

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

S. No	Particulars	
1	Corporate Identity Number (CIN)	L65990MH1994PLC080451
2	Name	Affle (India) Limited
3	Year of incorporation	August 18, 1994
4	Registered office address	102, Wellington Business Park-I, Off Andheri Kurla Road, Marol, Andheri (East), Mumbai - 400059, Maharashtra
5	Corporate address	P659, 6th floor, Tower C, JMD Megapolis, Sohna Road, Sector - 48, Gurugram - 122018, Haryana
6	E-mail	compliance@affle.com
7	Telephone	0124-4992914
8	Website	www.affle.com
9	Financial year for which reporting is being done	FY2021-22
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited National Stock Exchange of India Limited
11	Paid-up capital	Rs. 266.50 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	Karish Manchanda Investor Relations & Strategy Tel no: 0124-4992914 Email - investor.relations@affle.com
13	Reporting boundary	Disclosures made in this report are on a consolidated basis unless otherwise stated.

II. Products/services

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

S. No	Description of Main Activity	Description of Business Activity	% of turnover of the entity
1.	Information and Communication	Other information and communication service activities	100.0%

2. 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.	Consumer Platform	62099	99.1%
2.	Enterprise Platform	62099	0.9%

III. Operations

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

Location	No. of plants	No. of offices	Total
National	Not applicable	3	3
International		9	9

2. Markets served by the entity

a. Number of locations:

Locations	No.
National	Pan-India
International (No. of Countries)	>130

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

The contribution of exports of Affle (India) Limited on a standalone basis was 21.4% as a percentage of the total turnover of the entity for the financial year 2021-22.

c. A brief on types of customers

Our customers primarily comprise of Business to Consumer ("B2C") companies who engage with us either directly or through their advertising agencies across industry verticals including (1) e-commerce, edtech and entertainment; (2) fintech, FMCG and foodtech; (3) gaming, government and groceries; and (4) health-tech and hospitality (collectively, the "Category EFGH" industries for the Company).

As of March 31, 2022, we had over 90% of our revenue from the categories E, F, G & H and 74.0% of our revenue came from customers who directly engaged with us, rest 26.0% from customers who engaged with us through their advertising agencies.

IV. Employees

1. Details as at the end of the financial year

a. Employees and workers (including differently abled):

S. No.	Particulars	Total		Male		Female	
		(A)	No. (B)	% (B / A)	No. (C)	% (C / A)	
1.	Permanent	541	350	64.7%	191	35.3%	
2.	Other than Permanent	16	11	68.8%	5	31.3%	
3.	Total employees	557	361	64.8%	196	35.2%	

b. Differently abled employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
1.	Permanent	-	-	-	-	-
2.	Other than Permanent	-	-	-	-	-
3.	Total differently abled employees	-	-	-	-	-

c. Participation/Inclusion/Representation of women:

	Total (A)	No. and percentage of females	
		No. (B)	% (B / A)
Board of Directors	6	2	33.3%
Key Managerial Personnel (KMPs)	4	1	25.0%

Note: Board of Directors & Key Managerial Personnel of Affle (India) Limited are on a standalone basis

V. Holding, Subsidiary and Associate Companies (including Joint Ventures)

1. (a) Names of Holding / Subsidiary / Associate Companies / Joint Ventures:

S. No	Name of the Holding/ Subsidiary/ Associate/ Joint Ventures (A)	Indicate whether Holding/ Subsidiary/ Associate/Joint Venture	% of shares held by the Company	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the Company? (Yes/No)
1.	Affle Holdings Pte. Ltd	Holding	46.8%	Business Responsibility initiatives of the Company are extended to the foreign subsidiaries to the extent as required under laws of the country of their operation.
2.	Affle International Pte. Ltd	Wholly owned Subsidiary	100.0%	
3.	PT. Affle Indonesia	Step-down Subsidiary	100.0%	
4.	Affle MEA FZ-LLC	Step-down Subsidiary	100.0%	
5.	Mediasmart Mobile S.L	Step-down Subsidiary	100.0%	
6.	Appnext Pte. Ltd.	Step-down Subsidiary	95.0%	
7.	Appnext Technologies Limited	Step-down Subsidiary	100.0%	
8.	Jampp (Ireland) Ltd.	Step-down Subsidiary	100.0%	
9.	Atommica LLC	Step-down Subsidiary	100.0%	
10.	Jampp EMEA GmbH	Step-down Subsidiary	100.0%	
11.	Jampp APAC Pte. Ltd.	Step-down Subsidiary	100.0%	
12.	Devego S.A.	Step-down Subsidiary	100.0%	
13.	Jampp Ltd.	Step-down Subsidiary	100.0%	
14.	Jampp Veiculacao de Publicidade Limitada	Step-down Subsidiary	100.0%	
15.	Jampp Inc.	Step-down Subsidiary	100.0%	
16.	Talent Unlimited Online Services Private Limited	Associate	26.9%	

