



Date: 5th August, 2024

The Manager, Listing Department, National Stock Exchange of India Limited Exchange Plaza, C-1, Block G, Bandra - Kurla Complex, Bandra (East), Mumbai - 400 051 Mumbai - 400 001

The General Manager, The Listing Department BSE Limited Phiroze Jeejeebhoy Towers, Dalal Street,

Scrip Code: 532163

Subject: Business Responsibility and Sustainability Report for the Financial Year 2023-24.

Dear Sir/ Madam,

Symbol: SAREGAMA

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ('SEBI Listing Regulations'), please find enclosed the Business Responsibility and Sustainability Report ('BRSR') of the Company for the Financial Year 2023-24, which also forms part of the Integrated Annual Report for the Financial Year 2023-24.

The same is also available on the website of the company at www.saregama.com.

You are requested to kindly take the aforementioned on record.

Yours Faithfully, For **SAREGAMA INDIA LIMITED**

Priyanka Motwani **Company Secretary and Compliance Officer**





I. DETAILS OF THE LISTED ENTITY

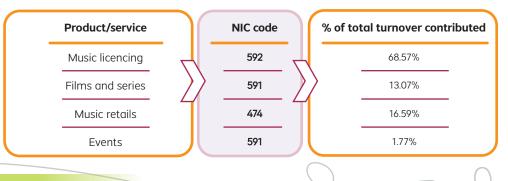
1	Corporate Identity Number (CIN) of the listed entity	>	L22213WB1946PLC014346
2	Name of the listed entity	<u>></u>	Saregama India Limited ('Saregama')
3	Year of incorporation	<u>></u>	13-08-1946
4	Registered office address	>	33, Jessore Road, Dum Dum, Kolkata - 700 028, West Bengal, India
5	Corporate address	>	2 nd Floor, Spencer Building, 30, Forjett Street, Grant Road (W), Mumbai - 400 036 Phone: (022) 6688 6200
6	E-mail	>	co.sec@saregama.com
	Telephone	>	+91 33 2551 2984
3)	Website	>	www.saregama.com
	Financial year for which reporting is being done	>	FY 2023-24
0	Name of the Stock Exchange(s) where shares are listed	>	NSE - 532163 BSE - SAREGAMA
1)	Paid-up capital	>	Rs. 19,28,09,490/-
2	Details of the person who may be contacted in case of any queries on the BRSR report.	>	Name: Priyanka Motwani Telephone: (022) 6688 6200 E-mail: priyanka.motwani@rpsg.in
3	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).	>	Standalone
4	Name of assurance provider	>	NA
5	Type of assurance obtained	>	NA

. PRODUCTS/SERVICES

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



17. Products/services sold by the entity (accounting for 90% of the entity's turnover):



III. OPERATIONS

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



- 19. Markets served by the entity.
 - a. Number of locations



^{*} The Company, through its subsidiaries, has a presence in Dubai, the UK, the US and Mauritius

19. b.

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

35.74%

19. c.

A brief on types of customers

(i) Business to Business (B2B): Saregama's customers include leading audio and video streaming platforms, broadcasting channels, and other social media platforms. (ii) Business to Consumer (B2C): Saregama sells carvaan and its variants directly to consumers through its website and online marketplaces.

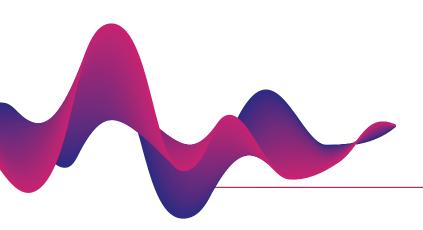
V. EMPLOYEE

20. Details as at the end of financial year

a. Employees and workers (including differently abled):

				<u> </u>		4)
S	Particular	Total A	Male		Female	
no.	Particular	TOTAL A	No. (B)	% (B/A)	No. (C)	% (C/A)
		Employ	/ee			
01.	Permanent (D)	332	260	78%	72	22%
02.	Other than permanent (E)	122	83	68%	39	32%
03.	Total employees (D+E)	454	343	75%	111	25%
		Workers	- NA			

^{*}Other than permanent employees include subcontractors, business associates excl. sales executives, housekeeping, and security. The entire workforce falls under the category of employees and none are workers, considering the nature of the business; hence, the workers category is not applicable to Saregama.







b. Differently abled employees and workers:

				<u>k</u>)		
S	Dankindan	Tatal A	Mo	ıle	Female	
No.	Particular	Total A	No. (B)	% (B/A)	No. (C)	% (C/A)
		ifferently able	d employees			
01.	Permanent (D)	0	0	0	0	0
02.	Other than permanent (E)	0	0	0	0	0
03.	Total employees (D+E)	0	0	0	0	0
	Workers - NA					

21. Participation/Inclusion/Representation of women

		No. and percent	tage of females
	Total (A)	Total (B)	% (B/A)
Board of Directors	8	3	37.50%
Key Management Personnel	2	1	50%

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

	(Turnove	FY24 (Turnover rate in current FY) ((Turnove	FY23 (Turnover rate in current FY)*			FY22 (Turnover rate in current FY)		
	2	Q	+	2	Q	+	2	Q	+	
	Male	Female	Total	Male	Female	Total	Male	Female	Total	
Permanent employees	31.84%	24.58%	30.27%	26.90%	34.04%	28.44%	34.82%	32.26%	33.54%	
Permanent workers	NA	NA	NA	NA	NA	NA	NA	NA	NA	

^{*}Calculated as per BRSR guidelines

(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)
01.	Composure Services Private Limited	Holding	-	
02.	Saregama Limited (formerly Saregama Plc.)	Subsidiary	76.41%	
03.	Saregama Inc	Step-Down Subsidiary	76.41%	
04.	Saregama FZE	Subsidiary	100%	No
05.	RPG Global Music Limited	Subsidiary	100%	No
06.	Kolkata Metro Networks Limited	Subsidiary	100%	
07.	Pocket Aces Pictures Private Limited	Subsidiary	51.82%	
08.	Saregama Regency Optimedia Private Limited	Joint Venture	26%	

VI. CSR DETAILS

24.

Whether CSR is applicable as per Section 135 of Companies Act, 2013: (Yes/No)

(ii) Turnover (in Rs. Lakhs)

Rs. 75,876.59 Lakhs

(ii) Turnover (in Rs. Lakhs)





Yes



VII. TRANSPARENCY AND DISCLOSURE COMPLIANCES

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

Stakeholder	Grievance redressal	FY 24	Current Finar	cial Year	FY 23	Previous Fina	ncial Year
group from whom complaint is received	mechanism in place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	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	The communities involved in social welfare activities of the Company can raise concerns, provide feedback on ongoing projects, and submit grievances related to CSR projects, programs, and activities, by accessing the Company's Website www.saregama.com.	Nil	NA		Nil	NA	
Investors (Other than shareholders)	Saregama ensures transparent communication through a dedicated E-mail id (co.sec@saregama. com) for investors and shareholders to directly	Nil	NA		Nil	NA	
Shareholder	reach the Company Secretary and Compliance Officer. Additionally, the Company's Whistle Blower Policy provides a secure platform for employees, workers, and other stakeholders to report their concerns anonymously, with protection from retaliation or victimisation. The policy is accessible at: https://r.saregama.com/ resources/pdf/investor/ whistle_blower_policy.pdf.	10	0	All complaints filed during FY 2023-24 were duly resolved	3	0	All complaints filed during FY 2022-23 were duly resolved

