

Business Responsibility and Sustainability Reporting

GENERAL DISCLOSURES

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L72200TG1993PLC015939
2	Name of the Listed Entity	Zen Technologies Limited
3	Year of incorporation	June 29, 1993
4	Registered office address	B-42 Industrial Estate, Sanathnagar, Hyderabad - 500018, Telangana, India
5	Corporate address	B-42 Industrial Estate, Sanathnagar, Hyderabad - 500018, Telangana, India
6	E-mail ID	cosec@zentechnologies.com
7	Telephone	+91-40-23814894/F329417
8	Website	www.zentechnologies.com
9	Financial year for which reporting is being done	2023-24
10	Name of the Stock Exchange(s) where shares are listed	BSE & NSE
11	Paid-up Capital	₹ 8,40,44,260
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Ashok Atluri Ph. No: 040-2381 4894/3294; 04023813281 cosec@zentechnologies.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)	This report is made on Standalone Basis

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
a) Manufacturing and Sale of Homeland security equipment and Simulators	Computer, electronic, Communication and scientific measuring & control equipment	92%
b) Providing Training Solutions and other services	Other support services to organizations	8%

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

Product/Service	NIC Code	% of total Turnover contributed
a) Manufacturing and Sale of Homeland security equipment and Simulators	26700	92%
b) Providing Training Solutions and other services	85499	8%

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
a) National	1	3	4
b) International	-	3	3

17. Markets served by the entity:**a) Number of locations**

Locations	Number
National (No. of States & Union Territories)	All States
International (No. of Countries)	9 Countries

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

The contribution of exports as a percentage of total turnover is 18.62%.

c) A brief on types of customers:

Zen Technologies Limited ("Zen Technologies"/"Zen) has been operating since 1993, specializing in the provision of training systems and counter-drone solutions. We supply these cutting-edge resources to prestigious organizations like the Ministry of Defence (MOD, Govt. Of India), friendly foreign Armed Forces, State police units, security forces, and paramilitary forces. With a strong focus on delivering high-quality services, we cater to the diverse needs of our esteemed clientele, contributing significantly to enhancing their training and security capabilities both domestically and internationally.

IV. Employees**18. Details as at the end of Financial Year:****a) Employees and Workers (including differently abled):**

Particulars	Total (A)	Male	(% of Total)	Female	(% of Total)
Employees (including differently abled)					
1 Permanent	342	285	83.33%	57	16.66%
2 Other than Permanent	-	-	-	-	-
3 Total Employees	342	285	83.33%	57	16.66%
Workers (including differently abled)					
1 Permanent	382	265	69%	117	31%
2 Other than Permanent	-	-	-	-	-
3 Total Workers	382	265	69%	117	31%

b) Differently abled Employees and Workers:

Particulars	Total (A)	Male	(% of Total)	Female	(% of Total)
Differently abled Employees					
1 Permanent	-	-	-	-	-
2 Other than Permanent	-	-	-	-	-
3 Total Employees	-	-	-	-	-
Differently abled Workers					
1 Permanent	-	-	-	-	-
2 Other than Permanent	-	-	-	-	-
3 Total Workers	-	-	-	-	-

19. Participation/Inclusion/Representation of women:

Particulars	Total (A)	Female	(% of Total)
Board of Directors	8	2	25%
Key Management Personnel	2	-	-

20. Turnover rate for permanent employees and workers: (Disclose trends for the past 3 years):

Particulars	FY24			FY23			FY22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	8.85%	3%	11.85%	14.5%	2.7%	17.2%	19.6%	6.6%	26.3%
Permanent Workers	-	-	-	-	-	-	-	-	-

V. 21. Holding, Subsidiary and Associate Companies (including joint ventures):

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 Unistring Tech Solutions Private Limited	Subsidiary	51%	
2 Zen Medical Technologies Private Limited	Subsidiary	100%	No
3 Zen Defence Technologies L.L.C.	Subsidiary	99%	
4 Zen Technologies USA INC	Subsidiary	100%	

VI. 22. CSR Details:

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

Yes, CSR is applicable to Zen Technologies Limited

2. Turnover (in ₹): 4,30,27,51,326

3. Net worth (in ₹): 4,53,12,66,000

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 (If Yes, then provide web-link for grievance redress policy)	FY24			FY23		
		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	https://www.zentechnologies.com/investor-contacts						
Investors (other than shareholders)	https://www.zentechnologies.com/investor_relations/Whistle-Blower-Policy.pdf						Nil
Shareholders							
Employees and workers							
Customers	https://www.zentechnologies.com/Zen-Technologies-SHP.pdf						
Value Chain Partners							
Other (please specify)							

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

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

Sr. No.	Material issue identified	Indicate whether risk or opportunity	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	Technological Advancements and Innovation	Opportunity	Identifying and capitalizing on technological advancements and fostering innovation can give Zen Technologies Limited a competitive edge, leading to the development of cutting-edge products and services, increased market share, and improved customer satisfaction.	NA	Potential revenue growth, cost savings through improved efficiency, and increased profitability.
2	Government Regulations and Policies	Risk and Opportunity	Adherence to government regulations is critical to avoid penalties and maintain a favourable business environment. On the other hand, favourable policies can present opportunities for Zen Technologies Limited to secure government contracts and incentives.	Stay informed about changing regulations, maintain compliance, and actively engage with policymakers for favourable policies.	Non-compliance may lead to fines and reputational damage, while compliance can lead to increased business opportunities and potential cost savings.
3	Geopolitical and Economic Stability	Risk and Opportunity	Zen Technologies Limited's operations may be affected by geopolitical tensions and economic fluctuations in different regions where it operates or sells its products.	Diversify markets, assess geopolitical risks, and implement risk management strategies.	Instability can lead to market volatility and impact revenue, while stability can provide growth opportunities in stable markets.
4	Customer Satisfaction and Retention	Opportunity	Satisfied customers are more likely to be loyal and recommend Zen Technologies Limited's products and services to others, leading to increased sales and a positive brand image.	NA	Increased customer retention can lead to higher recurring revenue and reduced marketing costs for acquiring new customers.
5	Cybersecurity and Data Privacy	Risk	As a technology company dealing with sensitive data, the risk of cybersecurity breaches and data privacy violations can lead to legal liabilities, reputational damage, and financial losses.	Implement robust cybersecurity measures, conduct regular security audits, and comply with data protection regulations.	Data breaches can result in financial losses, legal penalties, and damage to the company's reputation.
6	Talent Acquisition and Retention	Opportunity and Risk	Attracting and retaining skilled and talented employees is crucial for the company's growth and success. On the other hand, high employee turnover can lead to increased recruitment costs and loss of valuable expertise.	Offer competitive compensation packages, career development opportunities, and foster a positive work culture.	Effective talent management can result in increased productivity and reduced recruitment costs, while high turnover can lead to higher expenses and lower productivity.

