

# Business Responsibility & Sustainability Report

## SECTION A GENERAL DISCLOSURES

### I. Details of listed entity

1.	Corporate Identity Number (CIN) of the Company	U65923TN2015PLC100328
2.	Name of the Company	Veritas Finance Limited (Formerly known as Veritas Finance Limited)
3.	Year of Incorporation	April 30, 2015
4.	Registered Office Address	SKCL Central Square 1, South and North Wing, 7th Floor Unit #
5.	Corporate Address	C28 - C35, CIPET Road, Thiru Vi Ka Industrial Estate, Guindy, Chennai - 600 032.
6.	Email Address	<a href="mailto:corporate@veritasfin.in">corporate@veritasfin.in</a>
7.	Telephone	+91 44 4615 0011
8.	Website	<a href="http://www.veritasfin.in">www.veritasfin.in</a>
9.	Financial Year Reported	FY'2024-25
10.	Name of the Stock Exchanges where shares are listed	The Company's privately placed Non-Convertible Debentures (NCDs) are listed on the Debt Segment of BSE Limited (BSE) and the National Stock Exchange of India (NSE). The Company's Equity shares are currently unlisted
11.	Paid-up Capital	131.28 Crores
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	V. Aruna Company Secretary and Compliance Officer 044-46150029 Email id - <a href="mailto:secretarial@veritasfin.in">secretarial@veritasfin.in</a>
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	The disclosures under this report are made on a Standalone basis
14.	Name of assurance provider	NA
15.	Type of assurance obtained	NA

### II. Products/Services

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

Sl. No.	Description of Main Activity	Description of Business Activity	% of turnover of the Company
1.	Financial and insurance Service and other Financial activities	Veritas Finance Limited focuses on providing financial services to India's underserved micro, small, and medium enterprises (MSMEs). <ul style="list-style-type: none"> <li><b>Secured Medium-term Loans:</b> Financial inclusion, micro business, and small business loans</li> <li><b>Unsecured Short-term Loans:</b> Working capital loans</li> <li><b>Secured Medium-term Loans:</b> Used commercial vehicle loans</li> <li><b>Secured Long-term Loans:</b> Home loans and loans against property</li> </ul>	100%

#### 17. Products/Services sold by the Company (accounting for 90% of the turnover)

Sl. No.	Product/Service	NIC Code	% of total turnover contributed
1.	Non-Banking Finance Company engaged in lending and allied activities	65923	100%

### III. Operations

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

Location	Number of plants	Number of offices	Total
National	0	508	508
International	0	0	0

#### 19. Markets served by the Company

##### a. Number of locations

Location	Number
National (No. of States)	11
International (No. of Countries)	0

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

Not Applicable, the Company is a domestic entity with 100% of its operations within India.

##### c. Types of customers

The Company offers both secured and unsecured lending solutions, primarily targeting micro-entrepreneurs, small businesses, and self-employed individuals who are largely excluded from the formal lending ecosystem. These services are designed to support their business and personal financial needs.

### IV. Employees

#### 20. Details as at the end of Financial Year

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

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	7,796	7,587	97%	209	3%
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total employees (D + E)	7,796	7,587	97%	209	3%
WORKERS						
4.	Permanent (F)	0	0	0	0	0
5.	Other than Permanent (G)	15	11	73.33%	4	26.77%
6.	Total workers (F + G)	15	11	73.33%	4	26.77%

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

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
	DIFFERENTLY ABLED EMPLOYEES					
1.	Permanent (D)	1	1	100%	0	0
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total Differently abled Employees (D + E)	1	1	100%	0	0
	DIFFERENTLY ABLED WORKERS					
3.	Permanent (F)					
4.	Other than Permanent (G)			Nil		
5.	Total Differently abled workers (F + G)					

## 21. Participation/Inclusion/Representation of Women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	9	2	22%
Key Management Personnel	3	1	33%

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

	FY'2024-25			FY'2023-24			FY'2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	64%	1%	65%	58%	1%	59%	53%	1%	54%
Permanent Workers	NA								

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

## 23. Name of holding/subsidiary/associate companies/joint ventures

Sl. No.	Name of the holding/subsidiary/associate companies/joint ventures (A)	Indicate whether Holding/Subsidiary/Associate/Joint Venture	% of shares held by the Company	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the Company (Yes/No)
Nil				

## VI. CSR Details

## 24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013:

Yes

(ii) Turnover (in Rs.): 434.11 Crores

(iii) Net worth (in Rs.): 2783.17 Crores

## VII. Transparency and Disclosure Compliances

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

Stakeholder group from whom compliant is received	Grievance Redressal Mechanism in place (Yes/No) (If yes, then provide web link for grievance redressal policy)	FY'2024-25			FY'2023-24		
		No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks
Communities	Yes <a href="#">Grievance Redressal Policy</a>	0	0	-	0	0	-
Investors (other than shareholders)	Yes <a href="#">Grievance Redressal Policy</a>	0	0	-	0	0	-
Shareholders	Yes <a href="#">Grievance Redressal Policy</a>	0	0	-	0	0	-
Employees and workers	Yes	0	0	-	0	0	-
Customers	Yes <a href="#">Grievance Redressal Policy</a>	183	82*	-	66	43	-
Value Chain Partners	Yes <a href="#">Grievance Redressal Policy</a>	0	0	-	0	0	-
Others	Not applicable	0	0	-	0	0	-

\*including legal cases filed against Company by the Customers.

26. Overview of the Company's material responsible business conduct and sustainability issues pertaining to environment and social matters that present a risk or an opportunity to the business of the Company, rationale for identifying the same approach to adapt or mitigate the risk along with its financial implications, as per the following format:

Sl. 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)
The Company is in the process of conducting a materiality assessment exercise to strengthen stakeholder relationships and understand their views on a host of ESG issues relevant to the Company. Being a financial services Company and its focus on financial inclusion all our policies will be directed to improving stakeholder experience. The details of the material ESG issues to be identified along with the analysis on it being a risk or an opportunity to the business of the Company, mitigation measures for the risks, if any rationale shall be disclosed in the future reports.					

