

# BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

Environment, Social and Governance (“ESG”) performance is paramount for achieving sustainable success and developing a more equitable society. T. V. Today Network Limited (referred to herein as “we”, or “the Company” or “TVTN”) remains steadfast in its pursuit of enhanced ESG performance and transparency, emphasising dedication to fostering sustainable value creation for both the Company and its diverse stakeholders.

The Business Responsibility and Sustainability Report serves as a demonstration of our commitment to ESG parameters. Aligned with the nine principles outlined in the National Guidelines on Responsible Business Conduct (“NGRBC”), this report provides a comprehensive overview of our endeavours to conduct business with a sense of responsibility and accountability towards all our stakeholders. Through collaboration with our CSR Implementing Agency, the Care Today Fund, we have maintained our dedication to community upliftment initiatives. We are committed to ongoing dialogue with stakeholders to address their expectations concerning ESG matters and to enhance our performance continually.

## SECTION A: GENERAL DISCLOSURES

### I. Details of the listed entity

1.	<b>Corporate Identity Number (CIN) of the Company</b>	L92200DL1999PLC103001
2.	<b>Name of the Company</b>	T.V. Today Network Limited
3.	<b>Year of Incorporation</b>	December 28, 1999
4.	<b>Registered office address</b>	F-26, First Floor, Connaught Circus, New Delhi-110001.
5.	<b>Corporate address</b>	FC-8, Sector 16A, Film City, Noida - 201301, Uttar Pradesh.
6.	<b>E-mail</b>	<a href="mailto:investors@aahtak.com">investors@aahtak.com</a>
7.	<b>Telephone</b>	0120 4908600
8.	<b>Website</b>	<a href="https://www.aahtak.in/">https://www.aahtak.in/</a>
9.	<b>Financial year for which reporting is being done</b>	FY 2023-24
10.	<b>Name of the Stock Exchange(s) where shares are listed</b>	BSE Limited (BSE) and National Stock Exchange of India Limited (NSE)
11.	<b>Paid-up capital</b>	₹29,83,43,075/-
12.	<b>Name and contact details of the person who may be contacted in case of any queries on the BRSR report</b>	Mr. Ashish Sabharwal Group Head - Secretarial and Company Secretary Email: <a href="mailto:investors@aahtak.com">investors@aahtak.com</a> Telephone: 0120 4908600
13.	<b>Reporting Boundary</b>	Standalone Basis
14.	<b>Name of assurance provider*</b>	NA
15.	<b>Type of assurance obtained*</b>	NA

\* As per applicable SEBI regulations, assurance is not mandatory for the Company.

## II. Products/Services

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

S.No.	Description of main activity	Description of business activity	% of Turnover
1.	Television and other media operations	Broadcasting of news and current affairs across multiple platforms (including television, digital media) and other media operations.	98.30

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

S.No.	Product/Service	NIC Code	% of total turnover contributed
1.	Television and other media operations	6020- Television Programming and Broadcasting activities 6312- Web Portals/ Digital Business	98.30

## III. Operations

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

Location	Number of plants	Number of offices	Total
National	Nil	25*	25*
International	Nil	Nil	Nil

\*Includes locations closed during the year.

### 19. Markets served by the entity:

#### a. Number of locations:

Locations	Number
National (No. of states)	Pan India
International (No. of countries)	We have reach across 67 countries worldwide.

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

10.10%

### c. A brief on types of customers

Our major customers include:

- Advertisers – This includes private, public, government and/or any other entity that chooses to advertise about their products and services on our platforms.
- Viewers/Subscribers – The viewers/audience of our channels (TV and radio) and other digital platforms.

## IV. Employees

### 20. Details as on March 31, 2024:

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

S.No.	Particulars	Total (A)	Male		Female	
			No.(B)	%(B/A)	No.(C)	%(C/A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	2,552	1,925	75.43	627	24.57
2.	Other than Permanent (E)	421	391	92.87	30	7.13
3.	<b>Total employees (D+E)</b>	<b>2,973</b>	<b>2,316</b>	<b>77.90</b>	<b>657</b>	<b>22.10</b>
<b>WORKERS*</b>						
4.	Permanent (F)	Nil	NA	NA	NA	NA
5.	Other than Permanent (G)	Nil	NA	NA	NA	NA
6.	<b>Total workers (F+G)</b>	<b>Nil</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>

\* TVTN does not have workers, hence in all the sections, details sought for the workers category are not applicable on TVTN.

**b. Differently abled employees and workers:**

S.No.	Particulars	Total(A)	Male		Female	
			No.(B)	%(B/A)	No.(C)	%(C/A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent (D)					
2.	Other than Permanent (E)				Nil	
3.	<b>Total differently abled employees (D+E)</b>					
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)					
5.	Other than Permanent (G)				NA	
6.	<b>Total differently abled workers (F+G)</b>					

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

	Total(A)	No. and percentage of females	
		No.(B)	%(B/A)
Board of Directors	8*	2	25
Key Management Personnel	3 <sup>#</sup>	0	0

\* Out of the total 8 directors, the tenure of two Independent Directors completed on March 31, 2024.

<sup>#</sup> Excluding MD and WTD who are counted in Board of Directors.

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

	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	14%	21%	16%	18%	29%	20%	19%	29%	21%
Permanent Workers	NA	NA	NA	NA	NA	NA	NA	NA	NA

**V. Holding, subsidiary and associate companies (including joint ventures)**
**23. Names of holding/subsidiary/associate companies/joint ventures:**

S.No.	Name of Holding/Subsidiary/Associate Companies/Joint Venture (A)	Indicate whether Holding/Subsidiary/Associate/Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of listed entity? (Yes/No)
1	Living Media India Limited	Holding	Nil	No
2	T V Today Network (Business) Limited	Subsidiary	100	No
3	Mail Today Newspapers Private Limited	Subsidiary	100	No
4	Vibgyor Broadcasting Private Limited	Subsidiary	100	No

## VI. CSR Details

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

(ii) Turnover (in ₹) – 952.09 Crores

(iii) Net worth (in ₹) – 867.42 Crores

## VII. Transparency and Disclosures Compliances

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

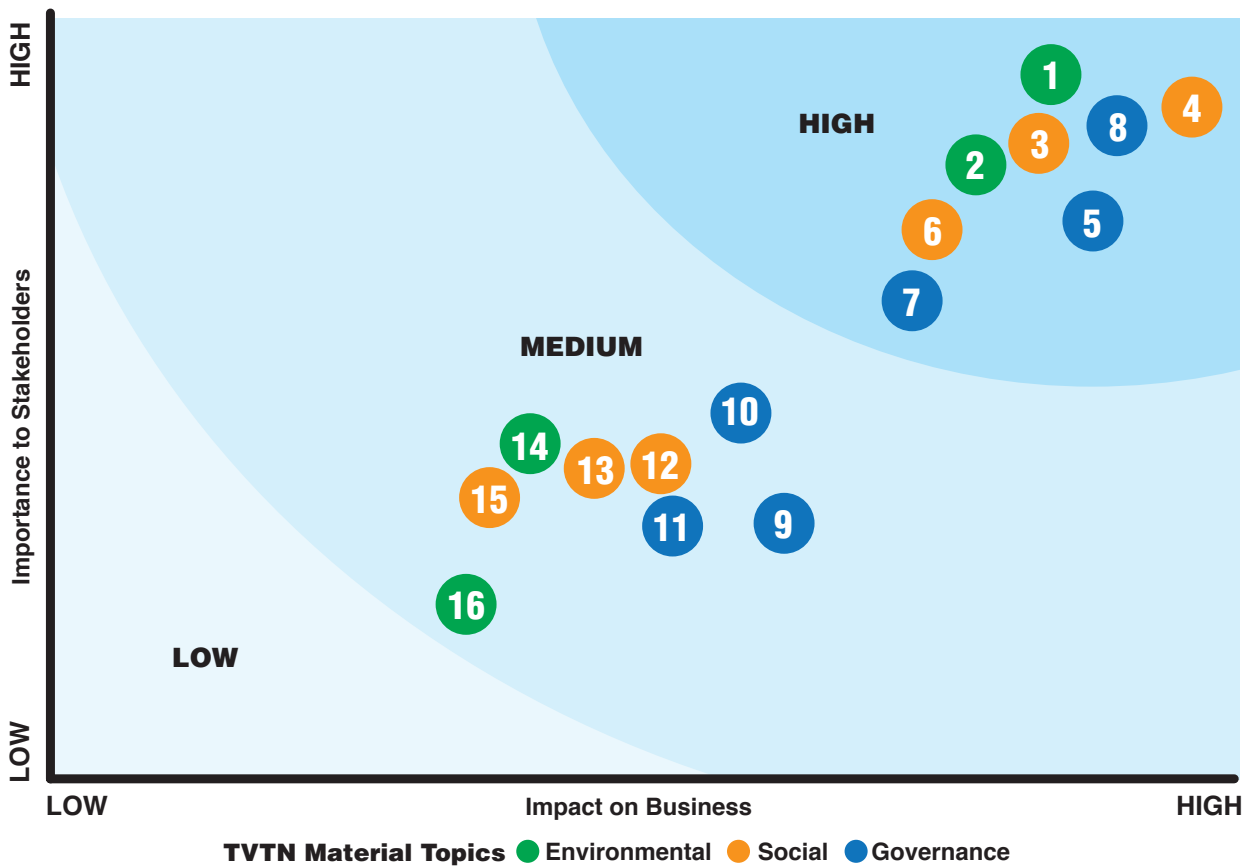
Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2023-24			FY 2022-23		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	Nil	Nil	Nil	Nil	Nil	Nil
Investors (other than shareholders)	Yes	Nil	Nil	Nil	Nil	Nil	Nil
Shareholders	Yes	16	Nil	Nil	11	Nil	Nil
Employees and workers	Yes	Nil	Nil	Nil	Nil	Nil	Nil
Customers	Yes <a href="https://www.aajtak.in/complain-redressal">https://www.aajtak.in/complain-redressal</a>	671	Nil	Nil	37	Nil	Nil
Value Chain Partners	Yes	Nil	Nil	Nil	Nil	Nil	Nil

Stakeholder satisfaction is of utmost importance to us and we have an effective grievance redressal mechanism that ensures timely redressal of stakeholder grievances. Our open-door policy encourages a transparent and communicative atmosphere, facilitating feedback, dialogue, and the resolution of issues promptly. We directly interact with our communities through our CSR implementation agency. Investors and shareholders are welcome to express their concerns or complaints through the designated email address [investors@ajitak.in](mailto:investors@ajitak.in) or via post to our Registered/Corporate Office. Employees have the option to communicate their grievances either through email or in-person with their respective HR business partner. Additionally, for our viewers, we provide a two-tiered grievance redressal mechanism, details of which are available on our website at <https://www.aajtak.in/complain-redressal>. We also have a dedicated email address to receive concerns from our suppliers and the same is communicated to our suppliers as part of vendor registration process.

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

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

We undertook a comprehensive Materiality Survey covering 16 different topics to ascertain the most pertinent focus areas. This meticulous approach aimed to prioritize the Company’s efforts and resources effectively. Inputs were gathered from various stakeholders comprising employees, suppliers, distributors, customers/viewers, shareholders, and the community. Following the survey, the analysis revealed 8 material topics.



**HIGH IMPORTANCE & IMPACT**

- 1 Waste Management
- 2 Energy Management
- 3 Health, Safety & Employee Well-being
- 4 Diversity, Equity & Inclusion
- 5 Data Privacy & Cyber Security
- 6 Social Outreach Activities
- 7 Technology & Innovation
- 8 Ethical Governance & Compliance

**MEDIUM IMPORTANCE & IMPACT**

- 9 Intellectual Property Protection
- 10 Customer Satisfaction
- 11 Business Continuity & Disaster Management
- 12 Sanitation & Hygiene
- 13 Livelihood Enhancement
- 14 Water Stress
- 15 Responsible Supply Chain
- 16 Biodiversity

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate.	Financial implications of the risk or opportunity (positive or negative)
1	Waste Management	R	Ensuring responsible and safe waste disposal plays a key role in conserving resources. Giving significant attention to waste management can effectively reduce the detrimental impact of waste on the environment.	<p>We are endeavouring to improve awareness among employees around waste minimization through re-use or conscious use and waste segregation between dry and wet waste to the extent possible.</p> <p>We have already implemented measures to ensure the disposal of waste in a safe and environmentally friendly manner through authorized garbage collector or recyclers.</p>	Negative
2	Energy Management	O	As stakeholders in the media and broadcasting sector, we depend on continuous access to electricity round the clock. Enforcing efficient energy management strategies can contribute to long-term reductions in our operational expenses.	NA	Positive
3	Health, Safety and Employee Well-being	R	<p>During the process of news gathering, our reporters, cameramen etc. are exposed to health and safety risks present in the field.</p> <p>Further, in the media industry, prioritizing employee well-being is essential due to the demanding nature of the work. Managing stress, Promoting healthy work-life balance and offering support for mental health challenges are crucial.</p>	<p>We provide our employees with relevant safety guidelines as well as personal protective equipment (PPE) kits to handle any contingency during field reporting.</p> <p>We have implemented various initiatives aimed at enhancing employee welfare. This includes providing group insurance coverage, maintaining a medical facility staffed with doctors and nurses at our Corporate Office, and establishing partnerships with hospitals to address medical emergencies and conduct preventive health screenings for all employees. Additionally, we offer recreational activities, and workshops on topics such as yoga, social skills, and emotional intelligence to promote holistic development among our workforce.</p>	Negative
4	Diversity, Equity & Inclusion	O	<p>We believe that a diverse, equitable and inclusive environment can play a major role in attracting and retaining talent with the Company. We are heavily reliant on our talent pool. A work pool that is culturally, religiously, socially sensitive and is also gender diverse enables us to foster a healthy work environment and access various parts of the country for news reporting purposes.</p> <p>In the workplace, Diversity, Equity, and Inclusion are essential as varied backgrounds bring forth diverse perspectives, resulting in enhanced ideas and solutions. As a media organization, we consistently promote it.</p>	NA	Positive

5	Data Privacy and Cyber Security	R	<p>As technology becomes increasingly integrated across various sectors, there lies a risk of financial losses or operational disturbances due to IT system failures for us.</p> <p>Moreover, deliberate attempts to breach our IT systems can pose significant challenges. Prioritizing data privacy is paramount in safeguarding journalistic integrity, as it prevents unauthorized access to sensitive information, thereby promoting accuracy and impartiality in reporting.</p>	<p>We have a specialized IT team tasked with identifying and addressing cyber-related risks proactively and pre-empt any leakage of sensitive information.</p> <p>Additionally, we have implemented the following measures:</p> <ul style="list-style-type: none"> <li>a. Development and enforcement of an information security policy aligned with ISO 27001 standards.</li> <li>b. Implementation of backup procedures to ensure data integrity and availability.</li> <li>c. Regular updates and enhancements to all systems to align with the latest security standards.</li> <li>d. Conducting quarterly security assessments of IT networks and implementing network access controls as part of our security protocols.</li> <li>e. Securing coverage under a comprehensive cyber insurance policy to mitigate potential financial losses and liabilities arising from cyber incidents.</li> </ul>	Negative
6	Social Outreach Activities	O	<p>Social outreach activities highly impact our stakeholder relationships. They create opportunities to be able to give back to the community around which we operate, fostering reciprocity and nurturing mutual trust.</p>	NA	Positive
7	Technology and Innovation	R/O	<p><b>Risk:</b> Falling behind in technology poses a significant risk, and may impact the Company's efficiency and relevance in the industry.</p> <p><b>Opportunity:</b> Looking ahead, technology and AI presents us with transformative opportunities. AI tools will optimize newsroom workflows, enable personalized content, and provide valuable audience insights. Automation can drive cost efficiencies, while innovations like AI anchors, AI CMS, and leverage of AI tools for audio-video production can revolutionize viewer engagement, at a significantly lower cost.</p>	<p>To mitigate the risks associated with falling behind in technology we are implementing a strategic approach focused on three key areas:</p> <p><b>Technology Integration:</b> We leverage multiple AI tools and automation to enhance content creation and delivery, streamline newsroom workflows, and gain valuable audience insights.</p> <p><b>Innovation Adoption:</b> We stay ahead of industry trends by actively exploring and implementing innovative solutions such as AI anchors, AI-enabled digital CMS, interactive storytelling formats, and immersive experiences. Collaborate with tech partners and startups to leverage cutting-edge technologies that enhance viewer engagement and storytelling capabilities.</p> <p><b>Continuous Learning and Adaptation:</b> We foster a culture of continuous learning and experimentation within the organization, encouraging teams to stay updated on emerging technologies, attend industry conferences and workshops, and collaborate with cross-functional teams to drive innovation and stay agile in response to evolving market dynamics.</p>	<p>Risk: Negative</p> <p>Opportunity: Positive</p>

8	Ethical Governance and Compliance	R	Regulatory compliance and good corporate governance form the foundation of our business and any instance of non-compliance can severally impact our business, brand name as well as credibility.	<p>Our approach towards mitigating compliance and governance related risks consist of the following initiatives:</p> <ul style="list-style-type: none"> <li>• Implementation of compliance monitoring system</li> <li>• Continuous monitoring and implementation of regulatory changes by in house professionals</li> <li>• Periodic reviews of the compliances by third party professionals</li> <li>• Commitment in complying with laws and regulations</li> <li>• Adherence to current regulatory norms is being ensured by following a bottom-up approach</li> </ul>	Negative
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## SECTION B: MANAGEMENT AND PROCESS DISCLOSURE

The NGRBC, as prescribed by the Ministry of Corporate Affairs, advocates nine principles referred as P1-P9 as given below:

<p><b>P1</b></p> <p>Businesses should conduct and govern themselves with integrity and in a manner that is ethical, transparent and accountable</p>	<p><b>P2</b></p> <p>Businesses should provide goods and services in a manner that is sustainable and safe</p>	<p><b>P3</b></p> <p>Businesses should respect and promote the well-being of all employees, including those in their value chains</p>	<p><b>P4</b></p> <p>Businesses should respect the interests of and be responsive to all its stakeholders</p>	<p><b>P5</b></p> <p>Businesses should respect and promote human rights</p>
<p><b>P6</b></p> <p>Businesses should respect and make efforts to protect and restore the environment</p>	<p><b>P7</b></p> <p>Businesses when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent</p>	<p><b>P8</b></p> <p>Businesses should promote inclusive growth and equitable development</p>	<p><b>P9</b></p> <p>Businesses should engage with and provide value to their consumers in a responsible manner</p>	



Disclosure Question	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>POLICY AND MANAGEMENT PROCESSES</b>									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes, all policies are approved by the relevant authority based on the nature of the policy. This authority may include the Board, a Board Committee, the Managing Director, Functional Heads, among others.								
c. Web link of the policies, if available.	P1 to P9 - Business Responsibility & Sustainability Policy - <a href="http://www.aajitak.com/investor/BRSR-Policy">www.aajitak.com/investor/BRSR-Policy</a> P1 - Vigil Mechanism/ Whistle-blower Policy - <a href="http://www.aajitak.com/investor/Vigil-Mechanism-Policy">www.aajitak.com/investor/Vigil-Mechanism-Policy</a> P5 - Prevention of Sexual Harassment at the Workplace - <a href="http://www.aajitak.com/Investors/POSH">www.aajitak.com/Investors/POSH</a> P8 - Corporate Social Responsibility Policy - <a href="http://www.aajitak.com/investors/CSR-Policy">www.aajitak.com/investors/CSR-Policy</a> Other Policy documents pertaining to these principles are internal and are therefore not publicly available.								
2. Whether the entity has translated the policy into procedures. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	No, our enlisted policies are not applied to our value chain partners. However, as part of our efforts to encourage our suppliers and vendors to embrace these policies, we have developed a Suppliers' Code of Conduct. This code encompasses various aspects such as Environment, Human Rights, Workplace and Labour Standards, Anti-Bribery, and Anti-Corruption, among others.								
4. Name of the national and international codes/ certifications/ labels/ standards adopted by your entity and mapped to each principle.	ISO 27001								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	We are dedicated to upholding and maintaining the highest standards in Ethics, Business Sustainability, Employee Health and Well-being, Stakeholder Satisfaction, Human Rights, Environmental Responsibility, Public and Regulatory Policy, CSR, and Consumer Satisfaction. Further insights into our Corporate Social Responsibility initiatives can be obtained through our Annual Report on CSR, which is an integral part of our Board Report.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	<p>We have not set specific targets and measured target-wise performance during FY 2023-24 against all these principles. Nonetheless, upholding good corporate governance remains integral to our business conduct. To mitigate the environmental impact of our operations, we have invested in enhancing the capability of existing Diesel Generators to run on dual fuel (Diesel and PNG). Additionally, we have prioritized the use of Backpacks over Digital Satellite News Gathering ("DSNG") vans, to reduce fossil fuel consumption and energy requirements in broadcasting. We already have a Zero Liquid Discharge ("ZLD") mechanism at our corporate office allowing us to recycle wastewater. Ensuring the welfare of our employees is of utmost importance to us, which is exemplified by our consistent efforts in organising trainings, awareness sessions, performance assessments, and opportunities for professional growth. Additionally, we prioritize their health and safety through various measures, including the provision of medical facilities, regular fire drills, and organizing complimentary health camps, resulting in no recorded occupational safety incidents in the current or previous fiscal year. We extend support to our employees through group insurance coverage and offer fitness amenities such as a gymnasium at our corporate office. Recognizing the diverse needs of our workforce, we facilitate access to consultations with nutritionists, physiotherapists, as well as homeopathic and ayurvedic practitioners within our office premises.</p> <p>Stakeholder engagement is a priority, demonstrated by the Materiality Assessment conducted to prioritise key ESG issues. To address Human Rights concerns, we have adopted a Human Rights Policy alongside a POSH policy, fostering a non-discriminatory office environment.</p> <p>Our CSR initiatives encompass themes like environmental sustainability, education, livelihood enhancement, healthcare and sanitation. Through our health and sanitation projects, we have restored eyesight for 500 individuals from disadvantaged backgrounds through cataract surgeries. Besides these activities, we have also distributed 400 cycles among young girls going to school in Jharkhand.</p> <p>As an organization, we actively participate in various chambers/associations and have well established procedures for addressing consumer complaints promptly and effectively.</p>								

## GOVERNANCE, LEADERSHIP AND OVERSIGHT

### 7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements.

We recognize the imperative of embedding ESG principles into our operations to drive sustainable impact and foster holistic community development. Our commitment to ESG is not merely a corporate mandate but a moral obligation to address the pressing challenges faced by disadvantaged, vulnerable, and marginalized stakeholders across rural and urban landscapes.

Our Corporate Social Responsibility initiatives, orchestrated through the Care Today Fund, reflect a comprehensive approach towards addressing multifaceted societal issues while aligning with the United Nations Sustainable Development Goals (SDGs). Through strategic interventions, we strive to create meaningful change in the following thematic realms:

**Environmental Sustainability:** Our initiative in Uttar Pradesh, involving the plantation of trees along the Shahdara drainage, not only enhances green cover but also improves the quality of water, aligning with SDG 6 (Clean Water and Sanitation) and SDG 15 (Life on Land). Our tree plantation initiative is an ongoing effort and while we planted 16,000 trees as part of our earlier years' CSR activity, their proper maintenance and upkeep is a part of our endeavour to achieve environmental sustainability. Furthermore, as a continuation of this initiative, we have installed trash barriers and implemented phytoremediation techniques to treat and clean the water in the Shahdara drain.

**Education Promotion:** Through various educational support programs, including establishing STEM labs and hostels for nomadic children, we contribute to SDG 4 (Quality Education), ensuring equitable access to education for all, regardless of socio-economic backgrounds. As a result of our efforts, free access has been provided to over 2,500 students to use books from libraries/reading blocks across 7 government schools.

**Livelihood Enhancement:** Our initiatives focus on empowering marginalized women through livelihood

enhancement activities, aligning with SDG 1 (No Poverty) and SDG 5 (Gender Equality), fostering economic independence and social inclusion. Through concerted efforts in this direction, we have provided livelihood enhancement training and support to over 400 poor women.

**Healthcare and Sanitation:** By providing healthcare and sanitation support, including cataract surgeries for the elderly and household toilets for economically weaker communities, we contribute to SDG 3 (Good Health and Well-being) and SDG 6 (Clean Water and Sanitation), ensuring access to essential services for all.

**Promotion of Nationally Recognized Sports:** By supporting aspiring cricketers with transportation facilities, we contribute to SDG 3 (Good Health and Well-being) and SDG 10 (Reduced Inequalities), providing opportunities for talent development and social mobility.

In our pursuit of ESG excellence, we emphasise on implementing sustainable organisational practices and procedures. Our commitment extends to reducing our overall environmental footprint, fostering inclusive workplaces, safeguarding employee well-being, upholding human rights.

We are committed to upholding the highest standards of corporate governance to ensure transparency, accountability, and long-term sustainability. Our governance targets are designed to foster trust with our stakeholders, enhance our operational integrity, and drive sustainable growth.

Our achievements in community initiatives evident in tangible impacts of our CSR projects demonstrate our commitment to enabling sustainable social development. As we continue on this journey, guided by the principles of ESG, we remain steadfast in our resolve to bring positive change and create a more equitable and sustainable future for all.

### 8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility & Sustainability (BRSR) Policy.

The ESG Committee oversees the implementation and supervision of the Business Responsibility and

Sustainability Policy, with Mr. Ashish Sabharwal, Group Head – Secretarial and Company Secretary, serving as its coordinator. The composition of the ESG Committee is as follows:-

S.No.	Name	Designation	DIN (in case of Director)	Category (in case of Director)
1	Ms. Kalli Purie Bhandal	Chairperson	00105318	Managing Director
2	Mr. Devajyoti N. Bhattacharya	Member	00868751	Non-Executive Director
3	Mrs. Neera Malhotra	Member	00118387	Independent Director
4	Mr. Dinesh Bhatia	Member	-	-

**9. Does the entity have a specified committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes/ No). If yes, provide details.**

Yes, a dedicated ESG Committee looks into the affairs relating to Sustainability.

**10. Details of Review of the National Guidelines on Responsible Business Conduct (NGRBC) by the Company:**

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency: Annually (A) / Half yearly (H) / Quarterly (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 & follow up action	Yes									On need basis								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Yes									On Quarterly basis								

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

P1	P2	P3	P4	P5	P6	P7	P8	P9
Our policies are reviewed internally on periodic basis. Various aspects covered under these principles are also reviewed by our internal, secretarial and statutory auditors as part of their audit.								

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

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

## SECTION C: PRINCIPLE-WISE PERFORMANCE DISCLOSURE

### PRINCIPLE 1- BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE

Integrity in business operations is paramount, as it builds trust with stakeholders and establishes a foundation for ethical conduct. Being transparent and accountable ensures that our actions are aligned with our values and fosters a culture of honesty and integrity. We hold ourselves accountable to the highest standards and this unwavering commitment to ethical conduct allows us to build strong relationships with stakeholders and earn their long-term trust.

#### Essential Indicators

1. Percentage coverage by training and awareness programmes on any of the principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Board of Directors (BoD)	1	<ul style="list-style-type: none"> <li>ESG and its relevance;</li> <li>National Guidelines on Responsible Business Conduct (NGRBC) Principles</li> <li>Business Responsibility and Sustainability Report (BRSR) disclosure requirements</li> <li>Introduction to GHG Protocol and calculation</li> </ul>	100

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Key Managerial Personnel (KMP)	1	<ul style="list-style-type: none"> <li>ESG and its relevance;</li> <li>National Guidelines on Responsible Business Conduct (NGRBC) Principles</li> <li>Business Responsibility and Sustainability Report (BRSR) disclosure requirements</li> <li>Introduction to GHG Protocol and calculation</li> </ul>	100
Employees other than BoD and KMPs	1	<ul style="list-style-type: none"> <li>Human Rights</li> <li>Anti-bribery and anti-corruption</li> <li>Employee health and safety</li> <li>Mental health and well-being</li> <li>Rights of Persons with Disabilities</li> <li>Responsibility towards retired personnel</li> <li>Grievance Redressal</li> </ul>	100
Workers	NA	NA	NA

**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:**

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

**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
NA	NA

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

Yes, we maintain an Anti-Bribery and Anti-Corruption Policy. The policy defines bribery and corruption and prohibits all bribery and corruption practices. The Anti-Bribery and Anti-Corruption Policy has been uploaded on the Company's intranet for accessibility.

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

	FY 2023-24	FY 2022-23
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	NA	NA

**6. Details of complaints about conflict of interest.**

	FY 2023-24		FY 2022-23	
	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 conflicts of interest.**

Not applicable since there have been no such instances.

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

	FY 2023-24	FY 2022-23
No. of days of accounts payables	82.94	95.25

**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:

Parameters	Metrics	FY 2023-24	FY 2022-23
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	Nil	Nil
	b. Number of trading houses where purchases are made from	Nil	Nil
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	Nil	Nil
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	61.0%	62.5%
	b. Number of dealers / distributors to whom sales are made	326	305
	c. Sales to top 10 dealers distributors as % of total sales to dealers / distributors	51.2%	54.3%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	3.3%	4.4%
	b. Sales (Sales to related parties / Total Sales)	0.4%	0.8%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	Nil	Nil
	d. Investments (Investments in related parties / Total Investments made)	Nil	Nil

## 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
1	Awareness on ESG and NGRBC Principles	25% out of top 100 suppliers

We also continually engage with our business partners informing them about the Company's business ethics and policies.

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

Yes, we have established mechanisms to address conflicts of interest involving Board members that may arise during our business operations and activities. Our Code of Conduct for Directors and Senior Management Personnel ("Code of Conduct") governs issues such as honest and ethical conduct, conflict of interest, roles and duties of directors etc. We take annual affirmation from all directors and senior management personnel with respect to compliance with the Code of Conduct of the Company.

The Company also receives declaration from its Board members detailing the entities and persons they are interested in. In instances where a director holds an interest in a contract or arrangement with a related party, said director abstains from participating in discussions concerning the matter and requisite approvals as required under the statute as well as Company's policies are taken before transacting with such entities /individuals.

Prior approval of Audit Committee is taken for all related party transactions. The Audit Committee may grant omnibus approval for certain related party transactions which are of repetitive nature.

**PRINCIPLE 2 - BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE**

Sustainability and safety in providing goods and services not only contribute to long-term profitability but also safeguard the environment and public health. At TVTN, we understand the importance of operating in a way that safeguards the environment and prioritizes safety. We are committed to minimise our environmental footprint by implementing sustainable practices across our business. This includes reducing waste and adopting energy-efficient technologies.

**Essential Indicators**

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

	FY 2023-24	FY 2022-23	Details of improvements in environmental and social impact
R&D			No R&D expenditure for current and previous FY
Capex	9.71%	3.24%	We have invested in building additional capacity of existing diesel generators to run it on dual fuel system whereby the generator will use diesel as well as gas, electronic vehicles and LED lights to save energy consumption. