

# Business Responsibility & Sustainability Reporting (BRSR)

## SECTION A: GENERAL DISCLOSURES

### I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity	U31401MH2007PLC167669
2. Name of the Entity	ideaForge Technology Limited
3. Year of Incorporation	2007
4. Registered office address	EL-146, T.T.C. Industrial Area, M.I.D.C. Mahape, Navi Mumbai - 400 710. Maharashtra (India).
5. Corporate address	Unit 702, Q2 Bldg, Aurum Q Parc, Ghansoli, Navi Mumbai - 400 710
6. E-mail	<a href="mailto:compliance@ideaforgetech.com">compliance@ideaforgetech.com</a>
7. Telephone	022-67871000
8. Website	<a href="http://www.ideaforgetech.com">www.ideaforgetech.com</a>
9. Financial year for which reporting is being done	2023-24
10. Name of the Stock Exchange(s) where shares are listed	BSE Limited and National Stock Exchange of India Limited
11. Paid-up Capital	INR 42,88,53,220
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Ms. Sonam Gupta - Company Secretary & Compliance Officer <a href="mailto:compliance@ideaforgetech.com">compliance@ideaforgetech.com</a> Tel. No: +91 (22) 6787 1000
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).	Disclosures made in this report are on a standalone basis and pertain to ideaForge Technology Limited and its offices across India and manufacturing facility in Maharashtra, India
14. Name of assurance provider	Assurance is not mandatory and has not been take up for the financial year 2023-2024.
15. Type of assurance obtained	Not Applicable

### II. Products/services

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

SL. No.	Description of Main Activity	Description of Business Activity	% Of Turnover of the Entity (FY 2023-24)
1.	Manufacturing Unmanned Aerial Vehicle (UAV),	Hardware manufactures and assembly of Unmanned Aerial Vehicles (UAVs) and its components such as payloads, batteries, chargers, and communication systems.	88%
2.	Unmanned Aerial Systems (UAS)	Software and embedded sub-systems, which includes the Ground control station (GCS) software and autopilot sub-systems	12%
3.	Solution Applications	Applications for surveillance, mapping, and surveying	

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

SL. No.	Product/Service	NIC Code	% Of Total Turnover Contributed
1.	Unmanned Aerial Vehicle and Unmanned Aerial Systems	26515	88%
2.	Solution Applications	62013	12%

### III. Operations

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

Location	Number of operational locations	Number of offices	Total
National	1	6	7
International	0	1	1

#### 19. Markets served by the entity:

##### a. Number of locations

Locations	Number
National (No. of States)	28 states & 8 Union Territories
International (No. of Countries)	3 Countries (Bhutan, Nigeria, US)

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

In the financial year 2023-24, less than 1% of turnover was from exports outside India.

##### c. A brief on types of customers

ideaForge is licensed manufacturer of UAVs. Our UAVs are used for surveillance, surveying and mapping, inspections. Our main customers are enterprises, both private and public, including government entities both central and state government agencies, state police departments, disaster management forces and forest departments. The Company is a market leader in the Indian Unmanned Aircraft Systems. ideaForge had the largest operational deployment of indigenous UAVs across India and ranked as 5<sup>th</sup> global dual category (civil & defence) drone manufacturer by Drone Industry Insights (DII). ideaForge is expanding internationally, supplying drones to customers in Southeast Asia, Africa, and other regions.

### IV. Employees

#### 20. 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)	413	354	85.71%	59	14.29%
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total employees (D + E)	413	354	85.71%	59	14.29%
Workers						
4.	Permanent (F)	-	-	-	-	-
5.	Other than Permanent (G)	254	162	63.78%	92	36.22%
6.	Total employees (F + G)	254	162	63.78%	92	36.22%

## b. Differently abled Employees:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Employees						
1.	Permanent (D)	1	1	100%	-	-
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total employees (D + E)	1	1	100%	-	-

## c. Differently abled Workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Workers						
1.	Permanent (D)					
2.	Other than Permanent (E)		There are no differently abled workers.			
3.	Total employees (D + E)					

## 21. Participation/Inclusion/Representation of women

Category	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	8	1	13%
Key Management Personnel (KMP)	6	1	17%

## 22. Turnover rate for permanent employees and workers

Category	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	11.3%	3.5%	14.8%	14.3%	2.2%	16.5%	22.5%	3.3%	25.8%
Permanent Workers	-	-	-	-	-	-	-	-	-

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

## 23. (a) 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	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	ideaForge Technology Inc	Subsidiary	100%	No

## VI. CSR Details

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

Sr No.	Particulars	Details (In Million)
(i)	Turnover (FY 2023-24)	3170.15
(ii)	Net worth (FY 2023-24)	6631.83

## VII. 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)	FY 2023-24			FY 2022-23		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	-	-	-	-	-	-
Investors (other than shareholders)	Yes	-	-	-	-	-	-
Shareholders	Yes	1297	-	All the complaints were resolved before the end of the financial year 2023-2024.	15	-	All the complaints were resolved before the end of the financial year 2022-2023.
Employees and workers	Yes	-	-	-	-	-	-
Customers	Yes	730	63	All the complaints will be resolved as per the standard agreed timeline.	676	132	All the complaints will be resolved as per the standard agreed timeline.
Value Chain Partners	Yes	-	-	-	-	-	-
Other (please specify)	-	-	-	-	-	-	-

ideaForge has well established policies Grievance Redressal processes and policies in place. Policies such as Whistle blower Policy, Grievance Redressal Policy and Customer care Policy detail out processes for any grievances from different Stakeholder groups. The policies can be found at this link.

## 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:

Sr. No.	Material issues identified	Indicate Risk/ Opportunity	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implication of the risk or opportunity (Indicate positive/ negative implications)
1	Product Safety & Quality	Risk & Opportunity	Product Safety is one of the most important aspects of our business. Issues such as accidents, malfunctions, and liability concerns can arise from product flaws can affect the growth and safety of our products. Any regulation violations could also affect the product design and use.	<p>ideaForge has taken steps to ensure product safety through continuous research, development, and testing. Every UAV manufactured is tested and certified by the Production Team.</p> <p>ideaForge Quality Control plans have defined all Product Safety related checkpoints to ensure the right quality product is manufactured, tested, and shipped to the customer.</p> <p>There are multiple Quality inspection stages that are defined to ensure the product safety including Product Quality line, Incoming Goods inspection, In-process Quality Inspection, Final Quality Inspection, Out Box Audit. ISO and AS9110 Audits are also conducted externally.</p>	<p><b>Negative-</b> Product Safety issues can have a negative impact affecting the brand reputation</p> <p><b>Positive -</b> Better process for Product manufacturing and testing will have a positive impact on the business</p>
2	Labor Practices & Supply Chain	Risk & Opportunity	Labour standards and potential disruptions in the supply chain pose risks and opportunities. Worker safety, training, fair wages, focus on sustainable and ethical sourcing.	<p>ideaForge has taken steps to ensure all Labour standards are met. The Company has detailed internal policies and processes.</p> <p>These include HR policy, Diversity Inclusion and Equal Opportunity Policy. This strengthens the Labour practices and employee well-being.</p> <p>For the supply chain aspects - ideaForge has taken up a Sustainable Supply Chain &amp; Responsible Sourcing Policy.</p> <p>This ensures ethical standards are followed across the supply chain and procurement practices.</p> <p>Health &amp; Safety is also prioritized by ideaForge and steps are taken to ensure any incidents are reported and addressed.</p> <p>The Company follows a systematic approach towards Hazard Identification and Risk Assessment (HIRA) to identify work-related hazards.</p>	<p><b>Negative -</b> Production delays can have a direct impact on revenue.</p> <p><b>Positive -</b> Improved worker morale, brand reputation, supply chain resiliency can have a positive impact on the business.</p>

Sr. No.	Material issues identified	Indicate Risk/ Opportunity	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implication of the risk or opportunity (Indicate positive/ negative implications)
3	Environmental Impacts from Production	Risk & Opportunity	<p>High Waste generation, energy consumption and resource use in the manufacturing process could lead to environmental damage.</p> <p>This is a huge risk to the business. However, this also offers an opportunity to showcase a commitment to reducing environmental impacts arising from manufacturing processes.</p>	<p>ideaForge has taken steps for sustainable sourcing and conducts review of suppliers across environmental aspects.</p> <p>This helps in understanding and addressing any environmental risk from the suppliers.</p> <p>ideaForge has implemented specific measures for sustainable sourcing and regulatory compliance during supplier onboarding, audits, conducting regular reviews based on environmental standards.</p> <p>This approach helps identify and address any environmental risks linked to suppliers and resources.</p> <p>The Company has actively taken steps towards waste management in line with CPCB regulations and State Pollution Control Boards. All the waste is disposed through authorized vendors.</p> <p>The Company looks to reduce waste generation from its operations in the coming years.</p> <p>The Company has taken steps for energy efficiency initiatives across its manufacturing units. LEDs were installed to increase the energy efficiency. ideaForge has also installed motion sensors lights in common passage and stairs case, this has resulted in reduction of electricity consumption.</p> <p>The Company has also started monitoring the Scope 1,2 and 3 emissions for the financial year 2023-2024, to understand the baseline emissions.</p>	<p><b>Negative-</b> Increased operating costs can have a negative impact on the business.</p> <p><b>Positive-</b> Reducing the impacts on the environment can create a better brand image and improve environmental management.</p>

Sr. No.	Material issues identified	Indicate Risk/ Opportunity	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implication of the risk or opportunity (Indicate positive/ negative implications)
4	Data Privacy and Security	Risk	Data Security is most important for the business as any unauthorized data access and misuse, can affect the company and its operations. This can also affect the data collected by the UAV which could be potentially sensitive in nature.	ideaForge has established a strong policy towards Information security risk management, data protection and privacy.  These policies cover risk identification, assessment, and mitigation measures/ safeguards in place.  The Data protection policy covers data access, sharing, protection and procedures in place.	<b>Negative</b> – Any data privacy or security issues can have regulatory fines and reputational damage.  <b>Positive</b> – Better data security measures can help improve customer trust
5	Customer Satisfaction and Retention	Risk & Opportunity	Customer satisfaction and loyalty is an important factor for the business to be successful and uphold brand position in the market.  This can help grow the business as well as affect the reputation of the Company.  This is also an opportunity for the Company to showcase customer satisfaction from effective customer management processes.	The Company has robust mechanisms to receive and respond to customer complaints including, Customer Support Center (CSS) phone numbers and emails.  All grievances are tracked and addressed. Apart from this the Company also has field teams to provide support for any technical repairs and to gather customer feedback. This ensures the best services to all customers.	<b>Negative</b> – Decreased customer satisfaction can have a reputational damage <b>Positive</b> – Improved customer satisfaction measures can increase trust and brand loyalty
6	Community Relations	Risk & Opportunity	Impact from operations on the community.  Opportunity for job creation and economic development	The Company has a CSR team and proactively complies to the requirements of CSR.  For this financial year the Company has taken up a variety of activities partnering with NGOs for Quality Education, Health and Well-being across Maharashtra.  This helps in development of surrounding communities and improving their quality of life.	<b>Negative</b> – No community development can have a bad reputational damage for the Company.  <b>Positive</b> – Improved Community Relations will create a positive brand image for the Company.

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

S. No.	Principle Description	Reference of Policies /Procedure/Standard
P1	Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.	<ul style="list-style-type: none"> <li>• Code of Conduct of Board and Senior Management</li> <li>• Code of Conduct to Regulate Monitor and Report Trading by Insiders</li> <li>• Dividend Distribution Policy</li> <li>• Nomination Remuneration</li> <li>• Vigil Mechanism</li> <li>• Risk Management</li> <li>• Prevention of Sexual Harassment at Workplace</li> <li>• Policy and procedure for inquiry in case of leak of unpublished price sensitive information or suspected leak of unpublished price sensitive information</li> <li>• Plan for orderly succession for appointment of directors and senior management</li> <li>• Familiarization programme for independent directors</li> <li>• The diversity of board of directors</li> <li>• Preservation of documents and archival of website disclosures</li> <li>• Determination of material events and information</li> <li>• Terms of Appointment of Independent director</li> <li>• Anti-bribery policy and Anti-corruption policy</li> </ul>
P2	Businesses should provide goods and services in a manner that is sustainable and safe	<ul style="list-style-type: none"> <li>• Product Stewardship Policy</li> <li>• Policy on Sustainable Supply Chain and Responsible Sourcing</li> <li>• Business Continuity &amp; Disaster Management</li> </ul>
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains	<ul style="list-style-type: none"> <li>• Vigil Mechanism</li> <li>• Prevention of Sexual Harassment at Workplace</li> <li>• Equal Opportunity Policy</li> <li>• Diversity and Inclusion Policy</li> <li>• Health and Safety Policy</li> <li>• HR Policy</li> </ul>
P4	Businesses should respect the interests of and be responsive to all its stakeholders	<ul style="list-style-type: none"> <li>• Corporate Social Responsibility</li> <li>• Stakeholder Engagement Policy</li> </ul>
P5	Businesses should respect and promote human rights	<ul style="list-style-type: none"> <li>• Vigil Mechanism</li> <li>• Prevention of Sexual Harassment at Workplace</li> <li>• Human Rights Policy</li> </ul>
P6	Businesses should respect and make efforts to protect and restore the environment	<ul style="list-style-type: none"> <li>• Policy on Sustainable Supply Chain and Responsible Sourcing</li> <li>• Business Continuity &amp; Disaster Management</li> <li>• ESG Policy</li> </ul>
P7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent	<ul style="list-style-type: none"> <li>• Customer Care Policy</li> <li>• Grievance Redressal Policy</li> <li>• Stakeholder Engagement Policy</li> </ul>