## 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 the Company's policy/policies cover each principle and its core elements of the NGRBCs (National Guidelines on Responsible Business Conduct). (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c. Weblink of the policies, if available	Code of Conduct Corporate governance Policy CSR Policy Dividend Distribution Policy Equal Opportunity Policy Interest rate policy KYC Policy Prevention of Sexual Harassment Related Party transactions Policy Whistle Blower Policy Anti-Bribery & Anti-Corruption Policy Fraud Risk management Prevention Policy Policy On Business Responsibility & Sustainability Reporting Policy can be accessed on the Company portal: <a href="https://www.veritasfin.in/">https://www.veritasfin.in/</a>								
2.	Whether the Company has translated the policy into procedures. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3.	Do the enlisted policies extend to the Company's value chain partners? (Yes/No)	All policies are extended to the Company's value chain partners, with particular emphasis on compliance with the Code of Conduct, anti-bribery and anti-corruption measures, conflict of interest guidelines, fair business practices, and the Prevention of Sexual Harassment (POSH) policy								
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 the Company and mapped to each principle.	The certification received by the Company are <ul style="list-style-type: none"> <li>ISO/IEC 27001:2022 – Certified for the scope of work in the departments of IS, IT, Admin, HR, and Compliance</li> <li>ISO 9001: 2015 – for HR Support activities spanning recruitment till employee exit inclusive of employee engagement, training &amp; development, Payroll, Performance management, benefits and compliance.</li> <li>ISO 30408:2016– Human Resource Management Guidelines on Human Governance</li> <li>ISO 18404 for the Operation &amp; CRM Department</li> </ul>								

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
5.	Specific commitments, goals and targets set by the Company with defined timelines, if any.	<p>The Company is committed to advancing financial inclusion by addressing the specific needs of underserved segments. Beyond this core mission, the Company is dedicated to community development through its CSR initiatives, ensuring that its goals and targets align with meaningful social impact.</p> <p>The Company strives to maintain disclosure standards that rank within the top decile among comparable and leading entities in India.</p> <p>The Veritas Foundation aims to collaborate with NGOs to promote education and create employment opportunities across various BFSI and non-BFSI sectors.</p>								
6.	Performance of the Company against the specific commitments, goals and targets along with reasons, in case the same are not met.									
<b>Governance, leadership and oversight</b>										
7.	Statement by Director, responsible for the Business Responsibility Report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	Refer the statement from the Chairman & Managing Director, highlighting responsibility for the business, our ESG Goals, performance and outlook.								
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	Mr. Arulmany, Managing Director and CEO (DIN:00009981), is the highest authority responsible for implementation and oversight of the Business Responsibility Policy(ies).								
9.	Does the Company have a specified Committee of the Board/Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Mr. Arulmany, Managing Director and CEO (DIN:00009981), is the highest authority responsible for decision making in relation to sustainability related focus areas, goals and other issues.								

#### 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 (HY/Q)/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					Yes									Annually				
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances					The Company complies with all applicable regulations and has constituted various Board-level Committees that meet periodically to review and monitor key objectives.													

	P1	P2	P3	P4	P5	P6	P7	P8	P9
11. Has the entity carried out independent assessment /evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.	<p>Currently, The Company does not have any external agencies to carry out independent assessment or evaluation of the working of the above-mentioned policies.</p> <p>The Internal Audit Team and the Compliance Team evaluates the working and ensures compliance of the above-mentioned policies as part of their scope respectively.</p>								

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

	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principle material to its business (Yes/No)									
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)									

As the Company is currently in the process of assessing its ESG issues and risks, engaging a third-party assessment is not considered relevant at this stage.

## SECTION C PRINCIPLE WISE PERFORMANCE DISCLOSURE

**Principle 1:** Businesses should conduct and govern themselves with integrity and in a manner that is Ethical, Transparent and Accountable.

### Essential Indicator

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	Independent Directors (ID) Orientation: Brief programmes were organised where the IDs were deliberated on the Company's history, business objectives, overview of the Company's processes, policies, and framework, etc. by the senior management of the Company. The functional heads also met the respective Chairperson of the Board committees, wherever applicable, to apprise them of the Company's processes and business models.  Regulatory Requirements and Updates: Directors are regularly updated on significant changes in the regulatory landscape. Detailed notes and presentations are shared as part of the agenda for Board and Committee meetings.  Industry and Business Updates: Directors receive insights into the Company's short-term and long-term strategies, along with quarterly updates on operational performance, financials, risk management, ESG, CSR, and overall business review.	100%
Key Managerial Personnel	8	Management team was part of the meetings, wherein the Board was taken through in a thorough manner on the Company's business model, underwriting and various other aspects. Further, meetings with the Core Strategy Group of the Company are conducted on a periodic basis as well as during induction of new SMP, wherein business model of the Company, strategies, risk management, new projects and processes, regulatory updates etc. are deliberated and trained.	100%
Employees other than Board of Directors and KMPs	70	Training sessions on the Code of Conduct, Anti-Money Laundering, POSH (Prevention of Sexual Harassment), HR Induction, First Aid & Basic Life Support were conducted by a registered third party, and a session on women's health awareness	77%
Workers		NIL	

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 disclosures are made on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	0	0	0	0	0
Settlement	0	0	0	0	0
Compounding fee	0	0	0	0	0

Non-Monetary				
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	0	0	0	0
Punishment	0	0	0	0

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 Company 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, as per Company's anti-corruption policy, it goes against the Company's policy to give anything of value to anybody directly or indirectly in order to influence decisions, unlawfully obtain or maintain business, or otherwise benefit unjustly from business connections. Receiving or agreeing to receive anything of value that causes or would cause to breach the duties at Veritas is also prohibited.

