



Ref: CEL/NSEBSE/BRSR/20072023

20th July 2023

To,

Listing Department, National Stock Exchange of India Limited, Exchange Plaza, Bandra Kurla Complex, Bandra (East), Mumbai – 400 051	Department of Corporate Services – Listing, BSE Limited P. J. Towers, Dalal Street, Mumbai – 400 001
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Re: Scrip Symbol: CENTUM/ Scrip Code: 517544

Dear Sir/ Madam,

Sub: Business Responsibility and Sustainability Reporting

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are submitting herewith the Business Responsibility and Sustainability Report for Financial Year (FY) 2022- 23, which also forms part of the Annual Report for FY 2022-23, submitted to the Exchanges dated 18th July, 2023.

Thanking you,

Yours faithfully,

For **Centum Electronics Limited**

Indu H S

Company Secretary & Compliance Officer

Encl: as above

Annexure – 7

Business Responsibility & Sustainability Reporting – FY 2022-23

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L85110KA1993PLC013869
2	Name of the Listed Entity	Centum Electronics Limited
3	Year of incorporation	08-01-1993
4	Registered office address	No. 44, KHB Industrial Area, Yelahanka New Town, Bengaluru – 560 106
5	Corporate address	No. 44, KHB Industrial Area, Yelahanka New Town, Bengaluru – 560 106
6	E-mail	investors@centumelectronics.com
7	Telephone	080 4143 6000
8	Website	www.centumelectronics.com
9	Financial year for which reporting is being done	2022-23
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited and National Stock Exchange of India Limited
11	Paid-up Capital	₹ 129 million
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Ms. Indu H S Telephone: 080 4143 6000 and email id : investors@centumelectronics.com
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)	Standalone

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
Electronic System Design and Manufacturing	Design services, Manufacture of systems and subsystems, Contract manufacturing	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	Systems and Subsystems	26109	29
2	Contract Manufacturing	26104	71

III. Operations

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

Location	Number of plants	Number of offices	Total
National	2	2	4
International	-	-	-

17. Markets served by the entity:

a. Number of locations

Location	Number
National (No. of States)	10
International (No. of Countries)	12

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

54%

c. A brief on types of customers :

The company offers a broad range of products and services across different industry segments. It has domain expertise in Electronics Design & Manufacturing Solutions and offers entire spectrum of design services and manufacturing of systems, subsystems for mission critical products in Defence, Space, Aerospace, Industrial & Energy, Transportation & Automotive and Healthcare sectors. The company has been helping customers turn their ideas into products.

IV. Employees

18. Details as at the end of Financial Year:

a. Employees and workers

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
	EMPLOYEES					
1	Permanent (D)	451	350	77.61	101	22.39
2	Other than Permanent (E)	-	-	-	-	-
3	Total employees (D + E)	451	350	77.61	101	22.39
	WORKERS					
4	Permanent (F)	775	560	72.26	215	27.74
5	Other than Permanent (G)	-	-	-	-	-
6	Total workers (F + G)	775	560	72.26	215	27.74

b. Differently abled Employees and Workers: None

19. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	8	2	25
Key Management Personnel	4	1	25

20. Turnover rate for permanent employees and workers

Particulars	2022-23			2021-22			2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	34.72	25.56	32.79	31.16	40.25	32.95	21.00	25.31	21.85
Permanent Workers	45.62	20.28	32.66	36.80	29.61	34.52	47.49	36.60	44.07

V. Holding, Subsidiary and Associate Companies (including joint ventures)**21. Names of holding / subsidiary / associate companies / joint ventures**

Sl. 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	Centum T&S Private Limited (Formerly known as Centum Adeneo India Private Limited)	Subsidiary	100	No
2	Centum Electronics UK Limited	Subsidiary	100	No

VI. CSR Details**22. (i) Whether CSR is applicable as per section 135 of the Companies Act, 2013: (Yes/No): Yes**

(ii) Turnover (in ₹) – FY 21-22 : ₹3,480 million

(iii) Net worth (in ₹) – FY 21-22 : ₹2,645 million

VII. Transparency and Disclosures Compliances**23. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:**

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)*	FY 2022-23			FY 2021-22		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	-	-	-	-	-	-
Investors (other than shareholders)	Yes	-	-	-	-	-	-
Shareholders	Yes	163	-	-	140	-	At the end of the year there were no investor complaints pending resolution.

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)*	FY 2022-23			FY 2021-22		
Employees and workers	Yes	-	-	-	-	-	-
Customers	Yes	-	-	-	-	-	-
Value Chain Partners	Yes	-	-	-	-	-	-

*The Company's grievance redressal mechanism is available at <https://www.centumelectronics.com/investor-relations/policies/>

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

The company's risk management committee periodically evaluates significant risk exposures and assess the mitigation measures covering environmental, social and governance aspects. The risk management framework of the Company has the requisite processes and systems for identifying and reporting risks. Corrective actions are implemented to address the risks identified.

Sl 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	Material Lead Times	R	Long material lead times impact the manufacturing operations due to lack of required components	Efficient inventory management and plan for alternate component manufacturers	Negative
2	CSR	O	CSR projects create a positive impact and improve community relations		Positive
3	Employee Engagement	O	Ensuring an employee-friendly environment at the workplace		Positive
4	Supply Chain Management	R	Some external events lead to difficulty in sourcing and transport of materials	The materials are procured from reputed manufacturers to ensure delivery timelines	Negative
5	Talent Management	R	Significant consequences of loss of top talent, inability to meet business goals	Attracting and retaining talent	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.