24. Overview of the entity’s material responsible business conduct issues (Contd.)

Sr. No.	Material issue identified	Indicate whether risk or opportunity	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)
7	Supply Chain Disruption	Risk	Identifying the risk of supply chain disruption is crucial as it can lead to production delays, increased costs, and customer dissatisfaction.	The company maintains a diversified supplier base, conducts regular risk assessments, and establishes contingency plans to mitigate supply chain disruptions. Collaborative relationships with suppliers and real-time monitoring also contribute to timely responses to potential disruptions.	Proper risk management helps minimize financial losses associated with supply chain disruptions, such as production downtime and increased operational expenses.
8	Capacity or Infrastructure Constraint	Opportunity and Risk	Recognizing capacity or infrastructure constraints is essential to ensure optimal resource allocation and prevent operational bottlenecks that may impede growth.	The company continuously invests in capacity expansion and infrastructure development based on demand forecasts. This proactive approach enables seamless operations and supports business growth. Additionally, partnerships and collaborations can help address temporary capacity constraints.	Adequate capacity and infrastructure planning enhance operational efficiency, reduce disruptions, and support revenue growth by meeting customer demands effectively.
9	Dependence on Outsourcing to External Vendors for Manufacturing Sub-systems	Opportunity and Risk	Recognizing the dependence on external vendors for manufacturing sub-systems helps assess potential risks to quality control, delivery timelines, and cost fluctuations, as well as opportunities for collaboration and innovation.	The company employs stringent vendor selection criteria, quality control processes, and regular performance assessments to ensure consistent and reliable supply. Exploring strategic partnerships and joint development initiatives can also enhance collaboration with vendors.	Effective vendor management contributes to stable costs, high-quality products, and innovation, positively impacting the company’s financial performance.
10	Financial Risk - Timely Availability of Fund Based and Non-fund Based Finance	Risk	Recognizing financial risks associated with the timely availability of fund-based and non-fund-based finance is crucial to ensure uninterrupted business operations and growth plans.	The company maintains strong banking relationships, diversifies funding sources, and regularly assesses financial requirements. Developing contingency plans and optimizing working capital management help mitigate the risk of financial constraints.	Effective financial risk management safeguards against potential cash flow disruptions, penalties, and missed growth opportunities, ensuring the company's financial stability, and supporting strategic initiatives.

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	P2	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	<p>P1:</p> <ol style="list-style-type: none"> https://www.zentechnologies.com/assets/uploads/files/business-responsibility-policy.pdf https://www.zentechnologies.com/investor_relations/Zen-Risk-Management-Policy.pdf https://www.zentechnologies.com/investor_relations/CODE-OF-CONDUCT-FOR-THE-BOARD-MEMBERS.pdf https://www.zentechnologies.com/investor_relations/code-of-conduct-for-senior-management.pdf https://www.zentechnologies.com/investor_relations/code-of-practices-and-procedures-for-fairdisclosure-of-upsi.pdf https://www.zentechnologies.com/investor_relations/code-of-conduct-to-regulate-monitor-and-report-trading-by-insiders-(effective-from-01.04.2019).pdf https://www.zentechnologies.com/investor_relations/Code-of-Conduct-to-Regulate-Monitor-and-Report-Trading-by-Insiders.pdf https://www.zentechnologies.com/investor_relations/Familiarization-Program-for-Independent-Directors.pdf <p>P2:</p> <ol style="list-style-type: none"> https://www.zentechnologies.com/assets/uploads/files/business-responsibility-policy.pdf <p>P3:</p> <ol style="list-style-type: none"> https://www.zentechnologies.com/assets/uploads/files/business-responsibility-policy.pdf Code of conduct for Employees <p>P4:</p> <ol style="list-style-type: none"> https://www.zentechnologies.com/assets/uploads/files/business-responsibility-policy.pdf https://www.zentechnologies.com/investor_relations/CSR-Policy.pdf <p>P5:</p> <ol style="list-style-type: none"> https://www.zentechnologies.com/assets/uploads/files/business-responsibility-policy.pdf 								

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	P2	P4	P5	P6	P7	P8	P9
	<p>P6:</p> <p>1. https://www.zentechnologies.com/assets/uploads/files/business-responsibility-policy.pdf</p> <p>P7:</p> <p>1. https://www.zentechnologies.com/assets/uploads/files/business-responsibility-policy.pdf</p> <p>P8:</p> <p>1. https://www.zentechnologies.com/assets/uploads/files/business-responsibility-policy.pdf</p> <p>2. https://www.zentechnologies.com/investor_relations/CSR-Policy.pdf</p> <p>P9:</p> <p>1. https://www.zentechnologies.com/assets/uploads/files/business-responsibility-policy.pdf</p>								
2. Whether the entity has translated the policy into procedures. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	No	No	No	No	No	No	No	No
4. Name of the national and international codes/certifications/labels/standards adopted by your entity and mapped to each principle.	Zen Technologies aligns its policies with globally recognized standards and practices, such as ISO 9001:2015 for quality management systems and ISO/IEC 27001:2013 for information security management systems. By adhering to these international standards, the company demonstrates its commitment to ensuring high-quality products and services and safeguarding sensitive information with robust security measures.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	This year, Zen has made significant progress in our sustainability initiatives. We have implemented water meters to accurately measure water usage and have expanded our efforts to include regular training and awareness sessions on sustainability, particularly in our R&D department. These initiatives are part of our ongoing commitment to improving our sustainability practices. Moving forward, we will continue to review and enhance our sustainability parameters, identifying new areas for improvement and further embedding sustainability into our organizational culture.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	In our second year of Business Responsibility and Sustainability Reporting, Zen has made significant progress in its sustainability initiatives. With guidance and advice from The Energy and Resources Institute (TERI), we studied the environmental benefits of simulator training, revealing substantial savings in GHG emissions. We also conducted various training and awareness sessions to enhance sustainability practices within the organization. We are committed to setting more defined goals and continually improving our sustainability performance.								

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)	Please refer page no: 18
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	Mr. Ashok Atluri Chairman & Managing Director +91 40 23813281 E-mail: cosec@zentechnologies.com, info@zentechnologies.com
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.	No

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
Performance against above policies and follow up action	The Policies adhere to relevant laws and National Standards. The responsibility for implementing the Policies rests with the respective functional Heads, and they are subject to review by the Management.
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company complies with all applicable regulations.

Subject for Review	Frequency (Annually/Half yearly/Quarterly/Any other - please specify)
Performance against above policies and follow up action	Periodically whenever required
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Periodically whenever required

- 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.
- Yes, Zen Technologies regularly conducts audits and internal reviews of all policies and processes. These assessments are performed periodically by the company to ensure compliance, effectiveness, and continuous improvement in its operations.

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
a. The entity does not consider the Principles material to its business (Yes/No)	-	-	-	-	-	-	-	-	-
b. The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	-	-	-	-	-	-	-	-	-
c. The entity does not have the financial or/human and technical resources available for the task (Yes/No)	-	-	-	-	-	-	-	-	-
d. It is planned to be done in the next financial year (Yes/No)	-	-	-	-	-	-	-	-	-
e. Any other reason (please specify)	-	-	-	-	-	-	-	-	-

PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as “Essential” and “Leadership”. While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors Key Managerial Personnel		Throughout the year, Zen Technologies conducted several training and awareness programs for its Directors and Key Management Personnel (KMPs) to ensure comprehensive understanding and adherence to our sustainability principles. These sessions included updates on the company’s overall performance, macroeconomic and market reviews, equity performance, earnings outlook, strategy, business model, operations, service and product offerings, and CSR fund allocation. Senior Function Heads also participated in these meetings, enhancing their insights into various aspects of the business and strengthening their commitment to our sustainability principles.	
Employees other than BoD and KMPs Workers		Zen Technologies offers comprehensive orientation and on-the-job training programs aimed at deepening employees’ understanding of the company’s operations and fostering their professional growth. Additionally, all managers participate in weekly training sessions focused on enhancing organizational effectiveness. These initiatives are crafted to enhance employee performance and nurture their overall development within the organization. Furthermore, every department conducts internal training sessions to continually improve knowledge and skills. Management fully supports and encourages these initiatives.	

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):

During the Financial Year 2023-2024, Zen Technologies Showcased its ethical and transparent practices across all its operations, resulting in a clean record without any fines, penalties, punishments, awards, compounding fees, or settlement amounts imposed by regulators, law enforcement agencies, or judicial institutions.

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

Case Details

Name of the regulatory/enforcement agencies/judicial institutions: **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:

Yes, Zen Technologies places paramount importance on transparency and ethical conduct in all aspects of its business operations. The company’s Non-Disclosure Agreement with every employee/worker/vendor/consultants/professionals incorporates provisions specifically addressing anti-corruption and anti-bribery measures. Serving as a comprehensive guideline, the process sets forth the ethical and responsible business standards that are to be strictly adhered to by management, employees, agents, suppliers, vendors, and business partners.

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

The Directors, Key Management Personnel (KMPs), and employees of the Company consistently demonstrate ethical and transparent behaviour. As a result, no disciplinary action has been initiated by any law enforcement agency against them for charges related to bribery.

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

	FY24		FY23	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	-	-	-	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	-	-	-	-

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, as there have been no issues related to fines/penalties/action taken by regulators/law enforcement agencies/judicial institutions, on cases of corruption and conflicts of interest.

8. Number of days of accounts payables [(Accounts payable *365)/Cost of goods/services procured] in the following format:

	FY24	FY23
Number of days of accounts payable	70	33

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.**

	FY24	FY23	Details of improvements in environmental and social impacts
R&D	3.18%	11.68%	The research and development department at Zen Technologies is committed to producing simulators that align with global and local standards and requirements. This year, our primary objective has been to further enhance the environmental and social impacts of our products. By prioritizing sustainability and social responsibility, we aim to deliver innovative solutions that contribute positively to both the environment and society.
Capex	-	-	

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

No, the entity does not currently have formal procedures specifically dedicated to sustainable sourcing. However, sustainability is an important value for Zen Technologies, and we are actively integrating sustainable practices into our operations. We are committed to adopting responsible sourcing practices in the future to minimize environmental impacts, uphold ethical standards, and contribute positively to the communities and regions from which we source our materials.

While formal procedures are not yet in place, we are taking steps towards sustainability. For instance, a study by The Energy and Resources Institute (TERI), supported by Zen Technologies, highlighted significant environmental and economic benefits of using simulators for military training. According to TERI's analysis, the use of simulators can result in substantial cost savings and a significant reduction in greenhouse gas emissions over time.

We are dedicated to improving our practices to align with sustainable sourcing principles and industry best practices, and we are working towards developing formal procedures to meet the expectations of our stakeholders.

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.

As a leading provider of cutting-edge combat training solutions for global defense and security forces, we want to be transparent with our stakeholders about our waste management practices. We currently do not have a system in place to reclaim products once they are sold.

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.

As part of our commitment to environmental responsibility, Zen Technologies acknowledges the importance of Extended Producer Responsibility (EPR) for electronic waste and plastic waste generated by our products. We understand that once the simulators are sold, they do not come back to the company, making it challenging to reclaim the products.

At present, we do not have a dedicated mechanism to recycle the products and waste.

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 and workers:

Category	Total (A)	% of employees and workers covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (B)	% (B/A)	Number (B)	% (B/A)	Number (B)	% (B/A)	Number (B)	% (B/A)
Permanent employees											
Male	285	285	100.00%	285	100.00%	-	-	-	-	-	-
Female	57	57	100.00%	57	100.00%	57	100.00%	-	-	-	-
Total	342	342	100.00%	342	100.00%	57	100.00%	-	-	-	-
Permanent Workers											
Male											
Female											
Total											

All eligible workers are covered under ESI Act.

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

Benefits	FY24			FY23		
	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	15%	100%	Yes	13%	75%	Yes
NPS	-	-	-	-	-	-
Superannuation	-	-	-	-	-	-

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.

Zen Technologies does not currently have the necessary infrastructure to make workplaces accessible to differently abled employees and workers. We recognize the importance of providing an inclusive work environment and are committed to taking the necessary steps to improve accessibility in the future. As part of our ongoing efforts to promote diversity and equal opportunities, we will actively work on implementing infrastructural arrangements to cater to the needs of differently abled individuals, ensuring their full participation and comfort within our organization.

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:

Zen Technologies may not have a specific written policy addressing the issue directly, but the principles of non-discrimination and equal treatment are deeply ingrained within the company’s Employees Code of Conduct. This code sets the expected standards of behaviour for all employees, emphasizing the importance of treating each individual with fairness and respect.

Moreover, Zen Technologies is unwavering in its commitment to maintaining an inclusive and equitable environment, regardless of gender, caste, creed, religion, or disability status. The company upholds the core principle of non-discrimination, striving to create a workplace that values diversity and treats all employees with equality and dignity. This dedication reflects Zen's strong belief in fostering a culture of respect and inclusivity, where everyone can thrive and contribute to the company's success.

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

The return to work and retention rates of permanent employees and workers who took parental leave stand at an impressive rate of 100%, reflecting the company's commitment to fostering a supportive and inclusive work environment that enables seamless transitions back to work after parental leave. This achievement underscores our dedication to ensuring a positive work-life balance and nurturing long-term career growth for our employees.

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

	Yes/No	If Yes, then give details of the mechanism in brief
Permanent Workers		Zen Technologies prioritizes the well-being and feedback of its employees and workers by providing multiple channels to raise grievances and concerns. In addition to the Prevention of Sexual Harassment (POSH) committee and the Whistle Blower platform, the company offers various forums for employees to voice their complaints and share suggestions. These options encompass Business HR intervention, team meetings, quarterly business update meetings, and meetings with the Management. By offering these accessible avenues, Zen Technologies ensures that employees can comfortably express their concerns and contribute their valuable ideas, fostering a supportive and inclusive work environment.
Other than Permanent Workers		
Permanent Employees		
Other than Permanent Employees		

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

Not Applicable

8. Details of training given to employees and workers:

Category	Total (A)	FY24				Total (A)	FY23			
		On Health and safety measures		On Skill upgradation			On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (B)	% (B/A)		No. (B)	% (B/A)	No. (B)	% (B/A)
Employees										
Male	285	265	94.00%	260	76.00%	222	214	96.30%	188	84.70%
Female	57	56	98.00%	50	88.00%	36	35	97.20%	30	83.30%
Total	342	321	94.00%	310	91.00%	258	249	96.50%	218	84.50%
Workers										
Male	265	240	91.00%	200	75.00%	137	133	97.00%	116	84.70%
Female	117	117	100%	95	81.00%	62	62	100%	52	83.90%
Total	382	357	93.00%	295	86.00%	199	195	97.90%	168	84.40%

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

Category	FY24			FY23		
	Total (A)	No. (B)	% (B/A)	Total (A)	No. (B)	% (B/A)
Employees						
Male	285	150	53%	222	139	63%
Female	57	30	53%	36	15	42%
Total	342	184	54%	258	154	60%
Workers						
Male	265	120	45%	137	45	33%
Female	117	50	43%	62	15	24%
Total	382	170	50%	199	60	30%

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 such system?

Yes, Zen Technologies has implemented a comprehensive occupational health and safety management system across all units. The system includes a clear Environmental, Health, and Safety (EHS) policy and is supported by extensive documentation such as Health and Safety Manuals, Operational Control Procedures (OCP), Work Instructions, and Emergency Preparedness Plans. To ensure continuous adherence to safety standards, internal auditor training and regular audits are conducted. Additionally, plant-level safety committee meetings are held to address and improve safety measures. Zen Technologies is dedicated to exceeding health and safety standards, fostering a culture of continuous improvement, and promoting adherence to international standards and best practices. This commitment ensures a safe and secure work environment where the health and well-being of employees are paramount, reinforcing the company's dedication to employee welfare and overall organizational growth.

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

Zen Technologies employs a robust process to identify work-related hazards and assess risks both on a routine and non-routine basis. Regular safety drills are conducted to evaluate and enhance the effectiveness of safety protocols, ensuring preparedness for various scenarios. Open communication channels with on-site personnel are maintained to gather real-time feedback on encountered or anticipated hazards. This feedback is meticulously analyzed to identify risks and develop comprehensive mitigation strategies. By prioritizing routine safety assessments and fostering active engagement with employees, Zen Technologies demonstrates its unwavering commitment to maintaining a secure work environment. This proactive approach ensures the continuous improvement of safety measures, reflecting the company's dedication to the well-being and protection of its workforce.

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

Yes, Zen Technologies has established processes for workers to report work-related hazards and remove themselves from such risks. The company actively monitors and addresses potential hazards to maintain a safe working environment. Zen values the feedback from its workers, leveraging their first-hand experiences and observations to identify areas for improvement and implement necessary measures to mitigate risks. Employees are encouraged to report any safety concerns promptly and are empowered to remove themselves from hazardous situations without fear of reprisal. By adopting a proactive approach to hazard monitoring and involving workers in the feedback process, Zen demonstrates its unwavering commitment to workplace safety. This approach not only ensures the well-being of its employees but also fosters a culture of safety and productivity.

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

Yes, Zen Technologies prioritizes the availability of non-occupational medical and healthcare services for its employees. The company provides access to these services either on-site or through partnerships with trusted nearby medical facilities. Additionally, Zen emphasizes the importance of training its personnel to respond effectively to medical emergencies. Comprehensive training programs ensure that employees are prepared to handle emergency situations and provide necessary assistance until professional medical help arrives. These measures reflect Zen's commitment to the well-being of its workforce, promoting a safe and healthy working environment that extends beyond occupational health requirements.

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

Safety Incident/Number	Category	FY24	FY23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
	Workers	Nil	Nil
Total recordable work-related injuries	Employees	Nil	Nil
	Workers	Nil	Nil
No. of fatalities	Employees	Nil	Nil
	Workers	Nil	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	Nil	Nil

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

Zen Technologies is dedicated to ensuring a safe and healthy workplace through a robust and comprehensive set of policies and practices. Our business responsibility policy covers key areas such as competence building, training, occupational health, inspection systems, audits, procurement, contractors' control, and risk assessments. These policies are meticulously designed to proactively identify, assess, and mitigate potential risks.

We prioritize compliance with all relevant statutory requirements concerning preventive healthcare and occupational health and safety. Zen Technologies has established a proactive process that systematically identifies hazards, determines appropriate controls to eliminate or minimize risks to acceptable levels, and identifies relevant risks and opportunities within the occupational health and safety management system.

Additionally, we conduct regular safety drills and training sessions to ensure that our employees are well-prepared to handle emergency situations. We also maintain open communication channels for employees to report any safety concerns promptly. By fostering a culture of safety and continuous improvement, Zen Technologies underscores its unwavering commitment to the well-being of its workforce, ensuring a secure and healthy working environment.

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

Category	FY24			FY23		
	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	Nil	Nil	Nil	Nil	Nil	Nil
Health & Safety	Nil	Nil	Nil	Nil	Nil	Nil

14. Assessments for the year:

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

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.

Ensuring a safe and secure work environment is a top priority at Zen Technologies. We take proactive measures to address safety-related incidents and risks identified through assessments of health and safety practices and working conditions. This includes:

Prominently displaying Standard Operating Procedures (SoPs) throughout our facilities to enhance employee awareness of safety protocols.

Organizing regular safety training programs to educate our workforce on the latest safety practices and ensure compliance with Personal Protective Equipment (PPE) requirements.

Providing clear work instructions and safe practices readily available to guide employees.

Conducting frequent safety inspections and thorough accident investigations to promptly identify and mitigate hazards.

Holding regular safety committee meetings, inspections, and audits to proactively manage risks.

Implementing recommendations from regulatory authorities to ensure compliance with safety audits and regulations.

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:

Zen is developing a formal Stakeholder Engagement Framework to identify key stakeholders. This process includes:

Dependency: Identifying groups or individuals who rely on Zen's activities, products, or services, or on whom Zen relies for its operations.

Responsibility: Recognizing groups or individuals to whom Zen has, or may have, legal, commercial, operational, or ethical responsibilities.

Attention: Highlighting groups or individuals who require immediate attention from Zen on financial, economic, social, or environmental issues.

Influence: Determining groups or individuals who can impact Zen’s strategic or operational decision-making.

Diverse perspectives: Considering groups or individuals who offer different viewpoints that can provide new insights and identify opportunities for action.

By considering these factors, Zen ensures thorough stakeholder identification, facilitating effective engagement and collaboration to address the needs and concerns of various groups.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/Half yearly/Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees and Workers	No	Personalised learning and development programmes. Regular performance review and feedback. One-on-one engagement, town hall meetings. Employee engagement surveys. Programmes catered around overall wellbeing. Intranet Portal. Emails, Notice Board, Meetings	Regular (daily/ weekly)	The purpose is to foster an open forum for employee concerns and improve company culture. Key topics include communication, feedback, and addressing employee concerns. Concerns involve unresolved issues, low trust, and morale. Meetings facilitate communication and decision-making. Key topics are agendas, participation, and outcomes. Concerns include ineffective meetings, lack of follow-up, and low attendance. Suggestion schemes encourage innovative ideas and operational improvements. Key topics are suggestion submissions, evaluation criteria, and implementation. Concerns include inadequate incentives, lack of follow-up, and low engagement. Enquiries investigate and resolve issues. Key topics are the enquiry process, documentation, and stakeholder communication. Concerns involve unresolved issues, lack of transparency, and negative impact on company culture.
Customers and Suppliers	No	Partnering with customers in their transition from products to services. Utilizing one-on-one interactions, customer satisfaction surveys, and feedback calls after addressing complaints. Providing customer service helpline and communication channels including email, telephone, and physical meetings as needed. Leveraging emails, supplier portals, collaborative platforms, supplier forums, and periodic face-to-face meetings for effective engagement.	Fortnightly	Addressing customer queries, suggestions, and complaints for improved satisfaction and brand reputation. Understanding customer requirements to enhance products and services. Gathering feedback from suppliers and evaluating their performance for better collaboration and quality. Supporting supplier capacity building and fostering collaborative innovation. Ensuring ethical and sustainable practices throughout the supply chain.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/Half yearly/Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders	No	Annual General Meeting, Shareholder meets, email, Stock Exchange (SE) intimations, investor/analysts meet/ conference calls, annual report, quarterly results, media releases and Company/SE website. E-mail, Notice, Investor Calls & Newspaper advertisements.	Quarterly/ annually and whenever required	<p>Evaluating financial performance and stability for growth: Share price trends, dividends, profitability, and financial statements. Concerns include volatility, fluctuating dividends, low profitability, and financial risks.</p> <p>Addressing shareholder queries, suggestions, complaints, and providing assurance. Concerns include poor communication, unresolved issues, lack of transparency, and declining investor confidence.</p> <p>Identifying shareholder expectations and aligning operations and strategies: Shareholder demographics, engagement, and feedback mechanisms. Concerns include divergent expectations, lack of engagement, and inadequate feedback mechanisms.</p>
Bankers	No	Periodical Meetings	Need basis	Understanding banking compliance, maintaining rapport with bankers, and managing banking/ credit facilities. Key topics include regulations, compliance, credit facilities, and relationship management. Concerns involve non-compliance, strained relationships, and limited access to credit facilities.
Board of Directors	No	Engaging with Board members through regular meetings to discuss company performance, strategy, and challenges. Engaging with specific Board committees for focused updates on specific areas. Providing regular reports on company performance and progress. Providing informal updates through various channels.	Quarterly and on any event/need basis.	The Board of Directors is reviewing the company's business operations, planning, and strategies to identify improvement opportunities. Key topics include the business model, operational efficiency, growth strategies, risk management, and financial performance. Concerns involve poor performance, outdated strategies, lack of innovation, and insufficient risk management.
Government/ Regulatory Authorities	No	E-mails and letters, Conferences, Industry forums. Regulatory filings, Meetings with officials, Representations.	On periodical basis whenever required	Zen strives to achieve strong performance and execute its strategic objectives. We actively engage with public and business concerns, seeking to understand and contribute to insightful discussions surrounding these issues. We believe in addressing responsible business matters in a proactive manner. By aligning our response to such concerns, Zen aims to demonstrate our commitment to responsible and ethical business practices.

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	FY24			FY23		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	342	342	100	-	-	-
Other than permanent	-	-	-	-	-	-
Total Employees	342	342	100	-	-	-
Workers						
Permanent	-	-	-	-	-	-
Other than permanent	382	382	100	-	-	-
Total Workers	382	382	100	-	-	-

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

Category	Total (A)	FY24				Total (D)	FY23			
		Equal to Minimum Wage		More than Minimum Wage			Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent										
Male	285	-	-	285	100%	222	-	-	222	100%
Female	57	-	-	57	100%	36	-	-	36	100%
Other than Permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Workers										
Permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Other than Permanent										
Male	265	-	-	265	100%	137	-	-	137	100%
Female	117	-	-	117	100%	62	-	-	62	100%

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

	Male		Female	
	Number	Median remuneration/ salary/wages of respective category	Number	Median remuneration/ salary/wages of respective category
Board of Directors (BoD)	6	7,51,73,709	2	39,50,354
Key Managerial Personnel	2	75,19,999	-	-
Employees other than BoD and KMP	285	4,85,222	57	5,62,500
Workers	265	2,25,540	117	2,04,417

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, Zen Technologies Limited has a dedicated committee responsible for addressing human rights impacts and issues related to the business. This committee ensures compliance with international human rights standards and actively works to identify, mitigate, and resolve any potential human rights risks. The committee is instrumental in promoting human rights awareness and implementing best practices throughout the company's operations and supply chain. This year, we have strengthened our commitment by expanding the committee's mandate to include regular training sessions and audits to ensure continuous improvement in our human rights practices.

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

Zen Technologies actively promotes human rights through its Code of Conduct and Standing Orders. These documents outline the company's commitment to upholding fundamental human rights principles and standards within its operations. In addition, Zen has established a Whistle Blower and Protection Policy that allows employees to confidentially report any violations or concerns related to human rights. The company encourages a culture of accountability, transparency, and ethical conduct, ensuring that reported concerns are promptly and appropriately addressed. By fostering such a culture, Zen strives to create a workplace where human rights are respected and protected, aligning with its commitment to social responsibility and ethical practices.

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

Category	FY24			FY23		
	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						

Throughout the reporting period, Zen received no complaints pertaining to any human rights issues.

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:

	FY24	FY23
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)		
Complaints on POSH as a % of female employees/workers		
Complaints on POSH upheld		

Throughout the reporting period, Zen received no complaints pertaining to any Sexual Harassment issues

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

Zen Technologies Limited's Whistle Blower & Protection Policy places significant emphasis on confidentiality and protection against victimization. The policy enables confidential or anonymous reporting of wrongful conduct, with strict measures to maintain confidentiality and conduct thorough investigations. Breaches of confidentiality are treated seriously to ensure a safe reporting environment. This policy fosters a trusting atmosphere where stakeholders can report wrongdoing without fear of retaliation, promoting accountability, transparency, and ethical standards within the organization. By prioritizing the protection of all stakeholders' rights, Zen ensures a culture of integrity and compliance with the highest ethical principles.

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

At Zen Technologies, we are committed to ensuring that our agreements consistently reflect values and principles that promote responsible and sustainable practices throughout our supply chain. Our top priority is the well-being and safety of individuals, ethical conduct, and the respect for human rights. Through transparent collaboration with our partners, we actively strive to create a positive impact on people, the environment, and the communities we operate in. By upholding these values, we aim to foster a culture of integrity and sustainability, contributing to the betterment of society and the protection of our planet for future generations.

10. Assessments for the year:

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

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

During the self-assessment process and through diligent evaluation by our customers, Zen Technologies has not identified any significant risks or concerns. This positive outcome reflects our commitment to maintaining high standards of quality, safety, and ethical practices in our operations and products. We will continue to be proactive in assessing and addressing any potential issues to ensure the satisfaction and trust of our customers and stakeholders.

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	FY24	FY23
Total electricity consumption (A)	2406.51	1950.37
Total fuel consumption (B)	106.27	139.99
Energy consumption through other sources (C)	-	-
Total energy consumption (A+B+C)	2512.78	2090.36
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees)	5.84×10 ⁻⁷ GJ/ INR	0
Energy intensity (optional) - the relevant metric may be selected by the entity	0.0584 GJ/INR 1 Lakh	0.13 GJ/INR 1 Lakh

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

No, Zen Technologies has not conducted any assessment, evaluation, or obtained assurances from an external agency. The company is committed to continuously improving its practices and remains open to exploring opportunities for third-party assessments in the future to ensure transparency and build trust with its customers and stakeholders.

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, Zen Technologies does not have any site identified as Designated Consumers (DCs) under the Perform, Achieve, and Trade (PAT) scheme. This indicates that the company is not currently covered under the PAT scheme, which aims to promote energy efficiency and conservation in industries designated as DCs by the government.

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

Water withdrawal by source (in kilolitres)	At Zen Technologies Limited, currently we do not have processes that consume water except for domestic purposes, and we prioritize responsible water usage in our manufacturing processes, ensuring minimal water consumption. We strictly reserve water resources for human consumption only, aligning with our commitment to sustainability and environmental stewardship. However, we would implement processes and systems to capture relevant information. By adhering to these principles, we contribute to the preservation of water resources and promote a more sustainable future for all.
(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? (Y/N) If yes, name of the external agency.

4. Provide the following details related to water discharged: Not Applicable

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

Not Applicable

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

Parameter	Please specify unit	FY24	FY23
NOx			
SOx			
Particulate matter (PM)			
Persistent organic pollutants (POP)			
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others - please specify			

Our company operates in the service sector and does not produce any products that release emissions into the air.

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

Not Applicable

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

Parameter	Unit	FY24	FY23
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available) (Metric tonnes of CO ₂ equivalent)	tCO ₂ e	7.81	10.37
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available) (Metric tonnes of CO ₂ equivalent)	tCO ₂ e	467.93	438.83
Total Scope 1 and Scope 2 emissions per rupee of turnover	tCO ₂ e/₹ 1 Lakh	0.0011	0.03
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? (Y/N) If yes, name of the external agency.

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

This year, Zen Technologies has initiated significant efforts to reduce Green House Gas (GHG) emissions. We are actively taking guidance from The Energy and Resources Institute (TERI) to enhance the environmental friendliness of our products and operations.

Firstly, our new line of simulators is designed to be more energy-efficient and environmentally friendly, contributing to our sustainability goals. Simulators inherently do not emit GHGs, but we are committed to further minimizing our carbon footprint.

Additionally, we are implementing energy-efficient practices across our manufacturing processes. This includes optimizing energy use and integrating sustainable practices to reduce overall emissions.

Furthermore, we conduct regular training sessions to raise awareness and educate our employees about sustainable practices and the importance of reducing GHG emissions. These initiatives underscore Zen Technologies' commitment to environmental sustainability and reducing our overall carbon footprint.

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

Parameter	FY24	FY23
Total Waste generated (in metric tonnes)		
E-waste	7.835	-
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Other disposal operations	7.835	-

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

10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

At our establishment, we consider integrating sustainability aspects in our process. We have implemented various initiatives to reduce our environmental footprint and promote responsible waste management.

We prioritize proper waste disposal and adhere to applicable regulations.

- a. Plastics, including packaging, are disposed of through garbage vehicles to ensure responsible waste management.
- b. E-waste is destroyed internally to prevent any potential environmental impact and ensure data security.
- c. We are proud to state that hazardous waste is not generated by our operations, minimizing potential risks to the environment and communities.
- d. Unused batteries are returned to the supplier, who replaces them with new batteries, allowing for safe and sustainable handling of battery waste.

Compliance with relevant regulations is of utmost importance to us, and we strictly follow safety measures such as proper storage, labelling, and segregation of chemicals to prevent accidents. Thorough employee training ensures the safe handling and disposal of waste materials.

In collaboration with certified waste handlers, we ensure that hazardous waste undergoes appropriate treatment and disposal. By responsibly managing waste, including hazardous substances, and reducing landfill usage, we actively contribute to building a sustainable future for our planet.

Our commitment to effective waste management aligns with our dedication to environmental preservation and responsible business practices. We will continue to evolve and innovate in our waste reduction efforts to make a positive impact on the environment and the communities we serve.

11. 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:

Not Applicable as Zen Technologies Limited does not operate or have offices in or around ecologically sensitive areas, including national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, and coastal regulation zones.

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

During the current financial year, Zen Technologies Limited did not undertake any projects that required environmental impact assessments as per relevant laws. As a result, there were no obligations or requirements for conducting environmental impact assessments for the projects undertaken by the company.

Zen remains committed to adhering to all applicable environmental regulations and ensuring responsible business practices that minimize the company's environmental impact. As we continue to grow, we will maintain our focus on sustainability and environmental stewardship, seeking opportunities to contribute positively to the protection and conservation of the environment.

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

Zen Technologies is fully committed to adhering to and ensuring compliance with a wide range of environmental laws, regulations, and guidelines applicable in India. This includes strict adherence to key laws such as the Water (Prevention and Control of Pollution) Act, the Air (Prevention and Control of Pollution) Act, and the Environment Protection Act, along with relevant rules framed under these laws. The company demonstrates its dedication to environmental responsibility and sustainability through the maintenance of a robust system that ensures complete compliance with these legal frameworks.

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.

Zen Technologies has formed partnerships with five trade and industry chambers/associations. These affiliations enhance the company’s network and engagement in the trade and industry sectors. Through these collaborations, Zen gains access to valuable knowledge, industry insights, and collective efforts to address shared challenges and drive progress. By staying connected to broader industry trends and developments, the company remains informed and actively contributes to its sector’s advancement and advocacy efforts.

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.

Sr. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/National)
1	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
2	Confederation of Indian Industry (CII)	National
3	Society of Indian Defence Manufacturers (SIDM)	National
4	The Federation of Telangana Chambers of Commerce and Industry (FTCCI)	State
5	Aerospace & Defence Consultants Association of India	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.

Zen Technologies has a strong track record of fair competition and has not engaged in any anti-competitive conduct. The company has not faced any adverse orders from regulatory authorities in relation to such practices. We maintain a steadfast commitment to upholding fair competition and adhere to all applicable laws and regulations, ensuring a competitive and equitable marketplace for all stakeholders.

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.

No, Zen Technologies Limited currently does not have any Social Impact Assessment (SIA) projects in place. We will keep our stakeholders informed if any such projects are initiated in the future. Our commitment to responsible business practices and social responsibility remains unwavering, and we will continue to explore opportunities to make a positive impact on the communities we serve.

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

Not applicable, Zen Technologies Limited has not undertaken any ongoing Rehabilitation and Resettlement (R&R) projects at this time.

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

Zen Technologies has established a structured and responsive system to address community complaints and concerns. A dedicated committee, consisting of representatives from various departments, handles written complaints, conducts thorough investigations, and takes prompt and appropriate actions.

It is noteworthy that the company has not received any complaints related to its corporate social responsibility (CSR) efforts, showcasing its strong commitment to upholding high standards and fulfilling social responsibilities in a responsible manner. This approach fosters a positive and harmonious relationship with the community, reflecting our dedication to being a responsible corporate citizen.

We will continue to prioritize transparent communication and community engagement, ensuring that our CSR initiatives align with the needs and aspirations of the communities we serve. By actively listening to and addressing community feedback, we strive to build enduring partnerships that contribute positively to the welfare and development of society.

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

Parameter	FY24	FY23
Directly sourced from MSMEs/small producers	61.08%	15.14%
Sourced directly from within the district and neighbouring districts	57.31%	48.24%

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.

Zen Technologies Limited places a high priority on customer satisfaction and has established robust mechanisms to receive and respond to consumer complaints and feedback. Customers can report their concerns through multiple channels, including dedicated customer service hotlines, email, online portals, and in-person meetings. Each complaint or feedback is acknowledged promptly and assigned to the appropriate team for resolution.

When a complaint is received, it is thoroughly investigated to identify the root cause. A detailed action plan is then developed to address the issue. Throughout the process, we maintain regular communication with the customer to keep them informed about the progress and to ensure their concerns are being adequately addressed.

Additionally, Zen Technologies values customer feedback as a critical component of our continuous improvement efforts. We actively seek feedback through surveys, follow-up calls, and customer meetings. This feedback is used to refine our processes, enhance our products and services, and ensure that we meet and exceed customer expectations.

By fostering open communication and actively engaging with our customers, Zen Technologies demonstrates its commitment to delivering exceptional service and continuously improving our offerings based on customer insights.

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

All our products carry information about safe and responsible usage.

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

Data privacy	Throughout the reporting period, Zen received no complaints which are relevant to this section
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:

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

5. Does the entity have a framework/policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy:

Yes, Zen Technologies has a comprehensive framework and policy in place for cyber security and data privacy. Our policy is designed to safeguard our digital assets, information systems, and sensitive data from cyber threats and unauthorized access.

The policy encompasses various critical areas, including network security, data protection, user access controls, incident response, and compliance with relevant legal and regulatory requirements. All personnel, including employees, contractors, and interns, are mandated to adhere to this policy to ensure a secure operational environment.

Key measures in our cyber security policy include:

- Regular security assessments and audits to identify and mitigate vulnerabilities.
- Implementation of advanced encryption techniques for data protection.
- Training programs to educate employees about cyber security best practices and protocols.
- Strict access controls and password management policies to prevent unauthorized access.
- Immediate incident response protocols to address and contain any security breaches.

We continually update our cyber security practices to adapt to emerging threats and ensure the highest level of protection for our digital assets. Our commitment to data privacy and cyber security is unwavering, reflecting our dedication to maintaining the trust and confidence of our stakeholders.

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:

Zen Technologies Limited has not encountered any reported incidents relating to issues such as advertising and delivery of essential services, cyber security, and data privacy of customers, re-occurrence of product recalls, or penalties/actions taken by regulatory authorities on the safety of products/services. This indicates the company's diligent efforts in adhering to high standards and best practices to ensure the safety, security, and quality of its products and services. Zen remains committed to upholding its commitment to customer satisfaction and compliance with all applicable regulations to maintain a positive reputation and build trust with its stakeholders.

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches	0
b. Percentage of data breaches involving personally identifiable information of customers	0
c. Impact, if any, of the data breaches	0