

**BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT**  
[Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements), Regulations, 2015]

**SECTION A: GENERAL DISCLOSURES**

**1) DETAILS OF THE ENTITY**

Sl.No.	Particulars	Response
1.	Corporate Identity Number (CIN) of the Entity	L74210TG1994PLC017356
2.	Name of the Entity	RAMKY INFRASTRUCTURE LIMITED
3.	Year of incorporation	1994
4.	Registered office address	15th Floor, Ramky Grandiose, Sy No 136/2 & 4, Gachibowli, Hyderabad -500032, Telangana
5.	Corporate address	15th Floor, Ramky Grandiose, Sy No 136/2 & 4, Gachibowli, Hyderabad -500032, Telangana
6.	E-mail	info@ramky.com
7.	Telephone	040-23015000
8.	Website	https://ramkyinfrastructure.com/
9.	Financial year for which reporting is being done	2023-24
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited (BSE), National Stock Exchange of India Limited (NSE)
11.	Paid-up Capital	INR 69,19,77,910/- (6,91,97,791 equity shares of ₹ 10/- each)
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. Yancharla Rathnakara Nagaraja (Managing Director) Telephone: 040-44655000 Email address: yrnagaraja@ramky.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).	The disclosure under this report is on standalone basis for Ramky Infrastructure Limited.
14.	Name of assurance provider	None
15.	Type of assurance obtained	Not Applicable

**2) PRODUCTS/SERVICES**

**16. 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.	Construction	Demolition & site preparation, Electrical, plumbing & other Specialized construction Activities	100%

**17. 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.	Construction	41001, 41002, 41003, 42101, 42203, 42204 and 42205	100%

**3. OPERATIONS**

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

Location	Number of plants	Number of offices	Total
National	5 (Telangana, Andhra Pradesh, Uttarakhand, Jammu & Kashmir and Karnataka)	1 (Telangana)	6
International	0	0	0

## 19. Markets served by the entity:

### a) Number of locations

Locations	Number
National (No. of States)	5 (Telangana, Andhra Pradesh, Uttarakhand, Jammu & Kashmir and Karnataka)
International (No. of Countries)	0

### b) Contribution of exports:

What is the contribution of exports as a percentage of the total turnover of the entity?	Nil
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### c) Type of Customers

A brief on types of customers	<p>Ramky operates in the Engineering, Procurement, and Construction (EPC) sector as well as in the development space.</p> <ul style="list-style-type: none"> <li><b>Developer Business:</b> This aspect involves securing and executing construction contracts awarded by government entities or their agencies. These projects are typically related to various infrastructure and development initiatives.</li> <li><b>EPC Business:</b> Ramky's EPC operations are predominantly linked with government projects, encompassing the engineering, procurement, and construction phases. This includes providing comprehensive solutions for large-scale infrastructure projects initiated by governmental bodies.</li> </ul> <p>Both areas of operation reflect Ramky's involvement in significant public sector projects, underscoring our expertise and commitment to delivering high-quality infrastructure and development solutions.</p>
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## 4. EMPLOYEES

### 20. Details at the end of the year 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)
<b>Employees</b>						
1.	Permanent (D)	1054	997	94.59	57	5.41
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total employees (D + E)	1054	997	94.59	57	5.41
<b>Workers</b>						
1.	Permanent (F)	0	0	0	0	0
2.	Other than Permanent (G)	0	0	0	0	0
3.	Total workers (F + G)	0	0	0	0	0

#### b) Differently abled Employees and workers:

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>Differently Abled Employees</b>						
1.	Permanent (D)	0	0	-	0	-
2.	Other than Permanent (E)	0	0	-	0	-
3.	Total employees (D + E)	0	0	-	0	-
<b>Differently Abled Workers</b>						
1.	Permanent (F)	0	0	-	0	-
2.	Other than Permanent (G)	0	0	-	0	-
3.	Total workers (F + G)	0	0	-	0	-

**21. Participation/Inclusion/Representation of women:**

Category	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	2	25
Key Management Personnel*	2	0	-

\*Key Managerial Personnel means Company Secretary and Chief Financial Officer.

**22. Turnover rate for permanent employees and workers:**

(Disclose trends for the past 3 years)

	FY 2023-24 (Turnover rate in current FY)			FY 2022-23 (Turnover rate in previous FY)			FY 2021-22 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	14.33%	6.67%	21%	13.1%	1.6%	14.7%	23.8%	2.5%	26.3%
Permanent Workers	-	-	-	-	-	-	-	-	-

**5. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)**

**23. Names of holding / subsidiary / associate companies / joint ventures:**

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity (directly/ indirectly)	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Hospet Chitradurga Tollways Limited	Wholly Owned Subsidiary	100%	No
2.	Pantnagar CETP Private Limited	Wholly Owned Subsidiary	100%	No
3.	MDDA-Ramky ISBUS Terminal Limited	Wholly Owned Subsidiary	100%	No
4.	Ramky - MIDC Agro Processing Park Limited	Wholly Owned Subsidiary	100%	No
5.	Ramky Multi Product Industrial Park Limited	Wholly Owned Subsidiary	100%	No
6.	Hyderabad STPS' Limited	Wholly Owned Subsidiary	100%	No
7.	Ramky Elsamex Hyderabad Ring Road Limited	Wholly Owned Subsidiary	100%	No
8.	Sehore Kosmi Tollways Limited	Wholly Owned Subsidiary	100%	No
9.	Ramky Enclave Limited	Wholly Owned Subsidiary	100%	No
10.	Ever Blooming Eco Solutions Limited	Wholly Owned Subsidiary	100%	No
11.	Frank Lloyd Tech Management Services Limited	Subsidiary	76%	No
12.	Srinagar Banihal Expressway Limited	Subsidiary	99.98%	No
13.	Ramky Towers Limited	Subsidiary	51%	No
14.	Visakha Pharmacy Limited	Subsidiary	51%	No
15.	Eco Carbon Engineering Solutions Limited	Subsidiary	100%	No
16.	JNPC Pharma Innovation Limited	Step down Subsidiary	51%	No
17.	RECEPS Limited	Step down Subsidiary	26%	No
18.	Visakha Pharma Innovation and Incubation Limited	Step down Subsidiary	51%	No
19.	Visakha Energy Limited	Step down Subsidiary	51%	No

## 6. CORPORATE SOCIAL RESPONSIBILITY (CSR) DETAILS

24.

