

ANNUAL REPORT 2022-23



\$1,000,000,000

We earned
the third comma.

Coforge is now a billion-dollar IT services company.

- The resurgence of pandemic like COVID19 witnessed about a year back, either at a regional or global level could impact our sales and results of operations. During fiscal 2023, the impact on our revenue due to supply and demand risks we experienced from the COVID-19 pandemic was not significant.
- Technology spending on products and services by our customers and prospective customers depending on many factors, including the economic, geo-political, monetary and fiscal policies and regulatory environment in the markets in which they operate in.
- Economic slowdown including recession could impact the economic health of a nation and industries which operate from those nation like US, UK, Germany etc, from where we derive our major revenue.
- Resourcing risk - Our business is dependent on our ability to attract and retain highly skilled professionals, succession, employee development and training.
- Cyber Security risk – with change in technologies and adaption of new technologies by customers cyber security is an important risk for successful operations of our business.
- The risk of COVID-19 type pandemic in the future and resultant changing immigration regulations, which had affected our ability to deploy our personnel around the world for successful operations remains a risk.
- If we were to lose the services of members of our senior leadership team or other key employees, our business, financial condition and results of operations, including our competitive position and client relationships, may be adversely affected.
- A reduction in the outsourcing budgets of, and strategic decisions to reduce the use of third parties by, our existing and prospective clients could affect our pricing and volume of work.
- Our ability to continue to develop and expand our service offerings to address emerging business demands and technological trends, including our ability to sell differentiated services, may impact our future growth. If we are not successful in meeting these business challenges, our business, financial condition and results of operations may be materially and adversely affected.
- Foreign exchange-related risk could adversely affect our business.

Outlook

We are proud of Team Coforge to have hit the US\$ 1 bn revenue milestone a year before what was originally envisaged, and that too despite a COVID year which severely impacted Company's travel vertical's business. We now are planning towards our next revenue milestone of US\$ 2 billion and FY23 was all about proactively putting the right building blocks in place for that goal and beyond. While there are looming macro headwinds and recession in few of our markets, the record high large deal wins, strong executable order book, strong deal pipeline, presence in high spend verticals (BFSI/HLS/Public Sector), investments in hiring top notch leaders and the new structure being in place, give us confidence towards continued growth momentum in to FY24.

Annexure I

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L72100DL1992PLC048753
2	Name of the Listed Entity:	Coforge Limited
3	Year of incorporation:	1992
4	Registered office address	8, Balaji Estate, Third Floor, Guru Ravi Das Marg, Kalkaji, New Delhi -110019
5	Corporate address	Special Economic Zone, Plot No. TZ-2& 2A, Sector - Tech Zone, Greater Noida (UP) - 201308, India
6	E-mail	investors@coforge.com
7	Telephone	Regd. Office: +91 11 41029 297 Corporate Office: +91 120 4592300
8	Website:	www.coforge.com
9	Financial year for which reporting is being done	April 1, 2022 to March 31, 2023
10	Name of the Stock Exchange(s) where shares are listed :	1. National Stock Exchange of India Limited (NSE) 2. BSE Limited (BSE)
11	Paid-up Capital (as on March 31, 2023):	INR 610,870,800
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report:	- Sudhir Singh, Chief Executive Officer and Executive Director, ; sudhir.singh@coforge.com - Vic Gupta, Chief Sustainability Officer, ; vic.gupta@coforge.com - Barkha Sharma, Company Secretary & Chief Compliance Officer, ; barkha.sharma@coforge.com
13	Reporting Boundary: The Basis of Reporting is Standalone (unless otherwise noted)	

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Information & Communication	Computer Programming, consultancy, and related services	100

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

S. No.	Product/Service	NIC Code	% of total turnover contributed
1	Computer programming, consultancy, and related activities	Class:6201 Sub-class:62011 &62013	100

III. Operations

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

Location	Number of plants	Number of offices	Total
National	NA	21	21
International	NA	03	03

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	18
International (No. of Countries)	14

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

Approx. 86%

c. A brief on types of customers: Computer Programming, consultancy and related services are provided to the following industry:

- Banking & Financial Services Sector
- Insurance Sector
- Travel & Tourism Sector
- Hospitality Sector
- Retail Sector
- Healthcare Sector
- Public sector

IV. Employees

18. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1	Permanent (D)	12240	9214	75%	3026	25%
2	Other than Permanent (E)	1225	1128	92%	97	8%
3	Total employees (D + E)	13465	10342	77%	3123	23%
WORKERS						
4	Permanent (D)	NIL	NIL	NIL	NIL	NIL
5	Other than Permanent (E)	629	535	85%	94	15%
6	Total employees (F + G)	629	535	85%	94	15%

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1	Permanent (D)	NIL	NIL	NIL	NIL	NIL
2	Other than Permanent (E)	NIL	NIL	NIL	NIL	NIL
3	Total employees (D + E)	NIL	NIL	NIL	NIL	NIL
DIFFERENTLY ABLED WORKERS						
4	Permanent (D)	NIL	NIL	NIL	NIL	NIL
5	Other than Permanent (E)	NIL	NIL	NIL	NIL	NIL
6	Total employees (F + G)	NIL	NIL	NIL	NIL	NIL

19. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	1	13%
Key Management Personnel	3	1	33%

20. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2023 (Turnover rate in current FY)			FY 2022 (Turnover rate in previous FY)			FY 2021 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	36.26%	32.54%	35.36%	41.16%	40.21%	40.92%	22.36%	23.98%	22.77%
Permanent Workers	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL

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

Yes, please refer the information on Holding, Subsidiary and Associate Companies as provided in the Annual Report for more information.

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

Please refer to AOC-1 (in the Board Report).