S. No.	Principle Description	Reference of Policies /Procedure/Standard
P8	Businesses should promote inclusive growth and equitable development	<ul style="list-style-type: none"> <li>ESG Policy</li> <li>Corporate Social Responsibility</li> </ul>
P9	Businesses should engage with and provide value to their consumers in a responsible manner	<ul style="list-style-type: none"> <li>Customer Care Policy</li> <li>Grievance Redressal Policy</li> </ul>

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</b>									
<b>1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)</b>	Y	Y	Y	Y	Y	Y	Y	Y	Y
<b>b. Has the policy been approved by the Board? (Yes/No)</b>	Y	Y	Y	Y	Y	Y	Y	Y	Y
<b>c. Web Link of the Policies, if available</b>	Web Link to Policies								
<b>2. Whether the entity has translated the policy into procedures. (Yes / No)</b>	Y	Y	Y	Y	Y	Y	Y	Y	Y
<b>3. Do the enlisted policies extend to your value chain partners? (Yes/No)</b>	Y	Y	Y	Y	Y	Y	Y	Y	Y
<b>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) mapped to each principle.</b>	<ul style="list-style-type: none"> <li>The Company has in place: ISO 45001:2018; ISO 27001:2022</li> <li>Great Place to Work Certification</li> <li>DGCA certification</li> </ul>								
<b>5. Specific commitments, goals and targets set by the entity with defined timelines, if any.</b>	<p>As this is the first year of ESG implementation, the Company has initiated the process to understand the baseline ESG KPIs values across operations and take up goals for the upcoming years.</p> <p>For this financial year the Company has started tracking ESG KPIs such as greenhouse gas emissions, energy consumption, waste generation, water consumption, wastewater generation etc.</p> <p>The Company looks to align ESG initiatives with business objectives and develop an effective ESG strategy.</p>								
<b>6. Performance of the entity against specific commitments, goals, and targets along with reasons in case the same are not met.</b>	<p>The Company has initiated the is process to understand the baseline ESG KPIs values across operations and take up goals for the upcoming years. In this regard the Company will take up performance against the specific commitments, goals, and targets in the coming year.</p>								

## 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)

We are happy to highlight our commitment to the BRSR principles and showcase our progress on ESG.

ideaForge is dedicated to integrating sustainability into our core business operations, prioritizing ethical business practices, monitoring ESG KPIs and ensuring community engagement.

During the reporting period, we achieved milestones including monitoring various ESG KPIs, including Scope 1, 2, and 3 emissions, waste generation and water consumption.

Apart from this we have also identified material risks and opportunities across ESG that specific to our business. We have also placed emphasis on engaging with the communities through our CSR initiatives.

Looking ahead, we aim to address challenges like supply chain resilience, resource efficiency and various steps towards our ESG maturity through innovation, collaboration, and stakeholder engagement.

In summary, our approach underscores transparency, accountability, and value creation for all stakeholders as we continue our sustainability journey.

<b>8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy/policies.</b>	The CEO is the ultimate authority for implementing and overseeing Business Responsibility & Sustainability Policies, with the guidance of the Board of Directors.
<b>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.</b>	No, at present there is no separate committee for decision making on sustainability related issues of the Company.

### 10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/Any other Committee									Frequency (Annually/Half yearly/Quarterly/ Any other—please specify)								
	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P
	1	2	3	4	5	6	7	8	9	1	2	3	4	5	6	7	8	9
<b>Performance against above policies and follow up action</b>	As this is the first year of implementation for many policies, no performance review or follow up action has been carried out yet.									Performance review and follow up actions will be carried out as required and detailed in the policies.								
<b>Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances</b>	The company is in Compliance with all statutory requirements.									Throughout the year								
<b>11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>
	1	2	3	4	5	6	7	8	9	At present no independent assessment/ evaluation of the working of policies was carried out by any external agency. The Company will look to take this up in the coming years.								

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

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

All policies are in line with all BRSR principles. The company has taken active steps to ensure all policies are created in line with BRSR and responsible business conduct. More details can be found in this link.

**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 who aspire to progress to a higher level in their quest to be socially, environmentally, and ethically responsible.

**I. Principle 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable****Essential Indicators****1. Percentage coverage by training and awareness programmes on any of the principles during the financial year:**

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors (BoD)	1	Familiarization Programme for Board Members, Code of Conduct and other policies, ideaForge's focus on sustainability	100%
Key Managerial Personnel (KMP)	1	Code of Conduct and other policies, ideaForge's focus on sustainability	100%
Employees other than BoD and KMPs	30	Effective Communication, Presentation Skills, Product Safety, Performance Management Programme, Process Certification, POSH, Experience Design, Managerial Effectiveness, Insider Trading Familiarization, Drone Regulations, GPS Fundamentals	100%
Workers	36	Product safety, FOD, MTS, PCB, Soldering, Welding, Code of conduct, 5S, Kaizen	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):**

There are no fines or penalties paid with regulators/legal entities in this financial year.

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 institution
DGCA vide Demand Notice dated September 20, 2023 has imposed a penalty of INR 1,00,000/- in exercise of the powers conferred under Rule 50 of the Drone Rules 2021. The said penalty was imposed as in their view, the Company failed to comply with Rule 17 of the Drone Rules 2021.	<p>On October 18, 2023, the Company had filed an appeal to the Ministry of Civil Aviation (MoCA) against the order passed by DGCA imposing penalty of INR 1,00,000/-</p> <p>The Company was given an opportunity to appear in person before the MoCA on March 21, 2024. The MoCA has passed the order on March 26, 2024, and reduced the penalty from INR 1,00,000/- to INR 10,000/- Based on this, the Company had deposited the penalty of INR 10,000/- against the Demand Notice dated September 20, 2023, from DGCA. The Order from DGCA stands withdrawn.</p> <p>In this regard at present there are no cases where there is any monetary or non-monetary action that has been appealed.</p>

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

The Company has a Policy on anti-corruption and anti-bribery (ABAC). This Policy applies to All Directors, Employees and stakeholders.

The ABAC Policy defines corruption and bribery and details a strong commitment with zero-tolerance to any Bribery, Facilitation Payments, Improper Use of Company Funds or Assets, Conflict of Interest, Gifts, Entertainment, and Hospitality and Political Contributions and consequence of the same.

