

# BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT



## SECTION A

### GENERAL DISCLOSURES

#### I. DETAILS OF THE LISTED ENTITY

1. Corporate Identity Number (CIN) of the Listed Entity	L65910MH1996PLC280969
2. Name of the Listed Entity	Network18 Media & Investments Limited
3. Year of incorporation	1996
4. Registered office address	First Floor, Empire Complex, 414 - Senapati Bapat Marg, Lower Parel, Mumbai - 400 013
5. Corporate address	First Floor, Empire Complex, 414 - Senapati Bapat Marg, Lower Parel, Mumbai - 400 013
6. E-mail	investors.n18@nw18.com
7. Telephone	+91 22 40019000, 66667777
8. Website	www.nw18.com
9. Financial year for which reporting is being done	Financial Year 2022-23
10. Name of the Stock Exchange(s) where shares are listed	BSE Limited National Stock Exchange of India Limited
11. Paid-up capital	₹ 5,23,47,42,595/-
12. Name and contact details (telephone, e-mail address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Ratnesh Rukhariyar Group Company Secretary Telephone: + 91 22 40019000 E-mail ID: investors.n18@nw18.com
13. Reporting Boundary	Standalone

**II. PRODUCTS/SERVICES**

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

Description of main activity	Description of business activity	% of turnover of the entity
Information and communication	Data processing, hosting, and related activities; web portal	98%
Information and communication	Publication of Newspapers, books, periodicals, etc activities	1%

**15. Products/services sold by the entity (accounting for 90% of the entity’s turnover):**

**Advertisement & Subscription**

**6312**

**98%**




Product / Service

NIC Code

% of total turnover contributed

**III. OPERATIONS**

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

Location	Number of plants 	Number of offices 	Total 
<b>National</b>	0	5	5
<b>International</b>	0	0	0

**17. Markets served by the entity:**

**a. Number of locations**

Locations	Number
National (No. of states)	Pan India
International (No. of countries)	The digital properties of the Company are available to customers spread across the globe. The Company has generated revenue from customers located in 19 countries.



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

The contribution of exports as a percentage of the total turnover of the entity is 19%.

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

The Network18 Group's digital properties content is consumed by customers of various age groups.

**IV. EMPLOYEES**

**18. Details as at the end of financial year:**



**a. Employees and workers (including differently abled):**

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	893	595	67%	298	33%
2.	Other than permanent (E)	3	3	100%	0	0%
3.	<b>Total employees (D + E)</b>	<b>896</b>	<b>598</b>	<b>67%</b>	<b>298</b>	<b>33%</b>
<b>WORKERS</b>						
4.	Permanent (F)	0	0	0	0	0
5.	Other than permanent (G)	0	0	0	0	0
6.	<b>Total workers (F + G)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

**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)	2	2	100%	0	0%
2.	Other than permanent (E)	0	0	0	0	0
3.	<b>Total differently abled employees (D + E)</b>	<b>2</b>	<b>2</b>	<b>100%</b>	<b>0</b>	<b>0%</b>
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)	0	0	0	0	0
5.	Other than permanent (G)	0	0	0	0	0
6.	<b>Total differently abled workers (F + G)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

**19. Participation/inclusion/representation of women**

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
 <b>Board of Directors</b>	<b>7</b>	<b>2</b>	<b>28.6%</b>
 <b>Key Management Personnel (KMP)*</b>	<b>3</b>	<b>0</b>	<b>0</b>

\*Key Managerial Personnel appointed under the Companies Act, 2013.

**20. Turnover rate for permanent employees and workers**

*(Disclose trends for the past 3 years)*

	FY 2022-23 (Turnover rate in current FY)			FY 2021 -22 (Turnover rate in previous FY)			FY 2020-21 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent employees	20%	32%	24%	32%	42%	36%	32%	24%	29%
Permanent workers	Not Applicable								

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

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

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	AETN18 Media Private Limited	Subsidiary	51%	The BRSR prepared above is for Network18 as a Standalone entity.
2	Colosseum Media Private Limited	Subsidiary	100%	
3	e-Eighteen.com Limited	Subsidiary	91.95%	
4	Greycells18 Media Limited	Subsidiary	86.69%	
5	Digital18 Media Limited	Subsidiary	100%	
6	Media18 Distribution Services Limited	Subsidiary	100%	

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)
7	Web18 Digital Services Limited	Subsidiary	100%	
8	IBN Lokmat News Private Limited #	Subsidiary	50%	
9	IndiaCast Media Distribution Private Limited	Subsidiary	100%	
10	IndiaCast UK Limited	Subsidiary	100%	
11	IndiaCast US Limited	Subsidiary	100%	
12	Infomedia Press Limited	Subsidiary	50.69%	
13	Moneycontrol Dot Com India Limited	Subsidiary	100%	
14	Roptonal Limited	Subsidiary	100%	
15	TV18 Broadcast Limited	Subsidiary	51.17%	
16	Viacom 18 Media (UK) Limited	Subsidiary	100%	
17	Viacom 18 Media Private Limited	Subsidiary	51%	
18	Viacom 18 US Inc.	Subsidiary	100%	
19	Big Tree Entertainment Private Limited	Associate	39.29%	
20	NW18 HSN Holdings PLC	Associate	40.69%	
21	Ubona Technologies Private Limited	Associate	50%	

\* Representing the aggregate % of equity shares held by the Company and/or its subsidiaries.

#The Company's holding is more than 50% of the total voting power.

## VI. CSR DETAILS

22.

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





(ii) Turnover (in ₹) **₹ 2,12,89,99,790**



(iii) Net worth (in ₹) **₹ 10,17,13,74,240**

**Note:** Owing to losses in the relevant years, the Company was not required to spend money towards CSR as per the provisions of Section 135 of the Companies Act, 2013.

**VII. TRANSPARENCY AND DISCLOSURES COMPLIANCES**

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




Stakeholder group from whom complaint is received	Grievance redressal mechanism in place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY 2022-23 Current financial year			FY 2021-22 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. Community members can send any concerns or grievances to the Company's registered office or e-mail address. The same can be accessed at: <a href="https://www.nw18.com/contact">https://www.nw18.com/contact</a>	0	0	-	0	0	-
 Investors (other than shareholders)	Yes. The Company has a designated E-mail ID: <a href="mailto:investors.n18@nw18.com">investors.n18@nw18.com</a> for investors to enable them to raise their grievances.	0	0	-	0	0	-
 Shareholders	Yes. The Company has a designated E-mail ID: <a href="mailto:investors.n18@nw18.com">investors.n18@nw18.com</a> for shareholders and investors to enable them to raise their grievances. Shareholder grievances are also resolved by the Company through its Share Transfer Agent (Kfin Technologies Limited). Shareholders can also raise their complaints at SCORES portal ( <a href="https://scores.gov.in/scores/Welcome.html">https://scores.gov.in/scores/Welcome.html</a> )	9	0	-	7	0	-
 Employees and workers	Yes. All employee grievances are addressed appropriately through multiple channels. The Company has adopted a well-defined vigilance framework, which provides a platform to the employees and the Directors to lodge their grievances/complaints. The Company's Vigil Mechanism and Whistle-Blower Policy is available at: <a href="https://www.nw18.com/reports/reports/policies/vigilmechanism_whistleblower_NW18_F.PDF">https://www.nw18.com/reports/reports/policies/vigilmechanism_whistleblower_NW18_F.PDF</a>	0	0	-	0	0	-