VI. CSR Details

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

(ii) Turnover (in Rs.) – 42,305 (INR Mn)

(iii) Net worth (in Rs.) – 26,153 (INR Mn)

VII. Transparency and Disclosures Compliances

The Company's Code of Conduct aims to uphold the standards of its business ethics and practices, which are required to be observed in all business transactions. These are applicable to all its employees as well as Directors. This Code of Conduct and Business ethics is available on the Company's website www.coforge.com and covers all aspects of its operations.

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2023 Current Financial Year			FY 2022 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Please see below	Nil	Nil	Nil	Nil	Nil	Nil
Investors (other than shareholders)	Please see below	Nil	Nil	Nil	Nil	Nil	Nil
Shareholders	Please see below	1	0	-	-	-	-
Employees and workers	Please see below	2	0	-	-	-	-
Customers	Please see below	-	-	-	-	-	-
Value Chain Partners	Please see below	-	-	-	-	-	-
Other (please specify)	Please see below	-	-	-	-	-	-

Please see our website for various policies such as:

- Code of Conduct - <https://www.coforge.com/investors/code-of-conduct>
- Various Policies such as Whistle Blower, RPT, Board Diversity, etc. - <https://www.coforge.com/investors/policies>

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative Implications)
1	Climate Change: Climate change is a global issue that requires immediate action.	Risk	If Climate Change is not addressed in time, it may lead to sub-optimal living conditions.	Our strategies include steps to reduce our carbon footprint, with renewable energy sources, implementing energy-efficient lights and buildings and investing in carbon offset programs via our CSR activities. All such effort will require funding in capital goods, time from employees, and activities to support our ability to be carbon neutral and reduce our environmental footprint.	
2	Water Conservation: Water being a precious resource, conserving it is crucial for the sustainability of our planet.	Opportunities	We believe that conservation of Water offers an opportunity to help to slow the Climate change		Our strategies to reduce water usage and minimize waste, such as using low-flow fixtures, water-free urinals, recycling wastewater, treatment via affluent plants and implementing rainwater harvesting systems are few opportunities.
3	Waste Management: Proper waste management is essential for protecting the environment and reducing our environmental footprint.	Opportunities	Reducing waste with recycling is an opportunity to save more of our landfills		Our strategies are to reduce waste, recycle materials, remove single-use plastics and dispose of hazardous waste safely. This supports our ambition for environment protection and conservation.

4	Talent & Education: Investing in talent and education is essential for the long-term success of Coforge.	Opportunities	Bringing education and shaping talent for all the community provides us with future employees		Our strategies include providing employees with opportunities for professional development and education, as well as creating a diverse and inclusive workplace culture. This in turn will help us be more creative, diverse, inclusive, and global citizens.
5	Governance: Good governance is critical for the success of Coforge and sustainability of the planet.	Risk	Governance and Risk Management are always challenging to manage in an everchanging world	Our strategies include implementing ethical and transparent business practices, establishing effective risk management strategies, and ensuring compliance with regulatory requirements.	
6	Employee Health & Safety: Protecting the health and safety of employees is a top priority.	Risk	Employee Health and Safety is a challenge as we saw during COVID years	While employee wellness is a top priority, we are not immune to the Force Majeure events such as Covid, Weather & crime related, and others. Some of our strategies include implementing safety protocols, providing access to healthcare resources, and promoting healthy lifestyles for all employees.	
7	Cyber Security: As companies become increasingly reliant on technology, cyber security is a growing concern.	Risk	In today's Digital age, protecting our assets are critical to our operations	We have implemented a robust set of security measure and controls to protect against cyber threats and safeguard and protect sensitive data of Coforge and our clients.	
8	Diversity Equity & Inclusion: Promoting diversity, equity, and inclusion is essential for creating a positive workplace culture and supporting the success of all employees.	Opportunities	Our DEI and associated policies offer our clients a more diverse and varied views to solve a problem		Our strategies include implementing policies to prevent discrimination, fostering a culture of respect and inclusivity, and promoting diversity in hiring practices. This enables us to be bring many diverse ideas and cater to larger set of clients.

9	Community Development: Development of community we live in is a critical focus for us.	Opportunities	As we develop communities around us, we are sure to find future employees		Our strategies include engaging in philanthropic initiatives, supporting local businesses, volunteering employee time and promoting economic development. Increasing community activity enables us to create future Coforge first-class employees.
10	Code of Ethics: An important cornerstone of our organization operations is to operate with integrity and with ethical principles.	Opportunities	Establishing Ethics is an opportunity to reflect and gain mindshare among our clients, partners, suppliers, shareholders, and employees		Our intention and ambition are to operate ethical under all circumstances. Our strategies to mitigate include establishing a code of conduct, implementing compliance and ethics training programs, and holding employees accountable for ethical violations.
11	Green IT: The IT industry is a significant contributor to carbon emissions.	Opportunities	Leveraging cloud and other Green IT technologies helps us to reduce our carbon footprint		Our strategies include using green technologies, such as cloud, to further reduce our environmental footprint and impact along with usage and promotion of third-party renewable energy sources.
12	Supply Chain Sustainability: Ensuring the sustainability of the supply chain is critical for our long-term success.	Opportunities	Enabling a sustainable value chain increases our impact exponentially		Our strategies include implementing ethical sourcing practices, promoting sustainable manufacturing practices, and minimizing the environmental impact of transportation and logistics.