For any Whistle Blower, all Protected Disclosures should be addressed to the Vigilance Committee or to the Chairman of the Audit Committee. The committee members will carry out an investigation if needed. The Audit Committee members, if deems fit, may call for further information or particulars from the complainant or give requisite directions to the Vigilance Committee. More details can be found in this link: [https://ideaforgetech.com/uploads/Other/VigilMechanismPolicy\(2\).pdf](https://ideaforgetech.com/uploads/Other/VigilMechanismPolicy(2).pdf)

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

There are no directors/KMP/employees against whom disciplinary actions was taken by any agency in view of bribery/corruption.

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

There are complaints received in relation to issues of Conflict of Interest with respect to directors/KMP.

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.

As there were no complaints received with respect to conflict of interest in the past 2 financial years, there has been no need for corrective action on matters pertaining to fines/penalty/activity taken by regulators/law enforcement agencies/judicial institutions.

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

	FY 2023-24	FY 2022-23
Number of days of accounts payables	51 days	53 days

## 9. Open-ness of business

Provide details of concentration of purchases 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 2023-24	FY 2022-23
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	72%	55%
	b. Number of trading houses where purchases are made from	60	58
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	74%	73%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	16%	23%
	b. Number of dealers / distributors to whom sales are made	24	48
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	16%	21%
Share of Related Party Transactions in	a. Purchases (Purchases with related parties / Total Purchases)	Nil	Nil
	b. Sales (Sales to related parties / Total Sales)	0.34%	Nil
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	Nil	Nil
	d. Investments (Investments in related parties / Total Investments made)	Nil	Nil

## II. 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.

	FY 2023-24	FY 2022-23	Details of improvements in environmental and social impacts
<b>R&amp;D</b>	20%	-	<ul style="list-style-type: none"> <li>Development of Surveillance Payloads for Forestry and Natural Habitat's Monitoring to protect Environment.</li> <li>Development of Multispectral Payloads for Agriculture Plant Health Monitoring and Precision Agriculture</li> <li>Mapping of Agricultural Land for Up-to-Date Land Records, Railway Track Mapping, Urban Planning &amp; Property Tax Collection, Urban Traffic Management etc.</li> <li>Development of drones for Public Safety (during elections &amp; riots in the city, locate missing people/ suspects, bridge inspection etc.)</li> <li>Development of advanced features such as 20% longer endurance (flight times), improved stability during night and adverse weather conditions (e.g fog and rain).</li> </ul>
<b>Capex</b>	10%	-	Necessary infrastructure related investments to the above R&D initiatives.

Note: The Company has started tracking the R&D investments in specific technologies to improve the environmental and social impacts of product from the financial year 2023-2024

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

Yes, ideaForge has a Policy on Sustainable Supply Chain and Responsible Sourcing. This Policy and procedures aims to integrate ESG across Suppliers. This would help strengthen the ESG practices across the supply chain.

ideaForge also conducts an internal annual audit of suppliers across ESG aspects during the supplier on-boarding process. At present we are not tracking the percentage of inputs were sourced sustainably and will look to track this in the coming years.

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.
- E-Waste - ideaForge has partnered with a Producer Responsibility Organization who will support in the channelization of e-waste from end customer for any used products to the recycling/dismantling premises, through the establishment of collection centers. This is done with the support of registered recyclers for collection and disposal of waste.
  - Plastic Waste, Hazardous and other waste – The Company does not have any process to safely reclaim and recycle these wastes at the end of life.
4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

Yes, Extended Producer Responsibility (EPR) is applicable in the three categories i.e. plastic waste, battery waste and E-waste. ideaForge has registered as an EPR for Battery and E-wastes and the waste collection plan is in line with the EPR plan submitted to CPCB. ideaForge is also in process of registration of Plastic waste as an importer and brand owner category. The Company continuously monitors the disposal of plastic, battery and electronics waste. The facility continues to monitor the generation of plastic, battery and electronics waste and dispose of the same according to the Pollution Control Board (PCB) rules.

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

#### Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number	%	Number	%	Number	%	Number	%	Number	%
		(B)	(B/A)	(C)	(C/A)	(D)	(D/A)	(E)	(E/A)	(F)	(F/A)
Permanent Employees											
Male	354	354	100%	354	100%	-	-	354	100%	354	100%
Female	59	59	100%	59	100%	59	100%	-	-	59	100%
Total	413	413	100%	413	100%	59	100%	354	100%	413	100%
Other than Permanent Employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

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

Category	% of workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number	%	Number	%	Number	%	Number	%	Number	%
		(B)	(B/A)	(C)	(C/A)	(D)	(D/A)	(E)	(E/A)	(F)	(F/A)
Permanent Workers											
Male											
Female	The Company does not have permanent workers										
Total											
Other than Permanent Workers											
Male	162	162	100%	162	100%	-	-	-	-	162	100%
Female	92	92	100%	92	100%	92	100%	-	-	92	100%
Total	254	254	100%	254	100%	254	100%	-	-	254	100%

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

	FY 2023-24	FY 2022-23
Cost incurred on well- being measures as a % of total revenue of the company	0.83%	0.81%

- d. Details of retirement benefits.

Benefits	FY 2023-24			FY 2022-23		
	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%	-	Y	100%	-	Y
Gratuity	100%	-	Y	100%	-	Y
ESI	100%	-	Y	100%	-	Y
Others	-	-	-	-	-	-

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

The number of differently abled employees and workers across ideaForge are very less. ideaForge has provisions of wheels and rims for disabled employees at its offices and manufacturing facilities and offices.

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

Yes. ideaForge is committed to upholding the principles of equal opportunity and inclusivity in our workplace. Our equal opportunity policy outlines our commitment to creating a supportive and accessible work environment for all employees. ideaForge is committed to providing equal opportunities without any discrimination on the grounds of age, color, disability, origin, nationality, religion, race, gender or sexual orientation. Our zero-tolerance stance extends to any form of verbal or physical harassment related to these aspects. Additionally, ideaForge is dedicated to creating a safe and diverse work environment for all employees. We ensure absolute impartiality in all employment-related decisions, including recruitment, development, and retention. The equal opportunity policy can be found at this link.

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%	NA	NA
Female	100%	100%	NA	NA
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>NA</b>	<b>NA</b>

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

Permanent workers	Not Applicable
Other than permanent workers	Yes. ideaForge has established a Grievance Redressal Policy that provides a framework to ensure all Employees and Workers are treated equally. All complaints are dealt within appropriate time frame. The Policy provides the process for any employee/worker to raise a grievance and details of procedure for resolution. More details can be found at this link.
Permanent employee	
Other than permanent employee	Not Applicable

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

At present ideaForge does not track the membership of employees and worker in association(s) or Unions.

