



## ALLSEC TECHNOLOGIES LIMITED

CIN: L72300TN1998PLC041033

Regd. Office: 46C, Velachery Main Road, Velachery, Chennai - 600 042.

Ph.: 044-42997070, E-mail: investorcontact@allsectech.com

### Business Responsibility Report

For the financial year ended on 31 March 2020

(As per Regulation 34(2)(f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015)

S. No.	Particulars	
<b>Section A: General Information about the Company</b>		
1	Corporate Identity Number (CIN) of the Company	L72300TN1998PLC041033
2	Name of the Company	Allsec Technologies Limited
3	Registered address	46C, Velachery Main Road, Velachery, Chennai-600042
4	Website	<a href="http://www.allsectech.com">www.allsectech.com</a>
5	E-mail id	<a href="mailto:investorcontact@allsectech.com">investorcontact@allsectech.com</a>
6	Financial Year reported	1 April 2019 to 31 March 2020
7	Sector(s) that the Company is engaged in (industrial activity code-wise)	The NIC Code of the following services provided by the Company is: i. Human Resources Outsourcing (7830) ii. Digital Business Services (8220)
8	List three key products/services that the Company manufactures/ provides (as in balance sheet)	i. Human Resources Outsourcing ii. Digital Business Services
9	Total number of locations where business activity is undertaken by the Company  Number of International Locations Number of National Locations	  <a href="https://www.allsectech.com/contact/">https://www.allsectech.com/contact/</a> <a href="https://www.allsectech.com/contact/">https://www.allsectech.com/contact/</a>
<b>Section B: Financial Details of the Company</b>		
1	Paid-up Capital	Rs. 152,383,260/-
2	Total Turnover	Rs. 29,444 Lakhs (Consolidated)
3	Total profit after taxes	Rs. 4,493 Lakhs (Consolidated)
4	Total Spending on Corporate Social Responsibility (CSR) as percentage of profit after tax (%)	Refer Corporate Social Responsibility Report annexed to the Annual Report
5	List of activities in which expenditure in 4 above has been incurred	Refer Corporate Social Responsibility Report annexed to the Annual Report
<b>Section C: Other Details</b>		
1	Does the Company have any Subsidiary Company/ Companies?	Yes



2	Do the Subsidiary Company/Companies participate in the BR Initiatives of the parent company? If yes, then indicate the number of such subsidiary Company(s)	Yes, 3 Subsidiaries
3	Do any other entity/entities (e.g. suppliers, distributors etc.) that the Company does business with, participate in the BR initiatives of the Company? If yes, then indicate the percentage of such entity/entities? [Less than 30%, 30-60%, More than 60%]	No
<b>Section D: BR Information</b>		
1	<b>Details of Director/Directors responsible for BR</b>	
	a) Details of the Director/Director responsible for implementation of the BR policy/policies	
	DIN Number	00087168
	Name	Mr. Ajit Isaac
	Designation	Chairman
	b) Details of the BR head	
	DIN Number	08594844
	Name	Mr. Krishna Suraj Moraje
	Designation	Non-Executive Director
	Telephone number	044-42997070
	E-mail id	<a href="mailto:investorcontact@allsectech.com">investorcontact@allsectech.com</a>

## 2. Principle-wise (as per NVGs) BR Policy/policies (Reply in Y/N)

The National Voluntary Guidelines on Social, Environmental and Economic Responsibilities of Business (NVGs) released by the Ministry of Corporate Affairs has adopted nine areas of Business Responsibility. These briefly are as under:

- P1 Businesses should conduct and govern themselves with Ethics, Transparency and Accountability.
- P2 Businesses should provide goods and services that are safe and contribute to sustainability throughout their life cycle.
- P3 Businesses should promote the wellbeing of all employees.
- P4 Businesses should respect the interests of, and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalized.
- P5 Businesses should respect and promote human rights.
- P6 Business should respect, protect, and make efforts to restore the environment.
- P7 Businesses, when engaged in influencing public and regulatory policy, should do so in a responsible manner.



P8 Businesses should support inclusive growth and equitable development.

P9 Businesses should engage with and provide value to their customers and consumers in a responsible manner.