VI. CSR Details

1. Whether CSR is applicable as per Section 135 of Companies Act, 2013:

Yes

- a. Turnover (in Rs.) : Rs. 3,975.21 million
- b. Net worth (in Rs.) : Rs. 8,437.62 million

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in place (Yes/No)	FY2021-22			FY2020-21		
		No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks
Communities	Grievance Contact available at: https://affle.com/contact	-	-	-	-	-	-
Investors (other than shareholders)	Policy available at: https://affle.com/images/pdf/Whistle%20Blower%20Policy.pdf	-	-	-	-	-	-
Shareholders		2	-	-	2	1	-
Employees and workers		-	-	-	-	-	-
Customers		-	-	-	-	-	-
Value Chain		-	-	-	-	-	-
Partners		-	-	-	-	-	-
Others (please specify)		-	-	-	-	-	-

The complaints received during the year pertained to non-receipt of shares in the respective trading accounts post the Company's stock split and the same were duly resolved.

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

The Company being a technology business is low resource intensive with minimal impact on the environment or society. As such, many of the material topics identified and mapped as given on pages 40-41 are proactive in nature and offer an opportunity towards sustainable growth instead of being a risk to the business.

S. No	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
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Aligned to GRI reporting requirements, the Company has identified and mapped key material topics that have the potential to influence the value creation process and strategic business interests. For the materiality assessment, a thorough review of online available literature, industry benchmarking and discussion with select stakeholders was conducted. The material topics were reviewed and approved by the Board of Directors for sustainability reporting.

Refer pages 40-41 for the details on material topics and their mapping with capitals and ESG boundary

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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)	Yes. The Business Responsibility Policy covering the above-mentioned principles has been approved by the Board.								
c. Web link of the policies, if available	https://affle.com/images/pdf/Business%20Responsibility%20Policy.pdf								
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 the Company and mapped to each principle.	None								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	-	-	-	-	-	-	-	-	-
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	-	-	-	-	-	-	-	-	-

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	Guided by our organisational mission and purpose, we aim to achieve innovative, intelligent and sustainable outcomes for the stakeholders and communities we serve. Affle being in mobile advertising technology business, is significantly less resource intensive in terms of environmental impact or related material inputs. However, as a responsible Company, we resolve to accelerate the evolution of ESG to make a positive impact on people and the planet.								
8. Details of the highest authority responsible for implementation and oversight of the business responsibility policy (ies).	The Board oversees recommendations of the ESG Committee related to the business responsibility. ESG committee ensures long-term positive value creation across the enterprise-wide materiality topics identified for all the stakeholders.								
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.	The ESG Committee is responsible for decision making on sustainability related issues.								

10. Details of Review of NGRBCs by the Company: Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other - please specify)
	P1	P2	P3	P4	P5	P6	P7	P8	P9	
Performance against above policies and follow up action	Y	Y	Y	Y	Y	Y	Y	Y	Y	Annually
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Affle complies with the applicable laws of the land it operates in									
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:	No									
Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9	
The entity does not consider the Principles material to its business (Yes/No)	Our response to question (1) in table above is Yes for all principles and hence this is not applicable.									
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 sets out the Company’s performance in integrating the Principles and Core Elements with key processes and decisions. The sustainability disclosure pertaining to the essential indicators under each of the nine principles is given below.