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				P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Questions												
1	a	Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)		Y	Y	Y	Y	Y	Y	Y	Y	Y

b	Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y
c	Web Link of the Policies, if available	Code of Conduct : https://www.coforge.com/investors/code-of-conduct Whistle blower Policy: https://www.coforge.com/hubfs/Whistle-Blower-Policy-Coforge.pdf CSR Policies- https://www.coforge.com/hubfs/Corporate-Social-Responsibility-Policy-V4-1.pdf							
2	Whether the entity has translated the policy into procedures. (Yes / No)	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
4	Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Y	Y	Y	Y	Y	Y	Y	Y
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	Y	Y	Y	Y	Y	Y	Y	Y
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Y	Y	Y	Y	Y	Y	Y	Y
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)	Our ESG/S is an exhaustive strategy threaded in every aspect of our operational fabric. It helps us to reduce our impact to the environment, offers alignment and affinity to social and community values, and ensures responsible and ethical practices employed across all functions" ESG/S (Environmental, Social, and Governance) including Sustainability are critical components of Coforge's organizational strategy. They are an essential part of the DNA of the organization supported with policies, processes, and standards to ensure long-term sustainability and success of all our stakeholders. It helps us create trust with customers and stakeholders, help us to streamline and increase operational efficiency, offers a platform for employees, partners, suppliers, and customer engagements, and enables us to build an inclusive culture with social values. It helps us to ensure that the services we provide are the most environmentally friendly and our employees are treated fairly and equitably.							

Our investments in ESG practices will ensure that we can continue to provide our services in a responsible manner and that we are creating trust and loyalty with our employees, partners, suppliers, customers, and all stakeholders. Our ESG/S Ambitions, strategies and pledges consider a comprehensive approach to sustainability that consider both long term view and short-term implications of our activities and decisions. They are specifically aligned towards fighting climate change, range of social and community activities supporting employees, suppliers, and client alike, and ensuring ethical and responsible governance practices are adopted. We are also committed to aligning to the UN Sustainable Development Group objectives and have adopted all 17 objectives in our activities and operations.

Environment - Reduce our carbon footprint and greenhouse gas emissions.

Our environmental strategies are focused on reducing our impact on the environment by reducing our reliance on fossil fuels and increasing the renewable fuel consumption. Ensure we use low emissions fuels such as LPG and CNG in all our fleet services, use only energy efficient appliances, lights, and fixtures, ensure all our buildings and facilities are green and LEED certified, and reducing our waste and recycling as much as possible.

- Climate Change – Be carbon neutral by 2030. Reduce our fossil fuel consumption and increase carbon offsets using impactful social and environment development projects.

- Water Conservation – Be Water Positive by 2030. Conserve, harvest and recycle water to effectively be water positive.

- Waste Management – Be zero waste by 2030. Create an effective waste management ecosystem to reduce waste, recycle as much as possible and minimize to landfill

Social - Inspire inclusive growth.

Our values extend beyond the services we offer and deliver to our clients. It exemplifies and extends to all our extended communities and society at large that we are part of and can positively influence the economic development by changing the lives for the better. This helps us to address economic divide and inequality and provide equal opportunity for all. Enables us as global citizens to drive positive change and demonstrate responsible behavior across the value chain.

- Employee health & wellness – Ensure every employee's health and wellness, be it physical, mental, financial, emotional, and overall wellness is managed and maintained. Empower every employee to do the best they can both in professional and personal life while attracting new and retain existing.

	• Upliftment of social livelihood – Empower underprivileged communities by training and educating them in new digital skills; increase self-reliance; create a library for all. Governance - Create lasting value for all stakeholders. Our governance policies such as cyber security, sustainable supply, including Code of Ethics sets a benchmark for all our employees to adopt good practices to apply in unique and difficult situations in their career with Coforge. These are augmented by specific quantifiable and qualitative metrics to identify the right suppliers who are deemed ESG worthy to do business with Coforge. • Cyber Security – Comprehensive and proactive cyber security to protect our and our client's digital assets. • Supply Chain Sustainability – Enhance and focus on suppliers with ESG/S first outlook and performance. • Code of Ethics – Safeguard against illegal practices such as zero tolerance for corruption, anti-bribery, unfair labor, human rights abuses, etc.
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies). Vic Gupta is Chief Sustainability Officer at Coforge. He is responsible for ensuring that ESG/S practices are integrated into all aspects of the organization's strategy, policies, processes, and standards. He leads efforts to reduce the company's carbon footprint and greenhouse gas emissions, conserve water, and manage waste effectively, among other environmental initiatives. systems.
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. Yes • Sudhir Singh, Chief Executive Officer & Executive Director • Vic Gupta, Chief Sustainability Officer • Ajay Kalra, Chief Financial Officer • Ruchi Kulhari, Chief People Officer • Pankaj Khanna, Chief Revenue Assurance Officer

10. Details of Review of NGRBCs by the Company:

	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against Above policies and follow up action	C	C	C	C	C	C	C	C	C	A	A	A	A	A	A	A	A	A
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Statutory Compliance Certificate on applicable laws is provided by the the CEO to the board of directors																	

		P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
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.	No	No	No	No	No	No	No	No	No

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)	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 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 awareness programmes
Board of Directors	Quarterly	All Regulatory Updates are on an ongoing basis Policy Changes as and when required	100%
Key Managerial Personnel	3	1. Creating a safe work environment (POSH) 2. Environment, Health, & Safety (EHS) 3. Code of conduct for prohibition of Insider Trading	POSH – 100% EHS – 100% Insider Trading – 100%
Employees other than BoD and KMPs	3	1. Creating a safe work environment (POSH) 2. Environment, Health, & Safety (EHS) 3. Code of conduct for prohibition of Insider Trading	POSH – 90% EHS – 90% Insider Trading – 60%
Workers	14	1. MATERIAL MANAGEMENT 2. Creating a safe work environment (POSH) 3. Environment, Health, & Safety (EHS) 4. FIRE DRILL & BUILDING EVACUATION 5. Medical Emergency & First Aid trainings 6. Security Briefings 7. Work at Heights 8. Spillage Management 9. Work In confined area 10. Electrical safety training 11. Hazard Identification and Risk Assessment training 12. Handling of chemical 13. Waste management 14. Use of personal protective equipment	100%

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

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	NIL	NIL	NIL	NIL	NIL
Settlement	NIL	NIL	NIL	NIL	NIL
Compounding Fee	NIL	NIL	NIL	NIL	NIL
Non-Monetary					
Imprisonment	NIL	NIL	NIL	NIL	NIL
Punishment	NIL	NIL	NIL	NIL	NIL

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

Case Details	Name of the regulatory/enforcement agencies/ judicial institutions
NIL	NIL

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

Yes. Please see Code of Conduct which includes anti-corruption and anti-bribery policies at: <https://www.coforge.com/investors/code-of-conduct>

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

Nil. There have been no such cases.

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

Nil. There have been no such cases.

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

Not Applicable

Leadership Indicators

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

Total number of awareness held	Topics/principles covered under the training	%age of value chain programmes partners covered (by value of business done with such partners) under the awareness programmes
NIL	NIL	NIL

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same. The Company has formulated Whistle Blower Policy, Code of Conduct and such policies to keep a check on conflicts of interest.

Yes. Please see Code of Conduct and the Whistle Blower policies at:

- Code of Conduct - <https://www.coforge.com/investors/code-of-conduct>
- Various Policies such as Whistle Blower, RPT, Board Diversity, etc. - <https://www.coforge.com/investors/policies>

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.

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 will be made available in our Business Responsibility and Sustainability Report from FY24 onwards.

Particulars	FY23 in Inr Lakh	FY22 in Inr Lakh	
Total R&D Expense (As per financials)	9697.6	6226.9	
Capitalised	7145	1225	Standalone
	5410	816.6	Consolidated

Spend in CTO

Particulars	FY23 in Inr Lakh	FY22 in Inr Lakh
CTO - Employee Cost	6205.875	5543.915

Spend in HBU's – more on solutioning kind of spend

Particulars	FY23 in Inr Lakh	FY22 in Inr Lakh
HBU Cost (Sales and Indirect Cost of HBU's excl BPO, DPA, CDO and CTO)	13156.455	9267.44

2. a. Does the entity have procedures in place for sustainable sourcing: (Yes/No) Yes
b. If yes, what percentage of inputs were sourced sustainably: 17%
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.

Given the nature of business, there is limited scope for reusing or recycling of products, however we have following practices for below mention waste categories.

- (a) Plastics (including packaging) - All our facilities are single use plastic free premises. vendor partners are engaged for collection of our Wet and Dry waste to Recycle/dispose in an eco-friendly manner.
- (b) E-waste - Our E-waste broadly includes computers, servers, Batteries, etc. All such E-wastes are being disposed through authorized E-waste recyclers.
- (c) Hazardous waste – Only hazardous waste generated from the office is DG set waste oil, same is being disposed through authorized recycler
- (d) Other waste - There are no other kinds of waste generated in our office other than listed above.

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

Leadership Indicators

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

The company is involved with the business of IT/ITES related product development including the service support for the related IT/ITES products. As the company is not involved in manufacturing/production process of any tangible product, Life cycle assessment for the product is not considered.

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Not Applicable

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

The Company's scope of work is limited to Design, Development, Testing, Implementation and Maintenance of Software, System Integration Solutions & IT/ITES/Telecom Infra-Structure Management Services for all Offshore Development Centers. As no manufacturing process is involved, raw material (recycled and reused) is not being utilized.

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

Stakeholder group from whom complaint is received	FY 2023 Current Financial Year			FY 2022 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	The company's premises is Single use plastic free premises, no significant plastic waste generation is observed in the office premises except for plastic waste generated from the packaging material, in whatever small amount, are being reused for the same purpose or disposed through authorized recycler.					
E-waste (Kg)			11,225 kg			36,642 kg
Hazardous waste			2,498 Kg			1060 kg
Other waste (Kg)			4,137 Kg			5,082 Kg

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

Not Applicable

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

Essential Indicators

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

Coforge has rigorous policies and procedures for the well-being of our employees. Coforge is committed to providing a safe and healthy work environment for all employees. Employees wellness is governed by our policies listed at: <https://www.coforge.com/wellness-and-wellbeing>.

% of employees covered by											
Category	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Male	9214	8075	88%	9214	100%	N/A	N/A	9214	100%		
Female	3026	2641	87%	3026	100%	3026	100%	N/A	N/A		
Total	12,240	10,716	87.54%	12,240	100%	3026	100%	9214	100%		
Other than Permanent employees											
Male	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Female	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Total	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

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

% of workers covered by											
Category	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-
Other than Permanent workers											
Male	535	535	100%	535	100%	NA	NA	NA	NA	535	100%
Female	94	94	100%	94	100%	94	100% as per ESI	NA	NA	94	100%
Total	629	629	100%	629	100%	94	100%	NA	NA	629	100%

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

Benefits	FY 2023 Current Financial Year			FY 2022 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/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%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	100%	100%	Y	100%	100%	Y
Others – please specify						

3. Accessibility of workplaces

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

All our Corporate offices have wheelchairs and wheelchair friendly elevators which can be accessed from the parking lot, thus making access friendly to our differently abled employees and visitors

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.

- equal opportunity Employer (EEO) bit is covered in the DEI policy – policy attached for reference . “Ensure Coforge continues to be an equal employment opportunity regardless of caste, creed, color, religion, ethnicity, marital status, age, disability, national origin, citizenship, sexual orientation, gender identity, language, and any other aspects as applicable;” https://www.coforge.com/hubfs/Diversity_Equity_Inclusion_Policy.pdf

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

	Permanent Employees FY23		Permanent Employees FY22	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	99.20	N/A	99.60	76.35
Female	97.2	N/A	98.03	80.87
Total	98.4	N/A	98.91	78.85

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 mechanism in brief)
Permanent Workers	NA
Other than Permanent Workers	As per Policy
Permanent Employees	As per Policy
Other than Permanent Employees	As per Policy

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

	FY 2023 Current Financial Year			FY 2022 Previous Financial Year		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (D / C)
Total Permanent Employees						
- Male	NA	NA	NA	NA	NA	NA
- Female	NA	NA	NA	NA	NA	NA
Total Permanent Workers						
- Male	NA	NA	NA	NA	NA	NA
- Female	NA	NA	NA	NA	NA	NA

8. Details of training given to employees and workers:

	FY 2023 Current Financial Year					FY 2022 Previous Financial Year				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (A)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	10342	7847	75.88	8644	83.58	5892	4546	77.16	5545	94.11
Female	3123	2581	82.64	2887	92.44	2059	1627	79.29	1964	95.71
Total	13465	10428	77.45	11531	85.64	7944	6173	77.71	7509	94.52
Workers										
Male	535	535	100%	535	100%	519	519	100%	519	100%
Female	94	94	100%	94	100%	88	88	100%	88	100%
Total	629	629	100%	629	100%	607	607	100%	607	100%

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

All eligible employees have received performance and career development reviews.

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, The company is certified with Environment Health & Safety Management System (EHSMS) as per the agreement with ISO 14001:2015 and ISO 45001:2018 standards. The Coforge Limited locations across the India are covered under the said management system

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

The Coforge India locations are subjected to periodic internal and external surveillance audit procedure to check the effectiveness of the system. The work-related hazards are also identified, addressed and mitigated through defined risk management system.

All the offices are certified with Environment Health and Safety management system (EHSMS) approved with ISO 14001:2015 and ISO 45001:2018 standards. Risk assessment is being performed periodically/when required to mitigate any residual EHS related risk.

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

YES,

Workers are provided trainings for the workplace hazard identification and awareness sessions regarding work related hazards communication is provided. The company has defined incident-reporting system through intranet portal, emails, & telecommunication to report work related hazards and provision of the mitigation measures. All our offices are having security helpdesk for round the clock emergency support along with that emergency contacts are circulated through mails and notices.

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

Our employees have access to non-occupational medical and healthcare services. First aid kits are maintained and are available at all times on the premises.

Medical emergency numbers are prominently displayed in each office along with that stand by ambulance facility is available at our high concentration offices. For employee/workers who are feeling unwell, Occupational health centers are also present at all the office for immediate assistance.

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

Safety Incident/Number	Category	FY 2023 Current Financial Year	FY 2022 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.33 LTI/ Million Work Hour	0.13 LTI/ Million Work Hour
	Workers		
Total recordable work-related injuries	Employees	7	3
	Workers		
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.

The company has developed and implemented an Environment, Health and Safety Management System (EHSMS) to regulate the consumption of resources, provide a healthier and a safer working atmosphere to its employees and to improve the management of the company. The Environmental, health and Safety Management System conforms to the requirement of ISO 14001:2015 and ISO 45001:2018.

EHS Management System is built on the premise that all processes can be controlled using clearly defined processes through documented procedures, backed by regular reviews & audits and promoting company- wide culture of continual improvement. Measure taken for effective implementation of EHSMS are

- Provision of Adequate resources for EHS.
- Establishing communication with internal and external interested parties regarding the companies EHS requirement.
- Establishing EHS documentation and ensuring proper auditable control.
- Operational Control Procedure(s) to control & sustain significant environmental aspects and unacceptable OHS risks.
- Identification of potential emergency situations and its response.
- Monitoring and measurement of EHS performance indicators.
- Control of monitoring and measuring equipment.
- Identification, maintenance and disposal of EHS records.
- System for periodic auditing of the EHS Management System.
- System Management Review by the Top Management (MRM)
- Regular Air monitoring to assess the quality of air inside the office premises.
- Periodic fire/emergency drills to create awareness among the employees
- Display of emergency floor plans at office locations
- Trainings to create awareness for work related hazards
- Minimize the resource consumption to reduce our carbon foot prints
- Energy efficient equipment to reduce the power consumption
- Renewable energy generation to reduce power consumption
- Employees are made aware of emergency protocols & assembly points for emergencies
- Emergency Contact details such as Police, Hospitals and Fire Brigade are also displayed on the display board
- Hazard communication through signages/notices

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

	FY 2023 Current Financial Year			FY 2022 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
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	100%
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. No such Incidents reported.

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).

The employees working for the organization are duly covered under life insurance while the Non- permanent workers are covered under the ESIC act/Insurance as per the act's guidelines.

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

The Company is compliant with deduction of statutory dues of employees towards income tax, provident fund, professional tax, ESIC etc. as applicable from time to time. Value chain partners (vendors) are equally responsible to comply as per the contract with the Company. The Company has statutory and internal audit policies and procedures to ensure the above. The value chain partner are bound by the agreement terms to ensure all the statutory compliances.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2023 (Current Financial Year)	FY2022(Previous Financial Year)	FY 2023 (Current Financial Year)	FY2022(Previous Financial Year)
Employees	NIL	NIL	NIL	NIL
Workers	NIL	NIL	NIL	NIL

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

The Company during the course of employment provides opportunities for all employees to upskill themselves through domain, skills and leadership trainings.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	Procurement to provide inputs and HR/ admin to collaborate
Working Conditions	Working conditions assessment for employees and workers is being done.

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

No such significant risk / concerns reported. The value chain partners who work in our offices have access to the same health and safety resources as the employees and any major risk to their health and safety is managed appropriately within specified timeline.

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.

As part of an internal committee effort, we conducted a stakeholder analysis to identify all potential stakeholders for Coforge. We then prioritized stakeholders based on their level of influence and interest, along with Coforge's goals and objectives. A matrix was developed to identify the potential impact of each stakeholder group and how they can affect positively the operations. A parallel path was taken to analyze and validate the industry trends and best practices to identify common stakeholder groups from our peer group. A short consulting arrangement was also made with external consultants to validate the key stakeholder 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, Others)	Frequency of engagements(Annually/ Halfyearly/Quarterly/ others-Please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Board of Directors	No	(Email, Notice, Meetings)	Quarterly	Policy changes
Key Committee Members	No	(Email, Meetings)	Monthly	(Policy changes, Personnel changes, Information gathering, etc.)
Employees	No	(Email)	Weekly	Learning and Development, Training Curriculum and Education

Leadership Indicators

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.
2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.
3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.

PRINCIPLE 5 Businesses should respect and promote human rights

Essential Indicators

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

	FY 2023 Current Financial Year			FY 2022 Previous Financial Year		
	Total (A)	No. employees workers covered (B) of /	% (B / A)	Total (C)	No. employees workers covered (D) of /	% (D / C)
Employees						
Permanent	12240	10158	83%	7,294	6379	87%
Other than permanent	1225	255	21%	650	336	52%
Total Employees	13465	10413	77%	7,944	6,715	84%
Workers						
Permanent	NA	NA	NA	NA	NA	NA
Other than permanent	629 (Admin Support Staff)	629	100%	607	607	100%
Total Workers	629	629	100%	607	607	100%

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

All the minimum wage and employee details in this table are captured on a consolidated basis.

	FY 2023 Current Financial Year					FY 2022 Previous Financial Year				
	Total (A)	On Health Equal Minimum Wage to		More than Minimum Wage		Total (D)	On Health Equal Minimum Wage to		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent	21,569				100%	21,077				100%
Male	15,436				100%	15,021				100%
Female	6,133				100%	6,056				100%
Other Permanent	1,655				100%	1,423				100%
Male	1,487				100%	1,178				100%
Female	168				100%	245				100%
Workers										
Permanent										
Male	NA									
Female	NA									
Other than Permanent										
Male	535	443	83%	92	17%	519	429	83%	90	17%
Female	94	83	88%	11	12%	88	78	89%	10	11%

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)		Please see our Annual Report Annexures for further details		
Key Managerial Personnel				
Employees other than BoD and KMP				
Workers				

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
5. Describe the internal mechanisms in place to redress grievances related to human rights issues.
- Coforge is committed to providing a safe and healthy work environment for all employees. Employees wellness is governed by our policies listed at: <https://www.coforge.com/wellness-and-wellbeing>.
6. Number of Complaints on the following made by employees and workers:

	FY 2023 Current Financial Year			FY 2022 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	2	0	None of the complaints were POSH related	Nil	Nil	Nil
Discrimination at workplace	Nil	Nil	Nil	Nil	Nil	Nil
Child Labour	Nil	Nil	Nil	Nil	Nil	Nil
Forced Labour/Involuntary Labour	Nil	Nil	Nil	Nil	Nil	Nil
Wages	Nil	Nil	Nil	Nil	Nil	Nil
Other human rights related issues	Nil	Nil	Nil	Nil	Nil	Nil

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

Yes.

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

9. 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

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

Not Applicable

Leadership Indicators

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

None.

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

Randomly conducted by external parties.

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

4. Details on assessment of value chain partners:

The value chain partners will be documented and reported in FY24.

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

Not Applicable

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment.**Essential Indicators**

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

All the environment variables and metrics are captured on a consolidated basis.

Parameter	FY 2023 (Current Financial Year)	FY 2022 (Previous Financial Year)
Total electricity consumption (A)	44,088 Giga joules	38,346 Giga joules
Total fuel consumption (B)	2,900 Giga Joules	10320 Giga Joules
Energy consumption through other sources (C)	600 Giga Joules	598 Giga Joules
Total energy consumption (A+B+C)	47,588 Giga Joules	49,264 Giga Joules
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees)	1.12	1.49
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? (Y/N) If yes, name of the external agency. No

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

Not Applicable

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

All the environment variables and metrics are captured on a consolidated basis.

Parameter	FY 2023 (Current Financial Year)	FY 2022 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	NA	NA
(ii) Groundwater	95,243	54,688
(iii) Third party water	14,978	15,794
(iv) Seawater / desalinated water	NA	NA
(v) Others	1324	225
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	1,11,545	70,707
Total volume of water consumption (in kilolitres)	1,11,545	70,707
Water intensity per rupee of turnover (Water consumed / turnover)	2.637 kl / INR cr	2.134 kl / INR cr
Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA

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

Being the institutional offices, Coforge offices in India are utilizing the Water consumption for drinking and washing purposes only. The offices are equipped various water conservation measures such as sensor based water dispensing systems, waterless urinals and utilization of treated water for flushing and gardening purposes.

Most of the offices are equipped with sewage water treatment units for onsite treatment of the wastewater; the same is being utilized for the secondary uses such as gardening or flushing purposes.

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

Parameter	Please specify unit	FY 2023 (Current Financial Year)	FY 2022 (Previous Financial Year)
NOx	NA	NA	NA
SOx	NA	NA	NA
Particulate matter (PM)	NA	NA	NA
Persistent organic pollutants (POP)	NA	NA	NA
Volatile organic compounds (VOC)	NA	NA	NA
Hazardous air pollutants (HAP)	NA	NA	NA
Others – please specify	NA	NA	NA

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

Coforge being an IT/ ITES service provider is utilizing its office premises for the institutional purposes only, and is not associated with any kind of production, Manufacturing, processing and distribution of the products. Emission such as Hazardous obnoxious gaseous material, Volatile organic compounds or particulate matters are not anticipated from the office units.

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

All the environment variables and metrics are captured on a consolidated basis.

Parameter	Unit	FY 2023 (Current Financial Year)	FY 2022 (Previous Financial Year)
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)	<i>Metric tonnes of CO₂ equivalent</i>	543	677
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)	<i>Metric tonnes of CO₂ equivalent</i>	9483	8696
Total Scope 1 and Scope 2 emissions per rupee of turnover	NA	0.2 Metric tonnes / INR cr	0.3 Metric tonnes / INR cr
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	NA	NA	NA

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)

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

The company is involved in development of IT/ ITES related products. Currently no running projects are associated with emission of GHG.

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

All the environment variables and metrics are captured on a consolidated basis.

Parameter	FY 2023 (Current Financial Year)	FY 2022 (Previous Financial Year)
Plastic waste (A)	3.7 Tons	1.09 Tons
E-waste (B)	6.25 Tons	36.0 Tons
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	2.0	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	1.9 Tons (DG Set Waste Oil)	0.80 Tons (DG Set Waste Oil)
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	NA	NA
Total (A+B + C + D + E + F + G + H)	13.85 Tons	38 Tons

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	10.15 Tons (Through authorized recyclers)	36.8 Tons (Through authorized recyclers)
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	10.15 Tons (Through authorized recyclers)	36.8 Tons (Through authorized recyclers)
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	NA	NA
(ii) Landfilling	NA	NA
(iii) Other disposal operations	NA	NA
Total	-	-

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

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

Waste management is a crucial aspect of our ESG plan. Our interests start with reducing the amount of waste we generate and thus firstly minimize the need for disposal. Reusing items, such as glass jars or shopping bags, also limits, and reduces our waste. Recycling materials such as plastics, glass, and paper are also an integral part of our conservation plans prior to ending in landfills.

10. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:

The Coforge Offices are not in proximity of ecologically sensitive area as mentioned above. All the premises/facilities are selected strategically in commercially approved locations including IT/ITES parks and captive SEZ throughout India. Necessary Environmental clearance have been obtained from the Expert Appraisal Committee (EAC), Ministry of Environment Forest & Climate Change (MOEF&CC) prior to construction of Coforge Greater Noida Campus. Additionally, environment NOCs have been taken for all the office locations where applicable under and regular compliance of the same is ensured.

S. No.	Location of operations/offices	Type operations of	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
	NIL	-	-

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

No Environment Impact Assessment project or Environmental Clearance projects undertaken by the organization because of no major construction/renovation has been undertaken so far.

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

100% compliant status has been achieved under the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act & other regulatory and statutory compliance condition.

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
	NIL	NIL	NIL	NIL
	NIL	NIL	NIL	NIL

Leadership Indicators

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

All the environment variables and metrics are captured on a consolidated basis.

Parameter	FY 2023 (Current Financial Year)	FY 2022 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A)	600 Giga Joules	598 Giga Joules
Total fuel consumption (B)	Nil	Nil
Energy consumption through other sources (C)	Nil	Nil
Total energy consumed from renewable sources (A+B+C)	600 Giga Joules	598 Giga Joules
From non-renewable sources		
Total electricity consumption (D)	44,088 Giga joules	38,346 Giga joules
Total fuel consumption (E)	2,900 Giga Joules	10,320 Giga Joules
Energy consumption through other sources (F)		
Total energy consumed from non-renewable sources (D+E+F)	46,988 Giga Joule	48,666 Giga Joules

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)

- Provide the following details related to water discharged:

Coforge is associated with the IT/ITES product development and other related services. As the company is not involved in production or manufacturing of any tangible product, the water requirement is only limited to anthropogenic activities only. Most of the wastewater generated from the offices is being treated in the on-site STP units and utilized for the low end uses or horticulture. Remaining, small amount of secondary treated water is being discharged in the municipal sewers.

Parameter	FY 2023 (Current Financial Year)	FY 2022 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(ii) To Groundwater	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(iii) To Seawater	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(iv) Sent to third-parties	NA	NA
- No treatment	NA	NA

-	With treatment – please specify level of treatment	NA	NA
(v)	Others	NA	NA
-	No treatment	NA	NA
-	With treatment – please specify level of treatment	NA	NA
Total water discharged (in kilolitres)		NA	NA

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

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

None of the company's offices are in the water stressed region or notified areas demarcated by CGWB. The company ensures to utilize the piped municipal supply to cater the daily water need. The wastewater generated from the offices are being treated in the onsite STPs and the treated water is being utilized for low end uses such as horticulture and toilet flushing. The remaining, small amount of water is being discharged to municipal sewers.

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

(i) Name of the area - Not Applicable

(ii) Nature of operations - Not Applicable

(iii) Water withdrawal, consumption, and discharge in the following format:

Parameter	FY 2023 (Current Financial Year)	FY 2022 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	NA	NA
(ii) Groundwater	95,243	54,688
(iii) Third party water	14,978	15,794
(iv) Seawater / desalinated water		
(v) Others	1324	225
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	111,545	70,707
Total volume of water consumption (in kilolitres)	111,545	70,707
Water intensity per rupee of turnover (Water consumed / turnover)	111,545	70,707
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. Please provide details of total Scope 3 emissions & its intensity, in the following format:

All the environment variables and metrics are captured on a consolidated basis.

Parameter	Unit	FY 2023 (Current Financial Year)	FY 2022 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	<i>Metric tonnes of CO₂ equivalent</i>	23,54 tons	950 tons
Total Scope 3 emissions per rupee of turnover		0.055 metric tonnes / INR cr	0.028 metric tonnes / INR cr
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		NA	NA

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. (N)

5. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

The company offices are in populated locations in various cities across India. No ecologically sensitive/ reserve forest/ bird sanctuary is located in the vicinity of the Offices. The office operation is limited to IT/ITES related services, which does not include any manufacturing / production process that generates any flue gases or discharge, which is a threat to the environment and biodiversity.