The web-link of the policy <https://www.veritasfin.in/Anti-Bribery-Anti-Corruption-Policy.php>

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

Particulars	FY'2024-25	FY'2023-24
Directors	NIL	NIL
KMPs	NIL	NIL
Employees	NIL	NIL
Workers	NIL	NIL

6. Details of complaints with regard to conflict of interest

	FY'2024-25		FY'2023-24	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL	NIL	NIL	NIL
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	NIL	NIL	NIL	NIL

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 conflict of interest.

Not applicable

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

	FY'2024-25	FY'2023-24
i) Number of days of accounts payables	Not Applicable*	Not Applicable*
ii) Cost of goods/services procured	Not Applicable*	Not Applicable*
iii) Number of days of accounts payables	Not Applicable*	Not Applicable*

\*Considering the nature of business of the entity, cost of goods sold/services

9. Open-ness of business Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	FY'2024-25	FY'2023-24
Concentration of Purchases	a. i) Purchases from trading houses	NA	NA
	ii) Total purchases	NA	NA
	iii) Purchases from trading houses as % of total purchases	NA	NA
	b. Number of trading houses where purchases are made from	NA	NA
	c. i) Purchase from top 10 trading houses	NA	NA
	ii) Total Purchase from trading houses	NA	NA
	iii) Purchases from top 10 trading houses as % of total purchases from trading houses	NA	NA
Concentration of Sales	a. i) Sales to dealer / distributors	NA	NA
	ii) Total Sales	NA	NA
	iii) Sales to dealer / distributors as % of total sales	NA	NA
	b. Number of dealers / distributors to whom sales are made	NA	NA
	c. i) Sales to top 10 dealers / distributors	NA	NA
	ii) Total Sales to dealer / distributors	NA	NA
	iii) Sales to top 10 dealers / distributors as % of total sales to dealer / distributors	NA	NA
Share of RPTs in	a. i) Purchases (Purchases with related parties)	NA	NA
	ii) Total Purchases	NA	NA
	iii) Purchases (Purchases with related parties as % of Total Purchases)	NA	NA
	b. i). Sales (Sales to related parties)	NA	NA
	ii) Total Sales	NA	NA
	iii) Sales (Sales to related parties as % of Total Sales)	NA	NA
	c. i) Loans & advances given to related parties	NA	NA
	ii) Total loans & advances	NA	NA
	iii) Loans & advances given to related parties as % of Total loans & advances	NA	NA
	d. i) Investments in related parties	NA	NA
	ii) Total Investments made	NA	NA
	iii) Investments in related parties as % of Total Investments made	NA	NA



## Leadership Indicators

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

Total number of awareness programmes held	Topics/principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
No specific awareness programmes to value chain partners were conducted during the financial year		

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

The Company has established a robust framework to effectively manage and mitigate conflicts of interest involving members of its Board of Directors. As part of its commitment to the highest standards of corporate governance, the Company has adopted a comprehensive policy titled "The Code of Conduct for the Members of the Board and Senior Management Personnel." This Code outlines the principles and ethical standards expected of the Board and senior leadership, ensuring transparency, integrity, and accountability in all decision-making processes. It serves as a guiding document to prevent any potential conflicts and to uphold the trust of stakeholders.

All members of the Board and Senior Management have affirmed compliance with the Code of Conduct. None of the Directors have any pecuniary relationship with the Company other than the remuneration received. Additionally, no Directors are related to each other.

The Code of Conduct is publicly accessible and can be reviewed at the following link: <https://www.veritasfin.in/code-of-conduct.php>

## Principle 2: Business should provide goods and services in a manner that is sustainable and safe

### Essential Indicator

1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of products and processes to total R&D and capex investments made by the entity, respectively.

Segment	FY'2024-25	FY'2023-24	Details of improvements in environmental and social impacts
R & D	-	-	-
Capex	Not Applicable	Not Applicable	-

In the financial services sector, the Company prioritizes capital expenditures on information technology. The significance of mining of information is directly linked to the IT investments. The Company is dedicated to identifying and addressing opportunities to reduce environmental impact.

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)

The Company is in the business of providing financial solutions to its customers and does not currently engage in sustainable sourcing.

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

Not applicable

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

(a) Plastics (including packaging)	The Company minimizes plastic use, encourages the use of reusable items, and ensures proper disposal of plastic waste.
(b) E-waste	The financial services Company does not consume raw materials or produce tangible goods, limiting its impact on these factors. Nonetheless, it is committed to environmentally responsible waste management. The Company actively promotes reuse and recycling and collaborates with certified e-waste handlers for proper electronic waste disposal. Further the Company provides employee training on safe handling practices.
(c) Hazardous waste	Not applicable
(d) other waste	Not applicable due to the nature of the business, other waste categories do not apply

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.

Given the nature of the business, the above is not applicable to the Company.

## Leadership Indicators

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

NIC Code	Name of Product /Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
NA					

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

Name of Product / Service	Description of the risk / concern	Action Taken
Given the business operations of the Company, the same is not applicable.		

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

Indicate input material	Recycled or re-used input material to total material #	
	FY'2024-25	FY'2023-24
Given the business operations of the Company, the same is not applicable.		

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

	FY'2024-25			FY'2023-24		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging)	NA	NA	NA	NA	NA	NA
E-waste	NA	NA	0.74	NA	NA	0
Hazardous waste	NA	NA	NA	NA	NA	NA
Other waste	NA	NA	NA	NA	NA	NA

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
Given the business operations of the Company, the same is not applicable.	