8. Details of training given to employees and workers:

Category	FY 2023-24					FY 2022-23				
	Total (A)	On Health and Safety Measures		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)
Permanent Employees										
Male	354	354	100%	354	100%	354	354	100%	354	100%
Female	59	59	100%	59	100%	59	59	100%	59	100%
Total	413	413	100%	413	100%	413	413	100%	413	100%
Permanent Workers										
Male										
Female										
Total										

The Company does not have any permanent workers.

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)
<b>Employees</b>						
Male	354	292	82%	234	194	83%
Female	59	49	83%	44	35	80%
Total	413	341	83%	278	229	82%
<b>Permanent Workers</b>						
Male						
Female						
Total						

N.A



## 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, what is the coverage of such a system?

Yes, the Company has implemented a robust Occupational Health and Safety Management System. We consider workplace Health & Safety as a priority in our operations. The system covers the manufacturing unit.

Periodic EHS communication and alerts are sent out to employees and awareness sessions are conducted on safety related aspects periodic training on basic fire safety, including evacuation drills. The facility has a designated first-aider, with minimum basic training so as to provide first aid in case of any medical emergencies.

### 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 Company follows a systematic approach towards Hazard Identification and Risk Assessment (HIRA) to identify work-related hazards that includes the following steps:

Hazard Identification: To identify any hazards that exist in the manufacturing unit of the Company follows workplace inspections, and review of incident reports.

Risk Assessment: The risks associated with each hazard is then assessed. This is done by evaluating the severity of potential harm or injury.

Controls: Next, we look to develop and implement controls to minimize the risk. The Company identified engineering controls, administrative controls, or use Personal Protective Equipment (PPE) to mitigate the risks.

Monitor: The Company looks to ensure continuous monitoring and improvement of occupational health and safety within its operations

The Company has several safety tools to ensure a safe working environment for its employees. These tools include:

- Safety Gemba, which involve regular inspections of the workplace to identify potential hazards and unsafe practices.
- Elimination of accepted unsafe practices, which targets practices that are commonly accepted but pose a risk to employees' safety
- Reviewing each stage of a workstation to identify potential hazards
- Take corrective measures accordingly

### c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks.

Yes.

The Company has created awareness for employees and workers to report work related hazards.

Employees/Workers can also report to their respective department. Further, these teams will coordinate with the designated person to address the hazards to control the risk.

Job specific trainings to employees & technician. The process of incident reporting and investigation has also been implemented.

Workmen were identified and deployed at workplaces to identify hazards and report them for immediate corrective action. Workmen representatives from each department were also part of the Safety Committee. Monthly Safety Committee meetings are conducted where workman's representatives were participated to report the work and health related hazards/ concerns at the workplace and discuss the mitigation measures.

**d. Do the employees/ workers of the entity have access to non-occupational medical and healthcare services?**

Employees/Workers of our manufacturing facility have access to non-occupational medical and healthcare services. This is done through on-site medical services or through existing tie-ups with reputed hospitals located close to the facility. We provide routine checkups of our employees and treatment for illnesses or injuries. In addition, personnel are also trained to respond to any medical emergencies on-site. Employees are covered in medical insurance policy.

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

Safety Incident/Number	Category	FY 2023-24	FY 2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employee	0	0
	Worker	0	1.3
Total recordable work-related injuries	Employee	0	0
	Worker	0	1
No. of fatalities	Employee	0	0
	Worker	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employee	0	0
	Worker	0	0

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

Details of measures taken by the Company at their manufacturing facility include:

A system with hierarchy of controls (method for identifying and ranking safeguards to protect workers from hazards) is followed for the application of risk control measures. This is followed before the execution of any task. None of the tasks are executed until the risks (if any) are brought to acceptable range. Safety training is provided to educate employees so that they can identify potential hazards, use equipment correctly, and implement preventive measures.

These trainings help improve the safety culture within the facility and can significantly reduce the risk of accidents and injuries at workplace. A PPE Matrix is displayed at workstations to ensure which PPE can be used during respective operation/work/ or any task.

Periodic mock drills are conducted to ensure readiness, emergency preparedness, evaluate post-drill issues, identify emergency gaps, validate response plans, and find improvements. Improvement of the Health & Safety system is assured through periodic safety inspections across the facility. Monthly Safety Committees meeting were conducted to monitor the workplace for hazards on a regular basis and mitigate the same ensuring a safe workplace.

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

Category	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions Health & Safety	The facility has not received any complaints on Health & Safety and Working Conditions for the past two financial years.					

**14. Assessments for the year:**

Aspect	% Of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	At present the Company is conducting internal assessment for Health & Safety practices.
Working Conditions	The Company will conduct an external assessment in the coming year.

**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.**

ideaForge ensures all safety related incidents are being investigated and reviewed. All safety related reports are shared across the facility for any corrective actions to prevent any recurrence of such incidents.

**IV. 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.**

Stakeholders play an important role in our success. Stakeholder engagement helps the Company identify and understand stakeholder concerns and incorporate them in into decision making. The Company identifies key stakeholders through the following steps:

1. Understand Needs and Expectations
2. Identify Stakeholder Groups
3. Prioritize Stakeholder Groups
4. Engagement Plan for Stakeholder

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

<b>Stakeholder Group</b>	<b>Whether identified as Vulnerable &amp; Marginalized Group (Yes/ No)</b>	<b>Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other</b>	<b>Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)</b>	<b>Purpose and scope of engagement including key topics and concerns raised during such engagement</b>
Government and regulatory authorities	No	<ul style="list-style-type: none"> <li>Industry Associations</li> <li>Corporate Presentations</li> <li>Written Communications</li> <li>Email</li> <li>Website</li> <li>One-to-one meetings</li> </ul>	Ongoing-throughout the year	<b>Purpose and scope of engagement</b> Compliance <b>Key topics raised during the engagement</b> Compliance monitoring and reporting. <b>Policies</b> Business updates
NGOs	Yes	<ul style="list-style-type: none"> <li>Email</li> <li>Letters</li> <li>Website</li> </ul>	Ongoing-throughout the year	<b>Purpose and scope of engagement</b> CSR initiatives <b>Key topics raised during the engagement</b> Identification of Target population Budget and spend CSR Activities