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 2022-23 Current financial year			FY 2021-22 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
 Customers	Yes. The process of filing complaint and contact details of the grievance officer are available on the Company's product websites, as given below: <a href="https://www.news18.com/complaint/">https://www.news18.com/complaint/</a> <a href="https://www.forbesindia.com/contactus/">https://www.forbesindia.com/contactus/</a> <a href="https://www.overdrive.in/contact-us/">https://www.overdrive.in/contact-us/</a> <a href="http://www.betterphotography.in/contact-us/">http://www.betterphotography.in/contact-us/</a> <a href="https://www.firstpost.com/about-firstpost">https://www.firstpost.com/about-firstpost</a> All our news and magazine portals are governed by the Digital Code of Ethics of Digital News Publishers Association. The same can be accessed at <a href="https://www.dnpa.co.in/page.php?slug=digital-code-of-ethics">https://www.dnpa.co.in/page.php?slug=digital-code-of-ethics</a>	1,564	0	-	1,628	0	-
 Value chain partners	Yes. Value chain partners can raise their grievances through e-mails/letters/calls. Purchase orders/contracts provide a dispute resolution mechanism which stipulates meetings between the higher management teams of both sides to resolve the disputes. Further, the Business Partner Code of Conduct ('Code') adopted by the Company, provides opportunity to value chain partners to report any violation of the Code to the Company. Copy of the Code is available at: <a href="https://www.nw18.com/reports/reports/policies/BPCoCJan2021.pdf">https://www.nw18.com/reports/reports/policies/BPCoCJan2021.pdf</a>	0	0	-	0	0	-

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

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



S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Content veracity	 Opportunity	Lapses in the quality and veracity of news content have a negative impact on society at large. The weaponisation of fake news perversely impacts mass psychology and can also threaten democratic values.  Against this backdrop, we, as a media company, are deeply invested in delivering correct and comprehensive news to our customers. We see this as not only an opportunity but also an obligation towards society.	NA	Our viewers are increasingly resonating with our attempts to be the source of truth in an otherwise noisy environment. This fortifies our brand perception and ensures strong audience metrics. Resultantly, we see positive financial implications from this opportunity.
2.	Social impact	 Opportunity	The Company believes in respect for all, justice for all. The starting point of good journalism is respect — for individuals and institutions. The Company stands up for what is right and demands justice for all citizens, especially for the weakest among us.	NA	Strong editorial standards and practices help us establish a distinct brand identity and a leadership position in the market.
3	Talent management	 Risk	Talent is the key differentiator in the success of any organisation, however, for a media organisation, dependence on people for success is disproportionate. Also, with technology driving the rapid evolution of the content production and consumption patterns, the need for continuous upskilling is paramount for success.	The Company is executing multiple initiatives to attract and retain talent. The Company is taking several initiatives to build an ‘Employee Brand’ to attract good talent.  The Company identifies the need for upgrading the skills of employees and organises various in- house and external training sessions. The Company has partnered with various online learning platforms like LinkedIn learning, Coursera, etc. and provides unlimited access to over 16K online tutorials to its employees.	The availability of top talent remains scarce, and if the Company is unable to attract people who are domain experts, it might hamper its chances of success. Further, the pace of technological evolution makes it challenging to continuously upgrade the skills of employees, which might lead to gaps in the organisation’s skill matrix.

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)
4	Diversity and inclusion	 Opportunity	A diverse workforce has a direct and disproportionate impact on improving productivity and business performance.	NA	A workplace, teeming with people from diverse backgrounds, genders, sexual orientations, and geographies allows for an improved flow of ideas, innovation, awareness, and creativity, thereby leading to balanced decision-making, higher output, and enhanced reputation as well.
5.	Data protection	 Risk	Protection of user data is crucial to earning consumer trust and preventing the misuse of data by unscrupulous elements.	The Company has a robust mechanism to safeguard user data. Also, the Company sensitises its employees on a regular basis on various cyber security issues.	Any incident of data breach or cyber security attack can harm the Company's competitive advantage and can make it vulnerable to legal action.
6	Business ethics, integrity and transparency	 Risk	Ethics and integrity have always been the key values to acquire stakeholder trust, and establish a strong reputation. These elements are essential for the Company in order to sustain in the long-term. Any deviation from ethical standards can cause business instability.	The Company has the requisite policies, and it imparts training to equip employees with the required understanding and knowledge to conduct business ethically and prevent, identify, and respond to violations. The Company has rolled out Whistle-Blower Policy and Anti-Bribery and Anti-Corruption Policy, under which complaints can be made to the Ethics and Compliance Task Force without any fear of retaliation.	Non-adherence might lead to difficulties in dealing with concerns of ethics, non-compliance, and violations of the Company's principles. The same may cause damage to corporate reputation.
7	Regulatory issues and compliance	 Risk	It is crucial for the Company to maintain regulatory compliance to foster confidence among its stakeholders' groups and to ensure that its operations are compliant with applicable laws in order to prevent legal violations.	The risk of non-compliance within the Company is mitigated by a robust compliance management framework. The Company has adopted a digitally enabled, comprehensive compliance management framework. Effective control and efficient oversight by the senior management is ensured by cascading the responsibility matrix till the last performer of the activity.	Non-adherence to regulatory requirements can undermine stakeholder trust, damage reputation, and disrupt business.

**SECTION B**

**MANAGEMENT AND PROCESS DISCLOSURES**

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</b>									
1. a. Whether your entity’s policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web link of the policies, if available	<p>The policies are available at the Company’s website, www.nw18.com, the web links of which are:</p> <p><b>Code of Conduct:</b>  <a href="https://www.nw18.com/reports/reports/policies/Code%20Conduct.pdf">https://www.nw18.com/reports/reports/policies/Code%20Conduct.pdf</a></p> <p><b>Vigil Mechanism and Whistle-Blower Policy:</b>  <a href="https://www.nw18.com/reports/reports/policies/vigilmechanism_whistleblower_NW18_F.PDF">https://www.nw18.com/reports/reports/policies/vigilmechanism_whistleblower_NW18_F.PDF</a></p> <p><b>Anti-Bribery and Anti-Corruption Policy:</b>  <a href="https://www.nw18.com/reports/reports/policies/NW18_Anti-Bribery-and-Anti-Corruption-Policy.pdf">https://www.nw18.com/reports/reports/policies/NW18_Anti-Bribery-and-Anti-Corruption-Policy.pdf</a></p> <p><b>Business Partner Code of Conduct:</b>  <a href="https://www.nw18.com/reports/reports/policies/BPCoCJan2021.pdf">https://www.nw18.com/reports/reports/policies/BPCoCJan2021.pdf</a></p> <p><b>Corporate Social Responsibility Policy:</b>  <a href="https://www.nw18.com/reports/reports/policies/Network18%20-%20Policy%20on%20Corporate%20Social%20Responsibility.pdf">https://www.nw18.com/reports/reports/policies/Network18%20-%20Policy%20on%20Corporate%20Social%20Responsibility.pdf</a></p> <p><b>Data Privacy Policy:</b>  <a href="https://www.nw18.com/reports/reports/policies/corporate_data_privacy_policy.pdf">https://www.nw18.com/reports/reports/policies/corporate_data_privacy_policy.pdf</a></p>								
2. Whether the entity has translated the policy into procedures. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name of the national and international codes/certifications/ labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<p>The policies are based on NGRBC guidelines, in addition to conformance to the spirit of international standards, UNGC guidelines, and ILO principles.</p>								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p>Network18 aims to be a channel-agnostic provider of top-drawer content. Network18 delivers authentic content to audiences across demographics and socio-economic segments in their local languages in a socially responsible manner.</p> <p>To maintain our ethical and responsible practices, we are committed to review and strengthen our standards and processes relating to editorial practices, governance, ethics, and public engagement.</p>								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	<p>The performance towards the above commitments is monitored on a regular basis, and adequate actions are taken, wherever required.</p>								
<b>Governance, leadership and oversight</b>									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements	<p>Network18 believes that responsible actions can be symbiotically combined with business priorities. We believe that by prioritising environmental stewardship, social responsibility, and sound governance practices, we can positively contribute to the world around us while fostering sustainable growth and long-term value creation.</p> <p>Network18 is committed to deliver authentic and engaging content to audience in a socially responsible manner. Guided by our commitment, we have established robust mechanisms to review and strengthen our standards and processes.</p> <p>Till last year, we had been communicating initiatives taken by the Company from environmental, social, and governance (ESG) perspective as a part of the Business Responsibility Report. We are pleased to publish our first Business Responsibility and Sustainability Report (BRSR) as per the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015. We are sure that BRSR will give insight into the various initiatives taken by the Company.</p>								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies)	<p>Board of Directors of the Company. (For details of Board of Directors, refer to the Corporate Governance Report of the Company).</p>								
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.	<p>Yes, Corporate Social Responsibility Committee. (For details of Corporate Social Responsibility Committee, refer to the Corporate Governance Report of the Company).</p>								