**Principle 3:** Business should respect and promote the wellbeing of all employees, including those in their value chains

## Essential Indicator

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

	% of employees covered by										
Category	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities#	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
	Permanent employees										
Male	7,587	4,840	63.79%	7,587	100%	0	0%	7,587	100%	7,587	100%
Female	209	151	72.25%	209	100%	209	100%	0	0%	209	100%
Total	7,796	4,991	64.02%	7,796	100%	209	100%	7,587	100%	7,796	100%
	Other than Permanent employees										
Male											
Female											
Total											

Not Applicable

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities#	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
	Permanent employees										
Male	Not Applicable										
Female											
Total											
	Other than Permanent Workers										
Male	11	11	100%	-	-	-	-	-	-	11	100%
Female	4	4	100%	-	-	-	-	-	-	4	100%
Total	15	15	100%	-	-	-	-	-	-	15	100%

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

Segment	FY'2024-25	FY'2023-24
Cost incurred on wellbeing measures as a % of total revenue of the Company	0.54%	0.55%

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

Benefits	FY'2024-25			FY'2023-24		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI	36%	100%	Yes	46%	100%	Yes
Others- please specify	NA	NA	NA	NA	NA	NA

## 3. Accessibility of workplaces Are the premises/offices of the Company 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 Company in this regard.

The Company's premises are designed with inclusivity in mind, ensuring accessibility for all employees. Elevators and ramps are integral features, providing ease of access for everyone. The Head Office is equipped with restrooms that are accessible to persons with disabilities (PWD). Branch offices, being rented facilities, are chosen, wherever possible and for their ease of accessibility to persons with disabilities..

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

Yes, the Company has an equal opportunity policy in accordance with the Rights of Persons with Disabilities Act, 2016. This policy ensures that all employees, including those with disabilities, are provided with fair and equal opportunities in all aspects of employment. The policy covers various areas such as hiring, promotions, training, and employee benefits, and emphasizes the importance of an inclusive and respectful work environment. For more details, you can access the policy through the following web-link: Equal Opportunity Policy.

## 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	191	100%	NA	NA
Female	2	50%	NA	NA
Total	193	99%	NA	NA

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

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent workers	NA
Other than permanent workers	NA
Permanent employees	<p>Yes, The Company has constituted the Employee Grievance Redressal Committee (Dost) with the objective of maintaining a positive and harmonious work environment. This Committee serves as a structured mechanism to address and resolve employee grievances in a fair, transparent, and timely manner.</p> <p>Employees may submit their grievances to the Employee Grievance Redressal Committee either in writing or via email at <a href="mailto:dost@veritasfin.in">dost@veritasfin.in</a>.</p> <p>The Company has also constituted separate internal committees for POSH (Prevention of Sexual Harassment) and the Whistleblower mechanism.</p> <p>The primary purpose of the Committees is to provide employees with a formal channel to seek redressal for concerns or issues that may arise during their employment. It ensures that all grievances are reviewed and resolved with due diligence and in accordance with the Company's policies.</p>
Other than permanent employees	NA

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

Category	FY'2024-25			FY'2023-24		
	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>	The Company does not have an employee trade union and is not involved in any collective bargaining agreements. However, it allows all employees to exercise their lawful right to freedom of association.					
- Male						
- Female						
<b>Total Permanent Workers</b>						
- Male						
- Female						

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

Category	FY'2024-25					FY'2023-24				
	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)
	Employees									
Male	7587	3534	47%	4766	63%	6147	2546	41%	2376	39%
Female	209	98	47%	38	18%	152	56	40%	30	21%
Total	7,796	3,632	47%	4,804	62%	6,299	2,602	41%	2,406	38%
	Workers									
Male	Nil									
Female										
Total										

## 9. Details of performance and career development reviews of employees and workers:

Category	FY'2024-25			FY'2023-24		
	Total (A)	No. (B)	%(B/A)	Total (C)	No. (D)	%(D/C)
<b>Employees</b>						
Male	7,587	5,649	74.46%	6,159	4,295	69.74%
Female	209	177	84.69%	140	119	85.00%
<b>Total</b>	<b>7,796</b>	<b>5,826</b>	<b>74.73%</b>	<b>6,299</b>	<b>4,414</b>	<b>70.07%</b>
<b>Workers</b>						
Male	NIL					
Female						
<b>Total</b>						

## 10. Health and Safety Management System:

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

As a financial services entity, the Company operates with minimal occupational risks. It prioritizes employee well-being by offering various healthcare services and conducting regular wellness workshops. The Company's commitment to safety is evident through fire safety training, evacuation drills, and the provision of sanitizers.

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

As a responsible organization, the Company prioritizes a safe and healthy work environment. It adheres to safety regulations and conducts regular risk assessments. The Company is committed to promoting both physical and mental well-being, ensuring all employees can thrive.

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

Not applicable

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

Yes

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

Safety Incident /Number	Category	FY'2024-25	FY'2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	1	4
	Workers	0	0
No. of fatalities	Employees	11	4
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

The Company prioritizes creating a secure and health-conscious environment for its workforce. The premises are equipped with air conditioning, fire extinguishers, smoke detectors, and safe drinking water. To enhance emergency readiness, the Company conducts annual mock fire drills, equipping employees with vital evacuation procedures. The commitment to a productive environment is evident in its comfortable facilities and consistent safety training initiatives. During the financial year, the Company organized a First Aid workshop and basic life support for Head Office employees, conducted by a registered third party.

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

	FY'2024-25			FY'2023-24		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working Conditions	NIL	NIL	NA	NIL	NIL	NA
Health & Safety	NIL	NIL	NA	NIL	NIL	NA

**14. Assessments for the year:**

	% of plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	The Company is committed to maintaining a safe, hygienic, and humane workplace environment, upholding the dignity of all employees. Offices undergo periodic internal assessments to ensure compliance with health and safety measures and related working conditions.
Working Conditions	

**15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.**

No significant corrective actions pertaining to above mentioned parameters was necessitated.