Stakeholder	Grievance redressal	FY 24	Current Fina	ncial Year	FY 23	Previous Fina	ncial Year
group from whom complaint is received	mechanism in place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	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
Employees and workers	At Saregama, we value our employees' feedback and concerns. We believe in maintaining a transparent and approachable work environment where everyone feels heard and supported. As part of our commitment to employee satisfaction, we have a structured grievance redressal mechanism. This means that any employee can approach their respective manager, HR representative, or any member of the management team to discuss their concerns or grievances without fear of retribution.	1	0	The complaint was pertaining to a whistle blower, which was predominantly resolved and necessary actions were taken	1	0	The complaint was pertaining to sexual harassment and was predominantly resolved
Customers	To connect with customers and register their grievances, the Company has setup a dedicated customer care service that resolves customer grievances and quality & product-related complaints via different mechanisms including toll-free telecalling: 18001027799 and E-mail: feedback@ saregama.com. Customers of the Company can also contact on its website: https://www.saregama.com/static/ contact-us	1,00,415	0	The complaints were predominantly related to products. The same were resolved completely by providing either a replacement or refund	72,986	0	The complaints were predominantly related to products. The same were resolved completely by providing either a replacement or refund

Stakeholder	Grievance redressal	FY 24	Current Finan	cial Year	FY 23	Previous Finan	cial Year
group from whom complaint is received	mechanism in place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	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
Value chain partners	Value chain partners are notified to submit their concerns and grievances to the Chief Manager - Projects via E-mail, ensuring a formal and structured reporting channel. The Projects team diligently tracks and resolves these grievances, ensuring timely and effective issue closure.	Nil	NA		Nil	NA	
Others (Please specify)	-	-	-	-	-	-	-



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

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









S. no	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Infringement		Ungutherised use of sepuriahted	While piracy levels have	

1 Infringement of our IP



Unauthorised use of copyrighted works.

While piracy levels have significantly declined in India with the support of the judicial system, we have a dedicated team to constantly monitor every infringement and take corrective action. We are part of industry body IMI (Indian Music Industry) that works closely with the Government to protect interests of music industry stakeholders



2 Digitalisation

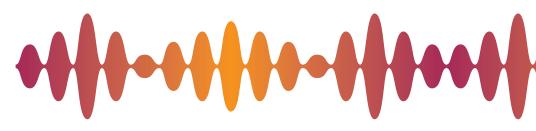


Digitalisation has played an important role in shaping the music industry. Music streaming, downloads, internet radios and other subscription-based music services have become important channels of music distribution for the Company. Digital technologies and processes have changed the landscape of the music industry by altering ways in which revenue is being generated.

This has opened new avenues of revenue generation for the Company

NA





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)

3 Employee engagement



Decentralised decision-making empowers people to take the right steps for the Company's interests. My Inputs Count (MIC) is a Company-wide survey that enables people to express their opinions freely. We have implemented employee-friendly policies, and undertake regular engagements, surveys, learning and development programs and health camps reinforcing our reputation as an employer of choice

NA



4 Plastic waste and EPR obligation



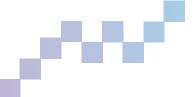
Saregama's products business requires the Company to be compliant with E-waste & plastic waste regulations.

Non-adherence to recent changes in the environmental legislations regulating the

changes in the environmental legislations regulating the generation, collection & disposal of E-waste & plastic waste can lead to monetary risks for the Company.

Saregama has obtained an Extended Producers Responsibility (EPR) authorisation for E-waste & plastic waste and would take care of the disposal, collection and reuse & recycling obligation that the relevant provisions of the law casts on it.





SECTION B

Management and Process Disclosures



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

		re Questions	U	P2 P3 P4 P5 P6 P7 P8 P9
1.	a.	nd management processes Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)		Yes
	b.	Has the policy been approved by the Board? (Yes/No)		Yes
	c.	Web Link of the policies, if available	1.	Terms and conditions of appointment of Independent Directors:
				URL: https://r.saregama.com/resources/pdf/investor/website_update_terms_and_conditions_of_appointment_of_independent_directors.pdf
			2.	Code of conduct for Board of Directors and Senior Management Personnel:
				URL: https://r.saregama.com/resources/pdf/investor/code_ofconduct_for_board_of_directors_and_senior_management.pdf
			3.	Whistle Blower Policy:
				URL:https://r.saregama.com/resources/pdf/investor/whistle_blower_policy.pdf
			4.	Policy on Materiality of Related Party Transactions and on Dealing with Related Party Transactions:
				URL:https://r.saregama.com/resources/pdf/investor/Policy_ Statement_on_Materiality_and_Dealings_with_Related_Parties_01 pdf
			5.	Policy for determining 'Material' Subsidiaries:
				URL:https://r.saregama.com/resources/pdf/investor/material_subsidiary_policy.pdf
			6.	CSR Policy:
				URL: https://r.saregama.com/resources/pdf/investor/csr_policy.pdf
			7.	The Company's intranet hosts a comprehensive repository of policies and guidelines, including HR, IT, and compliance-related documents Continuous improvements to the policy framework and governance are in progress.
2.		nether the entity has translated the icy into procedures. (Yes/No)		Yes
3.		the enlisted policies extend to your		No

Disclosure Questions



















Policy and management processes

- Forest Stewardship Council, Fairtrade, national and international levels. Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.
 - Name of the national and international The Company aims to stay ahead in its ESG journey and is exploring the codes/certifications/labels/standards (e.g., acquisition of recognised global certifications to validate its efforts on both
- any

5. Specific commitments, goals and targets As part of our sustained commitment to environmental stewardship, set by the entity with defined timelines, if Saregama is excited to announce a new initiative: beginning in FY24, we will have committed to planting 100 trees annually. This effort underscores our dedication in combating climate change and our passion for preserving the natural world for future generations. By setting this goal, we aim to foster a greener future and inspire others to join us in this crucial endeavour. Our pledge to plant 100 trees each year exemplifies our core values of sustainability, environmental awareness, and community development.

not met.

Performance of the entity against the In 2024, our Company launched an annual tree-planting initiative, committing specific commitments, goals and targets to plant 100 trees each year. This effort demonstrates our dedication to along-with reasons in case the same are environmental sustainability and social responsibility. We have already successfully grown 100 trees this year and will continue to monitor and report our progress, ensuring transparency and accountability in our efforts to create a greener future. We look forward to tracking and sharing our future performance on this initiative.

Governance, leadership and oversight



ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)

"Saregama underscores its dedication to address ESG challenges and achievements within the entertainment sector through its Business Responsibility reporting. We prioritise targets aimed at mitigating environmental impact, enhancing social responsibility, and upholding governance standards. Our efforts include reducing our carbon footprint, promoting diversity, and ensuring ethical practices throughout our operations. We remain steadfast in our commitment to continuous improvement and transparency to create lasting value for stakeholders."

Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).