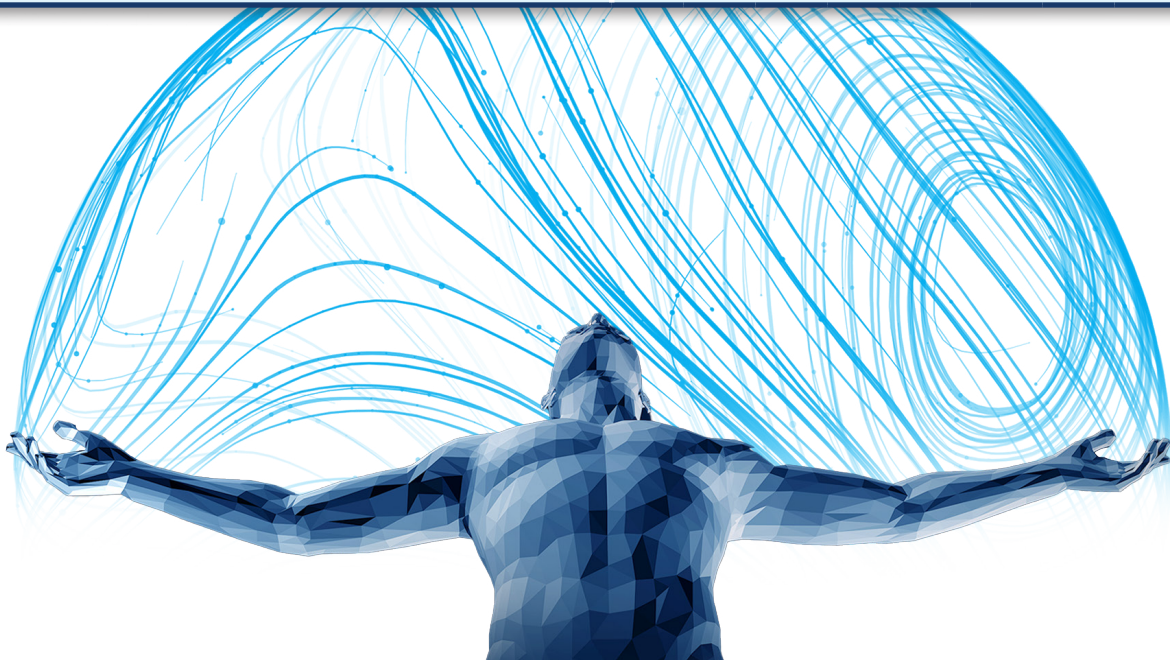
**10. Details of Review of NGRBCs by the Company:**

Subject for review	Indicate whether review was undertaken by Director/Committee of the Board/ Any other Committee									Frequency (Annually/half yearly/quarterly/any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Board/Committees of Board									Periodically								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Board/Committees of Board									Periodically								

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9
The policies are evaluated internally.									

**10. 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)	Not Applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									



**SECTION C**

**PRINCIPLE WISE PERFORMANCE DISCLOSURE**

**1**  
**PRINCIPLE** → **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	6	<b>Executive Director:</b> 1. Code of Conduct 2. Anti-Bribery and Anti-Corruption 3. Cyber Security Awareness 4. Creating a Respectful Workplace (POSH) <b>Non - Executive Directors:</b> 1. Familiarisation Programmes 2. Code of Conduct	100%
Key Managerial Personnel	4	1. Code of Conduct 2. Anti-Bribery and Anti-Corruption 3. Cyber Security Awareness 4. Creating a Respectful Workplace (POSH)	100%
Employees other than BoD and KMPs	4	1. Code of Conduct 2. Anti-Bribery and Anti-Corruption 3. Cyber Security Awareness 4. Creating a Respectful Workplace (POSH)	100%
Workers	Not Applicable		

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 Requirements) Regulations, 2015 and as disclosed on the entity’s website):

Monetary					
	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Amount (in INR)	Brief of the case	Has an appeal been preferred? (Yes/No)
Penalty/fine	Not Applicable				
Settlement					
Compounding fee					

Non-Monetary				
	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Brief of the case	Has an appeal been preferred? (Yes/No)
Imprisonment	Not Applicable			
Punishment				

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

Case details	Name of the regulatory/enforcement agencies/judicial institutions
Not Applicable	

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

Yes. Network18 has adopted an Anti-Bribery and Anti-Corruption (ABAC) Policy and has hosted it on the internal employees’ portal and on the Company’s corporate website (www.nw18.com), so that it is accessible to both internal and external stakeholders. The ABAC Policy aims to provide the requisite granularity and creates a one-stop repository of expectations from employees and business partners to effectively prevent, identify, and respond to bribery risks.

The ABAC Policy can be accessed at [https://www.nw18.com/reports/reports/policies/NW18\\_Anti-Bribery-and-Anti-Corruption-Policy.pdf](https://www.nw18.com/reports/reports/policies/NW18_Anti-Bribery-and-Anti-Corruption-Policy.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:**

	FY 2022-23 (Current financial year)	FY 2021-22 (Previous financial year)
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	Not Applicable	

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

	FY 2022-23 (Current financial year)		FY 2021-22 (Previous financial year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	-	0	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	-	0	-

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

Not Applicable



**2**  
**PRINCIPLE**

**Businesses should provide goods and services in a manner that is sustainable and safe**

**ESSENTIAL INDICATORS**

- 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.**

	<b>FY 2022-23</b> Current financial year	<b>FY 2021-22</b> Previous financial year	<b>Details of improvements in environment and social impact</b>
R & D	0	0	NA
Capex	0	0	NA

- Does the entity have procedures in place for sustainable sourcing? (Yes/No)**

Yes. The Company has a Business Partner Code of Conduct (BPCoC) that outlines its commitment to making its supply chain more responsible and sustainable. The BPCoC articulates expectations from business partners with respect to ethical, compliant, and safe conduct of business. The BPCoC is an integral part of all contracts/purchase orders, and all business partners are required to adhere to the provisions of the same.