## Leadership Indicators

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

Employees: Yes. the Company provides its employees with the Group Term Life Insurance, Personal Accident cover, Employee Death Life Insurance, Provident Fund Benefit and Gratuity Benefit.

Veritas Finance Limited remains committed to the well-being of its employees and their families. As part of this commitment, the company has introduced the Suraksha Scheme, aimed at providing financial and emotional support to the families of employees in the unfortunate event of an employee's death during the course of employment.

The Company recognize that the loss of a loved one can be a deeply traumatic experience, and during such a difficult time, it is our responsibility to stand by the affected family and help alleviate any immediate financial burdens. As a mark of our support and care, Veritas proposes to extend the following benefits to the family of the deceased employee:

- Continuation of Salary: The last drawn monthly salary of the deceased employee will be credited to the designated bank account for a period of 24 months from the date of demise.
- Medical Insurance Coverage: The existing medical insurance benefits will be extended to the employee's immediate family for a duration of 24 months.
- Educational Assistance (for up to two children):
  - School Education: Reimbursement of actual expenses or up to ₹ 50,000 per child annually, until the completion of school education
  - Higher Education (College/Diploma): Reimbursement of actual expenses or up to ₹ 1,00,000 per child annually, until the completion of higher education.
- Employment Opportunity: Subject to eligibility and merit, suitable employment opportunities may be offered to the spouse or adult children of the deceased employee.
- ESOP Vesting: In the event of an employee's death, all the Employee Stock Options (granted during their employment) may be exercised by the nominee or legal heir as per the company's ESOP policy.

Workers: NIL

2. Provide the measures undertaken by the entity to ensure payment of statutory dues by the value chain partners.

The Company performs monthly reconciliations of accounts concerning legal fees that Value Chain Partners are required to pay to claim credit. Partners are regularly reminded to make timely remittances. In case of any delays, appropriate follow-ups are conducted. The Company withholds payments due to the vendor equivalent to the amount of outstanding statutory dues. If the vendor fails to settle these dues despite repeated reminders, all further operations with the concerned vendor are suspended until the dues are fully cleared

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

	Total No. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY'2024-25	FY'2023-24	FY'2024-25	FY'2023-24
Employees	11	4	0	0
Workers	NIL	NIL	NIL	NIL

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

No

5. Details on assessment of value chain partners:

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	Nil
Working Conditions	Nil

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

Not Applicable

## Principle 4: Business should respect the interests of and be responsive to all its stakeholders

### Essential Indicator

#### 1. Describe the processes for identifying key stakeholder groups of the Company.

The Company proactively identifies and engages with a diverse range of stakeholders to gain a comprehensive understanding of their expectations. This engagement informs the development of the Company's strategic direction across short-, medium-, and long-term horizons. Key internal and external stakeholders—identified based on their direct influence on the Company's operations.

#### 2. List stakeholder groups identified as key for the Company and the frequency of engagement with each stakeholder group.

Stakeholder Group	Whether identified as vulnerable & marginalised group (Yes/No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisements, Community Meetings, Notice Board, Website, Others)	Frequency of engagement (Annually, Half yearly, quarterly /others-please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	Email, SMS, conferences, direct interactions, website	As and when required	Terms of business; Providing awareness about the concept of NPA, Due date, FPC, KYC updates
Investors / Shareholders	No	Stock Exchange, Website disclosure, E-mails, Newspaper Publications, shareholder meetings, Notices	As and when required	Company's Performance, Growth and Expansion plans
Employees	No	Email, town hall Meetings, Notice Board, Website	As and when required	Organizational policies and process, compliance to code of conduct etc Performance reviews Safe and comfortable workplace; diversity; engaging assignments; learning opportunities; career development
Regulators, lenders and credit rating agencies	No	Email, one-on-one meetings, video conference, mandatory filings with regulators	As and when required	Periodic updates may include communications on findings, security upgrades or hypothecation, and covenant compliance. In addition to these, one-on-one meetings with lenders may be held—either during regular limit renewals or reviews, or in response to significant business events or external environmental factors. These meetings typically cover short- to medium-term guidance and provide performance updates Discussions with regard to various regulations and amendments, inspections, approvals



Stakeholder Group	Whether identified as vulnerable & marginalised group (Yes/No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisements, Community Meetings, Notice Board, Website, Others)	Frequency of engagement (Annually, Half yearly, quarterly /others- please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Community	Yes	Website, emails, SMS, Community engagement initiatives, Social Media	As and when required	Before a donation is approved by the CSR Committee, and subject to meeting the qualifying criteria under the Companies Act, 2013, the Veritas Team conducts site visits to assess the concerns and needs of the community—particularly in the areas of healthcare, livelihood, and education. Additionally, the Company monitors the proper utilization of funds and ensures that contributions reach the intended beneficiaries. The outcomes of these reviews and the details of the investments made are regularly reported to the CSR Committee
Vendors/ Suppliers	No	Email, Call, One-one Meeting	As and when required	The Company's operations are directly linked with the timely availability and the services that we source, which has a significant effect on how efficiently we deliver our services.

## Leadership Indicators

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

The Company conducts regular discussions between the Board, its committees, management, and relevant departments. These interactions help identify key stakeholder concerns and align the Company's initiatives with their expectations. The Stakeholder Relationship Committee of the Board is responsible for setting related policies, overseeing the process for addressing stakeholder complaints and grievances, and aligning stakeholder interests with the Company's corporate strategy. The Committee also evaluates the Company's responsibilities toward stakeholders in the areas of environmental, social, and governance (ESG) matters.

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

Yes, the Company incorporates stakeholder feedback into our policies and processes. We are in the process of conducting stakeholder engagements for gathering their insights to help us prioritize the key material ESG issues which is proposed to be inculcated in the ESG roadmap to be devised for the ensuing financial year.