S. No.	Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
1	Do you have policy/policies for -	Y	Y	Y	Y	Y	Y	Y	Y	Y
2	Has the policy being formulated in consultation with the relevant stakeholders?	Y	Y	Y	Y	Y	Y	Y	Y	Y
3	Does the policy conform to any national/international standards?  The spirit and intent of Allsec Code of Conduct and other Codes/Policies are prepared in compliance with applicable laws/rules/guidelines. In addition, they reflect the vision and mission of the company of providing world-class customer experience while continuously working towards creating better lives.	Y	Y	Y	Y	Y	Y	Y	Y	Y
4	Has the policy being approved by the Board? If yes, has it been signed by MD/owner/ CEO/ appropriate Board Director?	The policies are periodically reviewed by the Leadership Team which include Board members.								
5	Does the company have a specified committee of the Board/ Director/Official to oversee the implementation of the policy?	Y	Y	Y	Y	Y	Y	Y	Y	Y
6	Indicate the link for the policy to be viewed online?	<a href="http://www.allsectech.com">www.allsectech.com</a>								
7	Has the policy been formally communicated to all relevant internal and external stakeholders?	Y	Y	Y	Y	Y	Y	Y	Y	Y
8	Does the company have in-house structure to implement the policy/policies	Y	Y	Y	Y	Y	Y	Y	Y	Y
9	Does the Company have a grievance redressal mechanism related to the policy/policies to address stake holders' grievances related to the policy/policies?	Y	Y	Y	Y	Y	Y	Y	Y	Y
10	Has the company carried out independent audit/evaluation of the working of this policy by an internal or external agency?	Y	Y	Y	Y	Y	Y	Y	Y	Y

3	<b>Governance related to BR</b>	
a	Indicate the frequency with which the Board of Directors, Committee of the Board or CEO to assess the BR performance of the Company. Within 3 months, 3-6 months, Annually, More	Annually



	than 1 year	
b	Does the Company publish a BR or a Sustainability Report? What is the hyperlink for viewing this report? How frequently it is published?	Yes, annually. Website link - <a href="https://www.allsectech.com/investor-information/">https://www.allsectech.com/investor-information/</a>
<b>Section E: Principle-wise performance</b>		
<b>Principle 1 - Businesses should conduct and govern themselves with Ethics, Transparency and Accountability</b>		
1	Does the policy relating to ethics, bribery and corruption cover only the company? Yes/No.	Our policies related to ethics, bribery and corruption are part of our corporate governance framework and cover the company and our suppliers.
2	Does it extend to the Group/Joint Ventures/Suppliers/ Contractors/ NGOs /Others?	Allsec stakeholders include our investors, clients, employees, vendors/ partners, government and local communities.
3	How many stakeholder complaints have been received in the past financial year and what percentage was satisfactorily resolved by the management?	For details on investor complaints, refer to investor complaints section of Corporate Governance Report.
<b>Principle 2 - Businesses should provide goods and services that are safe and contribute to sustainability throughout their life cycle</b>		
1	List up to 3 of your products or services whose design has incorporated social or environmental concerns, risks and/or opportunities.	i. Human Resources Outsourcing ii. Digital Business Services.
2	For each such product, provide the following details in respect of resource use (energy, water, raw material etc.) per unit of product (optional):  i. Reduction during sourcing/production/distribution achieved since the previous year throughout the value chain?  ii. Reduction during usage by consumers (energy, water) has been achieved since the previous year?	Not applicable
3	Does the company have procedures in place for sustainable sourcing (including transportation)? If yes, what percentage of your inputs was sourced sustainably?	Yes
4	Has the company taken any steps to procure goods and services from local & small producers, including communities surrounding their place of work? If yes, what steps have been taken to improve their capacity and capability of local and small vendors?	Yes, wherever possible
5	Does the company have a mechanism to recycle	Yes, wherever possible



	products and waste? If yes what is the percentage of recycling of products and waste (separately as >5%, 5-10%, <10%).	
	<b>Principle 3 - Businesses should promote the well-being of all employees</b>	
1	Please indicate the Total number of employees	Our global employees count including associates stands at 3992 as on 31 March 2020 (including temporary, contractual and casual basis).
2	Please indicate the total number of employees hired on temporary/ contractual/casual basis as on 31 March 2020.	The total number of employees hired on temporary/ contractual/casual basis is 10 as on 31 March 2020.
3	Please indicate the Number of permanent women employees.	The number of permanent global women employees is 1239 as on 31 March 2020.
4	Please indicate the Number of permanent employees with disabilities	The Company does not specifically track the number of disabled employees. The Company gives equal opportunities and treats all employees at par.
5	Do you have an employee association that is recognized by management?	No
6	What percentage of your permanent employees is members of this recognized employee association?	Not applicable
7	Please indicate the Number of complaints relating to child labour, forced labour, involuntary labour, sexual harassment in the last financial year and pending, as on the end of the financial year	None
8	What percentage of your under mentioned employees were given safety & skill up-gradation training in the last year? <ul style="list-style-type: none"> <li>• Permanent Employees</li> <li>• Permanent Women Employees</li> <li>• Casual/Temporary/Contractual Employees</li> <li>• Employees with Disabilities</li> </ul>	All employees of the Company (Permanent men, Permanent women and Contractual employees) are being given skill up-gradation through training programmes conducted across organisation.
	<b>Principle 4- Businesses should respect the interests of, and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalized</b>	
1	Has the company mapped its internal and external stakeholders? Yes/No	Yes
2	Out of the above, has the company identified the disadvantaged, vulnerable & marginalized stakeholders	Yes
3	Are there any special initiatives taken by the company to engage with the disadvantaged, vulnerable and marginalized stakeholders?	Please refer Corporate Social Responsibility Report annexed to this Annual Report.
	<b>Principle 5 - Businesses should respect and promote human rights</b>	
1	Does the policy of the company on human rights	Yes, all subsidiary companies of Allsec



	cover only the company or extend to the Group/Joint Ventures/Suppliers/Contractors/NGOs/Others?	are covered under the policy.
2	How many stakeholder complaints have been received in the past financial year and what percent was satisfactorily resolved by the management?	Please refer Corporate Governance Report for investor complaints and redressal status.
	<b>Principle 6 - Business should respect, protect, and make efforts to restore the environment</b>	
1	Does the policy related to Principle 6 cover only the company or extends to the Group/Joint Ventures/ Suppliers/Contractors/NGOs/others.	Not applicable, as the Company provides services
2	Does the company have strategies/ initiatives to address global environmental issues such as climate change, global warming, etc.? Y/N. If yes, please give hyperlink for webpage etc.	Not applicable
3	Does the company identify and assess potential environmental risks? Y/N	Not applicable
4	Does the company have any project related to Clean Development Mechanism? If so, provide details thereof, in about 50 words or so. Also, if Yes, whether any environmental compliance report is filed?	Not applicable
5	Has the company undertaken any other initiatives on – clean technology, energy efficiency, renewable energy, etc. Y/N. If yes, please give hyperlink for web page etc.	Not applicable
6	Are the Emissions/Waste generated by the company within the permissible limits given by CPCB/SPCB for the financial year being reported?	Not applicable
7	Number of show cause/ legal notices received from CPCB/ SPCB which are pending (i.e. not resolved to satisfaction) as on end of Financial Year	Not applicable
	<b>Principle 7 - Businesses, when engaged in influencing public and regulatory policy, should do so in a responsible manner</b>	
1	Is your company a member of any trade and chamber or association? If Yes, name only those major ones that your business deals with.	i. Confederation of Indian Industry ii. The Madras Chamber of Commerce & Industry
2	Have you advocated/lobbied through above associations for the advancement or improvement of public good? Yes/No; if yes specify the broad areas (drop box: Governance and Administration, Economic Reforms, Inclusive Development Policies, Energy security, Water, Food Security, Sustainable Business Principles, Others)	Yes 1) Governance & Administration 2) Economic Reforms 3) Inclusive Development Policies 4) Sustainable Business Principles
	<b>Principle 8 - Businesses should support inclusive growth and equitable development</b>	
1	Does the company have specified	The Company focusses on responsible



	programmes/initiatives/projects in pursuit of the policy related to Principle 8? If yes details thereof	business practices with community centric interventions. The thrust areas are sustainable livelihood – especially skill development and employability training, education and health care, all of which constitute the Human Development Index – a quality of life indicator.
2	Are the programmes/projects undertaken through in-house team/own foundation/external NGO/government structures/any other organization	Yes, through Care Works Foundation (CWF).
3	Have you done any impact assessment of your initiative?	Yes
4	What is your company's direct contribution to community development projects. Amount in INR and the details of the projects undertaken.	Please refer Corporate Social Responsibility report annexed to this Annual Report.
5	Have you taken steps to ensure that this community development initiative is successfully adopted by the community?	Please refer Corporate Social Responsibility report annexed to this Annual Report.
	<b>Principle 9 - Businesses should engage with and provide value to their customers and consumers in a responsible manner</b>	
1	What percentage of customer complaints/consumer cases are pending as on the end of financial year	Nil
2	Does the company display product information on the product label, over and above what is mandated as per local laws? Yes / No / N.A. /Remarks (additional information)	Not applicable
3	Is there any case filed by any stakeholder against the company regarding unfair trade practices, irresponsible advertising and/or anti-competitive behaviour during the last five years and pending as on end of financial year	No
4	Did your company carry out any consumer survey/ consumer satisfaction trends?	The Company interacts with its clients on a routine basis and across all social media multiple platforms. Customer-focused excellence demands constant sensitivity to changing and emerging customer requirements and close attention to the voice of the customer.

**For and on behalf of the Board of Directors**

**Bengaluru**  
**18<sup>th</sup> May 2020**

**Ajit Isaac**  
**Director**

**Krishna Suraj Moraje**  
**Director**