEN BY REGULATORY AUTHORITIES ON SAFETY OF PRODUCTS / SERVICES.

Not Applicable

Leadership Indicators

1. CHANNELS / PLATFORMS WHERE INFORMATION ON PRODUCTS AND SERVICES OF THE ENTITY CAN BE ACCESSED (PROVIDE WEBLINK, IF AVAILABLE).

Information relating to products and other services is available on the Company's website,
<https://anandrathiwealth.in/pwm.php>
<https://anandrathiwealth.in/dwm.php>

2. STEPS TAKEN TO INFORM AND EDUCATE CONSUMERS ABOUT SAFE AND RESPONSIBLE USAGE OF PRODUCTS AND/OR SERVICES.

The Company complies with all disclosure requirements relating to its products and services, as per AMFI/SEBI guidelines.

3. MECHANISMS IN PLACE TO INFORM CONSUMERS OF ANY RISK OF DISRUPTION / DISCONTINUATION OF ESSENTIAL SERVICES.

In the event of any planned or unplanned disruption of services related to our digital platforms (e.g., website) we promptly inform clients about the cause of the unavailability and provide an estimated time for resolution. Additionally, we proactively notify clients about the availability of alternative channels.

4. DOES THE ENTITY DISPLAY PRODUCT INFORMATION ON THE PRODUCT OVER AND ABOVE WHAT IS MANDATED AS PER LOCAL LAWS? (YES/NO/NOT APPLICABLE) IF YES, PROVIDE DETAILS IN BRIEF. DID YOUR ENTITY CARRY OUT ANY SURVEY WITH REGARD TO CONSUMER SATISFACTION RELATING TO THE MAJOR PRODUCTS / SERVICES OF THE ENTITY, SIGNIFICANT LOCATIONS OF OPERATION OF THE ENTITY OR THE ENTITY AS A WHOLE? (YES/NO)

The Company has always believed in being transparent with its clients by providing all the relevant details. Product communication is done through SMS, mails and other platforms. Further, the product related informations are available on the Company's website as well.

5. INFORMATION RELATING TO DATA BREACHES:

a. The number of instances of data breaches along with impact: No data breaches were reported during the 2022-23.

b. Percentage of data breaches involving personally identifiable information of customers: Not Applicable