- If yes, what percentage of inputs were sourced sustainably?**

BPCoC is an integral part of all contracts/purchase orders, and all business partners are onboarded only after consenting to BPCoC. During the financial year 2022-23, all business partners gave their consent to abide by the provisions of the BPCoC, and accordingly, 100% of inputs were sourced sustainably.

- 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.**

Since, the Company is not into the manufacturing of any product, the same is not applicable.

- 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.**

No, EPR is not applicable to the Company’s activities.

**3**  
**PRINCIPLE**

**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:**

<b>% of employees covered by</b>											
<b>Category</b>	<b>Total (A)</b>	<b>Health insurance</b>		<b>Accident insurance</b>		<b>Maternity benefits</b>		<b>Paternity benefits</b>		<b>Day care facilities*</b>	
		<b>Number (B)</b>	<b>% (B)/(A)</b>	<b>Number (C)</b>	<b>% (C)/(A)</b>	<b>Number (D)</b>	<b>% (D)/(A)</b>	<b>Number (E)</b>	<b>% (E)/(A)</b>	<b>Number (F)</b>	<b>% (F)/(A)</b>
<b>Permanent employees</b>											
Male	595	595	100%	595	100%	0	0%	595	100%	Please Refer Note	
Female	298	298	100%	298	100%	298	100%	0	0%		
<b>Total</b>	<b>893</b>	<b>893</b>	<b>100%</b>	<b>893</b>	<b>100%</b>	<b>298</b>	<b>33%</b>	<b>595</b>	<b>67%</b>		
<b>Other than permanent employees</b>											
Male	3	3	100%	3	100%	0	0%	3	100%	Please Refer Note	
Female	0	0	0	0	0	0	0	0	0		
<b>Total</b>	<b>3</b>	<b>3</b>	<b>100%</b>	<b>3</b>	<b>100%</b>	<b>0</b>	<b>0%</b>	<b>3</b>	<b>100%</b>		

\*Company has adopted a hybrid work approach, and wherever nature of work permits, employees are working from home which in turn facilitates necessary care for their dependants.

**b. Details of welfare measures for workers:**

<b>% of workers covered by</b>											
<b>Category</b>	<b>Total (A)</b>	<b>Health insurance</b>		<b>Accident insurance</b>		<b>Maternity benefits</b>		<b>Paternity benefits</b>		<b>Day care facilities</b>	
		<b>Number (B)</b>	<b>% (B)/(A)</b>	<b>Number (C)</b>	<b>% (C)/(A)</b>	<b>Number (D)</b>	<b>% (D)/(A)</b>	<b>Number (E)</b>	<b>% (E)/(A)</b>	<b>Number (F)</b>	<b>% (F)/(A)</b>
<b>Permanent workers</b>											
Male	Not Applicable										
Female											
<b>Total</b>											
<b>Other than permanent workers</b>											
Male	Not Applicable										
Female											
<b>Total</b>											

**2. Details of retirement benefits, for current FY and previous financial year.**

Benefits	FY 2022-23 Current financial year			FY 2021-22 Previous financial year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	NA	Y	100%	NA	Y
Gratuity	100%		Y	100%		Y
ESI	100% of eligible employees		Y	100% of eligible employees		Y
Others	Not Applicable					

**Note:** ESI is being paid for a subset of employees as per statutory requirement (i.e. based on salary and notification of location by ESI authority).

**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, there is every endeavour to ensure the requirements of any differently abled person working at the Company are completely provided for and met.

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

The Company is an equal opportunity employer. The Company believes in equal rights for all individuals regardless of race, colour, national origin, religion, caste, gender, age, sexual orientation, gender identity or expression, marital status, medical condition, disability, or any other characteristic or status that is legally protected. This is enshrined in the Company's Code of Conduct which may be accessed at: <https://nw18.com/reports/reports/policies/Code%20Conduct.pdf>

**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%	40%		
Total	100%	76.92%		

**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	}	Not Applicable
Other than permanent workers		
Permanent employees	}	All employee grievances are addressed appropriately through multiple channels. The Company has a Vigil Mechanism and Whistle-Blower Policy under which stakeholders are encouraged to report violations of applicable laws and regulations and the Code of Conduct without fear of any retaliation. Further, the Company has a Policy on the Prevention of Sexual Harassment at Workplace, and any such incidents can be reported to the Internal Complaints Committee as per the process defined in the policy.
Other than permanent employees		

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

Category	FY 2022-2023 (Current financial year)			FY 2021-2022 (Previous financial year)		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/workers in respective category (C)	No. of employees/workers in respective category, who are part of association(s) or Union (D)	% (D/C)
<b>Total permanent employees</b>	0	0	0	0	0	0
Male	0	0	0	0	0	0
Female	0	0	0	0	0	0
<b>Total permanent workers</b>	<b>Not Applicable</b>					
Male						
Female						

**Note:** The Company does not have any recognised associations or unions. However, employees of the Company have the freedom to join any association or union as per Article 19 of the Constitution of India.

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

Category	FY 2022-23 Current financial year					FY 2021-22 Previous financial year				
	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)
<b>Employees</b>										
Male	598	598	100%	389	65.05%	393	393	100%	145	36.71%
Female	298	298	100%	225	75.50%	227	227	100%	173	76.21%
<b>Total</b>	<b>896</b>	<b>896</b>	<b>100%</b>	<b>614</b>	<b>68.53%</b>	<b>620</b>	<b>620</b>	<b>100%</b>	<b>318</b>	<b>51.13%</b>
<b>Workers</b>										
Male	Not Applicable									
Female	Not Applicable									
<b>Total</b>	Not Applicable									

\*The Company conducts various health and safety awareness campaigns via a multi-faceted framework. It sends periodic internal communications and alerts to employees, and awareness sessions are conducted on safety-related aspects. Employees, on a pan-India basis, are given periodic training on basic and advanced fire safety, including fire evacuation drills. Webinars are conducted by experts on physical and mental wellness. All these measures are provided and accessible to all employees.

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

FY 2022-23 Current financial year			Category	FY 2021-22 Previous financial year		
Total (A)*	No. (B)	% (B/A)		Total (C)*	No. (D)	% (D/C)
<b>Employees</b>				<b>Employees</b>		
468	468	100%	Male	316	316	100%
244	244	100%	Female	179	179	100%
<b>712</b>	<b>712</b>	<b>100%</b>	<b>Total</b>	<b>495</b>	<b>495</b>	<b>100%</b>
<b>Workers</b>				<b>Workers</b>		
Not Applicable			Male	Not Applicable		
Not Applicable			Female	Not Applicable		
Not Applicable			<b>Total</b>	Not Applicable		

\*Employees are eligible for performance appraisal and career development review based on their joining date.

**10. Health and safety management system:**

**(a) Whether an occupational health and safety management system has been implemented by the entity? (Yes/No). If yes, the coverage of such system?**

The Company is in the service sector and considering the nature of the work, there are no critical occupational health and safety risks associated with the operations of the Company. Hence, occupational health and safety management system is not required. However, the Company regularly conducts awareness sessions on safety-related aspects and actively sends periodic internal communications to its employees in case of any externalities that can impact safety. Employees are given training on basic and advanced fire security, including evacuation, and mock drills are organised periodically.

Webinars are also conducted with health care specialists to create awareness around family health and nutrition, practicing resilience, and how to have empathetic conversations with teams.

**(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, being in the service sector, is not involved in any manufacturing activity. Hence, this disclosure is not applicable to the operations of the Company.

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

Not applicable since the Company does not have any worker.