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	No	<ul style="list-style-type: none"> <li>Team Meetings</li> <li>Email Communication</li> <li>Employee Survey</li> <li>Trainings</li> <li>Town Halls</li> <li>Annual Performance</li> <li>Reviews</li> </ul>	Ongoing- throughout the year	<b>Purpose and scope of engagement</b> Employee Well being <b>Key topics raised during the engagement</b> Strategy, Policies, and Procedures Compensation and Benefits Career Development Opportunities Training Programs
Customers	No	<ul style="list-style-type: none"> <li>Corporate Website</li> <li>Toll-free number</li> <li>Digital Platforms</li> <li>Customer Relationship Managers</li> <li>Customer Satisfaction Surveys</li> <li>Media Campaigns and Advertising</li> <li>Knowledge Seminars and Events</li> </ul>	Ongoing- throughout the year	<b>Purpose and scope of engagement</b> Review customer needs and expectations Customer Feedback <b>Key topics raised during the engagement</b> Product Specifications & Pricing Product Delivery Product Feedback
Suppliers, Vendors, Business Partners	No	<ul style="list-style-type: none"> <li>In-person Visits</li> <li>Telephonic</li> <li>Supplier Onboarding</li> <li>Trainings</li> <li>Email Communication</li> <li>Online one-to-one meeting with the top management</li> <li>Channel Partner Meets</li> <li>Conferences and Forums</li> <li>Written Communications</li> </ul>	Ongoing- throughout the year	<b>Purpose and scope of engagement</b> Quality of products provided by suppliers. Supplier's Delivery Capabilities <b>Key topics raised during the engagement</b> Supplier's QC process. Delivery Timeframe
Investors & Shareholders	No	<ul style="list-style-type: none"> <li>Annual General Meetings</li> <li>Conferences</li> <li>Investor Meets</li> <li>Annual Reports</li> <li>Investor Presentations</li> <li>Company Announcements</li> <li>Website</li> <li>Media Releases</li> </ul>	Quarterly	<b>Purpose and scope of engagement</b> Any concerns and inquiries Company's Financial Performance Corporate Strategy and Governance <b>Key topics raised during the engagement</b> Financial Results Corporate Strategy Updates

V. Principle 5: Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	413	413	100%	278	278	100%
Other than permanent	-	-	-	-	-	-
Total Employees	413	413	100%	278	278	100%
<b>Workers</b>						
Permanent	-	-	-	-	-	-
Other than permanent	254	254	100%	248	248	100%
Total Workers	254	254	100%	248	248	100%

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

Category	FY 2023-24					FY 2022-23				
	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	413	-	-	413	100%	278	-	-	278	100%
Other than Permanent	354	-	-	354	100%	234	-	-	234	100%
Total employees	59	-	-	59	100%	44	-	-	44	100%
Workers										
Permanent	-	-	-	-	-	-	-	-	-	-
Other than permanent	-	-	-	-	-	-	-	-	-	-
Total workers	-	-	-	-	-	-	-	-	-	-

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

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)	7	10,90,500	1	15,00,000
Key Managerial Personnel (KMP)	5	12,45,078	1	79,177
Employees other than BoD and KMP	349	68,140	58	61,211
Workers	-	-	-	-

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

	<b>FY 2023-24</b>	<b>FY 2022-23</b>
Gross wages paid to females as % of total wages	10.52%	10.45%

**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. Any complaints related to human rights can be raised to the concerned Head of Department or the HR Head. The Company has also developed a Policy on "Prevention of Sexual Harassment at Workplace"(POSH). Any grievance related to POSH can be reported to writing to HR, Executive Officer or Executive Director or the Internal Complaints Committee. Apart from this the company has a developed a Vigil Mechanism/ Whistle Blower Policy. This been formulated to provide a mechanism to employees and directors to report any grievances on suspected wrongful conducts or unethical behavior. Any grievances can be shared to the Vigilance Committee or Chairman of the Audit Committee..

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

The Company has procedures in place to address grievances related to human rights issues. Grievances can be reported to the concerned Head of Department or the HR Head for resolution. With respect to any issues related to POSH, for any issue should be addressed in writing to HR, Executive Officer or Executive Director. They shall investigate and resolve the alleged incident. In the event that resolution does not result in a satisfactory conclusion, a complaint should be shared in written and signed statement on the appropriate complaint form to the HR department, CFO . The Internal Complaints Committee shall investigate every formal written complaint of and take appropriate remedial measures.

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

<b>Aspect</b>	<b>FY 2023-24</b>			<b>FY 2022-23</b>		
	<b>Filed during the year</b>	<b>Pending resolution at the end of year</b>	<b>Remarks</b>	<b>Filed during the year</b>	<b>Pending resolution at the end of year</b>	<b>Remarks</b>
Sexual Harassment						
Discrimination at workplace						
Child Labour						
Forced Labour/ Involuntary Labour						
Wages						
Other human rights related issues						

There are no complaints filed by employees and workers related to human rights issues for the past 2 financial years.

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

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

There are no complaints filed under POSH in the current and previous financial year.

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

The Company has detailed policies and procedures on POSH and an employee code of conduct. All employees and workers are trained on these aspects. In any issues related to discrimination and harassment the company will maintain confidentiality of the persons involved.

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

No.

## 10. Assessments of the year

Aspects	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labor	The Company has not carried out any assessments for these aspects in the financial year 2023-2024.
Forced labor	
Sexual harassment	
Discrimination at workplace	

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

Not Applicable

## VI. Principle 6: Businesses should respect and make efforts to protect and restore the environment

## Essential Indicators

## 1. Details of total energy consumption (in Joules or multiples) and energy intensity:

Parameter	Unit	FY 2023-24	FY 2022-23
<b>From renewable sources (in gigajoules)</b>			
Total electricity consumption (A)	GJ	-	-
Total fuel consumption (B)	GJ	-	-
Energy consumption through other sources (C)	GJ	-	-
<b>Total energy consumption from renewable sources (A+B+C) (GJ)</b>	<b>GJ</b>	<b>-</b>	<b>-</b>
<b>From non - renewable sources (in gigajoules)</b>			
Total electricity consumption (D)	GJ	1,759	1,121
Total fuel consumption – DG Sets (E)	GJ	2,781	1,799
Energy consumption through other sources – Diesel from Company owned vehicles (F)	GJ	8,927	5,303
<b>Total energy consumption from non - renewable sources (D+E+F) (GJ)</b>	<b>GJ</b>	<b>13,467</b>	<b>8,223</b>
<b>Total energy consumption (A+B+C+D+E+F) (GJ)</b>	<b>GJ</b>	<b>13,467</b>	<b>8,223</b>
Energy intensity per rupee of turnover (Total energy consumption in GJ/ Revenue from operations)	GJ/Mn (INR)	4.25	4.42
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	GJ/Mn adjusted for PPP PPP for India is taken as 22.4 for FY 24 & 22.17 for FY23 Source: IMF	0.19	0.20
Energy intensity in terms of physical output	-	-	-
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.

There is no Independent Assessment done.

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.

ideaForge does not have any facilities that are designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India.

3. Provide details of the following disclosures related to water

Parameter	Unit	FY 2023-24	FY 2022-23
<b>Water withdrawal by source (in kilolitres)</b>			
(i) Surface water	KL	-	-
(ii) Groundwater	KL	-	-
(iii) Third party water	KL	-	-
(iv) Seawater / desalinated water	KL	-	-
(v) Others	KL	3,508	1,863
<b>Total volume of water withdrawal (in kilolitres) (i+ii+iii+iv+v)</b>	<b>KL</b>	<b>3,508</b>	<b>1,863</b>
<b>Total volume of water consumption (in kilolitres)</b>			
<b>KL</b>			
Water intensity per rupee of turnover (Water consumed / turnover)	KL/Mn (INR)	1.11	1.00
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	KL/Mn adjusted for PPP PPP for India is taken as 22.4 for FY 24 & 22.17 for FY23 Source: IMF	0.05	0.05
Water intensity in terms of physical output	-	-	-
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.

There is no Independent Assessment done.

4. Provide the following details related to water discharged:

Parameter	Unit	FY 2023-24	FY 2022-23
Water discharge by destination and level of treatment (in kilolitres)			
(i) Surface water	KL		
No treatment	KL		
With treatment – please specify the level of treatment	KL		
(ii) Ground water	KL		
No treatment	KL		
With treatment – please specify the level of treatment	KL		
(iii) Sea water	KL		
No treatment	KL		
With treatment – please specify the level of treatment	KL		
(iv) Sent to third parties	KL		
No treatment	KL		
With treatment – please specify the level of treatment	KL		
(v) Others	KL		
No treatment	KL	2,806	1490
With treatment – please specify the level of treatment	KL		
<b>Total water discharged (in kilolitres)</b>	<b>KL</b>	<b>2,806</b>	<b>1490</b>

Domestic Sewage from the manufacturing facility is discharged to the Common Industrial area treatment plant.



**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.**

There is no Independent Assessment done.

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

The Company has not implemented any system of Zero Liquid Discharge.

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

Parameter	Unit	FY 2023-24	FY 2022-23
NOx	tones/annum	0.0002	0.0001
Sox	tones/annum	0.0001	0.0001
Particulate matter (PM 10)	tones/annum	-	-
Persistent organic pollutants (POP)	tones/annum	-	-
Volatile organic compounds (VOC)	tones/annum	-	-
Hazardous air pollutants (HAP)	tones/annum	-	-
Others –	tones/annum	-	-

**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.**

There is no Independent Assessment done.

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

Parameter	Unit	FY 2023-24	FY 2022-23
Scope 1	Metric tons of CO <sub>2</sub> equivalent	77.43	47.8
Scope 2	Metric tons of CO <sub>2</sub> equivalent	346.9	221.06
Total	Metric tons of CO <sub>2</sub> equivalent	424.33	268.86
Total Scope 1 and Scope 2 emissions per rupee of turnover	Metric tons of CO <sub>2</sub> equivalent /Mn (INR)	0.13	0.14
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 tons of CO <sub>2</sub> equivalent /Mn adjusted for PPP PPP for India is taken as 22.4 for FY 24 & 22.17 for FY23 Source: IMF	0.01	0.01
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			

The Scope 1 and Scope 2 calculations are from the electricity and fuel usage i.e -Diesel for Company owned vehicles and for Diesel Generators at facility in India. Further, Scope 1 and 2 calculations are undertaken using guidelines and emissions factors prescribed by globally accepted frameworks and standards such as USEPA guideline, applicable guidelines of GHG Protocol.

**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.**

There is no Independent Assessment done.

**8. Does the entity have any project related to reducing Greenhouse Gas emission? If yes, then provide details.**

ideaForge is committed to reduce Green House Gas emissions in its manufacturing processes. The Company has undertaken a few projects to address greenhouse gas (GHG) emissions:

**LED Lighting Implementation:** The Company has switched from normal fluorescent tube lights to Energy-efficient LED Light which has resulted in reduction in electricity consumption.

The Company has installed motion sensor-based LED tube lights in common passages, washrooms, and stairs cases

**Motion Sensors:** ideaForge has installed motion sensors lights in common passage and stairs case, this has resulted in reduction of electricity consumption.

**Tree Plantation:** The Company has proposed 50 tree plantation which will enhance in absorption of Carbon dioxide from the surrounding. Furthermore, the company recycles used cooking oil from its restaurants, converting it into biofuel/clean fuel.

We also use air compressor to supply pneumatic power for the operations of riveting gun, grinding machine and spray gun resulting in reduction in power consumption.

To reduce non-essential electricity usage, we manually turn off all the electronic equipment after working hours.

The Company ensures to follow the scheduled equipment checks as per maintenance plan to ensure voltage imbalance, motor failure, over exposure of equipment etc.

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

Parameter	FY 2023-24	FY 2022-23
Total Waste generated (in metric tons)		
Plastic waste (A)	0.026	0.023
E-waste (B)	0.2027	-
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	0.4335	0.006
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	0.00673	-
Other Non-hazardous waste generated (H).	1.185	0.086
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>1.854</b>	<b>0.115</b>
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.00	0.00
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.00	0.00
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 tons)**

Category	FY 2023-24	FY 2022-23
(i) Recycled	1.8427	0.115
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
<b>Total</b>	<b>1.8427</b>	<b>0.115</b>

For each category of waste generated, total waste disposed by nature of disposal method (in metric tons)

Category of waste	FY 2023-24	FY 2022-23
(i) Incineration:	0.00417	-
(ii) Landfilling	0.00256	-
(iii) Other disposal operations	-	-
<b>Total</b>	<b>0.00673</b>	<b>-</b>

**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.

There is no Independent Assessment done.

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

ideaForge adheres to waste management by integrating the principles of the 3R. ideaForge adheres to waste management by ensuring regulated waste is stored and handled in a strict accordance with all the applicable regulatory requirements. All waste is segregated at its source before storage. There are different types of waste generated at the facility, i.e., hazardous waste, non-hazardous waste, and other waste. Measures are taken to ensure that they are identified, segregated, stored, and handled before disposal. The facility has a standard procedure for waste management and disposal. The different types of waste are being stored in different bins with proper identification and nomenclature. The waste bins are color-coded and labelled in red, yellow, blue, and green for their storage. Regulated wastes were stored and handled in strict accordance with all applicable regulatory requirements. The facility non-hazardous waste generated is send/sold to MPCB authorised vendor/recycler to ensure proper disposal of waste and for generated hazardous waste, it is sent to the Common Hazardous Waste Treatment, Storage, and Disposal Facility, i.e., CHWTSDF, for their disposal.