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 Topics/principles covered under the training and its programmes held	% of persons in respective category covered by the awareness programmes
Board of Directors	Time spent by the Independent Directors cumulatively in Familiarization Programmes during FY2021-22: 3 Hours	100.0%
KMPs, employees other than Board of Directors	Affle focuses on talent development and continues to upskill & reskill all its employees through structured training programs such as Learning@affle, Waffle -Webinars@affle, Tech offsites and various internal competitive events named Salekathon, Afflathon and more. A newly onboarded Affler goes through a structured familiarization process which provides them a seamless experience to understand the mission, purpose, internal processes, policies, role clarity, team structure and quickly integrate into the organizational culture. Learning@Affle is our digital learning platform with a choice of over 200 courses. These courses reflect the current business mindset, covering topics which are relevant and easy to implement at work. Affle also promotes individual skills mapping where feedback from Business Unit Heads is taken to design the learning initiatives for each of the respective teams/individuals as per the role, project needs, business strategy and career aspirations.	100.0%

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity’s website).

None

3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.

Not applicable

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

Anti-Bribery and Anti-Corruption Policy of the Company is available at the website of the Company at <https://affle.com/images/pdf/2022/Anti%20Corruption%20&%20Anti%20Bribery%20Policy.pdf>

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

None

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

None

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

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.

The Company is in the business of mobile advertising and the R&D / Capex is spent towards building and enhancing mobile technologies which have very limited direct impact on utilization of environmental resources. However, as an indirect impact, our tech R&D helps reduce the usage of paper involved in traditional forms of advertising, thus our technology is environmental and social friendly.

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

The Company is in the process of setting up procedures for sustainable sourcing to the extent applicable to the Company.

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

Not applicable

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.

Affle being in mobile advertising technology business has no tangible product for reusing, recycling and disposing at the end of life.

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

Not applicable

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

Essential Indicators

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

Category	Total	Permanent employees covered by					
		Health Insurance		Accident Insurance		Parental Benefits	
		No.	%	No.	%	No.	%
Male	350	281	80.3%	71	20.3%	287	82.0%
Female	191	148	77.5%	42	22.0%	159	83.2%
Total employees	541	429	79.3%	113	20.9%	446	82.4%

Category	Total	Other than permanent employees covered by					
		Health Insurance		Accident Insurance		Parental Benefits	
		No.	%	No.	%	No.	%
Male	8	-	-	-	-	8	100.0%
Female	5	-	-	-	-	5	100.0%
Total employees	13	-	-	-	-	13	100.0%

2. Details of retirement benefits, for the current financial year:

Benefits	Details of retirement benefits for FY2021-22	
	No. of employees covered as a % of total employees	Deducted and deposited with the authority
PF	91.7%	Yes
Gratuity	100.0%	Not applicable
ESI	0.0%	Not applicable
Others	None	None

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 currently do not have differently abled employees. The Company has an equal opportunity policy statement and is open to employ differently abled in its human resource base.

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?

The Company's statement on equal opportunity is part of its Human Rights Policy Statement available on the website at <https://affle.com/images/pdf/2022/Human%20Rights%20Policy%20Statement.pdf>.

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

Particulars	Permanent employees	
	Return to work rate	
Male	100.0%	
Female	100.0%	
Total employees	13	

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.

Permanent employees	The Vigil Mechanism/ Whistle Blower Policy is available on the website of the Company at https://affle.com/images/pdf/Whistle%20Blower%20Policy.pdf
Other than Permanent employees	

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

The Company does not have employees and workers association(s) or unions.

8. Details of training given to employees and workers:

Category	FY2021-22						FY2020-21			
	Total	On Health & Safety measures		On Skill upgradation		Total (D)	On Health & Safety measures		On Skill upgradation	
		No.	%	No.	%		No.	%	No.	%
Total employees	557	21	3.8%	365	65.5%	384	0	0.0%	286	74.5%

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

Particulars	FY2021-22	
	Total (A)	% (B/A)
Male	350	100.0%
Female	191	100.0%
Total employees	541	100.0%

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?

There are no significant occupational health and safety risks due to the nature of our business. With regards to safety, relevant alerts are sent to employees on safety related aspects on a need basis. Psychological trainings were conducted to help employees develop mental fitness through Mind Fitness and Stress Management, particularly during the pandemic times. During Covid-19, an internal assistance channel was formed to extend medical information to the employees on a real-time basis and an internal

Covid Response Team was formed for continuous employees assistance. 'Covid Care Guidance' session was conducted to apprise the Afflers on a 5-point agenda (A-E-I-O-U). This prepared the employees to be Alert, Enable Right Questioning to the Doctors, Informed, Orient for upcoming challenges and Understand the symptoms.

Affle Care program was established for all the Afflers and their families. It is a holistic counselling program to support the emotional, practical, and physical well-being available 24x7 and completely free of cost.

- 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 our business, this is not directly applicable.

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

Not applicable

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

Yes

11. Details of safety related incidents:

Safety Incident/Number	Category	FY2021-22	FY2020-21
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees Workers	Not applicable	
Total recordable work-related injuries	Employees Workers		
No. of fatalities	Employees Workers		
High consequence work-related injury or ill-health (excluding fatalities)	Employees Workers		

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

The Company provides a workplace environment that is safe, hygienic humane and upholds the dignity of the employees. The Company has imparted training to all the employees on Prevention of Sexual Harassment at Workplace. Psychological trainings were conducted to help employees develop mental fitness through Mind Fitness and Stress Management, particularly during the pandemic times. During Covid-19, Affle formed an internal assistance channel to extend medical information to the employees on a real-time basis. Established an internal Covid Response Team for continuous employees assistance. Affle Care program was launched for all Afflers and their families. It is a holistic counselling program to support the emotional, practical, and physical well-being available 24x7 and completely free of cost.

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

	FY2021-22			FY2020-21		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working conditions	-	-	-	-	-	-
Health & Safety	-	-	-	-	-	-

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health & Safety practices	Not applicable
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.

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.

Stakeholder engagement is a continuous process at Affle. We have identified our global stakeholders' groups that can be impacted by our strategic and operational decisions or instead impact us. We continue to engage with them regularly and stakeholder inclusiveness is a part of our core strategy.

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

The Company recognizes stakeholders' groups which includes Shareholders, Investors, Employees, Customers, Publishers & Ecosystem-level Partners, Government, Regulators, Trade Bodies, NGOs and the Society at large. For detailed Stakeholder mapping including channels of communication, stakeholders' expectations and other details, please refer pages 37-38 of this Annual Report.

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:

The Company has a policy on human rights issues referred to as "Human Rights Policy Statement".

All employees of the Company are duly notified and made aware of the Company's policy and the same is available on the internal Human Resource Management System for quick reference of the employees. The Statement is also available on the website of the Company.

2. Details of minimum wages paid to employees and workers:

For Affle (India) Limited on a standalone basis, all employees were paid above the minimum wage level; minimum wage as defined under Minimum Wages Act of India applicable state-wise in India.

3. Details of remuneration/salary/wages:

Below are the remuneration details of the Key Managerial Personnel (KMPs) and employees of Affle (India) Limited on a standalone basis:

Particulars	Details of remuneration/salary/wages				
	Total	Male		Female	
	No.	Median remunerations of respective category	No.	Median remunerations of respective category	
KMPs	4	3	1,23,32,498	1	12,55,000
Employees other than Board of Directors & KMPs	450	299	6,47,080	151	4,98,175

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 ESG Committee was constituted during the year to address all matters related to Environment, Social and Governance.

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

The Company is committed to protect the fundamental rights of the individuals that have a direct business relationship with the Company. It strives to uphold the human rights principles and contribute to the fulfilment of human rights based upon the United Nations Guiding Principles on Business and Human Rights (“UN Guiding Principles”).

Grievance Redressal:

The policy is available <https://affle.com/images/pdf/2022/Human%20Rights%20Policy%20Statement.pdf>

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

No complaint related to the human rights issues (as mentioned below) was received by the Company.

	FY2021-22			FY2020-21		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	-	-	-	-	-	-
Discrimination at workplace	-	-	-	-	-	-
Child labour	-	-	-	-	-	-
Forced labour/ Involuntary labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other human rights related issues	-	-	-	-	-	-

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

The Company strives to ensure that the complaint shall be examined independently without any prejudice or influence to prevent adverse consequences to the complainant.

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

Yes

9. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	No complaint or concern was received by the Company and as such no assessment was required.
Forced/Involuntary labour	
Sexual Harassment	
Discrimination at workplace	
Wages discrimination at workplace	
Others - please specify	

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

Not applicable

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:

Parameter	FY2021-22	FY2020-21
Total electricity consumption (A)	Our operations seek to create a positive environmental impact as we plan to further enhance our resource utilisation efficiency. Our employees were working from home during the year under review and as such there was no direct use of office resources like electricity, water, paper and negligible waste generated. We will begin to track the energy, water and waste related data indicators once we move to work physically from our offices.	
Total fuel consumption (B)		
Energy consumption through other sources (C)		
Total energy consumption (A+B+C)		
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees)		
Energy intensity (optional) - the relevant metric may be selected by the entity		

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

The Company is in the process of engaging an external agency.

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? (Yes/No) 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

3. Details related to water

Parameter	FY2021-22	FY2020-21
Water withdrawal by source (in kilo litres)	Refer our response in Table 1.	
(i) Surface water		
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)		
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		

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

The Company is in the process of engaging an external agency.

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 CHG emissions)

Parameter	Please specify unit	FY2021-22	FY2020-21
NOx		Though the very nature of the businesses of the Company has limited impact on environment, the Company continuously aims to reduce even the limited impact on the environment by identifying ways to optimize resources. The Company is in the process of engaging with a third party consultant on this matter.	
Sox			
Particulate matter (PM)			
Persistent organic pollutants (POP)			
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others - please specify			

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

The Company is in the process of engaging an external agency.

6. Details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity:

Parameter	Unit	FY2021-22	FY2020-21
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	Refer our response in Table 5	
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent		
Total Scope 1 and Scope 2 emissions per rupee of turnover			
Total Scope 1 and Scope 2 emission intensity (optional) - the relevant metric may be selected by the entity			

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

The Company is in the process of engaging an external agency.

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

The Company currently has no project related to reducing Green House Gas emission.

Details related to waste management by the entity

Parameter	FY2021-22	FY2020-21
Total Waste generated (in metric tonnes)	Refer our response in Table 5	
Plastic waste (A)		
E-waste (B)		
Bio-medical waste (C)		
Construction and demolition waste (D)		
Battery waste (E)		
Radioactive waste (F)		
Other Hazardous waste. Please specify, if any. (G)		
Other Non-hazardous waste generated (H). Please specify, if any. (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		
(i) Recycled		
(ii) Re-used		
(iii) Other recovery operation		
Total		
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration		
(ii) Landfilling		
(iii) Other disposal operations		
Total		

8. 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.

Not applicable

9. 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.

Not applicable

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

Not applicable

11. 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).

There are no instances of non-compliance with 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.

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.

The Company is a member of two trade and industry chambers/ association.

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.	Internet and Mobile Association of India (IAMAI)	National
2.	Mobile Marketing Association (MMA)	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.

The Company has not received any adverse orders from regulatory authorities related to anti- competitive conduct.

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.

Not applicable

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

Not applicable

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

The Company follows an open grievance policy and as such members of the community can send an email at complaince@affle.com to the Company sharing their concerns, if any.

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

Parameter	FY2021-22	FY2020-21
Directly sourced from MSMEs/ small producers	Not applicable	
Sourced directly from within the district and neighboring districts	Not applicable	

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 Company is in a B2B domain. Our customers are organizations for whom we have a dedicated team internally to handle their complaints, provide support and receive feedback.

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

Parameter	As a % to total turnover
Environmental and social parameters relevant to the product	Not applicable
Safe and responsible usage	
Recycling and/or safe disposal	

3. Number of consumer complaints in respect of data privacy, advertising, cybersecurity, delivery of essential services, restrictive trade practices, unfair trade practices:

We did not receive any such consumer complaint.

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

Not applicable

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy?

Yes. Affle has a holistic and comprehensive cybersecurity framework. The Company has various policies in place such as IT Security Policy and Data Protection Policies to ensure sufficient safeguards and to prevent any data leakage, sustaining the enterprise-level information security objectives.

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.

None