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

The Company provides comprehensive medical and healthcare services to employees through Group Hospitalisation Policy, Group Personal Accident Policy, and Group Term Life Insurance Policy. Also, employees at every office get access to first aid kit, as statutorily required under labour laws.

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

Safety incident/number	Category	FY 2022-23 Current financial year	FY 2021-22 Previous financial year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	Not Applicable	
Total recordable work-related injuries	Employees	0	0
	Workers	Not Applicable	
No. of fatalities	Employees	0	0
	Workers	Not Applicable	
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	Not Applicable	

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

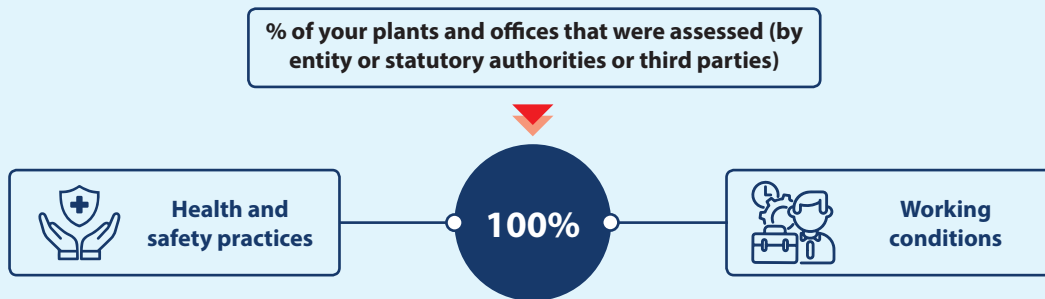
The Company treats health and wellness with the highest regard. Access to articles and videos related to health and wellness and live talks by health experts is provided. The Company organises regular camps for specific ailments to improve employee health and wellness. Also, the Company is committed to provide just and safe workplace for its employees. To create a culture of respect and equity, mandatory e-learning and certification on Respectful workplace and Prevention of Sexual Harassment are implemented, supported by comprehensive discussions keeping gender equity in focus.

Also, the Company conducts various health and safety awareness campaigns via a multi-faceted framework. It sends periodic internal communications and alerts to employees, and awareness sessions are conducted on safety-related aspects. Employees, on a pan-India basis, are given periodic training on basic and advanced fire safety, including fire evacuation drills.

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

Category	FY 2022-2023 (Current financial year)			FY 2021-2022 (Previous financial year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working conditions	0	0	-	0	0	-
Health & safety	0	0	-	0	0	-

**14. Assessments for the 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.**

Not Applicable

**4**  
**PRINCIPLE**

**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.**

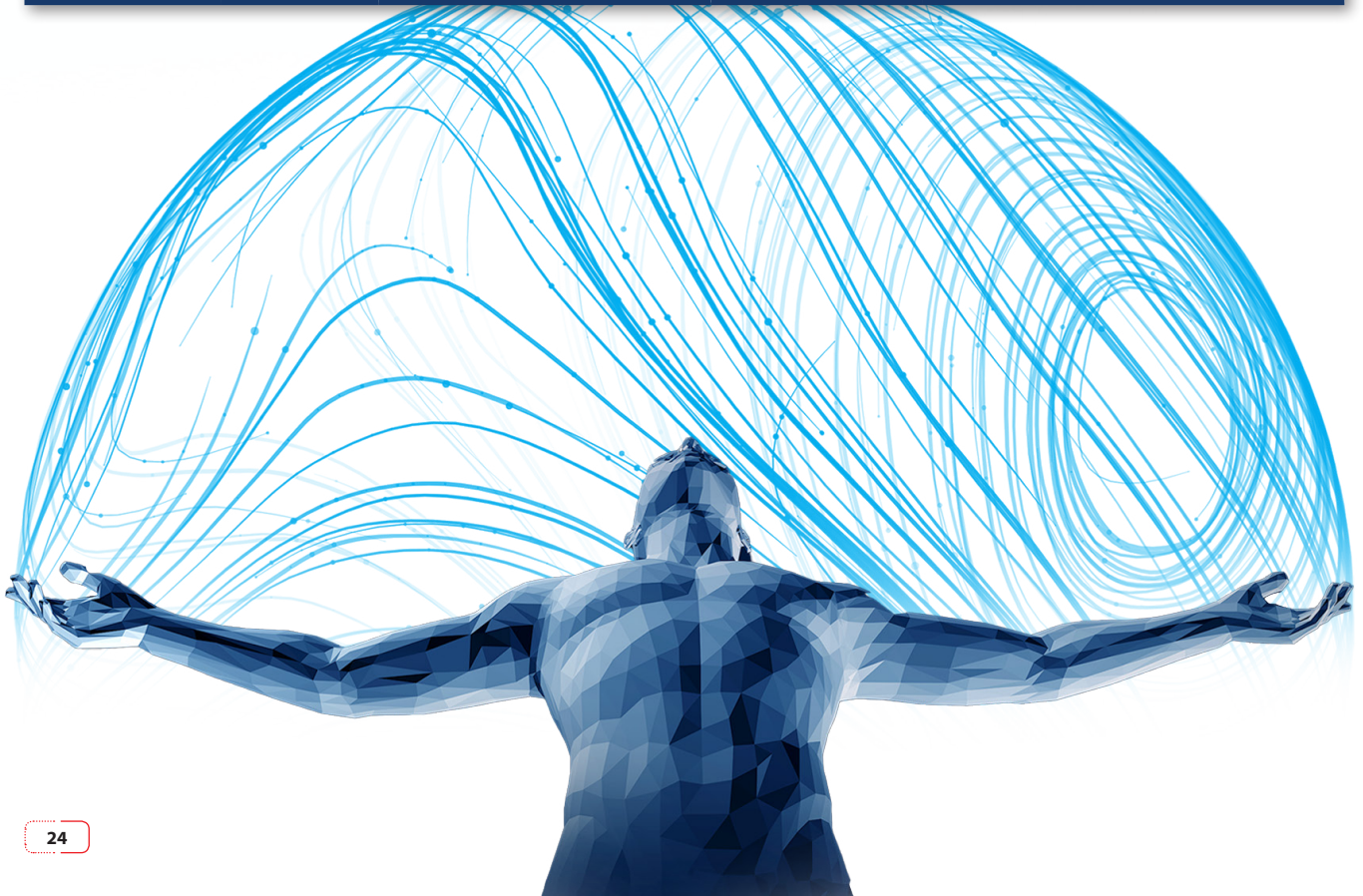
Key Stakeholder groups are identified based on their materiality to the Company’s business operations along with the impact of their association with the Company and the community at large.

The major categories of internal and external stakeholders identified by the Company include (i) Government and Regulatory Authorities; (ii) Employees; (iii) Consumers; (iv) Suppliers; (v) Investors, Shareholders, and Lenders; (vi) Local Communities; (vii) NGOs; and (viii) JV Partners/Brand Licensors.

**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 & marginalised Group (Yes/No)	Channels of communication (E-mail, 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	Yes	E-mails, SMS, meetings, surveys, feedbacks, letters, website, and internal portals	Ongoing, need-based.	<ul style="list-style-type: none"> <li>Understanding employee needs and opinions;</li> <li>Keeping employees informed about the organisation’s plans and procedures;</li> <li>Awareness about health &amp; safety issues;</li> <li>Learning and development;</li> <li>Employee recognition and engagement activities; and</li> <li>Employee performance review and career development.</li> </ul>
 Investors/ shareholders/ lenders	No	Announcements through stock exchanges, newspapers, media releases, website, annual reports, chairman’s speech at the annual general meeting, meetings, letters, e-mails, SMS, SEBI complaints redress system (SCORES), surveys	Annually, quarterly, need-based, real-time	<ul style="list-style-type: none"> <li>To keep investors updated about the organisation’s performance; and</li> <li>To answer any questions or clarifications that might be needed by the investors.</li> </ul>
 Customers	No	E-mails, phone calls, surveys, web portals, newspaper, website, social media platforms	Ongoing	<ul style="list-style-type: none"> <li>To inform customers about our services;</li> <li>Seeking consumer feedback; and</li> <li>Delivering customer service and resolving customer queries.</li> </ul>

Stakeholder group	Whether identified as vulnerable & marginalised Group (Yes/No)	Channels of communication (E-mail, 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
 Suppliers	No	E-mails, phone calls, website, meetings	Real-time, need-based	<ul style="list-style-type: none"> <li>To improve service levels from the suppliers and address their commercial issues and grievances.</li> </ul>
 NGOs/ communities	Yes	Meetings, focussed group discussions, and information & knowledge sharing on digital platforms, including social media	Ongoing	<ul style="list-style-type: none"> <li>To reach out and empower people; and</li> <li>To deepen social engagement and community development.</li> </ul>
 Government & regulatory authorities	No	Statutory filings, uploading on the website/portal, E-mails	Need-based, including statutory compliances – monthly, quarterly, half-yearly, annually etc.	<ul style="list-style-type: none"> <li>To ensure compliance as well as seek approval wherever necessary.</li> </ul>
 JV partners/ brand licensors	No	E-mails, phone calls, meetings	Ongoing, need-based	<ul style="list-style-type: none"> <li>To update on progress and issues faced;</li> <li>To respond to any queries; and</li> <li>To discuss improvements in the ways of working.</li> </ul>



**5**  
**PRINCIPLE**

Businesses should respect and promote human rights

**ESSENTIAL INDICATORS**

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

	FY 2022-23 Current financial year			FY 2021-22 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	598	598	100%	393	393	100%
Other than permanent	298	298	100%	227	227	100%
<b>Total employees</b>	<b>896</b>	<b>896</b>	<b>100%</b>	<b>620</b>	<b>620</b>	<b>100%</b>
<b>Workers</b>						
Permanent	Not Applicable					
Other than permanent						
<b>Total workers</b>						

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

Category	FY 2022-23 Current financial year					FY 2021-22 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)
<b>Employees</b>										
<b>Permanent</b>										
Male	595	-	-	595	100%	390	-	-	390	100%
Female	298	-	-	298	100%	227	-	-	227	100%
<b>Other than permanent</b>										
Male	3	-	-	3	100%	3	-	-	3	100%
Female	0	-	-	0	0	0	-	-	0	0

Category	FY 2022-23 Current financial year				FY 2021-22 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)
<b>Workers</b>										
<b>Permanent</b>										
Male	Not Applicable									
Female	Not Applicable									
<b>Other than permanent</b>										
Male	Not Applicable									
Female	Not Applicable									

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



Number	Median remuneration/ salary/wages of respective category	Number	Number	Median remuneration/ salary/wages of respective category
5	₹ 18,00,000	Board of Directors (BoD)	2	₹ 9,50,000
-	-	Key Managerial Personnel (KMP)*	-	-
592	₹ 7,25,334	Employees other than BoD, KMP and Workers	296	₹ 5,40,972
-	Not Applicable	Workers	-	Not Applicable

\*Key Managerial Personnel have received remuneration from TV18 Broadcast Limited, a subsidiary company.

**Note:** Remuneration paid to Directors denotes sitting fees paid to them for attending the meeting of the Board, its Committees, and the meeting of Independent Directors.

**4. Do you have a focal point (Individual / Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)**

Yes.

The focus on human rights considerations has been an integral part of the Company. The Company continues to comply with all statutory requirements under this ambit and does significantly more and beyond.

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

The Company has a Vigil Mechanism and Whistle-Blower Policy under which stakeholders are encouraged to report violations of applicable laws and regulations and the Code of Conduct – in confidence and without fear of any retaliation.

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

	FY 2022-23 Current financial year			FY 2021-22 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	0	0	-	0	0	-
Discrimination at workplace	0	0	-	0	0	-
Child labour	0	0	No child labour employed	0	0	No child labour employed
Forced labour/involuntary labour	0	0	No forced/ involuntary labour employed	0	0	No forced/ involuntary labour employed
Wages	0	0	-	0	0	-
Other human rights related issues	0	0	-	0	0	-

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

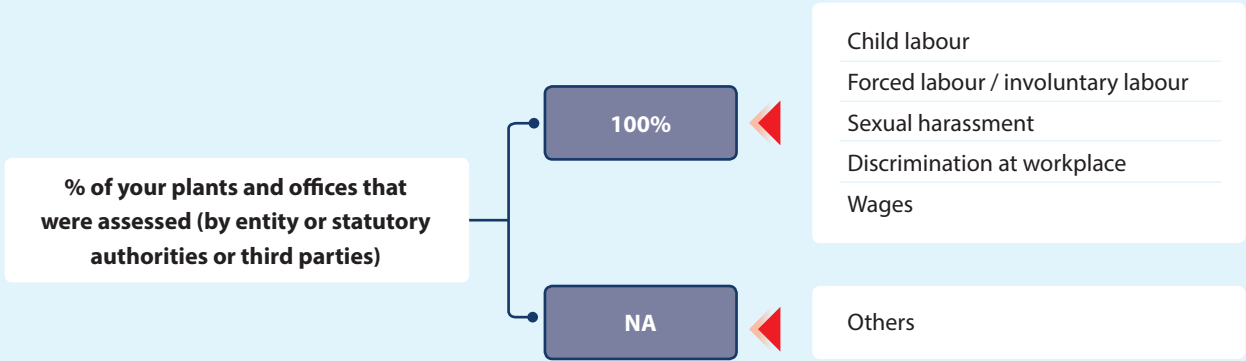
‘Vigil Mechanism and Whistle-Blower Policy’ and Policy on Prevention of Sexual Harassment (POSH) at Workplace, provide protection against retaliation against whistle-blowers/complainants to prevent any adverse consequences.

The Company prohibits its employees from engaging in retaliation or intimidation that is directed against a whistle-blower/ complainant. Employees who engage in retaliation or intimidation are subjected to disciplinary action, which may include dismissal. Regardless of the outcome of the complaint made in good faith, the complainant and any person providing information or any witness are protected from any form of retaliation.

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

Yes, the Business Partner Code of Conduct and following the highest ethical and human rights standards are part of the Company's business agreement.