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:

Not Applicable. The Company does not have any offices or manufacturing facility in the vicinity of any ecologically sensitive area.

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

NA. There are no projects in the financial year 2023-2024 that attract the provisions of the environmental impact assessment.

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:

The Company is compliant with all applicable environmental laws/ regulations/ guidelines and there were no non-compliances.

### Leadership Indicators

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

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 3 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 tons of CO <sub>2</sub> equivalent	5,139.34	-
Total Scope 3 emissions per rupee of turnover	Metric tons of CO <sub>2</sub> equivalent/Mn	1.62	-
<b>Total Scope 3 emission intensity (optional)</b> – the relevant metric may be selected by the entity	Metric tons of CO <sub>2</sub> equivalent	-	-

Category 1 (Purchased Goods & Services)	4141.3 tCO <sub>2</sub> e
Category 2 (Capital Goods)	35.9 tCO <sub>2</sub> e
Category 3 (Fuel and Energy)	160.1 tCO <sub>2</sub> e
Category 5 (Waste generated from operations)	0.16 tCO <sub>2</sub> e
Category 6 (Business Travel)	243.9 tCO <sub>2</sub> e
Category 11 (Use of Sold Products)	557.8 tCO <sub>2</sub> e

**Scope 3 Categories:** For the financial year 2023-2024 the Company has carried out Scope 3 assessment for the following categories – Category 1- Purchased Goods & Services, Category 2- Capital Goods, Category 3-Fuel and Energy-Related Activities, Category 5-Waste generated from operations, Category 6-Business Travel, Category 11-Use of Sold Products.

Category 1 (Purchased Goods & Services) and Category 11 (Use of Sold Products) make major contributions to our estimated Scope 3 emissions. Categories such as Category 10 (Processing of Sold Products), Category 13 (Downstream Leased Assets), Category 14 (Franchises), and Category 15 (Investments) do not apply to our operations.

**Data Sources:** Data for this assessment was sourced from internal records, supplier information and other relevant sources.

**Emission Factors:** Emission factors used in this assessment are based on internationally recognized standards and methodologies, such as the IPCC Guidelines for National Greenhouse Gas Inventories.

**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.

There is no Independent Assessment done.

## VII. 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.

ideaForge is affiliated with 4 National, 1 International, Trade and Industry Chambers.

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

Sl. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
2	Society of Indian Defence Manufacturers (SIDM)	National
3	National Association of Software and Service Companies (NASSCOM)	National
4	Association for Uncrewed Vehicle Systems International (AUVSI)	International
5	Drone Federation of India (DFI)	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 corrective action taken or underway on any issues based on adverse orders from regulatory authorities with respect to anti-competitive conduct in the financial year 2023-2024.

## VIII. 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.

There are no Projects in the financial year 2023-24 that attracts the requirements of Social Impact Assessment.

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

There are no projects in the financial year 2023-24 that attracts the requirements of Rehabilitation and Resettlement.

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

At ideaForge we have a Grievance Redressal Policy which details grievance redressal mechanism for all stakeholders. Various Stakeholders including members of communities can raise grievances through email [csr@ideaforgetech.com](mailto:csr@ideaforgetech.com).

We have also formed an internal CSR Team that actively engages with the NGOs in various communities. We have a dedicated individual managing CSR grievance and ensuring compliance. The Company maintains open communication and engagement with the local communities to address any grievances. Some of the NGOs we work with include: Nanhi Kali, YODA centre, Paraplegic Rehab Center etc.

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

	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/ small producers	36.89%	29.58%
Sourced directly from within the district and neighboring districts	64.02%	57.44%

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 2023-24	FY 2022-23
Rural	-	-
Semi-urban	-	-
Urban	-	-
Metropolitan	100%	100%

## IX. 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.

ideaForge is primarily a Business to business Company in the sector of UAV manufacturing.

The mechanisms to receive and respond to customer complaints include:

Customers can log calls on the Support Center(CSS) at phone number 7778884719 or email [css@ideaforgetech.com](mailto:css@ideaforgetech.com). The CSS team registers all complaints on Orchestly (Software platform) to systematically track and address the reported issues. Key Account Managers are strategically assigned to specific verticals and projects to handle customer complaints and inquiries with precision. For any immediate product repair services, there are four service centers located in Leh, Dibrugarh, Karanpur, and Mumbai. Additionally, service engineers are stationed in key locations, including Mumbai, Bangalore, Jaipur, Lucknow, Dibrugarh, Chandigarh, Shimla, Bhopal, Kolkata, Delhi, Leh, and Thiruvananthapuram.

Apart from these 2 vehicles are exclusively allocated for service and repairs under the 'Service on Wheels' program, ensuring a convenient door-to-door service experience for customers.

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

As a percentage to total turnover	
Environmental and social parameters relevant to the product	NA
Safe and responsible usage	NA
Recycling and/or Safe Disposal	NA

Note: ideaForge is primarily in the business of UAV manufacturing. For products, the battery components carry information on safe disposal of used batteries.

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

	FY 2023-24			FY 2022-23		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	NA	0	0	NA
Advertising	0	0	NA	0	0	NA
Cyber-security	0	0	NA	0	0	NA
Delivery of essential services	0	0	NA	0	0	NA
Restrictive Trade Practices	0	0	NA	0	0	NA
Unfair Trade Practices	0	0	NA	0	0	NA
Others	0	0	NA	0	0	NA

There have been no consumer complaints received in the above categories for the financial year 2022-2023 and 2023-2024.

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

Aspect	Number	Reason for Recall
Voluntary recall /Mock recall	0	NA
Forced recall	0	NA

Note: There have been no product recalls in the Financial Year 2023-2024.

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

Yes, ideaForge has internal policies and processes for Cyber Security, Data Protection and Privacy. More details are provided below:

**Information Security Risk Management Policy**

Through this Policy, the Company covers risks and threats that may arise from IT systems. The Policy has a well-defined Risk management framework and process to identify, assess, respond and monitor these risks. The processes ensure necessary controls are in place and are monitored periodically.

**Data Protection & Privacy Policy**

In line with the ISO/IEC 27001:2022, the policy covers detailed information for Privacy and protection of personal Information. The Policy covers principles of good data governance for all employees, business partners and consultants. All employees are provided with necessary training for Information systems management. This policy covers data protection of sensitive information, compliance with regulations, and protecting customer data.

6. **Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.**

In the financial year 2023-24, there are no issues with respect to advertising, cyber security and data privacy of customers, hence there are no corrective actions. ideaForge continuously looks to improve its systems and monitors for any risks and threats.

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

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

There have been no incidents of data breaches have taken place in the financial year 2023-2024.