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

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Replacement of old LED light	More than 500 LED lights and T-5 have been replace in the Greater Noida with new energy saving light fixtures	Energy conservation
2.	Replacement of MERV-14 air Filters in AHU	MERV-14 filters, compliant with ASHRE standards have been introduced in all the AHU's at Greater Noida office location to minimize PM10 and PM2.5 inside the buildings.	Indoor air quality improvement
3.	LEED platinum (O&M) Recertification of the greater Noida office	Recertification of Greater Noida campus with LEED platinum for O&M.	Recognition for good EHS practices
4.	Replacement of UPS in Gurugram office	Replacement of old UPS with new UPS units for the Gurugram location.	Energy conservation
5.	Energy audit	Energy audit has been carried out by a third party agency for Greater Noida and Gurugram office location	Auditing of the existing energy saving practices and identification of improvement points.
6.	Plantation of Saplings	As a gesture of commitment toward environment, Coforge organizes plantation drives during the client visits. The saplings are being planted in the office campus or some externally identified location.	Green area development.

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

The company has developed and established Business Continuity Plan (BCP) keeping in view the material topics essential for running the businesses. The BCP plan also discusses about a wide range of scenarios affecting the business which includes but is not limited to natural disasters, terrorist threats, power failure etc. The plan also discusses about the severity, risk rating, maximum acceptable outage (MAO) and alternate BCP location for continuation of business.

8. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.

There is no significant adverse impact arising from Value chain partners. All such mitigation measures are addressed through EMS standards as per ISO 14001 which are reviewed periodically through audits.

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

All admin related value chain partners are 100% assessed. To be discussed further for other value chain partners

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.5
- 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. NASSCOM University of Pennsylvania (Mack Institute of Innovation)

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/ National)
1	NASSCOM	Associations – National
2	University of Pennsylvania	Academia – National
3	Amity University	Academia – National
4	Chandigarh University	Academia – National
5	Manav Rachna	Academia – 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.

There are no material corrective action nor any material issues related to anti-competitive conduct by the entity.

Leadership Indicators

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

Coforge is committed to engaging the policy makers, government including central, regional, and local, along with community to achieve our goals and objectives. In the markets we operate in, we ensure key partnerships are developed and managed with appropriate officials, organizations, associations, academia to create value for our shareholders, our partners, and employees. For more details, please refer to our Annual Report.

PRINCIPLE 8 : Businesses should promote inclusive growth and equitable development

Essential Indicators

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Educational promotion through Community Library	1	NA	Yes	No	Underway
Industry Academia Partnership for skill development and environment conservation with Amity and Chandigarh Univ	2	NA	Yes	No	Underway
Educational assistance and Skill Development for underprivileged girls with Udayan care	3	NA	Yes	No	Underway
Education assistance and Skill Development for underprivileged children with Vidya n child	4	NA	Yes	No	Underway
Environment conservation through Solid liquid waste management with ILRT	5	NA	Yes	No	Underway
Environment conservation -Water conservation, rejuvenation of ponds , renewable energy with Sehgal Foundation	6	NA	Yes	No	Underway
Environment conservation through Sustainable tree planting & forestation, promoting renewable energy with SAFE	7	NA	Yes	No	Underway
Helping Hand to special children with Ashagram	8	NA	Yes	No	Underway
Education and Skill development and employability with CYDA and SPARSHA	10	NA	Yes	No	Underway

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

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

As an organization, we are conscious about giving back to the community. We have devised our own mechanisms to give back to the community.

Rural Community:

Work closely with Gram Panchayats of the rural areas (where our projects are operational) and ensure:

- Regular connect and interactions with community.
- Stake holder engagement
- Awareness and communication
- Capacity building and skill development
- Proactive Interaction
- Reviewing and Investigating Grievances

Urban Community:

In line with the government's directives on Swachh Bharat & promoting awareness and reading habits, we have undertaken following initiatives to reach out to community and address grievances if any:

- Solid Liquid Waste management for 2 Wards at Noida: This would include awareness sessions on waste segregation, effective waste disposal and treatment, plastic recycling. We would be reaching out to communities and addressing grievances related to this.
- Setting up community Library: to share reading resources free of cost to the community, Coforge has set up this library in Noida. All members of community are free to use this and upgrade their knowledge base. This is especially useful for youth. Workshops conducted here are a forum to share and address grievances and issues

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

	FY 2023 Current Financial Year	FY 2022 Previous Financial Year
Directly sourced from MSMEs/ small producers	24%	17%
Sourced directly from within the State and neighboring State	29%	17%

Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

Details of negative social impact identified	Corrective action taken
Nil	Nil

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

S. No.	State	Aspirational District	Amount spent (In INR)
-	Nil	Nil	Nil

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

(b) From which marginalized /vulnerable groups do you procure? Not Applicable

(c) What percentage of total procurement (by value) does it constitute? Not Applicable

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

Not Applicable

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

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Not Applicable

Name of authority	Brief of the Case	Corrective Action Taken
Not Applicable	NA	NA

6. Details of beneficiaries of CSR Projects:

Total Outreach- 160,197

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Educational Assistance and skill development	33234	100 %
2	Entrepreneurship and Employability development	14126	100 %
3	Environment Conservation and Rural Livelihoods	112837	100%

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

Essential Indicators

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

Coforge is a B2B consulting and professional services organization and does not sell directly to consumers. We are committed to exceeding our clients' expectations. We have a robust framework and associated policies to track and respond to our client complaints and feedback in our interactions with clients. Our latest annual survey demonstrates the trust our clients have bestowed upon us. It outlines that a large set of our clients are extremely delighted and happy with the relationship and value we have delivered for them. These positive sentiments have translated into decades of relationship and consistent delivery of our services.

2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about: Not applicable
3. Number of consumer complaints in respect of the following: Not Applicable.

	FY 2023 Current Financial Year		Remarks	FY 2022 Previous Financial Year		Remarks
	Received during the year	Pending resolution at the end of year		Received during the year	Pending resolution at the end of year	
Data privacy	NA	NA		NA	NA	
Advertising	-	-		-	-	
Cyber-security	-	-		-	-	
Delivery of essential services	-	-		-	-	
Restrictive Trade Practices	-	-		-	-	
Unfair Trade Practices	-	-		-	-	
Other	-	-		-	-	

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