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

Feedback from local communities, gathered through direct engagement and third-party impact assessments, enables us to align our CSR initiatives with the evolving needs and expectations of both local communities and society at large.

## Principle 5: Business should respect and promote human rights

### Essential Indicator

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

Category	FY'2024-25			FY'2023-24		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	7,796	6,092	78%	6,299	1,804	29%
Other than Permanent	0	0	0%	0	0	0%
<b>Total Employees</b>	7,796	6,092	78%	6,299	1,804	29%
<b>Workers</b>						
Permanent	NA			NA		
Other than Permanent						
<b>Total Workers</b>						

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

Category	FY'2024-25					FY'2023-24				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
	Employees									
Permanent	7,796	391	5%	7,405	95%	6,299	6	0%	6,293	100%
Male	7,587	385	5%	7,202	95%	6,147	4	0%	6,143	100%
Female	209	6	3%	203	97%	152	2	1%	150	99%
Other than Permanent										
Male	Not Applicable									
Female										
	Workers									
Permanent										
Male	Not Applicable									
Female										
Other than Permanent	15	0	0	15	100%	-	-	-	-	-
Male	11	0	0	11	100%	-	-	-	-	-
Female	4	0	0	4	100%	-	-	-	-	-

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

a. The details are provided below:

	Male		Female	
	Number	Median remuneration / salary / wages of respective category (in Lakhs)	Number	Median remuneration / salary / wages of respective category (in Lakhs)
Board of Directors (BoD)	4	35.5	1	29.3
Key Managerial Personnel	2	232.9539	1	17.95
Employees other than BoD and KMP	7584	3.06	208	3.78
Workers	NA	NA	NA	NA

\*Mr. Abhijit Sen, Mr. M. Sivaraman and Mr. N. Mohanraj cease to be independent directors effective from 21 May 2024. Hence, they are excluded from counts provided above.

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

	FY'2024-25	FY'2023-24
Gross wages paid to females as % of total wages	3.2%	3.05%

### 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 Company has established various committees such as Stakeholder Relationship Committee of the Board, Ethics and Code of Conduct Committee, Disciplinary Committee to address human rights impacts and related issues. For example, the Company maintains a zero-tolerance policy towards sexual harassment in the workplace and fully complies with the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, through the constitution of Internal Complaints Committees. Additionally, a Grievance Redressal Policy is in place to address any other human rights concerns or issues.

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

The Company has established the Employee Grievance Redressal Committee (DOST) to ensure a healthy, respectful, and supportive work environment for all employees. This Committee is designed to serve as a formal platform for addressing employee concerns and grievances that may arise from time to time.

The primary objective of the Committee is to facilitate the fair and timely review and resolution of grievances, thereby promoting transparency and trust within the organization.

Employees are encouraged to submit their grievances to the Committee either in writing or via email at dost@veritasfin.in.

The Company maintains a zero-tolerance policy and strictly prohibits all forms of exploitation, forced labour, and abuse including child labour, slavery, and physical, sexual, marital, or verbal abuse.

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

The details are provided below:

	FY'2024-25			FY'2023-24		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment		Nil			Nil	
Discrimination at workplace		Nil			Nil	
Child Labour		Nil			Nil	
Forced Labour/Involuntary Labour		Nil			Nil	
Wages		Nil			Nil	
Other Human rights related issues		Nil			Nil	

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

	<b>FY'2024-25</b>	<b>FY'2023-24</b>
i) Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
ii) Female employees / workers	0	0
iii) Complaints on POSH as a % of female employees / workers	0	0
iv) Complaints on POSH upheld	0	0

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

The Company has instituted multiple committees and mechanisms—namely, the Ethics and Code of Conduct Committee, the Disciplinary Committee, and the Employee Grievance Redressal Committee (DOST)—to proactively prevent and address incidents of harassment. In addition, regular awareness and training programs are conducted to educate employees on appropriate workplace behaviour and reporting procedures.

To further strengthen its commitment to a safe and respectful work environment, the Company has implemented a Whistleblower Policy and Vigil Mechanism, a Code of Conduct for Directors and Senior Management, and a comprehensive Prevention of Sexual Harassment (POSH) Policy. These formal channels enable employees to report any instances of discrimination or harassment with the assurance of confidentiality and protection.

Complainants are fully safeguarded against any form of retaliation, including but not limited to threats of termination or suspension, disciplinary action, demotion, transfer, denial of promotion, or any misuse of authority that may impede their ability to perform their duties or make further protected disclosures.

Furthermore, the Grievance Redressal Policy clearly outlines the escalation hierarchy for addressing customer complaints, ensuring that all concerns are resolved in a fair, respectful, and transparent manner.

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

Yes, the Company includes compliance to relevant laws (avoidance of child and forced labour) as a pre-requisite in its agreements and contracts with vendors and other partners.

**10. Assessment for the year:**

	<b>% of the Company's plants and offices that were assessed (by the Company or statutory authorities or third parties)</b>
Child Labour	100%
Forced Labour/Involuntary Labour	100%
Sexual Harassment	100%
Discrimination at workplace	100%
Wages	100%
Other- please specify	0

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

Not Applicable

## Leadership Indicators

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

The Company is of the belief that it has upheld basic principles of human rights in all its dealings in alignment with its Human Rights Policy. Hence, no significant change is necessitated with respect to the business process.

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

The Company conducts regular internal assessments to monitor if there is a negative impact on our stakeholders' human rights. The Company is planning to establish a due diligence process which will help us in checking and ensuring Compliances on aspects of human rights and regulations.

**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's premises are designed with inclusivity in mind, ensuring accessibility for all employees. Elevators and ramps are integral features, providing ease of access for everyone. The Head Office is equipped with restrooms that are accessible to persons with disabilities (PWD). Branch offices, being rented facilities, are chosen, wherever possible and for their ease of accessibility to persons with disabilities.