Particulars	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Ethics & Transparency	Product Responsibility	Human Resources	Responsiveness to Stakeholders	Respect for Human Rights	Environment restoration	Public Policy Advocacy	Inclusive Growth	Customer Engagement
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	N	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	All policies are not required to be approved by the Board of Directors. The approval of the Board has been taken on mandatory policies. However, all the policies are approved by the Chairman & Managing Director of the Company.								
c. Web Link of the Policies, if available	www.centumelectronics.com								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes, the Company has translated the policies into procedures wherever applicable. The same are assimilated in the procedures and practices in all areas of activity that the Company undertakes. Formal communication is sent to internal stakeholders and the external stakeholders are communicated to the extent as may be applicable. The Company has a HR Information System (HRIS) Portal for the benefit of employees. It is an employee self-service portal. We upload all the HR policies in HRIS system with access controls.								
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Due diligence is carried on in the process of dealing with the various value chain partners.								
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.	<ul style="list-style-type: none"> • ISO Certificate for Quality Management System (ISO 9001:2015) • ISO Certificate for Occupational Health and Safety Management System (ISO 45001:2018) • ISO Certificate for Environment Management System (ISO 14001:2015) • ISO Certificate for Information Security Management System (ISO/IEC 27001:2013) • ISO Certificate for Medical Standard (ISO 13485:2003) • ISO Certificate for Automotive Standard (ISO 16949:2009) • ESD association 20-20 certified • IRIS Railway certification • IPC certified for IPC-A-610 Class III & II application specialist • IPC certified for J-STD-001 certified trainer 								

5. Specific commitments, goals and targets set by the entity with defined timelines, if any.

The Company has identified key parameters and has placed an effective mechanism to continuously monitor. Necessary assessments are carried out periodically by third party independent service providers and certified.

6. Performance of the entity against the specific commitments, goals and targets along with reasons in case the same are not met.

P1	Ethics & Transparency	<ul style="list-style-type: none"> • Code of Conduct for Board of Directors and Senior Management
		<ul style="list-style-type: none"> • Policy for Determination of materiality of events for disclosure to Stock Exchanges • Code of Practices and Procedures for Fair Disclosure of UPSI • Whistle Blower Policy • Company's core values

	Centum adheres to fair and transparent conduct of the affairs by adopting the best practices, standards of ethical behavior.	
P2	Product Responsibility	<ul style="list-style-type: none"> • Quality Policy • Information Security Policy
	Proper mechanisms are in place to carry on Life cycle assessment of the products. Product labelling is done by complying with all regulatory requirements and as per customer requirements.	
P3	Human Resources	<ul style="list-style-type: none"> • Code of Conduct • HR Policies (including Prevention of Sexual Harassment Policy) • HR Handbook
	Employees are provided opportunities to demonstrate their skills and capabilities. The Company's code of conduct is applicable to all the employees to establish and uphold high ethical conduct with utmost transparency and accountability. The Company has a policy for addressing sexual harassment in the workplace and applies to all stakeholders of the Company.	
P4	Responsiveness to Stakeholders	<ul style="list-style-type: none"> • Corporate Social Responsibility Policy • Code of Conduct
	The Company regularly engages with the Stakeholders and discuss the matters including environmental, social and governance issues.	
P5	Respect for Human Rights	<ul style="list-style-type: none"> • Code of conduct • Whistle Blower Policy • HR Policies • Prevention of Sexual Harassment Policy
	The Human resource department of the Company communicates the labor laws and other policies to all the employees.	
P6	Environment Restoration	<ul style="list-style-type: none"> • Environment Policy • Quality Policy
	All steps are taken towards sustainable manufacturing.	
P7	Public Policy Advocacy	Considering the business activities of the Company and the nature of its business, the Board has not felt the need to formulate certain policies.
P8	Inclusive Growth	<ul style="list-style-type: none"> • Corporate Social Responsibility Policy • HR Policies
	The Company's CSR policy is formulated keeping in view the holistic development of the community and the environment. The CSR initiatives of the Company are manifested to uplift and support the underprivileged.	
P9	Customer Engagement	<ul style="list-style-type: none"> • Code of Conduct • Quality policy • Information Security Policy
	There is regular interaction with key customers of the Company. Customer Satisfaction surveys are conducted annually.	

Governance, leadership and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements	Centum Electronics Limited is committed to instilling environmental, social and governance priorities into its businesses. The Company judiciously make use of energy and energy saving assets. Centum Electronics Limited has partnered with agencies to implement CSR activities. One of the Company's core value is Social Responsibility. As a responsible corporate citizen Centum endeavors to have a positive impact on the greater society that it serves. Social responsibility is intertwined in company's self-belief and work ethics. Corporate Governance is given utmost importance and is followed in letter and spirit.
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Apparao V Mallavarapu, Chairman & Managing Director
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No).	No director has been specifically nominated. The Corporate Social Responsibility (CSR) Committee of the Board drive the social responsibility initiatives. Further, the relevant policies are administered by the Departmental Heads who report to the Management of the Company.

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								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action Indicate whether review was undertaken by Director / Committee of the Board / Any other Committee	Each of the Policies and performance against the same are being reviewed by the Board as required under the relevant regulations. Periodic review of the charters, policies is done internally by the Senior Management and Board Committees. External assessment is done on need basis.								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee	Details of External assessment: Policies and procedures of the organization are subject to audits/ reviews during ISO 9001, ISO 14001, OHSAS 18001, ISO 27001 Audits								
Subject for Review	Frequency (Annually/ Half yearly/ Quarterly/ Any other - please specify)								
Performance against above policies and follow up action	The Company views business responsibility as a part and parcel of its business.								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Lot of time, efforts and investments are continuously being made in this area especially in and around the products that we manufacture. Quarterly/ Annual review as and when required, is being done by the Board of Directors of the Company.								
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.	The Company's policies and procedures are subject to internal scrutiny by the management, However, there has not been any specific review or assessment or evaluation by an external agency.								

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)						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)	Note on P7: Centum Electronics Limited participates in various industry forums where views / opinions on relevant topics are discussed. The Company does work for public good on its own and along with trade bodies and industry colleagues from time to time. It is felt that there is no need to have a specific policy for this purpose.								

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Board of Directors Key Managerial Personnel	4	Board of Directors are periodically updated about the matters relating to business, statute, governance etc., Strategic presentations are made to the Directors, regularly on Company strategy, performance and growth plans. Updates on performance review, strategy and key regulatory developments are presented at the quarterly Board Meetings and annual Board strategy meeting.	100
Employees other than BOD and KMPs	6	Interviewing skills, Email Etiquettes, POSH, Emotional Intelligence, MS Excel, First Time Manager	100
Workers	6	Kaizen, ESD, POSH, 5S, EHS and QMS	100

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions: No penalties or fines were reported.

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 : Nil.

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.

The Centum Code of Conduct covers employees of the Company.

The Company has a well-defined Code of Conduct for its employees. Under “gifts and corporate hospitality policy”, employees are not authorised to give or receive the gifts from any suppliers, vendors or partners. Gifts received by employees if any by not in person, will be handed over to HR department. HR department will distribute the gifts through dip system in employee monthly meetings.

The Code of Conduct is available at the Company's website at www.centumelectronics.com

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

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

The Directors disclose their interest at the beginning of the year. In case of change in the disclosure made, the same is taken note by the Board. The Board of Directors and senior management are subject to the provisions of code of conduct.

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.

Nil

Leadership Indicators

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

Centum carries out awareness / training programmes for its value chain partners depending on the business needs, stakeholder feedback and regulatory requirements covering various topics.

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

The Company has a Code of Conduct for its Board Members and Senior Management which defines Conflict of Interest and entails the process for avoiding the same.

The Code of Conduct is available on the website of the Company.

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.

Centum is proudly engaged in design & development of subsystems and systems and indigenization of various products for Defence, Space and Aerospace segments. These subsystems and systems are being used by various defense & space agencies to serve the Nation. This is in line with the Make in India and Atmanirbhar Bharat policies of Government of India.

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

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

Yes, the Company has well established procedures for sustainable sourcing. About 80% of our inputs was sourced sustainably.

The sourcing is carried out in a systematic manner. In the first stage, the compatibility of the sources with respect to the requirements is carefully evaluated.

After this stage, the source is evaluated thoroughly with the assistance of supplier evaluation criteria which includes the policies like Conflict of Minerals Policy.

Thereafter, considering the scores obtained in the supplier evaluation rating, the decision will be made to engage with the particular source. The initial samples from the new source are taken up for evaluation after which the supplier is added to Approved Vendor List (AVL). The supplies from the newly qualified vendor is ramped up in a phased manner.

Centum is committed to maintaining a socially responsible supply chain with a strong focus on Conflict of Minerals.

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.

Centum Electronics Limited has a Life Cycle Assessment (LCA) process in place for its products.

Centum has a well-established waste management system for collection, segregation, storage & disposal of hazardous & non-hazardous waste. The waste generated are either reused, recycled or disposed through authorized vendor/recyclers. Waste water is recycled through treatment plants & reused for internal operations.

There are proper mechanisms and procedures followed as per State Government guidelines to collect, store and

dispose hazardous and non-hazardous waste generated during the process.

(a) Plastics (including packaging) – Disposed through approved Plastics Recycler.

(b) E-waste – Disposed through approved E-waste recycler.

(c) Hazardous waste – Disposed through approved hazardous waste incinerators.

(d) Other waste – Disposed through authorized vendor

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.

No

Leadership Indicators

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

NIC Code	Name of Product / Service	% of Total turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link
26109, 26104	Manufacture, Design, Supply of Electronic Modules, Sub Systems, Printed Circuit Board Assembly (PCBA) Integration, Box build and repairs, Screening of Electronic Components and module for Space, Avionics and Defence applications, Plastic moulded components and assemblies	100%	Gate to Gate	No	No

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. : None of our products cause significant social or environmental concerns.

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

Indicate Input Material	Recycled or re-used input material to total material	
	2022-23	2021-22
Solder Dross	45	40

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: Not Applicable

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category: Not Applicable

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

Essential Indicators

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

Category	Total (A)	% of employees covered by									
		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	350	350	100	350	100	N.A.	N.A.	-	-	-	-
Female	101	101	100	101	100	101	100	N.A.	N.A	-	-
Total	451	451	100	451	100	101	100	-	-	-	-
	Other Permanent Employees										
Male	-										
Female											
Total											

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	
		Number (B)	(B/A)	Number (C)	(C/A)	Number (D)	(D/A)	Number (E)	(E/A)	Number (F)	(F/A)
	Permanent workers										
Male	560	109	19.46	560	100	N.A.	N.A.	-	-	-	-
Female	215	64	29.77	215	100	215	100	N.A	N.A	-	-
Total	775	173	22.32	775	100	215	100	-	-	-	-
	Other Permanent workers										
Male	-										
Female											
Total											

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

Benefits	2022-23			2021-22		
	No. of employees covered as a% of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a% of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	100	YES	100	100	YES
Gratuity	100	100	YES	100	100	YES
ESI	0.4	72.8	YES	5.2	89.2	YES
Others – please specify	-	-	-	-	-	-

3. Accessibility of workplaces

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

Most of the premises / offices are well equipped for accessibility to differently abled persons. There are currently no differently abled employees and workers.

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

Yes, the Company's policy on hiring does not discriminate against persons with disabilities.

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

Particulars	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	N.A.	N.A.	N.A.	N.A.
Female	86	86	100	100

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

Particulars	Yes/No (If yes, give the details of mechanism in brief)
Permanent Workers	Yes
Other than Permanent Workers	Yes
Permanent Employees	Yes
Other than Permanent Employees	Yes

Human Resource Manager is a single point of contact to address all types of grievances related to employees / workers.

Pursuant to Section 177 (9) and Regulation 22 of SEBI LODR, company has a vigil mechanism for directors and employees to report concerns, if any. This Policy is available on the Company's website at www.centumelectronics.com.

The Company has formulated a Policy on Prevention of Sexual Harassment at Workplace for prevention, prohibition and redressal of sexual harassment at workplace and Internal Complaints Committee has also been set up to redress any such complaints received. The Company sensitizes employees across the organization on the Policy and the provisions of the Sexual Harassment of Women at work place (Prevention, Prohibition and Redressal) Act, 2013.

7. Membership of employees and worker in association(s) or Unions recognised by the listed entity: None

8. Details of training given to employees and workers:

Category	FY 2022-23					Total (D)	FY 2021-22			
	Total (A)	On Health and safety measures		On Skill upgradation			On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	350	350	100	140	40	323	323	100	129	39.94
Female	101	101	100	40	39.60	79	79	100	32	40.51
Total	451	451	100	180	39.91	402	402	100	161	40.05
Workers										
Male	560	560	100	560	100	539	539	100	539	100
Female	215	215	100	215	100	230	230	100	230	100
Total	775	775	100	775	100	769	769	100	769	100

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	350	350	100	323	323	100
Female	101	101	100	79	79	100
Total	451	451	100	402	402	100
Workers						
Male	560	560	100	539	539	100
Female	215	215	100	230	230	100
Total	775	775	100	769	769	100

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

Yes – Centum Electronics Limited is ISO 45001:2018 certified for Health and Safety Management system.

Centum Electronics Limited has implemented and maintained the Occupational Health and Safety Management System. All the activities, products and services are in line with OHSMS 45001:2018 standards. It provides a mechanism for managing Occupational Health Safety and Environmental Management System by formulating EOHS policy and objectives, complying with applicable legal & other requirements, and managing unacceptable risk.

The scope of Occupational Health Safety and Environmental Management System is clearly defined and followed at all locations as per ISO/OHSMS 45001:2018 Standard.

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

Centum Electronics has an established risk assessment process namely, Hazard Identification and Risk Assessment (HIRA). Regular safety walk are conducted at the company's plants. These processes help identify and contain incidents that may cause injury to people or property. The assessment is followed up with documentation of risks and hazards, their causes, associated consequences and containment recommendations.

The company has developed participative and consultative approach for consideration of all its stakeholders including employees, associate and contract workmen.

The participation of all stakeholders helps in understanding the process thoroughly and identifying the hazard at workplace. This leads to preventing the risk related to injury, protect asset and ensure sustainability in all the activities and organization processes.

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

Yes, Centum Electronics has Shop Floor Management (SFM) tool to promote safety culture within company. SFM online portal is designed to help employees to report health or safety hazard/risk incidents that may lead to unsafe conditions.

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

Yes. Employees and workers have access to non-occupational medical and healthcare services. The Company has tied up with well-established hospitals to deal with any kind of incident, accident or medical emergency. Employees are required to undergo an annual health check-up and healthcare advice is provided. Medical insurance facilities are provided to employees.

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

Safety Incident/ Number	Category	FY 2022-23	FY 2021-22
Lost Time Injury Frequency Rate (LTIFR) [per one million-person hours worked]	Employees	-	6
	Workers	-	-
Total recordable work-related injuries	Employees	-	1
	Workers	-	-

Safety Incident/ Number	Category	FY 2022-23	FY 2021-22
No. of fatalities	Employees	-	-
	Workers	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-

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

Centum Electronics is committed to provide healthy and safe working conditions.

- Health and safety committee ensures establishment, implementation, maintenance and continual

improvement of processes needed for the elimination of hazards and minimization of risks.

- Safety walk through audit program in line with EOHS policy to ensure safe and healthy working conditions.
- EHS awareness through training and communication.
- Trained Emergency Response Team (ERT), Fire Fighters & First Aid team availability during all the shifts.
- Conducting evacuation mock drills as per schedules to create awareness in case of emergency.
- Has an online portal (SFM) for incident management process in place for hazard identification at work /plant area. It enables employees to identify and contain incidents that may cause an injury to the people or property.

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

No complaints were received from employees and workers for FY 22-23 and FY 21-22 regarding Working Conditions and Health & Safety. Centum Electronics has always prioritized the health, safety and well-being of employees through establishment, implementation, maintenance and continual improvements of processes and practices that provides a healthy and safe working environment for employees.

14. Assessments for the year:

Particulars	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100% of plant area are assessed internally by internal EHS auditors on the health and safety practices. Centum Electronics is annually assessed on ISO 45001:2018 standard for EOHS management system by external certifying bodies.
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.

Centum Electronics has processes in place for taking corrective actions by implementing Engineering controls, Automation, Safety guards etc., if necessary, to eliminate the causes of actual and potential non conformities or incidents and enforce corrective actions.

Centum Electronics implements and records changes in the documented procedure and the steps are standardized in the relevant operational procedure to ensure prevention of incident again.

Safety systems at work include:

- Safety sensors interlock cutting / Trimming machines.
- Online monitoring & SMS alert of Temperature for chemical storage room.
- Automatic changeover of chemical in cleaning machine.
- Permit to Work.
- Hazard identification and risk assessment.

- Aspect and impact identification.
- Process Safety Information.
- Pre-Start up Safety Review.

With a significant onsite workforce, safe and well-organized building evacuation is a priority. The emergency management system includes bi-annual mock drills for organization.

All incidents are investigated thoroughly as per company safety guidelines on incident reporting, investigations and communicated through all process departments to ensure non-occurrence of similar incidents. It is also encouraged to employees and workers to report maximum number of unsafe acts and conditions to eliminate such incidents.

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).**

Not applicable as there were no such instances.

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 engages with only those suppliers and value chain partners who comply with the Statutory requirements. Periodic due diligence is undertaken to ensure that applicable statutory dues are deducted and deposited by value chain partners.

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

Nil

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)

Not applicable, as there were no instances of injury /ill health / fatalities.

5. Details on assessment of value chain partners:

The Company engages with only those value chain partners who comply with the Statutory Requirements under various statutes including Health and safety practices and safe 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.

All incidents are investigated thoroughly as per company safety guidelines on incident reporting, investigating and communicated through all process departments to ensure non-occurrence of similar incidents.

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 has identified internal and external stakeholder groups. The major ones being employees, suppliers, contractors, customers, investors, lending institutions, regulatory and statutory authorities.

There are well established grievance redressal mechanisms for the stakeholder groups.

2. List stakeholder groups identified as key 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
Customers	N	Email, Other	0	<ul style="list-style-type: none"> Addressing Customer feedback Addressing Customer grievances Providing information regarding products and services
Investors/Shareholders	N	Email, Newspaper, Website and Other	0	<ul style="list-style-type: none"> Business update Financial Performance Statutory Communications
Employees	N	Email, Notice Board and Other	0	<ul style="list-style-type: none"> Employee Productivity Talent management Learning and development
Regulatory and Statutory Authorities	N	Email, Other	0	Regulatory compliance
Suppliers	N	Email, Other	0	Keep track of orders placed
Communities	Y	Community Meetings	0	Community Engagement Meetings

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.

It is a continuous process wherein leadership team engages with various stakeholders on different platforms and outcome of these interactions are presented to the Board. The CSR activities, their implementation schedule and their impact is presented to the Board.

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

Yes

The Company consults its stakeholders while identifying its CSR programs. During the year, based on consultation with the authorities and local communities, the Company partnered with Akshaya Patra and Narayana Hrudayalaya. The Company also has a Memorandum of Understanding with the Art and Photography Foundation for promotion of art.

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

The Company through its CSR initiatives, provide necessary support to the vulnerable / marginalized community.

Through its CSR initiatives it has supported specially abled group, successfully diagnosed and treated patients from economically challenged groups.

PRINCIPLE 5 Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. of employees/ workers covered (B)	% (B / A)	Total (C)	No. of employees/ workers covered (D)	% (D / C)
Employees						
Permanent	451	451	100	404	404	100
Other than permanent	-	-	-	-	-	-
Total Employees	451	451	100	404	404	100
Workers						
Permanent	775	775	100	767	767	100
Other than permanent	-	-	-	-	-	-
Total Workers	775	775	100	767	767	100

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

Category	FY 2022-23					FY 2021-22				
	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)
Permanent Employees										
Male	350	-	-	350	100	325	-	-	325	100
Female	101	-	-	101	100	79	-	-	79	100
Others	-	-	-	-	-	-	-	-	-	-

Category	FY 2022-23					FY 2021-22				
	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)
Other than permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Others	-	-	-	-	-	-	-	-	-	-
Permanent Workers										
Male	560	-	-	560	100	537	278	51.77	259	48.23
Female	215	-	-	215	100	230	96	41.74	134	58.26
Others	-	-	-	-	-	-	-	-	-	-
Other than permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Others	-	-	-	-	-	-	-	-	-	-

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

Particulars	Median remuneration in ₹			
	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	6	7,40,000	2	6,05,000
Key Managerial Personnel	3	1,36,25,667	1	10,81,721
Employees other than BoD and KMP	347	7,83,432	100	5,40,558
Workers	560	2,04,708	215	2,49,324

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, Complaints pertaining to human rights issues are taken care by the Human Resource Department or Head of the respective departments and appropriate actions are taken as per the policies of the Company. The Head of Human Resource department (HR) of the Company is the authorized personnel responsible for implementing human right functions in the Company.

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

The Company is committed to providing an enabling working environment for its employees and workers. The Company's policy and practices relating to protection of human rights viz. non-engagement of child labour, personal hygiene, safety and welfare measures of workers etc., are applicable to the Company and includes contractors.

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

There were no complaints made by employees and workers during FY 22-23 and FY 21-22 under human rights related issues.

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

Concerns on discrimination and harassment, if any, will be dealt with confidentially. The Company ensures that principles of natural justice are followed in the entire process of investigation and decision making.

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

(Yes/No)

Yes, It is ensured that all agreements between Centum and the stakeholders, contain clauses on human rights viz non-engagement of child labour, personal hygiene, safety and welfare measures of workers etc.

9. Assessments for the year:

Particulars	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%
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. No corrective action was necessitated.

Leadership Indicators

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

The Company has not received any grievance / complaints with respect to human rights.

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

The Company has not conducted any human rights due-diligence during FY 2022-23. However, the human rights diligence is conducted as part of other audits.

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

4. Details on assessment of value chain partners:

The Company engages with those value chain partners who comply with the Statutory Requirements under all applicable statutes.

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

No corrective actions were required to be taken during FY 2022-23.

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	Unit	FY 2022-23	FY 2021-22
Total electricity consumption (A)	KWH	8,19,774	5,37,626
Total fuel consumption (B)	KWH	1,30,501	1,28,295
Energy consumption through other sources (C)	KWH	70,44,718	68,40,710
Total energy consumption (A+B+C)	KWH	79,94,993	75,06,631
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	KWH/₹	0.0037	0.0043
Energy intensity (optional) - the relevant metric may be selected by the entity	KWH/Sq.ft/Annum	77.55	72.41

Independent assessment/ evaluation/assurance has been carried out by KPMG.

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

No

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

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	46,513	27,511
(iii) Third party water	1,592	1,419
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	48,105	28,930
Total volume of water consumption (in kilolitres)	48,105	28,930
Water intensity per rupee of turnover (Water consumed / turnover)	0.0094	0.0087
Water intensity (optional) - the relevant metric may be selected by the entity - KL/Per Employee	27.56	20.57

Independent assessment/ evaluation/assurance has been carried out by an external agency? No

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

Centum Electronics understands the importance of water and has a Sewage Treatment Plant (STP) and re-circulation plant where re-treated water is used for maintenance of in-house landscape. This helps to reduce our freshwater consumption requirement and intake.

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	FY 2021-22
NOx	Mg/nm3	637.9	503.2
SOx	Mg/nm3	105.5	77.2
Particulate matter (PM)	Mg/nm3	439.3	502.8
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	PPM	VOC monitoring values are within defined limit	VOC monitoring values are within defined limit
Hazardous air pollutants (HAP)	-	-	-

In order to conduct a monthly assessment of the source emissions, National Accreditation Board for testing and calibration laboratories (NABL) and Ministry of Environment and Forests (MOEF) external laboratories approved by are engaged.

National Analytical Laboratories & Research Center, Bengaluru has carried on the assessment.

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

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Ton CO ₂ emission	1,262	1,255
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Ton CO ₂ emission	790	517
Total Scope 1 and Scope 2 emissions per rupee of turnover	Ton CO ₂ emission	0.000001235	0.000000832
Total Scope 1 and Scope 2 emission intensity (optional) - the relevant metric may be selected by the entity	Ton CO ₂ emission / Sq.ft	0.0213	0.0174

Independent assessment/ evaluation/assurance has been carried out by an external agency? No

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

Yes, Centum has implemented various projects to reduce GHG emissions.

- Company's green (wind + solar) energy consumption was around 90% of its overall consumption in FY 2022-23.
- Installation of Energy Savers control for all Split Air Conditioners to reduce power consumption.
- As part of reducing Scope-1 emissions sensor-based automatic on/off operation implemented for nitrogen gas consumption in machines.
- Recovery of process solder waste and re-using it in wave machines.
- Installation of VFD, timer, and Automatic control system to reduce power consumption and Co₂ emissions.
- As part of reducing Scope-1 emissions, continuously monitoring to arrest the leakage of nitrogen and Helium gas, if any.

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

Parameter	2022-23	2021-22
Total Waste generated (in metric tonnes)		
Plastic waste (A)	6.157	0.603
E-waste (B)	1.889	2.911
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	1.636	-
Radioactive waste (F)	NA	NA
Other Hazardous waste. Please specify, if any (G) (Spent solvents, lead bearing residues, contaminated cotton rags, oil soaked cotton waste, empty barrels, waste residues containing oil)	11.132	15.122
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector) Corrugated cotton box, Paper, Metal waste, Aluminium etc.	39.963	9.106
Total (A+B + C + D + E + F + G + H)	60.777	27.742
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		

Parameter	2022-23	2021-22
Category of waste		
(i) Recycled	3.364	0.904
(ii) Re-used	10.619	5.904
(iii) Other recovery operations	0.269	0.450
Total	14.252	7.258
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	10.042	13.156
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
Total	10.042	13.156

Independent assessment/ evaluation/assurance has been carried out by an external agency? 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.

Centum Electronics is arduously working towards generating less waste by focusing on the behavioral aspects of waste generation. We ensure that all waste we generate from our activities adopt 3R (Reduce, Recovery, Reuse) method to reduce the generation of hazardous waste. Final unrecovered waste is collected, segregated, and disposed to authorized recyclers & vendors.

The company has defined processes for managing waste at each departments.

The hazardous waste are segregated, stored and transported in accordance with applicable regulatory requirements and best industry practices. The hazardous waste is disposed of in an environmentally sound manner through authorized vendor for recycling as required by regulations.

Other non-hazardous wastes include paper waste, carton, scrap metal, e-waste. Our strategic intent is to eliminate or reduce the generation of waste to divert waste from disposal through reuse and recycling wherever possible.

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:

None of the Company's operations/offices are in/around ecologically sensitive areas.

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

There was no new construction of office building & hence no environmental assessment of projects undertaken by us.

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 If not, provide details of all such non-compliances, (Y/N).

Yes – Centum Electronics is compliant with the applicable environmental law/ regulations/ guidelines in India.

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:

(In KWH)

Parameter	FY 2022-23	FY 2021-22
From renewable sources		
Total electricity consumption (A)	70,44,718	68,40,710
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	70,44,718	68,40,710
From non-renewable sources		
Total electricity consumption (D)	8,19,774	5,37,626
Total fuel consumption (E)	1,30,501	1,28,295
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	9,50,275	6,65,921

Independent assessment/ evaluation/assurance has been carried out by an external agency? No

2. Provide the following details related to water discharged:

Parameter	FY 2022-23	FY 2021-22
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	11,354.70	7,926.30
- No treatment	-	-
- With treatment - please specify level of treatment	11,354.70	7,926.30
(ii) To Groundwater	-	-
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(iii) To Seawater	-	-
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(iv) Sent to third-parties	54	84
- No treatment	54	84
- With treatment - please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
Total water discharged (in kilolitres)	11,408.70	8,010.3

Independent assessment/ evaluation/assurance has been carried out by an external agency? No

3. **Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):** None of Company's facility / plant is located in areas of water stress.

For each facility / plant located in areas of water stress, provide the following information: Not Applicable

(i) Name of the area

(ii) Nature of operations

(iii) Water withdrawal, consumption and discharge in the following format: Not Applicable

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

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	1.30165	1.642665
Total Scope 3 emissions per rupee of turnover	Metric tons of Co ₂ emission	0.00000000078	0.00000000103

Independent assessment/ evaluation/assurance has been carried out by an external agency? 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.

Centum electronics does not have operations in/around the ecologically sensitive areas where environmental approvals/ clearances are required.

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	Purchase of renewable energy	Purchase of open access power from solar & wind energy through third party	90% of Overall Energy consumption comes from Renewable sources. Reduction of CO ₂ emission from 7,979 ton in 2017-18 to 692 ton of CO ₂ emission in 2022-23.
2	VFD operation of HVAC pumps/process chiller pumps	Installation of VFD for Cooling tower fans and Process Chiller pumps with closed loop feedback is implemented to reduce power consumption	Saved 80,887 KWH units electricity consumption. Reduction of 78 ton of Co ₂ emission
3	Installation of RO system for HVAC plant	Installed RO system for HVAC to reduce the scaling of chiller condenser tubes for efficient operation	Saved 1,56,000 KWH units electricity consumption. Reduction of 150 ton of Co ₂ emission
4	Product modification Jig	With Jig modification increased the loading capacity of walk in ESS chamber, which reduces 40% of energy consumption per cycle.	Saved 180 KWH units/Cycle electricity consumption
5	Recirculation & Sewage treatment plant	recycled & sewage treated water in STP is used for landscaping, this has helped to reduce freshwater requirement	Recycled & re-used 11,355 KL of wastewater through sewage treatment plants.
6	Recycling of waste	Recycling of waste generated at process & re-use as raw material	45% of solder waste Recycled & reused as raw materials. 10% of Recycled Plastic runners used as raw material. 10% in reduction of chemical consumption in cleaning machines by chemical filtration process.
7	Installation of timer for Package units and Exhaust Motor	Installed timer system for 11TR package units and Exhaust system which is operation Manual	Saved 39,360 KWH units electricity consumption. Reduction of 38 ton of CO ₂ emission

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
8	Conversion of all fluorescent bulbs and halogen bulbs to LED-Office and Shopfloor	Replaced all fluorescent lamp to LED light with street light timer control	Saved 69,216 KWH units electricity consumption. Reduction of 67 ton of CO2 emission
9	Automatic Control of heater banks in AHU through controller and room sensor	Installd the Automatic Control system to control the Temp & RH and reduced the power consumption	Saved 32,880 KWH units electricity consumption. Reduction of 67 ton of CO2 emission
10	Changed 300 CFM compressor Cut in & Cut off pressure from 7.4 kg to 7 kg	Changed 300 CFM compressor Cut in & Cut off pressure from 7.4 kg to 7 kg	Saved 32,880 KWH units electricity consumption. Reduction of 32 ton of CO2 emission
11	Installed high efficiency water sprinklers and Spray aerators	Installed the Automatic timer-based system for water sprinklers to garden and spray aerators for washbasins in canteen & restrooms	Saved 406 KL /Year -13 % - on over all consumption

7. Does the entity have a business continuity and disaster management plan?

Centum has a business continuity plan for assessment of potential risks to the business that can cause by disaster situations. It is imperative to consider all the possible incidents and the impact it may have on the organization's ability to continue to deliver its normal business services. The BCP process help to examine the possibility of serious situations disrupting the business operations and the potential impact of such events. The Business continuity team consists of the General Manager's from all Business Units along with the IT, Finance, IE, EHS and all Functional Managers. Centum BCP covers a mechanism to assess the criticality of all the organization's business processes and determine the impact and consequences of loss of service or a reduction in normal service levels.

The site Business Continuity Plan contain information on the threats to normal service levels and the impact on profitability and continued viability.

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.

There are no significant adverse impact to the environment, arising from the value chain.

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

Centum engages with such value chain partners who comply with all the statutes applicable to them.

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 : 12

Centum is a member of several industries and trade bodies and participates in industry events and stakeholder consultation leading to policy formulation by various regulatory bodies.

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Confederation of Indian Industry (CII)	National
2	Electronic Industries Association of India (ELCINA)	National
3	Indo-French Chamber of Commerce and Industry	National
4	Indo-American Chamber of Commerce	National
5	India Electronics and Semiconductor Association (IESA)	National
6	Bangalore Chamber of Commerce	State
7	Software Technology Parks of India (STPI)	National
8	Federation of Karnataka Chambers of Commerce and Industry	State
9	Society of Indian Defence Manufacturer	National
10	Indian Space Association (ISPA)	National
11	Karnataka Employer Association	State
12	Electronic & Computer Software Export Promotion Council	National

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: None

Leadership Indicators

Details of public policy positions advocated by the entity: Centum Electronics Limited participates in various industry forums where views / opinions on relevant topics are discussed. The Company does work for public good on its own and along with trade bodies and industry colleagues from time to time. Details of the Company's participation on various public platforms and industry body discussion forums are available on <https://www.linkedin.com/company/centumelectronics/posts/?feedView=all>

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.

The Company has not undertaken any social impact assessments as it is not applicable to the Company. However, the same would be undertaken whenever required.

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

No projects have been undertaken which require Rehabilitation and Resettlement (R&R)

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

The Company is committed to sustainable and inclusive development of the community. It engages with the community on regular basis either directly or through implementing agencies. The grievances received informally or formally through such forums are further discussed and a resolution is provided.

The Company's CSR projects are aimed at addressing concerns and challenges that affect the surrounding communities including underprivileged groups within the community.

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

Particulars	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/ small producers	13	11.5
Sourced directly from within the district and neighbouring districts*	17.5	21

* districts within the state only are considered.

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):

The Company has not undertaken any social impact assessments as it is not applicable to the Company. However, the same would be undertaken whenever required.

2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:

No CSR projects are undertaken in 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 marginalized /vulnerable groups? (Yes/No)

Centum does not have any preferential procurement policy wherein purchase from suppliers comprising marginalized / vulnerable groups is given preference.

The Company sources products from local and small producers by evaluating them with the necessary requirements. The Company actively engages with the different Vendors to develop and improve their capabilities and capacities from time to time. Constant feedbacks are given to the local suppliers to upgrade their performance both in terms of quality performance and capacity enhancement.

(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:

For the FY 2022-2023, 1 Patent is Filed, 4 Patents have been Granted. 16 technical papers have been published. No commercial benefits for current & previous FY.

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: None

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Promoting Education - Blind School - Mathru Educational Trust	187	100
2	Health Care Programme for the weaker section & children - Narayana Hrudayalaya Charitable Trust	110	100
3	Meal Distribution – The Akshaya Patra Foundation	1333	60

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
4	proVISION ASIA	21	100
5	Vedanta Wisdom Trust	Not Applicable	Not Applicable
6	International Society for Krishna Consciousness	Not Applicable	Not Applicable
7	Shri Vishwanath Raghunath Rao Memorial Trust	Not Applicable	Not Applicable
8	Art & Photography Foundation	Not Applicable	Not Applicable
9	Prerana Resource Centre	95	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.

Centum has a well-established process & procedure to receive any kind of enquiry / grievance /customer complaint / feedback from an external stakeholder.

The customers directly contact the respective Program Manager, Quality Leads or Sales Team.

Centum addresses the customer complaint with RCCA (root cause and corrective actions) within a stipulated timeline depending on the type of Complaint or feedback received.

Company has a complaint redressal mechanism, through which consumers can contact and lodge their respective grievances.

Further, our sales teams engage with customers on a regular basis through emails, formal meetings. In case of any complaints, customers can raise the complaint with the Company SPOC or send their complaints by mail to the company.

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

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

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

Particulars	2022-23		Remarks	2021-22		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy				-	-	-
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

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

Particulars	Number	Reasons for recall
Voluntary recalls	None	
Forced recalls		

5. Does the entity have a framework / policy on cyber security and risks related to data privacy? (Yes/No)

Yes. Centum has implemented Information Security Management System in accordance with ISO/IEC 27001:2013 for the scope of Design, Manufacturing, Integration and Screening of PCB Assembly and Electronic Modules. The Company has layered security defined for People, Process and Technology. The method of protect, detect and respond is adopted in the IT security process.

The Company has various controls established within the IT security. There are perimeter controls, internal controls and access controls. Additionally, the Company carries on cyber security assessments wherein Annual Vulnerability Assessment and Penetration Test is carried out by 3rd party cyber security partners. There are other internal ISMS audits conducted once in every 6 months, annual ISMS surveillance audits conducted by certification agency, annual ITGC audit conducted by statutory financial audit team and customer audit on Information Security Management System.

The policy is available at the company's website www.centumelectronics.com

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.

The Company keeps strengthening and upgrading its infrastructure and implementing various monitoring tools in line with the cyber security and data privacy requirements of individuals and customers.

Leadership Indicators

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

The Company provides information about the product and services through its Website www.centumelectronics.com. The Company also participates in Trade Fairs and Exhibitions related to Electronics Manufacturing.

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

The Company manufactures and supply the products as per customer's specification. There is continuous interaction with the customers during the execution phase of a project. The end user are educated accordingly.

Information regarding usage of product and end use applications will be provided in the respective Product catalogue, Instruction Manuals, Installation Manual and user guides.

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

Centum Electronics Limited is not involved in directly providing essential services (as per essential service definition given in The Essential Services Maintenance Act, 1981). However, Centum Electronics Limited maintains continuous connect with its customers to ensure smooth running of its operations.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not applicable)

The Company manufactures and supply the products as per customer's specification. Display of product information on the products covers all relevant information mandated as per local laws and as per the Customer's instructions from time to time.

Company's products which are exported display product information in line with requirement of respective laws of land.

Bar code of the product carrying all information is displayed as well.

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)

Yes.

Centum is a customer centric organization, customer satisfaction is given utmost importance. Customer feedback is taken right from the design and manufacturing stage till the customer gets delivery of our products.

Customer satisfaction is ensured by having continuous engagement with customers by providing continuous support. Customer satisfaction surveys are carried on to seek feedback from customers on an annual basis. The feedback is taken on various parameters viz. Sales, Project Execution, Delivery, Documentation, Quality, Health and Safety and Information Security Management Systems. Customer periodically provides scorecards covering the information towards service satisfaction.

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 reported so far. Centum is committed to establish, implement, maintain and continually improve information security management system involved in the activities of its

electronic products design and manufacturing by ensuring confidentiality, integrity and availability of information supported through measurable objectives and to comply with applicable legal, statutory, regulatory and contractual requirements.

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

There are no data breaches reported so far.