Mr. Vikram Mehra, Managing Director

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.

Pankaj Chaturvedi, CFO, oversees the Company's sustainability strategy and stakeholder engagement, driving sustainable growth and responsible business practices, and reinforcing our commitment to a sustainable future.

Subject for review

10. Details of Review of NGRBCs by the Company:



Indicate whether review was undertaken by Director/Committee of the Board/ Any other Committee



2

Р3

P4

P5

P6

27

P8

P9

Performance against above policies and follow up action

Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances

Compliance with the laws of land is the first step in responsible business conduct. The compliance review with all the statutory requirements of relevance to the principles of National Guidelines on Responsible Business Conduct has been conducted by the respective Committees of the Board.

Frequency of NGRBCs review (Annually/half yearly/quarterly/any other - please specify)

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

Annually

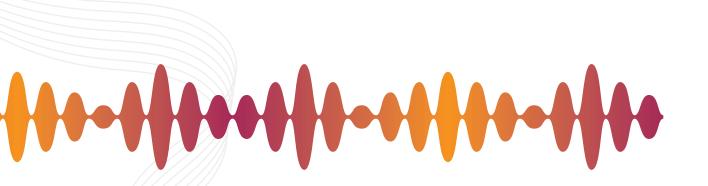
Our Company regularly reviews and refines our policies through a robust internal evaluation process, ensuring they remain effective and aligned with our goals. Additionally, we proactively seek external expertise and guidance as needed, demonstrating our commitment to continuous improvement and excellence in our operations and practices.

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.

No, the policies are evaluated internally from time to time and updated whenever required. However, the Company seeks external assistance and advice as and when required.

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

Not Applicable



PRINCIPLE 1

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



Segment	Total Number of training and awareness programmes held	Topics/principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	1	The Board members regularly participate in compliance and ESG training sessions as part of their ongoing development. These sessions include updates on the entity's Code of Conduct, regulatory changes and other key governance topics. Additionally, Board meetings consistently feature agenda items related to whistleblower policies and ESG performance updates, ensuring that members are well-informed on these critical issues.	88.89%
Key Managerial Personnel	2	Key managerial personnel are enrolled in comprehensive legal and compliance training programs. These programmes cover various critical areas, including promoting fair competition, conflict of interest, antibribery practices, and preventing workplace harassment. Training sessions are also supplemented with discussions and practical insights through real-life examples, enhancing the understanding of ethical practices.	100%
Employees other than BoD and KMP	1	Concerned employees other than the BoD and KMP, are required to complete online training module on various compliances topic, with diligent tracking of on-time completion.	20%
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 Obligations) Regulations, 2015 and as disclosed on the entity's website):

Monetary								
	NGRBC Principle P1 P2 P3 P4 P5 P6 P7 P8 P9	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (in Rs.)	Brief of the case	Has an appeal been preferred? (Yes/No)			
Penalty/fine settlement compounding fee	No pe	nalties have been imposed on t	the Directors	s and the KMPs				

Non-monetary									
	NGRBC Principle P1 P2 P3 P4 P5 P6 P7 P8 P9	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (in Rs.)	Brief of the case	Has an appeal been preferred? (Yes/No)				
Imprisonment Punishment	No	penalties have been imposed o	n the Direct	ors and KMP.					

 Of the instances disclosed in Question 2 above, details of Appeal/Revision preferred in case where monetary non-monetary actions has been appealed

Case	Name of the regulatory/ enforcement
Detail	agencies/judicial institutions
	NA

 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.

Policy available (Yes/No): Yes

Web Link: https://r.saregama.com/resources/pdf/investor/Anti_Corruption_Anti_Bribery_policy.pdf

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

Designation	FY24 Current Financial Year	FY23 Previous Financial Year
Director		
KMPs		
Employees	- NIL	NIL
Workers		

6. Details of complaints with regard to conflict of interest

Designation	FY24 Current	Financial Year	FY23 Previous Financial Year		
	Number	Remark	Number	Remark	
Number of complaints received in relation to issues of conflict of interest of the Directors	0	NA	0	NA	
Numbers of Complaints received in relation to issues of conflict of interest of the KMPs	0	NA	0	NA	

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

NA

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



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	Me	tric	FY 24 Current Financial Year	FY 23 Previous Financial Year	
	a.	Purchase from trading houses as % of total purchases	NA	NA	
Concentration of purchases	 Number of trading houses where purchases are made from 		NA	NA	
or purchases	C.	Purchases from top 10 trading houses as % of total purchases from trading houses	NA	NA	
	a.	Sales to dealers/distributors as % of total sales*	54.70%	49.57%	
Concentration of sale	b.	Number of dealers/distributors to whom sales are made	617	483	
	C.	Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	34.52%	31.05%	
	a.	Purchases (purchases with related parties/total purchases)	NIL	NIL	
Share of	b.	Sales (Sales to related parties/total sales)	5.94%	1.25%	
Share of RPTs in	C.	Loans and advances (Loans and advances given to related parties/total loans and advances)	4.87%	4.12%	
	d.	Investments (Investments in related parties/total investments made)	70.09%	6.82%	

^{*}Related to distribution of caravan products only.

As outlined in th De-merger Scheme Digi-Drive has been demerged and listed from Saregama the parent Company. Digi-Drive has been designated as the sole distributor, resulting in the increase of sales to RPTs



Awareness programs conducted for value chain partners on any of the Principles during the financial year:

Total number of awareness programmed held

Topics/principles covered underthe training

% age of value chain partners covered (by value of business done with such partners) under the awareness programs Value chain partners play a vital role in the Company's operations. With responsible business practices becoming increasingly crucial, the Company aims to evaluate its value chain partners and implement training programs on key topics in the years ahead.

Does the entity have processes in place to avoid/manage conflict of interests involving members of Board? If Yes, provide details of the same have process: (Yes/No) Yes

Details: We have implemented a Code of Conduct for our Board of Directors, outlining precise protocols to prevent and disclose any real or potential conflict of interest with the Company. Annually, at the start of the financial cycle, we gather updated statutory declarations from all Directors.

PRINCIPLE 2



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



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.

Current Financial Year Previous Financial Year Details of improvements in environmental and social impacts





As a leading Indian media company, we are committed to driving innovation and growth in the industry. We eagerly anticipate identifying opportunities to invest in research and development (R&D) and capital expenditures (Capex), enabling us to stay at the forefront of creative storytelling, technological advancements, and audience engagement. By investing in R&D and Capex, we aim to further enhance our content offerings, expand our reach, and create new experiences for our audiences, strengthening our position in the media landscape.

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

Entity has procedures (Yes/No) Yes

Percentage of inputs - Our procurement adheres to the principles of sustainable sourcing. We assess suppliers based on additional sustainability criteria to ensure the integration of ESG factors in our supply chain. At present, we have not yet implemented a system to quantify the value of sustainably sourced inputs, but we plan to establish this practice in the future.

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life

	Process Description
Plastics (including packaging)	As the Company is required to abide by its Extended Producer Responsibility (EPR) obligation, it has set up a mechanism as detailed in point 4 below.
E-Waste	As the Company is required to abide by its Extended Producer Responsibility (EPR) obligation, it has set up a mechanism as detailed in point 4 below.
Hazardous Waste	There is no hazardous waste generation owing to the nature of business
Other Waste	There are no other kinds of waste generated in our office other than listed above

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

Extended Producer Responsibility (EPR) applicable (Yes/No) Yes

Describe

Saregama has secured Extended Producer Responsibility (EPR) for managing both plastic and e-waste. It is registered with the Central Pollution Control Board (CPCB) and has formulated a waste collection-action plan in accordance with CPCB guidelines. Throughout the reporting period, the Company has adhered to EPR requirements, ensuring alignment between its waste collection plan and the EPR plan Additionally, it has registered as a 'Brand owner' under plastic waste regulations. Regarding e-waste specifically, the Company has made a 'Sustainable Earth' commitment and has partnered with Waste Management Partners to responsibly channelize its e-waste. Detailed information about the e-waste management program is accessible at: https://r.saregama.com/resources/pdf/saregama_e_waste_plan.pdf?srgm_tracker=footer



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

NIC Code	Product/	% of total Turnover contributed	Assessment was	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	If results communicated in public domain, provide the web-link.
			1.15 - 1	0.4 \ C '' '' '' ''	1 1 1 1 1 1	

The Company has not conducted Life Cycle Assessments (LCAs) for its music retail products, but it may explore the possibility of doing so in the future.

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

Current Financial Year	Description of the risk/concern	Action Taken

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



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

	FY 24	Current Fin	ancial Year	FY 23 Previous Financial Year			
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed	
Plastics (including packaging)	0	0	0	0	0	0	
E-waste		0.25	0	0	0*	0	
Hazardous Waste	NA	NA	NA	NA	NA	NA	
Other Waste	0	0	0	0	0	0	

^{*}E-waste is recycled in April 2024, hence updated in FY'24

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

Indicate product category

Reclaimed products and their packaging materials as % of total products sold in respective category

The Company being environmentally responsible corporate organisation hereby ensure environmentally safe and sound management of e-waste and for the same we have partnered with M/s Vincular Testing Labs India Private Limited a Producer Responsibility Organisation (PRO) who will support us in the channelization of e-waste from end customer to the recycling/dismantling premise, establishment of collection centres and running buy-back scheme as an when required. Bluedart Express Limited is the e-waste managing partner of our PRO for reverse logistics facility will facilitate collection of e-waste from the collection centre/point and also support with door-to-door collection of e-waste in environmentally

PRINCIPLE 3

safe and sound manner



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



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

Category	% of employees covered by										
	Total (A)	Hed Insur	alth ance	Accident Maternity Insurance Benefits		Paternity Benefits		Day Facil			
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
				Per	manent e	mployees					
Male	260	260	100%	260	100%	NA	NA	260	100%	0	0
Female	72	72	100%	72	100%	72	100%	NA	NA	0	0
+ Total	332	332	100%	332	100%	72	100%	260	100%	0	0
				Other th	an Perma	nent Empl	oyee				
Male	83	83	100%	0	0	NA	NA	48	57.83%	0	0
Female	39	39	100%	0	0	27	69.23%	NA	NA	0	0
+ Total	122	122	100%	0	0	27	69.23%	48	57.83%	0	0.00

1. b. Details of measures for the well-being of Workers: NA

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

FY24 Current Financial Year

FY23 Previous Financial Year

Cost incurred on well-being measures as a % of total revenue of the Company*

0.29%

0.25%

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

Benefits	FY 24 C	Current Financial \	Year	FY 23 Previous Financial Year				
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)		
PF	100%*	NA	Υ	100	NA	Υ		
ESI	NA**	NA	NA	NA	NA	NA		
Gratuity	100%*	NA	Υ	100	NA	Υ		
Other								

^{*100%} eligible employees are covered, other than permanent employees (Retainers) are not eligible for PF and Gratuity

Accessibility of workplaces

3. Are the premises/offices of the entity accessible to differently abled employees and workers? (Yes/No) If not, whether any steps are being taken by the entity in this regard.

Entity accessible to differently abled employees and workers (Yes/No) No

Any steps are being taken

The Company is actively working towards making its offices accessible for differently abled individuals and anticipates implementing these changes in the near future.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016 (Yes/No). If so, provide a web-link to the policy.

Entity has an equal opportunity policy (Yes/No) Yes

Web-Link: Saregama adheres to an equal opportunity policy aligned with the Rights of Persons with Disabilities Act, 2016. This policy, accessible via the Company's intranet, is an essential component of our HR manual. It underscores our dedication to offering fair opportunities and fostering inclusivity for individuals with disabilities.

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%	65.21%	NA	NA		
Female	Female 100%		NA	NA		
+ Total	+ Total 100%		NA	NA		

^{*}There was only one female employee who took maternity leave but didn't continue after.

^{*}Spending measures towards well-being of employees includes staff welfare expenses - Medical expenses, Insurance expenses, canteen and lunch expenses

^{**} Permanent employees considered

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	NA
Permanent Employees	At Saregama, we value our employees' feedback and concerns. We believe in maintaining a transparent and approachable work environment where everyone feels heard and supported. As part of our commitment to employee satisfaction, we have a structured grievance redressal mechanism. Any employee can approach their respective manager, HR representative, or any member of the management team to discuss their concerns or grievances without fear of retribution. Further quarterly employee meetings are held to foster open communication and facilitate 360-degree feedback, ensuring that every voice is heard and valued
Other than Permanent Employees	We believe in a fair and transparent process, which is why we extend the same policies and practices to all employees, regardless of their employment status, whether full-time, temporary, or contract based. This ensures a consistent and equitable work environment, fostering a culture of inclusivity, respect, and trust.

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

 Not Applicable since no employees are part of any association/ union.
- 8. Details of training given to employees and workers:

Category		FY24 C	urrent Financi	al Year		FY23 Previous Financial Year					
	Total (A)		and safety sures		On skill Total On health and On suppradation (D) safety measures upgrad				(D)		
		Number (B)	% (B/A)	Number (C)	% (C/A)		Number (E)	% (E/D)	Number (F)	% (F/D)	
Male	as are	and safety trained integral comp	onents of our	29	8.45%		n and safe ns are inte- company-wi	33	11.8%		
Female	during aware	g our comp eness progro	any events, ammes are	17	15.31%	and meetings, ensuring a employees have access			18	25.0%	
+ Total	emplo policie on we To fu culture compi	3			10.13%	wellne To fur culture a c trackin monite ensure	' ' '		51	13.7%	

Workers - NA



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

Category	FY24 (Current Financia	l Year	FY23 Previous Financial Year					
category	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)			
			Employees*						
Female	66	66	100%	68	68	100%			
Male	249	249	100%	304	304	100%			
+ Total	315	315	100%	372	372	100%			
Workers - NA									

^{*}All the eligible employees are considered.

At Saregama, we implement a Performance Management System (PMS) for conducting performance reviews. Upon joining, all permanent employees complete a Key Responsibility Area (KRA) assessment, followed by mid-year discussions in November. Annual appraisal discussions occur in June, with increments effective from July. These discussions entail two levels of assessment based solely on KRAs, performance, target achievements, and skill enhancements. The Managing Director and HR Head hold the ultimate authority to finalise the performance review cycle. We conduct this entire process transparently and professionally.

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

Health and safety management system implemented by the entity (Yes/No): Yes

Coverage system

Despite the nature of our business posing minimal to no critical occupational health risks, the Company has implemented an occupational health and safety management system. We prioritize the well-being and safety of our employees, customers, and stakeholders as paramount. Additionally, we take necessary fire safety precautions to maintain a safe working environment.

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

A comprehensive and systematic approach is employed to identifying work-related hazards and assessing risks. This process involves regular safety audits, risk assessments, and hazard identification procedures that are integrated into daily operations. The Company uses risk assessment tools and techniques, ensuring thorough evaluations and continuous monitoring of potential hazards. Employee training and involvement are critical components, fostering a proactive safety culture. We adhere to industry best practices and regulatory requirements, regularly updating our safety protocols to address emerging risks and ensure a safe working environment.

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/No)

Not applicable, as the Company does not have any workers as defined in the guidance note on BRSR, issued by SEBI

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

Yes, employees of the Company have access to non-occupational medical and healthcare services. The Company provides a comprehensive Mediclaim facility that extends beyond occupational health coverage.

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

Salary Incident/Number	Category	FY24 Current Financial Year	FY23 Previous Financial Year	
Lost Time Injury Frequency Rate (LTIFR) (per one	Employees	0	0	
Mn-person hours worked)	Workers	NA	NA	
Tatal vacavdahla wasi, valatad ini, via	Employees	0	0	
Total recordable work-related injuries -	Workers	NA	NA	
No. of fatalities	Employees	0	0	
No. of ratalities	Workers	NA	NA	
High consequence work-related injury or ill-	Employees	0	0	
health (excluding fatalities)	Workers	NA	NA	

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

Our office buildings are LEED-certified, meeting stringent environmental and health standards. We incorporate sustainable practices in our office design, repurposing materials like glass bottles, recycled plastics and rubber tyres, among others. as decorative features in our lounges.

Our unwavering focus on cleanliness and hygiene protocols is combined with all round medical support, creating a safe and conducive work environment that prioritises employee well-being. We also place significant emphasis on health, safety, and environmental performance across all offices, providing training in fire safety and evacuation procedures to administration staff.

Throughout the fiscal year, we maintained a rigorous approach to equipment maintenance, conducting routine checks on air conditioners, UPS systems, and fire safety equipment, including fire alarm systems, smoke detectors, and fire extinguishers.

We are proud to report that our efforts resulted in a zero-accident record for the fiscal year, a testament to our unwavering commitment to employee safety and well-being. Our Company remains dedicated to fostering a culture of care, prioritising the health, safety, and well-being of all employees and stakeholders.

We've partnered with Nova Benefits to launch a comprehensive employee well-being programme, encompassing a range of initiatives that support our team members' physical, mental health. This collaboration enables us to proactively drive and monitor employee well-being, fostering a culture of care and support.





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

Assessment type	Current Financial Year			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	There were n	e were no complaints pertaining to these			o complaints pertainir	ng to these	
(号) Health & safety	aspec		ets during reporting period		aspects during the reporting period		

14. Assessments for the year:

Assessment type	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)			
Assessment not conducted				

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, as there were no safety related incidents during FY 2023-24.



- Does the entity extend any life insurance or any compensatory package in the event of death of
 - (A) Employees (Y/N) Yes
 - (B) Workers (Y/N) NA
- Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

The Company closely monitors and tracks the proper and timely deposit of statutory dues deducted or collected by its value chain partners to ensure that the credited amounts flow correctly to the Company.

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

Total no. of affected employees/ workers workers workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment.

NA

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

No

5. Details on assessment of value chain partners:

Assessment Type % of value chain partners (by value of business done with such partners) that were assessed

Health & safety practices

NIL

Working Conditions

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

NA



Businesses should respect the interests of and be responsive to all its stakeholders



1. Describe the processes for identifying key stakeholder groups of the entity.

To identify the primary stakeholder groups of Saregama India Limited, a systematic approach is employed, which includes conducting stakeholder mapping exercises and engaging with various parties such as customers, investors, employees, suppliers, regulatory bodies, and the local community. Feedback mechanisms, surveys, and consultations are utilised to comprehend their interests, concerns, and expectations, thereby facilitating effective stakeholder management.



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 (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	E-mails, meetings	On a regular basis, the senior management team interacts with employees across departments where an employee gets the chance to engage freely. On a quarterly basis, there is a townhall meeting organised to discuss the key updates with respect to the Organisation	Employee engagement is pivotal in fostering a cohesive and supportive workplace environment. At our entity, we prioritize regular interactions with various stakeholder groups to address their needs and concerns effectively. We engage with employees across a spectrum of activities aimed at enhancing their experience and addressing their concerns. Key topics include, grievance redressal, feedback on culture & benefits of the organisation, celebration of festivals, celebrating WOW Wednesday - games, personal connect, meetings for financial consultation, appraisal discussions, mediclaim helpdesk, Investment planning, and refresher sessions related to HR systems & processes.
Suppliers	No	E-mails, meetings	Ongoing	Follow up, planning and delivery.
Shareholder	No	E-mails, meetings, walk-in	Walk-in (Event based)	We value our shareholders' feedback and engagement. Our frequency of engagement is event-based, with regular meetings, emails, and walk-in sessions, ensuring timely updates and open communication while resolving their grievances.
Investor	No	E-mails, meetings, conference	Quarterly (Meetings)	Quarterly calls with investors are held post announcement of results, along with meetings with investors as and when requested, predominantly to update the investors about the progress of the Company and address concerns, if any.



Stakeholder group	Whether identified as vulnerable & marginalised 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
Regulatory bodies	No	Emails, Submissions	Quarterly (Reporting) Event-based (intimations)	Intimation, updates
Customers	No	Emails, project-related calls and meetings, project management reviews, relationship meetings and reviews	Ongoing	Identifying opportunities, challenges, and grievances. Understanding client's data privacy & security requirements



1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board

The Company promotes responsible and responsive communication with all stakeholders, including customers, media, investors, analysts, regulatory authorities, and vendors, among others through various means such as calls, meetings, press releases, or other appropriate modes based on the stakeholder type. The management also provides regular updates to the Board of Directors.

Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes/No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Used (Yes/No) Yes

Details

Stakeholder consultation serves as a cornerstone for identifying and addressing environmental and social issues. Through various channels such as surveys, meetings, and feedback mechanisms, the Company actively involves stakeholders to gather insights on sustainability matters. These inputs are thoroughly examined and integrated into the formulation of policies and initiatives, guaranteeing alignment with stakeholders' expectations.

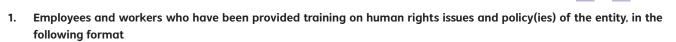
Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalised stakeholder groups.

We engage with vulnerable groups by providing equal opportunities, inclusive practices, training, and fair compensation, while fostering a culture of diversity and inclusion that empowers all individuals to thrive.

PRINCIPLE 5

Businesses should respect and promote human rights





Category		FY24 Current Financial Yea	FY2	3 Previous Financial Year	nancial Year	
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total C	No. of employees/ workers covered (D)	% (D/C)
		ı	Employees			
Permanent Other than permanent Total employees	human rights wide events, among our eminto our indu hires receive k the outset. To ethical excellesystem in FY 100% engage reinforcing our	2023-2024, we conducted of training sessions as part of oppromoting awareness and apployees. These trainings are oction programme, ensuring knowledge on human rights pofurther strengthen our conce, we will implement a receive, we will implement a receive to monitor participation and in these vital training rededication to upholding human spectful and inclusive work en	our Company- understanding also integrated that all new principles from principles from and ensure principles from	wide events	training was conducted at (covering all the employees, I fostering a respectful work environment.	thereby

Workers - NA

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

Category	FY24 Current Financial Year						FY23 Previous Financial Year				
	Total (A)		Equal to minimum wage		More than minimum wage		Equal to minimum wage		More than minimum wage		
		Number (B)	% (B/A)	Number (C)	% (C/A)		Number E	% (E/D)	Number (F)	% (F/D)	
				Emp	loyees						
				Perm	nanent						
Male	260	0	0%	260	100%	263	0	0%	263	100%	
Female	72	0	0%	72	100%	62	0	0%	62	100%	
				Other than	permanen	it					
Male	83	0	0%	83	100%	41	0	0%	41	100%	
Female	39	0	0%	39	100%	6	0	0%	6	100%	
				Work	ers - NA						

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

a. Median remuneration/wages:

Gender		Male	Female	
	Number	Median remuneration/ salary/ wages of respective category (in Rs.)	Number	Median remuneration/ salary/ wages of respective category (in Rs.)
Board of Directors (BoD)	4	2.95 Lakhs	3	1.10 Lakhs
Key Managerial Personnel	2	698.79 Lakhs	1	12.56 Lakhs
Employees* other than BoD and KMP	258	10.19 Lakhs	71	8.00 Lakhs
Workers		NA		NA

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

	FY 24 Current Financial Year	FY 23 Previous Financial Year
Gross wages paid to females as % of total wages	18.51%	18.99%

^{*} Permanent employees considered

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, HR is the focal point responsible for addressing the human rights impacts or issues caused or contributed to by the business.

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

Human rights grievances can be directed to the Company's HR department, which is responsible for resolving them.

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

	FY24 Current Financial Year			FY23 Previous Financial Year		
Complaint type	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		1	0	
Discrimination at workplace	0	0		0	0	
Child labour	0	0		0	0	
Forced labour/ involuntary	0	0		0	0	
Labour	0	0		0	0	
Wages	0	0		0	0	
Other human rights related issue	0	0		0	0	

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

		Current	FY 24 Financial Year	23 Previo	FY ous Financial Year	
•	Total Complaints reported under the Sexua Harassment of Women at Workplace (Prevention, prohibition and Redressal) Act,2013(POSH).		0		1	
•	Complaints on POSH as a % of female employees/workers		0		1.4%	
•	Complaints on POSH upheld		0		1	

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

The Code of Ethics and Business Conduct and the Whistle Blower Policy, offer mechanisms to prevent adverse outcomes for complainants in cases of discrimination and harassment.

- 9. Do human rights requirements form part of your business agreements and contracts? (Yes/No) No
- 10. Assessments for the year:

None

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

NA



 Details of a business process being modified/introduced as a result of addressing human rights grievances/ complaints. There were no audit concerns in the above areas from assessments in FY 2022-23.

No such grievances/complaints on human rights violations.

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

Our Company is dedicated to upholding human rights across all our operations, guided by a robust policy that prioritises compliance, stakeholder engagement, diversity, inclusivity, and grievance mechanisms. We are committed to continuous improvement, and our future plans include conducting comprehensive due diligence to further enhance our human rights practices, aligning with global best practices. By proactively addressing human rights concerns, we strive to create a positive impact on our stakeholders and the communities we serve.

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

The Company is actively working towards making its offices accessible for differently abled individuals and anticipates implementing these changes in the near future.

4. Details on assessment of value chain partners:

% of value chain partners (by value of business done with such partners) that were assessed



Sexual harassment



Discrimination at workplace



Child labour



Forced labour/Involuntary labour



Wages



Others - please specify

As part of our ongoing efforts to foster a safe and inclusive work environment, we are committed to integrating human rights considerations into our partnerships. We recognise the importance of addressing sexual harassment and discrimination at the workplace and will continue to explore opportunities to enhance our due diligence practices, ensuring our collective efforts promote a culture of respect and inclusivity throughout our value chain

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

NA



PRINCIPLE 6

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

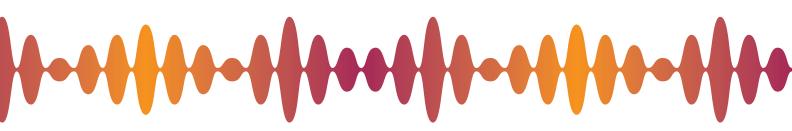


1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

Parameter	FY24 Current Financial Year	FY23 Previous Financial Year
From renewable sources (in Megajoules)		
Total electricity consumption (A)	-	-
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	-	-
From non-renewable sources (in Megajoules)		
Total electricity consumption (D)	38,28,536.4	37,40,011.2
Total fuel consumption (E)	94,385.6	1,22,456.9
Energy consumption through other sources (F)	NIL	NIL
Total energy consumed from non-renewable sources (D+E+F)	39,22,922.0	38,62,468.1
Total energy consumed (A+B+C+D+E+F)	39,22,922.0	38,62,468.1
Energy intensity per rupee of turnover (Total energy consumed/Revenue from operations)	0.00051	0.00055
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/Revenue from operations adjusted for PPP)	0.011	0.012
Energy intensity in terms of physical output[(MJ)/ Full Time Employee (FTE)]	11,816.03	11,884.51
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.

Assurance has been carried out (Yes/No) No



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

Have sites? (Yes/No) No

Targets achieved? (Yes/No) NA

In case targets have not been achieved, provide the remedial action taken, if any: NA

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

Parameter	FY24 Current Financial Year	FY23 Previous Financial Year	
Water withdrawal by source (in kilolitres)			
(i) Surface water	0	0	
(ii) Groundwater	0	0	
(iii) Third party water	-	253.21**	
(ii) Groundwater	0	0	
(iv) Seawater/desalinated water	0	0	
(v) Others	0	0	
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	-	0	
Total volume of water consumption (in kilolitres)*	5,957.50	4,453.56	
Water intensity per rupee of turnover (Total Water consumption/Revenue from operations)	0.000008	0.000006	
Water intensity per rupee of turnover adjusted for Purchasing Power Parity(PPP)(Total water consumption/Revenue from operations adjusted for PPP)	0.0000176	0.0000142	
Water intensity in terms of physical output	17.94	13.70	
Water intensity (optional) - the relevant metric may be selected by the entity	-	-	

^{*} Average of 45 litres of water consumed per employee per day is used as per the standards of the Central Ground Water Authority

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.

Has been carried out by an external agency (Yes/No) No

Name of external agency

NA

4. Provide the following details related to water discharged:

Parameter	Treatment	FY24 Current Financial Year	FY23 Previous Financial Year			
	Water discharge by destination and level of treatment (in kilolitres)					
Total water discharged (in kilolitres)	Our water discharge is limit where it is treated by local G	npany, our water footprint is minimal ed to domestic use and is safely disch Government authorities. While we don nmental responsibility and will explore operations evolve.	narged into municipal sewerage lines, it currently measure our water usage,			

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.

Assurance has been carried out by an external agency (Yes/No) No

Name of external agency NA

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

Mechanism implemented? (Yes/No) No

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

Parameter	Please specify unit	FY24 Current Financial Year	FY23 Previous Financial Year
NOx	-	-	
Sox	-	-	
Particulate matter (PM)	Kg	0.12	
Persistent organic pollutants matter (POP)			Not monitored
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others - please specify. CO2	Kg	165.40	

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.

Assurance has been carried out by an external agency (Yes/No) No

Name of external agency ${\bf NA}$

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

Parameter	Unit	FY24 Current Financial Year	FY23 Previous Financial Year
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	190.24**	277.94*
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	761.45	737.61*
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations)	Metric Tonnes/Rs.	0.000001	0.0000001
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations adjusted for PPP)	Metric Tonnes/Rs.	0.000002	0.000003
Total Scope 1 and Scope 2 emission intensity in terms of physical output		2.71	3.12
Total Scope 1 and Scope 2 emission intensity (optional) - the relevant metric may be selected by the entity		-	-

^{*}Recalculated

Assurance has been carried out by an external agency (Yes/No) No

Details NA



^{**}Refrigerant data for our Delhi office is not included due to lack of operational control and is manged by a third-party vendor

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.

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

Parameter	FY24 Current Financial Year	FY23 Previous Financial Year
Total Waste Generated (in metric tonnes)		•
Plastic waste (A)	4.05 MT	
E-waste (B)	0.70 MT	0.25 MT
Bio-medical waste (C)	-	
Construction and demolition waste (D)	-	
Battery waste (E)	2.75 MT	
Radioactive waste (F)	-	
Other hazardous waste. Please specify, if any. (G)	-	
Other non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector) Packaging paper waste	1.99 MT	
Total (A + B + C + D + E + F + G + H)	9.49 MT	0.25 MT
Waste intensity per rupee of turnover (Total Waste generated/ Revenue from operations)	0.0000001	0
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Waste generated/Revenue from operations adjusted for PPP)	0.0000027	0.0000032
Waste intensity in terms of physical output	0.02	0.0007
Waste intensity (optional) - the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered thro (in metric tons)	ugh recycling, re-using or o	ther recovery operations
Category of Waste		
(i) Recycled	0.25	Not monitored
ii) Re-used		
(iii) Other recovery operations		
Total	0.25	



Pare	ameter	FY24 Current Financial Year	FY23 Previous Financial Year			
For each category of waste generated, total waste disposed by nature of disposal method (in metric tons)						
Category of waste						
(i)	Incineration	-				
(ii)	Landfilling	-				
(iii)	Other disposal operations	-				
Toto	l	-				

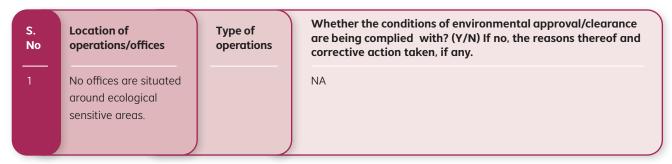
Note- Increase in waste due to company's shift of focus towards monitoring waste management activities and defining detailed internal processes for waste management across locations of operation.

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.

Assurance has been carried out by an external agency (Yes/No) No

Name of external agency - NA

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



12. 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
			NIL		

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:

Any fines/penalties/action taken by Corrective S. Specify the law/regulation/ Provide details of regulatory agencies such as pollution action taken, No. guidelines which was not complied the non-compliance control boards or by courts if any NIL. The Company adheres to all 1

applicable environmental laws



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

NA

Name of the area (i)

NA

Nature of operations (ii)

NA

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

Parameter	Treatment	FY24 Current Financial Year	FY23 Previous Financial Year
	Water withdra	wal by source (in kilolitres)	
Water intensity (optional) - the relevant	NIA		
metric may be selected by the entity	NA		

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

Has been carried out by an external agency (Yes/No)

Details NA

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

Parameter	Unit	FY24 Current Financial Year	FY23 Previous Financial Year	
Total Scope 3 emissions (Break-up of the GHG into	Metric tons	1.56.000*		
$\mathrm{CO_{2'}}\mathrm{CH_{4'}}\mathrm{N_2O}$, HFCs, PFCs, $\mathrm{SF_{6'}}\mathrm{NF_{3'}}$ if available	of CO ₂ equivalent	1,56,000	-	
Total Scope 3 emissions per rupee of turnover	Metric tons of CO ₂ /	0.00002	_	
Total Scope 3 emissions per rupee or turnover	Per rupee turnover	0.00002		
Total Scope 3 emission intensity (optional) - the	Metric tons of			
relevant metric may be selected by the entity	CO ₂ equivalent	-		

^{*} Saregama has initiated the process of monitoring and calculating scope 3 emissions from FY'24. Scope-3 emission is calculated for the business travel category.

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.

Has been carried out by an external agency (Yes/No)

Name of external agency



With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide
details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and
remediation activities.

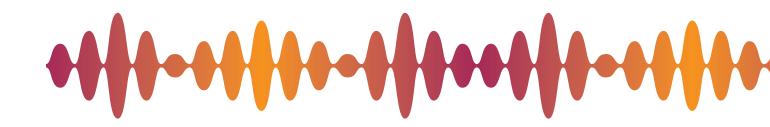
NA

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

S. Initiative undertaken		Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
	-		

- 5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/web link.
 - The Company ensures robust data backup procedures by conducting daily independent rolling active backups. Data from the production environment is securely stored on separate data cartridges, which are subsequently archived for future reference. These backups undergo regular verification to maintain data integrity. To safeguard against disruptions, the Company maintains real-time data synchronisation with a disaster recovery setup, enhancing business continuity measures. Moreover, with offices spread across various locations nationwide, the Company enables employees to seamlessly work from any office or remote location, including their homes, in case of unforeseen situations or natural disasters. This proactive approach ensures that business operations remain unaffected during any disruptions.
- 6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.
 - As a media organisation, our operations have a limited direct impact on the environment. Nevertheless, we are committed to responsible and sustainable practices. While we haven't undertaken environmental assessments yet, we are proactive in our approach and may conduct evaluations in the future to identify areas for improvement. We strive to minimise our environmental footprint and embrace opportunities to contribute to a more sustainable future
- 7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.

NIL



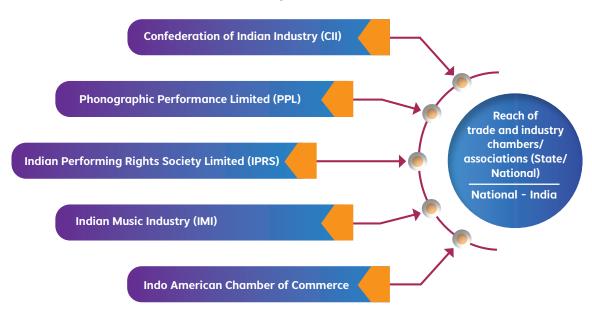
PRINCIPLE 7

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



- 1. a. Number of affiliations with trade and industry chambers/ associations. ight
 angle 5
- 1. 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

Name of the trade and industry chambers/ associations



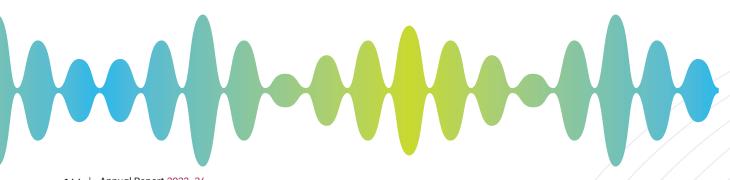
2. Provide details of corrective action taken or underway on any issues related to anticompetitive conduct by the entity, based on adverse orders from regulatory authorities.

Name of authority

Brief of the case

Corrective action taken

Not applicable as there is no such cases





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

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

S No.		Method resorted	available in public	l (Annually/ Half vearly/ ()uarterly/	Web Link, if available
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The Company, through various Industry associations, participates in advocating matters for the advancement of the industry and Public Good. The Company has a Code of Conduct Policy to ensure that the highest standards of business conduct are followed while engaging with aforesaid Trade associations/Industry bodies.

PRINCIPLE 8

Businesses should promote inclusive growth and equitable development



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

Project Name	SIA notification	Date notification	Conducted by independent	Result communicated	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:

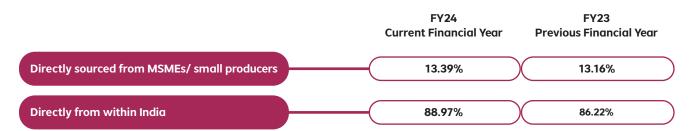
S. No.	Name of project for which R&R is ongoing	State	District	No. of project affected families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In Rs.)
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Not Applicable considering operations of the Company

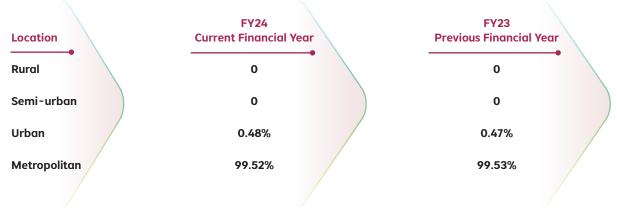
3. Describe the mechanisms to receive and redress grievances of the community.

The Company's CSR Committee at the Board level supervises CSR initiatives, while the corporate CSR team manages stakeholder grievances and interacts with the community directly or through implementing agencies. Grievances received are relayed to the CSR team and deliberated upon in quarterly meetings with the Board-level committee. Subsequently, resolutions are communicated back to the community members or their representatives.

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

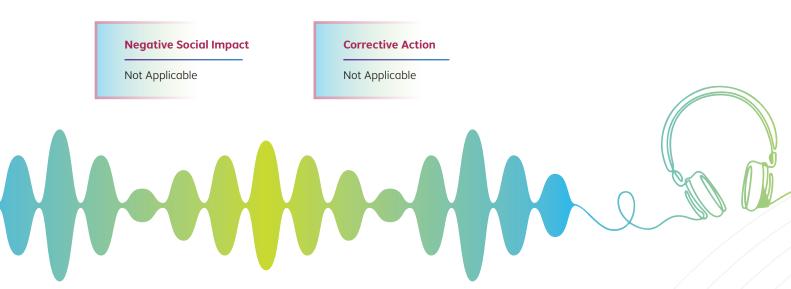


5. Job creation in smaller towns - Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent/on contract basis) in the following locations, as % of total wage cost. (Place as per RBI Classification System - rural/semi-urban/urban/Metropolitan)





1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments





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

S. No. State S. No. State Aspirational District Amount spent (In Rs.)

Saregama has established a school in Kolkata dedicated to imparting high-quality education. This initiative underscores our commitment to fostering academic excellence and empowering future generations through accessible, superior educational opportunities. By investing in education, we aim to contribute to the holistic development of the community and create a lasting positive impact on society.

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

Nic

3. (b) From which marginalised/vulnerable groups do you procure?

None

3. (c) What percentage of total procurement (by value) does it constitute?

NΑ

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

Intellectual property	Owned acquired	Benefit shared	Calculate benefit share
	N	A	

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

Authority name	Brief case	Corrective action
	None	WX

6. Details of beneficiaries of CSR Projects:

CSR Project

Saregama has completed the establishment of a School in Kolkata, featuring modern facilities to promote high-quality education and foster academic excellence.

No. of persons benefitted from CSR Projects

Students are attending the school and will benefit from its exceptional academic environment.

% of beneficiaries from vulnerable and marginalised groups

There is no quantified amount for the same

PRINCIPLE 9

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



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

Customers have various channels available to them for lodging complaints with the Saregama, such as the Company's website, Business WhatsApp account (8657499000), IVR, Toll-Free number (18001027799), and E-mail address (feedback@saregama. com). Upon lodging a complaint, a unique ticket or complaint ID is generated. Depending on the nature of the issue, a service technician is assigned to address and resolve it. In cases where necessary, the Company may arrange for product replacement or recalls, ensuring a satisfactory resolution. For complaints related to mobile devices, customers are directed to the designated service centres for appropriate assistance and resolution.

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

Services	As a percentage to total turnor
Environmental and social parameters relevant to the product	16.59%
Safe and responsible usage	16.59%
Recycling and/or safe disposal	16.59%

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

Complaint Type	FY24 Current Financial Year		Domarks	FY23 Prev Financial Year		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0		0	0	
Advertising	0	0		0	0	
Cyber security	0	0		0	0	
Delivery of essential service	0	0		0	0	
Restrictive trade practices	0	0		0	0	

Complaint Type		Y24 nancial Year	Remarks		Y23 ancial Year	Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Unfair trade practice	0	0		0	0	
Other	1,00,415	0	The majority of complaints received were related to product defects, which were promptly addressed and resolved through either replacement or refund, ensuring complete customer satisfaction	72,986	0	Complaints were predominantly related to a few defects in products, The same were resolved completely by providing either a replacement or refund

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

	Number	Reason to recall
Voluntary recall	0	-
Forced recall	0	-

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.

Policy available (Yes/No) Yes

Web The policy on cyber security is available on the Intranet

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.

Not applicable as no issues reported yet

- 7. Provide the following information relating to data breaches:
- a. Number of instances of data breaches

0

b. Percentage of data breaches involving personally identifiable information of customers

0

c. Impact, if any, of data breaches

NA

Leadership Indicators

 Channels/platforms where information on products and services of the entity can be accessed (provide web link, if available).

Channels/platforms available (Yes/No): Yes

Web: www.saregama.com

2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.

User manuals accompany our products, offering detailed instructions. Our website provides accessible information, product-specific user manuals, and FAQs to educate consumers on safe and responsible product usage.

3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.

None of the Company products fall under essential service.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products/services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

Product information over and above (Yes/No/Not Yes Applicable) Yes

Details We provide all necessary product information, whether mandatory or not Yes, we send a feedback link after the resolution of each complaint and capture the feedback in the system.

Survey carried out (Yes/No) No