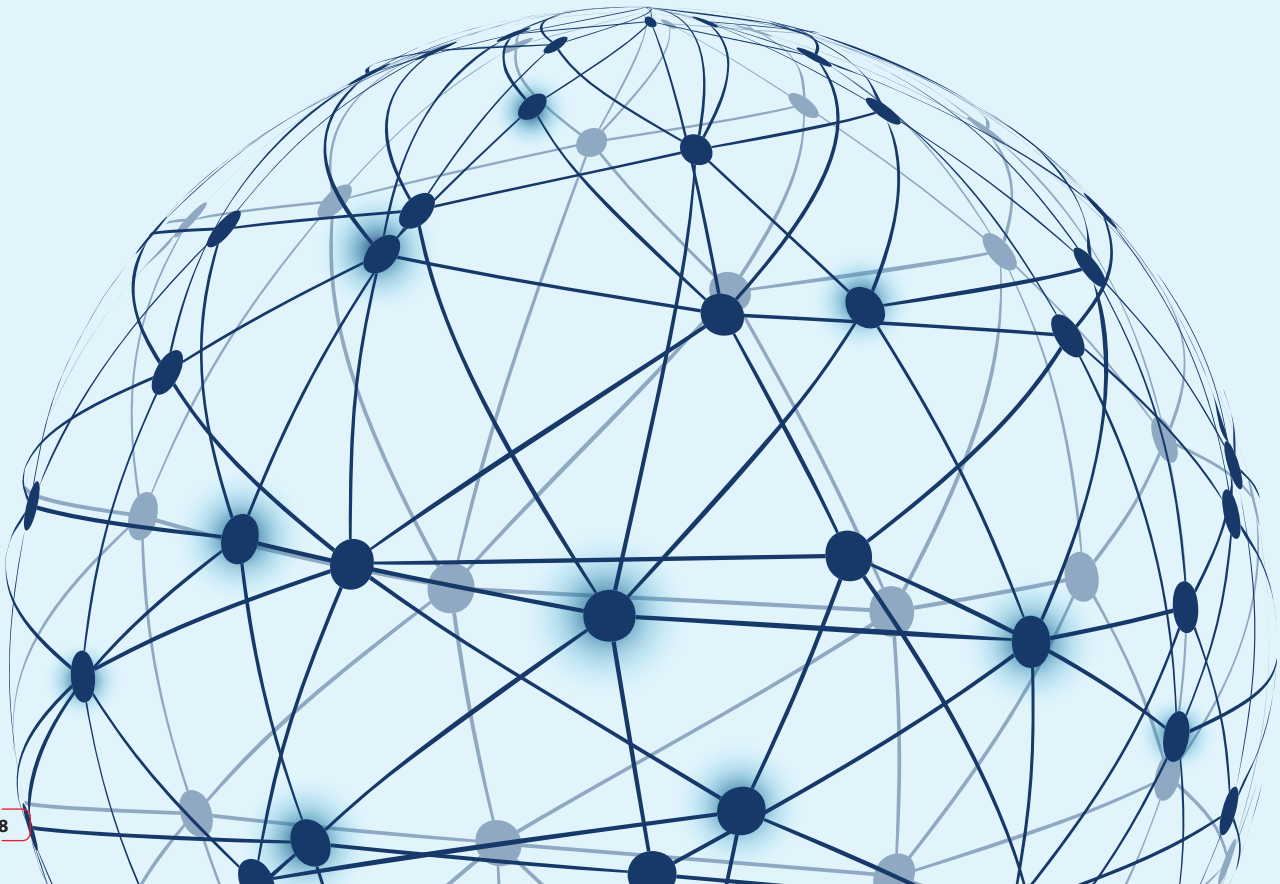
**9. Assessments for the year:**



**Note:** All offices are periodically assessed by statutory authorities/internal auditors, and authorised persons from the business to ensure adherence to regulatory requirements.

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

No corrective measures were required during the reporting period.



**6**  
**PRINCIPLE**

Businesses should respect and make efforts to protect and restore the environment

**ESSENTIAL INDICATORS**

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

FY 2022-23 Current financial year	Parameter	FY 2021-22 Previous financial year
22,04,640	Total electricity consumption (A) (in mega joules)	16,15,399
-	Total fuel consumption (B)	-
-	Energy consumption through other source (C)	-
<b>22,04,640</b>	<b>Total energy consumption (A+B+C) (in mega joules)</b>	<b>16,15,399</b>
0.0012	Energy intensity per rupee of turnover <i>(Total energy consumption/turnover in rupees)</i>	0.0009
-	Energy intensity (optional) – the relevant metric may be selected by the entity	-

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

No.

**2. Does the entity have any sites/facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N)**

No

**If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.**

Not Applicable

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

Being in the service industry and considering the nature of its operations, the Company’s usage of water is primarily restricted to regular consumption by employees. Efforts have been made to minimise the wastage of water in the office premises.

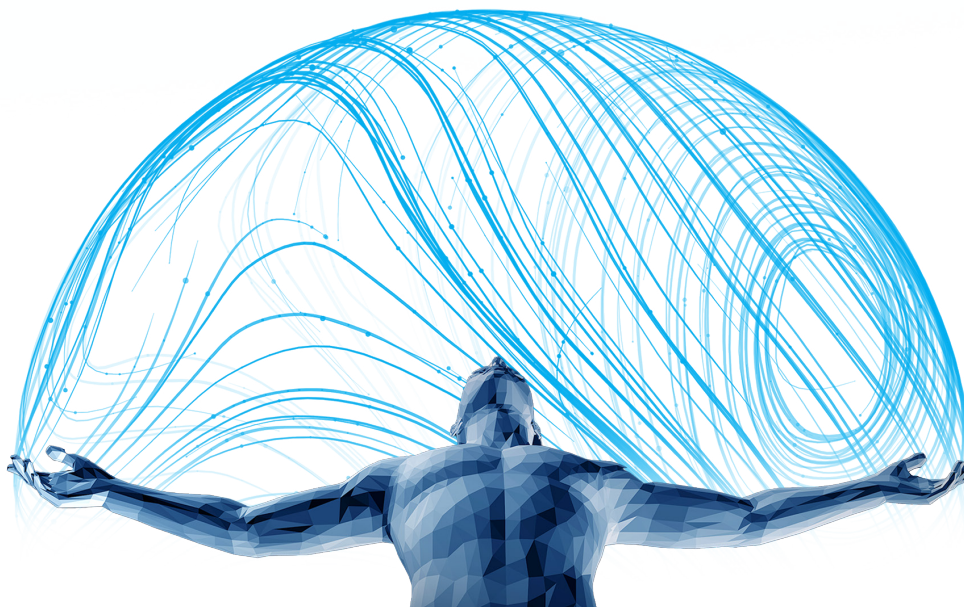
Parameter	FY 2022-23 Current financial year	FY 2021-22 Previous financial year
<b>Water withdrawal by source (in litres)</b>		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	16,608	12,716
(iv) Seawater/desalinated water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal (in litres) (i + ii + iii + iv + v)</b>	<b>16,608</b>	<b>12,716</b>
<b>Total volume of water consumption (in litres)</b>	<b>16,608</b>	<b>12,716</b>
<b>Water intensity per lakh rupees of turnover (Water consumed/turnover in lakh)</b>	<b>0.88</b>	<b>0.76</b>
<b>Water intensity (optional) – the relevant metric may be selected by the entity</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.**

No

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

Yes. Sewage generated is treated in the sewage treatment plants, and the recycled water is used for irrigation/gardening, and flushing purposes. In some of the Company’s smaller leased offices, the wastewater is discharged into municipal sewers, which undergo further treatment.



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

The Company being in the service industry, does not engage in any manufacturing activity. Basis the operations of the Company, emissions other than GHG emissions are negligible.

Parameter	Please specify unit	FY 2022-23 Current financial year	FY 2021-22 Previous financial year
NOx	-	-	-
SOx	-	-	-
Particulate matter (PM)	-	-	-
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others	-	-	-

**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.

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

Parameter	Unit	FY 2022-23 Current financial year	FY 2021-22 Previous financial year
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	-	-
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	435	319
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b>	Metric tonne of CO2/Lakh rupees of turnover	0.023	0.019
<b>Total Scope 1 and Scope 2 emission intensity</b> (optional) – the relevant metric may be selected by the entity		-	-

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

No.

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

Due to the nature of its operations, the Company doesn't have any significant greenhouse gas emissions. However, the Company is continuously evaluating ways to reduce electricity consumption.

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

Parameter	FY 2022-23 Current financial year	FY 2021-22 Previous financial year
<b>Total waste generated (in metric tonnes)</b>		
Plastic waste (A)	0	0
E-waste (B)	0	0
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other hazardous waste. Please specify, if any. (G)	0	0
Other non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	0	0
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>0</b>	<b>0</b>
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
<b>Total</b>	<b>0</b>	<b>0</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
<b>Total</b>	<b>0</b>	<b>0</b>

**Note:** No e-waste was generated during the reporting period. Other waste including plastic waste was disposed off through authorized channel in the normal course.

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

No.

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

The Company is not involved in any manufacturing activity, and hence there is no consequent discharge of waste. Additionally, any electronic item discarded by the Company is channelled through authorised recyclers in accordance with the requisite enactments/rules/guidelines issued by the Ministry of Environment, Forest and Climate Change or the concerned Pollution Control Board.

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

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.
Not Applicable			

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

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
Not Applicable					

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

Yes, the Company is compliant with all applicable environmental laws/regulations/guidelines in India.

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
Not Applicable				

**7**  
**PRINCIPLE**

**Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent**

**ESSENTIAL INDICATORS**

**7. a. Number of affiliations with trade and industry chambers/associations.**

The Company is a member of one trade and industrial association.

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

**Digital News Publishers Association**

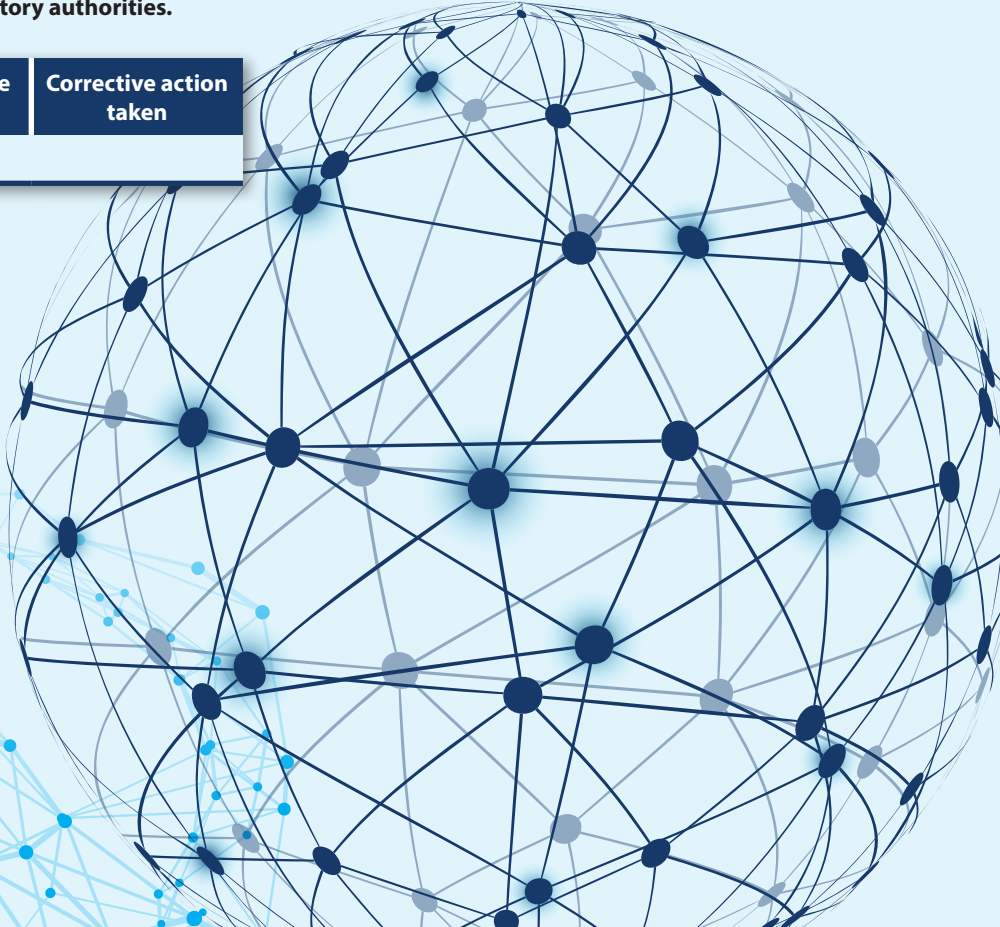
Name of trade and industry chambers/associations

**National**

Reach of trade and industry chambers/associations (State/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.**

Name of authority	Brief of the case	Corrective action taken
Not Applicable		



**8**  
**PRINCIPLE**

**Business should promote inclusive growth and equitable development**

**ESSENTIAL INDICATORS**

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

Name and brief details of project	SIA notification no.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant web link
Not Applicable					

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

The Company was not required to undertake any projects requiring R&R.

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 ₹)
Not Applicable						

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

The Company has various mechanisms to receive and redress grievances of various stakeholders. The community stakeholders have the option of sharing their concerns with us via e-mail, as mentioned on our website. In case any grievances are received from community members, concerned persons can reach out to them. Appropriate action is taken to address the grievances. Also, the Company is open to receiving feedback from all its stakeholders at its designated e-mail id: [feedback@nw18.com](mailto:feedback@nw18.com).

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

	FY 2022-23 Current financial year	FY 2021-22 Previous financial year
Directly sourced from MSMEs/small producers	30%	32%
Sourced directly within from the district and neighbouring districts	52%	57%

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

**ESSENTIAL INDICATORS**

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

The process of filing complaints and contact details of the grievance officer are available on the Company's product websites at:

- <https://www.news18.com/complaint/>
- <https://www.forbesindia.com/contactus/>
- <https://www.overdrive.in/contact-us/>
- <http://www.betterphotography.in/contact-us/>
- <https://www.firstpost.com/about-firstpost>

All our digital publishing is governed by the Digital Code of Ethics published by the Digital News Publishers Association. The same can be accessed at: <https://www.dnpa.co.in/page.php?slug=digital-code-of-ethics>.

Also, the Company is open to receiving feedback from all its stakeholders at its designated e-mail id: [feedback@nw18.com](mailto:feedback@nw18.com).

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

The Company is in service industry and its services (i.e. Digital News / Print Media) does not require to carry below mentioned information. However, wherever required, its digital content contain statutory disclaimers for responsible consumption of news / content by viewers

	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



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

Category	FY 2022-23 Current financial year			FY 2021-22 Previous financial year		
	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	-	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	-
Others (Consumer complaints on digital content)	1,564	0	-	1,628	0	-

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

The Company, being in the service sector, does not engage in any product manufacturing activity. Hence, this disclosure is not applicable to it.

	Number	Reasons for recall
Voluntary recalls	Not Applicable	
Forced recalls		

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

Yes, the Company has a Data Privacy Policy ('Policy') in place.

The Company respects the privacy of individuals and is committed to take reasonable precautions to protect information consisting of personal information, personally identifiable information, and sensitive personal data or information about individuals, and comply with all legal, regulatory and contractual obligations related to privacy.

The Policy can be accessed at: [https://nw18.com/reports/reports/policies/corporate\\_data\\_privacy\\_policy.pdf](https://nw18.com/reports/reports/policies/corporate_data_privacy_policy.pdf)

**6. Provide details of any corrective actions taken or under way 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.**

Not Applicable