**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	The Company expects all its value chain partners to follow existing regulations with regard to health, safety and working conditions. Our BRSR policy and ESMS manual has a prohibited activities list which lays down certain activities that do not qualify for financing which include child labour, forced labour, etc
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	
Others – please specify	

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

Not Applicable

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

### Essential Indicator

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

Parameter	FY'2024-25	FY'2023-24
<b>From renewable sources</b>		
Total electricity consumption (A)	0	0
Total fuel consumption (B)	0	0
Energy consumption sources (C)	0	0
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>0</b>	<b>0</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D)	7,991.51	6,084.34
Total fuel consumption (E)	96,717.46	70,949.78
Energy consumption sources (F)	0.00	0.00
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>1,04,708.97</b>	<b>77,034.12</b>
<b>Total energy consumed (A+B+C+D+E+F)</b>	<b>1,04,708.97</b>	<b>77,034.12</b>
<b>Energy intensity per rupee of turnover</b> (Total energy consumed / Revenue from operations) (GJ/Cr.)	67.23	68.55
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total energy consumed / Revenue from operations adjusted for PPP) (GJ/Dollar)	1,389.04	1,416.20
<b>Energy intensity in terms of physical output</b>	NA	NA
<b>Energy 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

- 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.

No

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

Parameter	FY'2024-25	FY'2023-24
<b>Water withdrawal by source (in kiloliters)</b>		
(i) Surface water	0	0
(ii) Groundwater	91,024.92	69,543.36
(iii) Third party water	4,045.55	3,090.82
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>95,070.47</b>	<b>72,634.18</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>95,070.47</b>	<b>72,634.18</b>
<b>Water intensity per rupee of turnover</b> (Total water consumption / Revenue from operations) (kL/Cr.)	61.04	64.63
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total water consumption / Revenue from operations adjusted for PPP) (kL/Dollar)	1,261.18	1,335.31
<b>Water intensity in terms of physical output</b>	NA	NA
<b>Water 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

## 4. Provide the following details related to water discharged:

Parameter	FY'2024-25	FY'2023-24
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) To Groundwater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) To Seawater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(v) Others	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
<b>Total water discharged (in kiloliters)</b>	<b>0</b>	<b>0</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

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

Considering the nature of business, the Company's usage of water is restricted to human consumption purposes only. The Company has not implemented a mechanism for zero liquid discharge. The Company takes measures to judiciously control the same.

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

Parameter	Unit	FY'2024-25	FY'2023-24
NOx	-	NA	NA
SOx	-	NA	NA
Particulate matter (PM)	-	NA	NA
Persistent organic pollutants (POP)	-	NA	NA
Volatile organic compounds (VOC)	-	NA	NA
Hazardous air pollutants (HAP)	-	NA	NA
Others – please specify Mercury, Cadmium, Chromium etc.	-	NA	NA

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

-

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

Parameter	Unit	FY'2024-25	FY'2023-24
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	6190.95	4791.28
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	1997.88	1521.09
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes of CO <sub>2</sub> equivalent/Rupees in Crore	5.26	5.62
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Metric tonnes of CO <sub>2</sub> equivalent/Dollar	108.63	116.05
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b>	NA	NA	NA
<b>Total Scope 1 and Scope 2 emission intensity</b> (optional) – the relevant metric may be selected by the entity	NA	NA	NA

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

No

8. Does the Company have any project related to reducing Green House Gas emission? If yes, then provide details.

No

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

Parameter	FY'2024-25	FY'2023-24
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	0.060	0.082
E-waste (B)	0.74	0
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)		
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>0.80</b>	<b>0.082</b>
<b>Waste intensity per rupee of turnover</b> (Total waste generated/Revenue from operations) (MT/Crore)	0.0005	0.0001
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total waste generated / Revenue from operations adjusted for PPP) (MT/Dollar)	0.0106	0.0015
<b>Waste intensity in terms of physical output</b>	NA	NA
<b>Waste intensity</b> (optional) – the relevant metric may be selected by the entity	-	-
<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>



Parameter	FY'2024-25	FY'2023-24
<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	0.8	0.082
<b>Total</b>	<b>0.8</b>	<b>0.082</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.

—

10. Briefly describe the waste management practices adopted in your establishment. 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 being a financial service sector provider does not generate any toxic chemical waste or significant hazardous waste. The Company ensures responsible waste disposal practices. E-waste is handled through authorized vendors, while plastic waste being minimal in quantity is collected by local vendors in accordance with applicable guidelines.

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:

Sl. 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.
			NA

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
			NA		

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:

Sl. 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
			NA	

## Leadership Indicators

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

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

- (i) Name of the area – NA
- (ii) Nature of operations – NA
- (iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY'2024-25	FY'2023-24
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	NA	NA
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
<b>Total volume of water withdrawal (in kiloliters)</b>		
<b>Total volume of water consumption (in kiloliters)</b>		
<b>Water intensity per rupee of turnover</b> (Water consumed / turnover)		
<b>Water intensity</b> (optional) – the relevant metric may be selected by the entit		
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) Into Surface water	NA	NA
- No treatment		
- With treatment – please specify level of treatment		
(ii) Into Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) Into Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
<b>Total water discharged (in kilolitres)</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

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

Parameter	Unit	FY'2024-25	FY'2023-24
<b>Total Scope 3 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	4759.76	3746.46
<b>Total Scope 3 emissions per rupee of turnover</b>	Metric tonnes of CO <sub>2</sub> equivalent/Rupees in crores	3.06	3.33
<b>Total Scope 3 emission intensity</b> kg CO <sub>2</sub> /T of Cementitious material	-	-	-

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

No

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

NA

4. If the entity provided below taken 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:

Sl. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
NA			

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

Yes, the Business Continuity Policy of Veritas Finance is designed to ensure the rapid restoration of core IT systems following any incident that disrupts the Company's operations. The Business Continuity Program is closely integrated with the IT Disaster Recovery Process and aligns with other specialized protocols, including the Cyber Crisis Management Plan. This comprehensive approach enables Veritas staff to effectively respond to disruptions affecting key business applications, systems, and networks—prioritizing recovery efforts and initiating a structured, timely response. The policy also includes general contingency procedures that outline the overarching steps involved in the response, recovery, resumption, and return phases.

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?

Environment impacts from the value chain partners are not evaluated as the supply chain partners pertain to the financial – operations services.

7. % of Value chain partners (by value of business done with such partners) that were assessed for Environmental Impacts?

NA

8. How Many green credits have been generated or produced

a	By the listed entity	NA
b	By the top ten ( in terms of value of purchase and sales respectively) value chain partners	NA

**Principle 7:** Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.

## Essential Indicator

1. a. Number of affiliations with trade and industry chambers/associations.  
3
- b. List the top 10 trade and industry chambers/associations (determined based on the total members of such body) the Company is a member of/affiliated to.

Sl. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/ associations (State/ National)
1	Confederation of Indian Industry (CII)	National
2	Finance Industry Development Council (FIDC)	National
3	Madras Management Association (MMA)	State

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

Name of the authority	Brief of the case	Corrective action taken
Nil		

## Leadership Indicators

### 1. Details of public policy positions advocated by the Company:

Sl. No.	Public Policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/ No)	Frequency of Review by Board (Annually/ Half yearly/Quarterly/ Others- please specify)	Web Link, if available
The details are available in the BRSR policy of the Company. Weblink of the said policy is <a href="https://www.veritasfin.in/">https://www.veritasfin.in/</a>					

## Principle 8: Businesses should promote inclusive growth and equitable development.

## Essential Indicator

### 1. Details of Social Impact Assessments (SIA) of projects undertaken by the Company, 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
-	-	-	-	-	-

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

Sl. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
-	-	-	-	-	-	-

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

The Company undertakes Corporate Social Responsibility (CSR) initiatives by contributing to reputed and recognized institutions. Additionally, it extends support to organizations engaged in meaningful causes such as education, sustainable livelihoods, and healthcare. These partner organizations conduct needs assessments and engage with local communities to identify key concerns, which are then communicated to the Company for appropriate action and support.

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

	FY'2024-25	FY'2023-24
Directly sourced from MSMEs/small producers	22.76%	25.98%
Sourced directly from within the district and neighbouring districts.	100%	100%

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

Location	FY'2024-25	FY'2023-24
<b>Rural</b>		
% of Job creation in Rural areas	26.8%	25.7%
<b>Semi-urban</b>		
% of Job creation in Semi-urban areas	30.6%	30.9%
<b>Urban</b>		
% of Job creation in Urban areas	32.1%	31.9%
<b>Metropolitan</b>		
% of Job creation in Metropolitan areas	10.5%	11.5%

(Place to be categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

## Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
-	-

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

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

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized/vulnerable groups?

The Company provides a wide range of financial products and services to diverse consumers. These activities do not require raw materials or the production of physical goods, resulting in minimal procurement activities. Therefore, this indicator is not applicable to the Company.

- (b) From which marginalized/vulnerable groups do you procure?

NA

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

NA

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

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

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

Name of authority	Brief of the Case	Corrective action taken
	NA	

6. Details of beneficiaries of CSR Projects:

Sl. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized group
1.	Ladapuram Government High School Infrastructure Development, FY 2023 - 25.	166 school students and their families.	100
2.	Scholarship program through NSNOP for 42 Girls students across Tamil Nadu, FY 2024-25.	42 scholarship received girl students and their families.	100
3.	Maintenance of public restrooms built in Trichy Moffusil Bus-stand	Common public at large	Public at large

## Principle 9: Businesses should engage with and provide value to their consumers in a responsible manner

### Essential Indicator

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

Consumer complaints are addressed in accordance with the Company's Grievance Redressal Policy. Complaints can be submitted through various channels, including phone, email, or by writing directly to the branch. The Grievance Redressal Policy is available on the Company's website at [Grievance Redressal Policy](#).

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

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

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

Number of consumer complaints in respect of the following:	FY'2024-25			FY'2023-24		
	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	-
Other	102	0	-	0	0	-

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

	Number	Reasons for recall
Voluntary recalls	NA	NA
Forced recalls	NA	NA

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

No

#### 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.

Nil

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

	Provide the following information relating to data breaches:
a. Number of instances of data breaches along-with impact*	Nil
b. Percentage of data breaches involving personally identifiable information of customer	NA
c. Impact, if any, of the data breaches	NA

\*The Company has not reported any data breaches as on March 31, 2025

## Leadership Indicators

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

The customer can view the product information and other details related to the Company from branch office and registered office the website [www.veritasfin.in](http://www.veritasfin.in)

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

Veritas Finance Limited educates customers on revised non-performing assets (NPA) norms and the importance of due dates through information available on the Company's website. During the loan application process, borrowers are informed about the loan amount, annualized interest rate, insurance premium, and processing fees. Post-sanction, the sanction letter clearly communicates the loan terms, including penal interest for delayed payments, charges for bounced payment instruments, loan tenure, and the complete repayment schedule. Detailed information is also provided in the loan agreement. Customers will also receive this information during the on boarding process, where loan-related documents and terms of finance will be provided.

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

The Company communicates potential risks to its clients through timely emails and virtual meetings. This transparent approach, whether addressing foreseeable disruptions or other issues and demonstrates the Company's commitment to client well-being.

**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 whole? (Yes/No)**

Not applicable - there is no product information mandated by law. Given the nature of the business, there is limited applicability of this indicator.