S.No.	Requirement	Response
1.	Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
2.	Turnover (in Million)	20,331.90
3.	Net worth (in Million)	12,591.42

## 7. TRANSPARENCY AND DISCLOSURES COMPLIANCES

25. 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 -24 (Current Financial Year)			FY 2022 -23 (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	Yes*	0	0	-	0	0	-
Investors (other than shareholders)	Yes*	0	0	-	0	0	-
Shareholders	Yes*	0	0	-	0	0	-
Employees and workers	Yes*	0	0	-	0	0	-
Customers	Yes*	0	0	-	0	0	-
Value Chain Partners	-	-	-	-	-	-	-

\*The Stakeholder Management Policy of the Company guarantees the proper and structured resolution of complaints raised by both internal and external stakeholders, with the objective of mitigating potential social risks. Strict confidentiality is upheld during the entire grievance management procedure, thereby fostering stronger relationships. Some of the policies/mechanisms guiding the Company's conduct with its stakeholders, including grievance mechanisms are placed on the Company's website, the link being: [https://ramkyinfrastructure.com/docs/pdf/investordesk/stakeholder\\_management\\_policy.pdf](https://ramkyinfrastructure.com/docs/pdf/investordesk/stakeholder_management_policy.pdf) and the rest are placed on the intranet platform of the Company.

## 26. 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.	Energy Management	Opportunity	By adoption of effective energy management practices, Ramky has identified energy management as an opportunity and looks forward to subsequently achieve a reduction in energy consumption.	-	Positive

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)
2.	Water management	Risk	Water management is a critical aspect for infrastructure companies as they heavily rely on a stable and adequate supply of water for construction and ongoing operations. As environmental concerns grow, investors and stakeholders increasing focus on the sustainability practices of companies. Failing to address water management risks can harm Ramky's reputation and attractiveness to investors.	Ramky is committed to mitigate the risk which is associated with water management by identifying and assessing water risks, developing a water risk management plan. This will help to ensure that the plan is effective and that it is supported by all stakeholders.	Negative
3.	Community development	Risk	Infrastructure projects often require significant land acquisition, which can lead to displacement and resettlement of communities. If not managed properly, this can result in social unrest, protests, and legal challenges.	Ramky proactively engages with local communities, attending to their concerns, and invests in sustainable and responsible practices, thus enhancing the likelihood of mitigating these risks.	Negative
4.	Workforce Health and Safety	Risk	The nature of infrastructure projects often involves high-risk activities, such as construction, excavation, and heavy machinery operations. Without proper safety measures, there is an increased likelihood of accidents, injuries, and, in the worst cases, fatalities among the workforces.	Ramky is known for its professional management team and advanced MIS in a SAP environment. The company prioritizes employee well-being through rigorous safety practices and compliance with health and safety regulations.	Negative
5.	Business Model Resilience	Opportunity	Ramky maintains robust Internal Financial Controls suited to its business and operational scale, safeguarding assets, ensuring financial accuracy, regulatory compliance, and proper approval procedures. The company regularly reviews and enhances these systems and uses a comprehensive budgetary control system to monitor revenue and expenses against the approved budget.	-	Positive

**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.

S.No	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes										
1.	a) Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	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	<a href="https://ramkyinfrastructure.com/docs/pdf/investordesk/Anti_Bribery_Policy.pdf">https://ramkyinfrastructure.com/docs/pdf/investordesk/Anti_Bribery_Policy.pdf</a>	The Policy pertaining to Principle 2 is available with the Company on its intranet.	<a href="https://ramkyinfrastructure.com/docs/pdf/investordesk/equal_opportunity_policy.pdf">https://ramkyinfrastructure.com/docs/pdf/investordesk/equal_opportunity_policy.pdf</a>	<a href="https://ramkyinfrastructure.com/docs/pdf/investordesk/stakeholder_management_policy.pdf">https://ramkyinfrastructure.com/docs/pdf/investordesk/stakeholder_management_policy.pdf</a>	The Policy pertaining to Principle 2 is available with the Company on its intranet.	The Policy pertaining to Principle 2 is available with the Company on its intranet.	The Policy pertaining to Principle 2 is available with the Company on its intranet.	The Policy pertaining to Principle 2 is available with the Company on its intranet.	<a href="https://ramkyinfrastructure.com/docs/pdf/investordesk/data_privacy_policy.pdf">https://ramkyinfrastructure.com/docs/pdf/investordesk/data_privacy_policy.pdf</a>
2.	Whether the entity has translated the policy into procedures. (Yes / No)	Yes, the Company has translated the policies into procedures and reviews periodically.								
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes, the Policies extend to value chain partners wherever it is relevant and necessary.								
4.	Name of the national and international codes / certifications/ labels / standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Our Company's operations adhere to the National Guidelines on Responsible Business Conduct (NGBRC).	ISO 9001:2015 (Quality Management System).	OHSAS 18001:2007 (Health and Safety Management System)	Our Company's operations adhere to the National Guidelines on Responsible Business Conduct (NGBRC).	Our Company's operations adhere to the National Guidelines on Responsible Business Conduct (NGBRC).	ISO 14001:2015 (Environmental Management System).	Our Company's operations adhere to the National Guidelines on Responsible Business Conduct (NGBRC).	Our Company's operations adhere to the National Guidelines on Responsible Business Conduct (NGBRC).	Our Company's operations adhere to the National Guidelines on Responsible Business Conduct (NGBRC).

5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	Specific commitments, goals and targets set by entity for FY 2024-25:	Mapped NGRBC Principles
		➤ Ramky strives to conduct due diligence on suppliers to ensure their alignment with the existing legislative framework in the country. Wherever there are any pending compliances of the vendors efforts are made by the company to compel the vendors for the compliance of the same.	P2
		➤ To have 100% assessments for working conditions and health & safety practices in coming financial years. ➤ Ramky aims to expand its training division to educate all employees and workers on Environmental, Social, and Governance (E, S & G) practices. The training program will comprehensively cover the company's actions and initiatives aimed at effectively addressing these issues.	P3
		➤ Stakeholder engagement holds significant value for Ramky, and the company plans to conduct periodic assessments of all the stakeholders enabling them to actively involve in providing the requisite inputs.	P4
		➤ Ramky will deploy all the resources at its disposal to optimally utilize the non-renewable resources optimally and diligently keeping in mind the impact on generations to come.	P6
		➤ To enhance engagement with regulatory bodies.	P7
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met	Most of the Specific commitment and goals set in FY 2023 -24 is achieved.	
<b>Governance, leadership and oversight</b>			
7.	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements	<p>"As the Director overseeing our business responsibility and sustainability report, I'm pleased to share that our company views environmental, social, and governance (ESG) initiatives as a core competence of our operations. We have been committed to these activities well before they were mandated by the Companies Act of 2013.</p> <p>Our company prioritizes sustainable business practices that encompass economic, environmental, and social dimensions, extending beyond our business to positively impact the communities around us. We are dedicated to meeting the needs and expectations of these communities through our social and environmental responsibilities.</p> <p>Our various policies are designed to foster community development in areas such as healthcare, including preventive healthcare and sanitation, promoting education and vocational skills training, and empowering women and rural communities."</p> <p style="text-align: right;"><b>Mr. Yancharla Rathnakara Nagaraja</b> Managing Director (DIN: 00009810)</p>	
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	The Risk Management Committee (RMC) has been entrusted with the authority to oversee and implement the Business Responsibility Policies.	
9.	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details	The Risk Management Committee has been assigned the authority to make decisions regarding all matters pertaining to sustainability issues. The Committee's responsibilities encompass supervising the formulation and execution of policies, procedures, and programs pertaining to sustainability. These responsibilities extend to managing the company's environmental impact, social responsibility, and governance practices, among other related areas. Further, the details about the RMC are given in the below disclosure point.	
		Name	Designation
		Dr. A.G. Ravindranath Reddy - DIN: 01729114	Non - Independent & Non – Executive
		Dr. S. Ravi Kumar Reddy - DIN: 00372731	Independent & Non – Executive
		Dr. P. Gangadhara Sastry - DIN: 01890172	Independent & Non – Executive
Mr. P. Ravi Prasad - DIN: 07872103	Wholtime Director		

**12. Details of Review of NGRBCs by the Company:**

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	The Company regularly reviews the policies governing all principles in accordance with regulatory requirements and organizational needs.									Quarterly								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Yes, we comply with statutory requirements relevant to the principles.									As per regulatory needs								

**13. Independent assessment/ evaluation of the working of its policies by an external agency:**

Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9
	J. Sundharesan & Associates, specialising in Compliance, Governance and Sustainability advisory has reviewed/assessed the working of the policies.								

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	This section does not apply to Ramky since it has already implemented comprehensive policies that encompass all the necessary aspects outlined in each of the 9 principles.								
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**

**PRINCIPLE 1: BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY, AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE**



**A) 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	1	An overview of BRSR	100%
Key Managerial Personnel	1	An overview of BRSR	100%
Employees other than BOD and KMPs	0	-	-
Workers	0	-	-



2. **Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format:**

MONETARY					
Particulars	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	P1	GST/VAT	14,40,834	These are pertaining to cases under GST and VAT.	No
Settlement	P1	VAT	5,16,68,606	These are the settlement amount paid under VAT.	No
Settlement	P1	MSME/ Small causes court/ etc.	1,75,32,991	These are for few MSME Forums and other forums settled cases.	No
Compounding fee	NIL	NIL	NIL	NIL	NIL

NON – MONETARY				
Particulars	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	NIL	NIL	NIL	NIL
Punishment	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
This section is not applicable to the company.	NA

4. **Anti-corruption or Anti-bribery policy:**

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.	<p>Yes, Ramky has implemented an anti-corruption policy as part of its induction program, demonstrating the company's commitment to transparency, integrity, and accountability.</p> <ul style="list-style-type: none"> <li><b>Induction Integration:</b> Our anti-corruption policy is included in the induction program to demonstrate our commitment to transparency, integrity, and accountability, ensuring that all stakeholders and employees are well-informed and understand the policy.</li> <li><b>Training, Monitoring, and Investigation:</b> We provide ongoing training and monitoring to ensure compliance, supported by a robust framework for promptly addressing and investigating concerns. The policy specifies potential repercussions for non-compliance, reinforcing the importance of ethical behaviour and accountability.</li> </ul> <p>The policy can be accessed at the given link:  <a href="https://ramkyinfrastructure.com/docs/pdf/investordesks/Anti_Bribery_Policy.pdf">https://ramkyinfrastructure.com/docs/pdf/investordesks/Anti_Bribery_Policy.pdf</a></p>
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5. **Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:**

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	NA	NA

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

	FY 2023-24 (Current Financial Year)		FY 2022-23 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL	NA	NIL	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	NIL	NA	NIL	NA

7. **Corrective Actions:**

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
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8. **Number of days of account payable ((Accounts payable \*365) / Cost of goods/services procured) in the following format:**

	FY 2023-2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
Number of days of accounts Payables	126 Days	158 days

9. **Open-ness of Business**

**Provide details of Concentration of purchase and sales with trading houses, dealers, and related parties along -with loans and advances & investments, with related parties, in the following format:**

Parameter	Metrics	FY 2023-2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
Concentration of purchases *	a. Purchases from trading houses as % of total purchases	-	-
	b. Number of Trading houses where purchases are made from	-	-
	c. Purchases from top 10 Trading houses as % of total purchases from trading houses	-	-
Concentration of Sales	a. Sale to dealers / distributed as % of total sales	33%	27%
	b. Number of dealers / distributions to whom sales are made	-	-
	c. Sales upto 10 dealers / distributors as % of total sales to dealers / distributors	-	-
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	-	-
	b. Sales (Sales to related parties / Total Sales)	67%	73%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	100 %	100%
	d. Investments (Investments in related parties / Total Investments made)	-	-

\* Company has not made any purchases from Trading Houses. Company has vendors in the system and the goods are procured from the respective vendors on need basis.

**PRINCIPLE 2: BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE**



**A) 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:

(In INR in Million)

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)	Details of improvements in environmental and social impacts
R&D	INR 80 Million	INR 50 Million	By introducing Bar Coupler instead of Lap joint.
Capex	INR 0.4 Million worth of Pages Purchased INR 0.184 Million of EV 2-Wheeler	INR 1.3 Million worth of pages	Annually, we save more than 3.0 Million number of pages in SCM process by implementing Digitally PO/ WO "Approval" Tag.

**2. Sustainable sourcing:**

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

**3. Processes in place to reclaim products for reuse, recycle and safe disposal of products at the end of life:**

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.	<p>Yes, we have established a robust system to reuse materials effectively. And implemented processes to repurpose cement bags valued at INR 0.70 million, PVC drums worth INR 0.01 Million, and steel valued at INR 20.00 Million. The steel, specifically TMT bars, undergoes a straightening process to make it suitable for reuse, minimizing waste and optimizing material usage.</p> <p>Further all disposable materials from our operations are responsibly managed by sending them to the RESL Group, which specializes in the safe disposal and recycling of industrial waste.</p> <p>For electronic waste (e-waste), we ensure compliance with environmental regulations by disposing of it through agents authorized by the Pollution Control Board.</p>
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**4. Extended Producer Responsibility (EPR) plan:**

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
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**PRINCIPLE 3: BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS**



**A) ESSENTIAL INDICATORS:**

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

Category	% of employees covered by										
	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)
<b>Permanent employees</b>											
Male	997	997	100	997	100	-	-	997	100	0	0
Female	57	57	100	57	100	57	100	-	-	0	0
Total	1054	1054	100	1054	100	57	5.41	997	94.59	0	0
<b>Other than Permanent employees</b>											
Male	0	0	-	0	-	0	-	0	-	0	-
Female	0	0	-	0	-	0	-	0	-	0	-
Total	0	0	-	0	-	0	-	0	-	0	-

**B) Details of measures for the well-being of workers:**

Category	% of employees covered by										
	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)
<b>Permanent workers</b>											
Male	0	0	-	0	-	0	-	0	-	0	-
Female	0	0	-	0	-	0	-	0	-	0	-
Total	0	0	-	0	-	0	-	0	-	0	-
<b>Other than Permanent workers</b>											
Male	0	0	-	0	-	0	-	0	-	0	-
Female	0	0	-	0	-	0	-	0	-	0	-
Total	0	0	-	0	-	0	-	0	-	0	-

**C) Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format –**

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Cost incurred on well-being measures as a % of total revenue of the company *	-	-

\* We are unable to determine the exact cost. During FY 2023-24, several wellness initiatives were conducted, but the cost associated with them cannot be precisely ascertained.

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

Benefits	FY 2023-24 (Current Financial Year)			FY 2022-23 (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 eligible employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	58.25	0	Yes	100	0	Yes
Gratuity	24.5	0	Yes	100	0	Yes
ESI	9	0	Yes	Nil	0	-
Others – Medi - claim	100	0	Yes	Nil	0	-

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.	Yes, we have made comprehensive arrangements to ensure that our facilities are fully accessible to differently abled employees and workers. While we currently do not have employees or workers with such disabilities, these measures are in place to ensure that our workplace is welcoming and accommodating to everyone, should the need arise.
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4. **Equal Opportunity Policy:**

Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy	Yes. The Company is committed to delivering value through equality and to nurture and promote human diversity across its operations. Web-link where the policy is available: <a href="https://ramkyinfrastructure.com/docs/pdf/investordesk/equal_opportunity_policy.pdf">https://ramkyinfrastructure.com/docs/pdf/investordesk/equal_opportunity_policy.pdf</a>
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5. **Return to work and Retention rates of permanent employees and workers that took parental leave:**

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100	100	-	-
Female	100	100	-	-
Total	100	100	-	-

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	NA
Other than Permanent Workers	NA
Permanent Employees	Yes, Ramky has a comprehensive Whistle Blower and Protection policy in place. This policy provides clear guidelines and procedures for employees and other stakeholders to raise concerns or complaints. It ensures that individuals can report any unethical or improper conduct, such as fraud, corruption without fear of retaliation. The policy also outlines the protection measures for whistleblowers, ensuring confidentiality and safeguarding against any form of discrimination or reprisal. This framework is part of our commitment to maintaining a transparent and ethical workplace environment.
Other than Permanent Employees	NA

7. **Membership of employees and worker in association(s) or Unions recognised by the entity: Company has no recognised union or association**

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (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 (D)	% (D / C)
Total Permanent Employees	1054	0	-	874	0	-
Male	997	0	-	839	0	-
Female	57	0	-	35	0	-
Total Permanent Workers	0	-	-	0	-	-
Male	0	-	-	0	-	-
Female	0	-	-	0	-	-

8. **Details of training given to employees and workers:**

Category	FY 2023-24 (Current Financial Year)					FY 2022-23 (Previous Financial Year)				
	Total (A)	On Health and safety		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	997	997	100	0	-	839	839	100%	839	100%
Female	57	57	100	0	-	35	35	100%	35	100%
Total	1054	1054	100	0	-	874	874	100%	874	100%
Workers										
Male	0	0	-	0	-	0	0	-	0	-
Female	0	0	-	0	-	0	0	-	0	-
Total	0	0	-	0	-	0	0	-	0	-

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

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	997	997	100	839	839	100%
Female	57	57	100	35	35	100%
Total	1054	1054	100	874	874	100%
Workers						
Male	0	0	-	0	0	-
Female	0	0	-	0	0	-
Total	0	0	-	0	0	-

10. Health and safety management system:

S.no	Particulars	Response
a)	Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?	Ramky has integrated a comprehensive health and safety system within its organization, emphasizing the importance of maintaining a safe working environment. As part of this commitment, Ramky has obtained ISO 45001 and ISO 14001 certifications for their health and safety management system. These internationally recognized certifications validate Ramky's adherence to stringent standards and practices in ensuring the well being of their employees and minimizing the environmental impact of their operations. By implementing these systems and obtaining the certifications, Ramky demonstrates its dedication to prioritizing the health and safety of its workforce while promoting sustainable practices within their business operations.
b)	What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	Ramky utilizes Job Safety Analysis, Hazard Identification and Risk Assessment, and an Aspect and Impact Register to assess and manage environmental impacts effectively. These tools enable the company to proactively identify and mitigate potential hazards, promoting environmental sustainability
c)	Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)	<p>Ramky has implemented a range of measures to ensure the safety and well-being of its employees. These include the establishment of Safe Operating Procedures (SOPs) that provide clear guidelines for carrying out tasks in a safe manner. Additionally, regular Toolbox Talks are conducted to promote awareness and discussion of specific safety topics, fostering a culture of proactive risk management.</p> <p>To further enhance safety, Ramky provides job-specific trainings that equip employees with the necessary skills and knowledge to perform their tasks safely and efficiently. This targeted approach ensures that individuals are well-prepared and aware of the potential hazards associated with their specific roles.</p> <p>Ramky also employs a Permit-to-Work system, which serves as a formal authorization process for high-risk activities. This system ensures that proper precautions are taken, and necessary approvals are obtained before commencing work, minimizing the likelihood of accidents or incidents.</p> <p>To empower employees and encourage a culture of safety, Ramky has implemented a Suggestion/ Complaint Box. This provides a confidential avenue for workers to report work-related hazards, share safety suggestions, or voice any concerns they may have.</p>
d)	Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)	Ramky prioritizes employee health with regular health check-ups conducted at both work sites and the corporate office. This proactive approach ensures early detection and prompt intervention for any potential health issues, contributing to a safe and productive workforce

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

Safety Incident/Number	Category	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	2
High consequence work-related injury or ill-health (excluding fatalities) Including in the contract workforce	Employees	0	0
	Workers	0	0

12. **Measures to ensure a safe and healthy workplace:**

Describe the measures taken by the entity to ensure a safe and healthy workplace.
<p>Ramky prioritizes the safety and well-being of its workforce by maintaining a safe and healthy workplace. They achieve this through several initiatives. Firstly, all staff and workers undergo site safety inductions to familiarize themselves with site-specific hazards and safety protocols. Toolbox Talks are conducted before work starts to reinforce safety awareness and discuss specific safety topics. Hazard Identification and Risk Assessment (HIRA) is employed for critical activities to identify potential hazards and assess associated risks.</p> <p>Ramky also organizes regular medical health check-up camps to monitor the health of their staff and workers and enable early detection of any health issues. Routine housekeeping, pest control, fogging, water test reports, sanitation facilities, and regular health check-ups by first aiders are prioritized for a clean and hygienic work environment</p> <p>Proper documentation is maintained, including records of safety inductions, Toolbox Talks, HIRA assessments, medical check-ups, and maintenance activities, ensuring compliance and serving as a reference for future audits or evaluations. Through these comprehensive measures and proper documentation, Ramky ensures the safety, well-being, and compliance of its workforce in the workplace.</p>

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

	FY 2023-24 (Current Financial Year)			FY 2022-23 (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	0	0	NA	0	0	NA
Health & Safety	0	0	NA	0	0	NA

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%

**The assessment has been carried out in-house by the Company.**

15. **Corrective Actions:**

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.	Ramky has implemented a continual improvement process to address safety concerns. This involves conducting internal and external trainings to enhance safety culture and promote a uniform working environment. Through these initiatives, Ramky strives to improve overall safety practices and ensure consistency throughout the organization.
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## PRINCIPLE 4: BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS



### A) ESSENTIAL INDICATORS:

#### 1. Identification of stakeholders group:

Describe the processes for identifying key stakeholder groups of the entity	<p>Ramky has developed a Stakeholder Engagement Framework for identification of Stakeholders. In line with this framework, the stakeholder identification process at the Company considers the following scope in identifying the stakeholders:</p> <ul style="list-style-type: none"> <li>• Dependency – groups or individuals who are directly or indirectly dependent on the organisation’s activities, products or services and associated performance, or on whom the organisation is dependent in order to operate.</li> <li>• Responsibility – groups or individuals to whom the organisation has, or in the future may have, legal, commercial, operational or ethical/moral responsibilities.</li> <li>• Attention – groups or individuals who need immediate attention from the organisation about financial, wider economic, social or environmental issues.</li> <li>• Influence – groups or individuals who can have an impact on the organisations or a stakeholder’s strategic or operational decision-making.</li> <li>• Diverse perspectives – groups or individuals whose different views can lead to a new understanding of the situation and the identification of opportunities for action that may not otherwise occur.</li> </ul>
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#### 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
Shareholders & Investors	No	<ul style="list-style-type: none"> <li>• Annual General Meeting,</li> <li>• Shareholder meets,</li> <li>• Email,</li> <li>• Stock Exchange (SE) intimations,</li> <li>• Investor/analysts meet/ conference calls,</li> <li>• annual report, quarterly results, media releases and</li> <li>• Company’s website</li> </ul>	Quarterly, Half yearly and annually	Share price appreciation, dividends, profitability and financial stability, robust ESG practices, risks, growth prospects.
Government/ Regulatory authorities	No	<ul style="list-style-type: none"> <li>• Reporting / Filings.</li> <li>• Submissions/Applications.</li> <li>• Industry forum meets.</li> <li>• Representations in person</li> <li>• Attending Workshops conducted by the authorities.</li> </ul>	On periodical basis as provided under relevant legislations	In relation to Compliances with applicable laws, Industry concerns, changes in regulatory frameworks, skill and capacity building, employment.
Employees	No	<ul style="list-style-type: none"> <li>• Interactive meetings,</li> <li>• Development programmes webinar.</li> </ul>	On regular basis	To provide open forum to employees and resolve their grievances, communicate, and keep them updated
Board of Directors	No	<ul style="list-style-type: none"> <li>• Board Meetings,</li> <li>• Committee Meetings and briefings / familiarity programmes</li> </ul>	On regular basis	To review the performance of the company

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/ Workers	No	<ul style="list-style-type: none"> <li>Emails</li> <li>Team Engagement</li> <li>Website</li> <li>Engagement through Health Programs</li> <li>Notice Board.</li> </ul>	Periodically	<ul style="list-style-type: none"> <li>Empowered and engaged workforce drives to achieving business targets and serve as a key for successful business</li> <li>Satisfied and motivated talent have higher productivity</li> <li>Right Talent gives a competitive advantage.</li> <li>Career management and growth prospects.</li> <li>Work culture, health and safety matters.</li> </ul>
Professional & Consultants	No	<ul style="list-style-type: none"> <li>Reports</li> <li>Legal Opinions</li> </ul>	On periodical basis	Compliance to legal requirements, advice on business, legal, tax and environment etc related issues.
Local communities	No	<ul style="list-style-type: none"> <li>Meetings and briefings,</li> <li>Partnership in community</li> <li>Training and Workshops,</li> <li>Impact Assessments, Social Media.</li> </ul>	Need basis	Need assessment for CSR, Reviews and Addressing Grievances, community development, education/skill development, and livelihood support
Contractor	No	<ul style="list-style-type: none"> <li>Email,</li> <li>Telephone</li> <li>Interactive Meetings</li> </ul>	On periodical basis	To ensure that project remains on focus desired results and to make meaningful contribution to avoid the projects being derailed.

## PRINCIPLE 5: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS



### A) ESSENTIAL INDICATORS:

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

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	1054	1054	100%	874	874	100%
Other than permanent	0	0	-	0	0	-
<b>Total Employees</b>	<b>1054</b>	<b>1054</b>	<b>100%</b>	<b>874</b>	<b>874</b>	<b>100%</b>
<b>Workers</b>						
Permanent	0	0	-	0	0	-
Other than permanent	0	0	-	0	0	-
<b>Total Workers</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>0</b>	<b>0</b>	<b>-</b>

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

Category	FY 2023-24 (Current Financial Year)					FY 2022-23 (Previous Financial Year)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent										
Male	997	0	-	997	100%	839	0	-	839	100%
Female	57	0	-	57	100%	35	0	-	35	100%
Other than Permanent								-		
Male	0	0	-	0	-	0	0	-	0	-
Female	0	0	-	0	-	0	0	-	0	-
Workers										
Permanent										
Male	0	0	-	0	-	0	0	-	0	-
Female	0	0	-	0	-	0	0	-	0	-
Other than Permanent										
Male	0	0	-	0	-	0	0	-	0	-
Female	0	0	-	0	-	0	0	-	0	-

3. Details of remuneration/salary/wages:

a. Median remuneration / wages:

Category	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)*	6	NA	2	NA
Key Managerial Personnel**	4	43,81,965	0	0
Employees other than BoD and KMP	997	5,07,438	57	5,02,272
Workers	0	-	-	-

\*Directors (other than Managing Director & Whole Time Directors) are paid only sitting fees.

\*\*Key Managerial Personnel includes Managing Director, Company Secretary, Chief financial Officer and Whole Time Director

b. Gross wages paid to Female as % of total wages paid by the entity, in the following format

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Gross wages paid to females as % of total wages	4%	4.12%

4. Focal point for addressing human rights:

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)
At Ramky, the HR Department takes on the responsibility of addressing any potential human rights issues. They play a crucial role in handling and redressing such issues within the company.

5. Internal mechanisms in place to redress grievances related to human rights issues:

Describe the internal mechanisms in place to redress grievances related to human rights issues.
<p>Ramky has established internal mechanisms to effectively address grievances related to human rights issues. These mechanisms include:</p> <ul style="list-style-type: none"> <li>• <b>Dedicated HR Department:</b> The HR Department plays a key role in handling and resolving human rights concerns. Ensuring that human rights issues receive the necessary attention and action.</li> <li>• <b>Commitment to Human Rights:</b> Demonstrates Ramky's dedication to addressing human rights issues within the company and fostering a culture of respect and fairness. The HR Department, in coordination with these processes, ensures that grievances related to human rights are promptly and appropriately addressed.</li> <li>• <b>Positive Work Environment:</b> Promotes a positive and inclusive work environment through effective grievance handling.</li> </ul>

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

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (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	There were no complaints on the said parameters during the reporting period as well as the previous year.					
Discrimination at workplace						
Child Labour						
Forced Labour/Involuntary Labour						
Wages						
Other human rights related issues						

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	NIL	NIL
Complaints on POSH as a % of female employees / workers	NIL	NIL
Complaints on POSH upheld	NIL	NIL

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

<p>At Ramky, the HR Department is pivotal in ensuring complainants are protected from workplace discrimination. It includes:</p> <ul style="list-style-type: none"> <li>• <b>Protection from Discrimination:</b> The HR Department safeguards the rights of individuals who raise complaints, ensuring they face no discrimination.</li> <li>• <b>Established Mechanisms:</b> Mechanisms are in place to protect and support complainants.</li> <li>• <b>Commitment to Equality:</b> Demonstrates Ramky's commitment to a discrimination-free work environment, fostering equality and fairness.</li> <li>• <b>Proactive Complaint Handling:</b> The HR Department takes proactive steps to address complaints promptly and effectively. Provides necessary support to complainants and prevents retaliatory actions.</li> </ul>
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9. Human rights requirements forming part of your business agreements and contracts: (Yes/No).

Within our organization, human rights requirements apply up to the HR level, but do not extend to commercial contracts.

10. Assessments for the year:

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

The assessment has been carried out in-house by the Company.

11. Corrective Actions to address significant risks / concerns arising from the assessments:

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

**PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT**



A) **ESSENTIAL INDICATORS:**

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A)	-	
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumption (A+B+C)	-	-
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	-	-
From non-renewable sources		
Total electricity consumption (D)	1,68,802.86 GJ	INR 48,00,41,857**
Total fuel consumption (E)	1,998.89 GJ	
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	1,70,801.75 GJ	INR 48,00,41,857**
Total energy consumed (A+B+C+D+E+F)	1,70,801.75 GJ	INR 48,00,41,857**
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.0000084	-

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)*	0.00000037	-
Energy intensity in terms of physical output	-	-
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

The above figures includes the consumption at various sites and plants at which Ramky operate which are carried on by its contractors.

\*The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2024 and 2023 by IMF for India which is 22.401 & 22.167 respectively.

\*\*During the previous financial years under review, Ramky encountered difficulty in quantifying its electricity and fuel consumption in terms of units. Nonetheless, we have diligently maintained precise records of the expenses incurred on energy consumption during this duration.

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.

The assessment has been carried out in-house by the Company

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.

Ramky has not been identified as a designated consumer under Performance, Achieve and Trade (PAT) Scheme under the Bureau of Energy Efficiency.

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	50,34,500	51,78,400
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	50,34,500	51,78,400
Total volume of water consumption (in kilolitres)	50,34,500	51,78,400
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.0002476	0.0003989
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)*	0.000010538	0.00001799
Water intensity in terms of physical output	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

\*The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2024 and 2023 by IMF for India which is 22.401 & 22.167 respectively.

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.

The assessment has been carried out in-house by the Company

4. Provide the following details related to water discharged: NOT MEASUREABLE

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	-	-
-No treatment	-	-
-With treatment – please specify level of treatment	-	-
(ii) To Groundwater	-	-
-No treatment	-	-
-With treatment – please specify level of treatment	-	-
(iii) To Seawater	-	-
-No treatment	-	-
-With treatment – please specify level of treatment	-	-
(iv) Sent to third parties	-	-
-No treatment	-	-
-With treatment – please specify level of treatment	-	-
(v) Others	-	-
-No treatment	-	-
-With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	-	-

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.

The assessment has been carried out in-house by the Company

5. Mechanism for Zero Liquid Discharge:

Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.	Ramky operates at the site level, carrying out EPC and other civil construction projects. The installation of a zero liquid discharge facility is carried out according to the client's requirements, if specified. At the company level, we are not required to have zero liquid discharge infrastructure.
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6. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:

Parameter	Please specify unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
NOx	-	Not Applicable*	
Sox	-		
Particulate matter (PM)	-		
Persistent organic pollutants (POP)	-		
Volatile organic compounds (VOC)	-		
Hazardous air pollutants (HAP)	-		
Others – please specify	-		

\*Since Ramky does not operate in manufacturing sector and conducts its business through contractors, this point is not applicable.

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.

The assessment has been carried out in-house by the Company

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

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)*	Metric tonnes of CO <sub>2</sub> equivalent	-	-
Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)*	Metric tonnes of CO <sub>2</sub> equivalent	-	-
Total Scope 1 and Scope 2 emissions intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)*	Metric tonnes of CO <sub>2</sub> equivalent	-	-
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)*	Metric tonnes of CO <sub>2</sub> equivalent	-	-
Total Scope 1 and Scope 2 emission intensity in terms of physical output		-	-
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

\*NA- Not Assessed

**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 independent assessment has been carried out by the Company

8. Project related to reducing Green House Gas emission:

Does the entity have any project related to reducing Green House Gas emission? If yes, then provide details.	Given the nature of Ramky's business activities, the company does not produce significant greenhouse gas emissions. Currently, there are no specific projects in place focused on reducing these emissions.
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9. Provide details related to waste management by the entity, in the following format:

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	Ramky's primary waste is construction and demolition waste, which our contractors ensure compliance with all legal disposal requirements. Although we do not track waste volume, we are committed to responsible management and disposal practices.	
E-waste (B)		
Bio-medical waste (C)		
Construction and demolition waste (D)		
Battery waste (E)		
Radioactive waste (F)		
Other Hazardous waste (G)		
Used Oil (H)		
Total (A+ B + C + D + E + F + G + H)		
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	-	-
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	-	-



Waste intensity in terms of physical output	-	-
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
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	Ramky's operations primarily do not generate significant waste or engage in activities that require waste recovery through recycling, reusing, or other recovery operations. Therefore, there is no relevant data available in this regard. Our commitment lies in adhering to responsible and sustainable practices within the scope of our operations to minimize any potential environmental impact. We continuously strive to promote environmental consciousness and encourage our employees and stakeholders to adopt eco-friendly practices in their day-to-day activities.	
(ii) Re-used		
(iii) Other recovery operations		
Total		
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	Ramky does not operate in manufacturing sector and conducts its business through contractors and hence do not generate significant waste that requires specific disposal methods such as incineration, landfilling, or other disposal operations.	
(ii) Landfilling		
(iii) Other disposal operations		
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 independent assessment has been carried out by the Company**

**10. Waste management practices adopted in the establishment:**

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.	<p>Given that Ramky is solely engaged into Construction services, it does not partake in any manufacturing processes. However, the Company upholds sustainable waste management practices to ensure proper disposal of generated waste.</p> <p>a) <u>E-waste, Plastic and Battery waste</u> - The Company facilitates the transportation of plastic waste to local vendors for processing and disposal. Ensuring the proper handling of E-Waste is crucial, both for security purposes and environmental considerations. Consequently, computers and associated accessories are delivered to vendors or certified disposal agencies. To track the quantity of battery waste collected, disposed of, and recycled, the Company has implemented a reporting and monitoring system.</p> <p>b) <u>Hazardous Waste</u> - As a Construction Company, our operations do not involve the use of hazardous or toxic chemicals, and as a result, we do not generate any such waste.</p> <p>c) <u>Other waste</u> - Given the nature of the Company's business, other forms of waste are not applicable.</p>
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**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:**

S. No	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
	Ramky does not possess any facilities in or near ecologically sensitive areas, and therefore, no special environmental clearances are mandated.		

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

S. No.	Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
	Considering the nature of the Company's operations, the requirement of conducting an Environmental Impact Assessment (EIA) as mandated by The Ministry of Environment, Forests and Climate Change (MoEFCC) does not apply to the Company.					

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:

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
-	-	-	-	-

PRINCIPLE 7: BUSINESSES, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT



A) **ESSENTIAL INDICATORS:**

1. A) Affiliations with trade and industry chambers/ associations:

Number of affiliations with trade and industry chambers/ associations.	Ramky Infrastructure Limited has no affiliations with any trade and industry chambers/associations.
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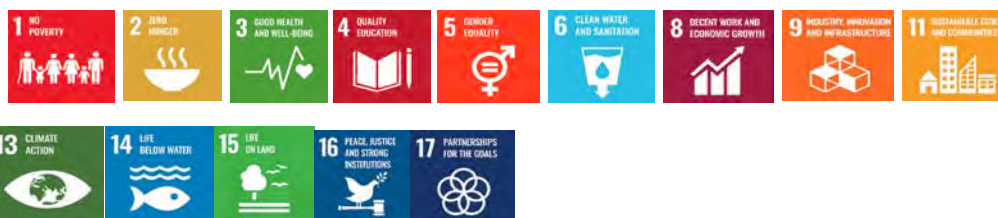
B) List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to:

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/ National)
-	-	-

2. Provide details of corrective action taken or underway on any issues related to anticompetitive conduct by the entity, based on adverse orders from regulatory authorities:

Name of authority	Brief of the case	Corrective action taken
-		

PRINCIPLE 8: BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT



**A) 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
This section is not applicable to Ramky as there were no projects that required SIA to be undertaken under Law.					

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
This section is not applicable to Ramky as there were no projects that required Rehabilitation and Resettlement (R&R).						

3. Community redressal mechanism:

<b>Describe the mechanisms to receive and redress grievances of the community.</b>
<b>The company has implemented a mechanism where local employees regularly engage with community members to identify and address any concerns. The community can directly communicate and raise issues as needed.</b>

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

Category	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	8.23*	100%*
Sourced directly from within India	100%	100%

\*During the financial year 2023-24, 8.23% of the total purchases have been sourced from MSME. Further, during the financial year 2022-23, ₹1,811.14 million of the MSME purchases have been made directly from them without any intermediary.

5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost.

Location	FY 2023-2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
Rural	0	0
Semi- Urban	0	0
Urban*	100%	100%
Metropolitan	0	0

\*All our major projects are in and around Hyderabad and Bangalore. So Nearly 100% of our workforce is in Urban areas.

**PRINCIPLE 9: BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER**



**A) ESSENTIAL INDICATORS:**

**1. Consumer Complaints and feedback:**

Describe the mechanisms in place to receive and respond to consumer complaints and feedback
Ramky has a robust mechanism for addressing consumer complaints, emphasizing prompt and effective resolution. Complaints are assigned to a dedicated, trained team specialized in handling such issues. The company maintains open communication with customers, providing regular updates and progress reports. Ramky is committed to finding amicable solutions and ensuring high customer satisfaction.

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

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

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

Category	FY 2023-24 (Current Financial Year)		Remarks	FY 2022-23 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	-	0	0	-
Delivery of essential services	0	0	-	0	0	-
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-
Other	0	0	-	0	0	-

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

Particulars	Number	Reasons for recall
Voluntary recalls	0	Not Applicable
Forced recalls	0	Not Applicable

**5. Cyber security policy:**

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, we have a framework in place to address cyber security and data privacy risks. The policy outlines various methods, including access control, virus prevention, intrusion detection, data backups, authentication, monitoring, and review, to ensure data security within the organization. The policy also includes guidelines to protect data integrity based on data classification and secure the organization's information systems. Web-link: <a href="https://ramkyinfrastructure.com/docs/pdf/investordesks/data_privacy_policy.pdf">https://ramkyinfrastructure.com/docs/pdf/investordesks/data_privacy_policy.pdf</a>

## 6. Corrective Actions:

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

This section is not applicable to the Company as there have been no reported incidents of such issues till date.

## 7. Provide the following information relating to data breaches:

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

For and on behalf of the Board of  
**RAMKY INFRASTRUCTURE LIMITED**

Place: Hyderabad  
Date : 13.08.2024

Sd/-  
**Y.R. NAGARAJA**  
Managing Director  
DIN: 00009810

Sd/-  
**ESHWAR REDDY PURMANDLA**  
Director  
DIN: 01892327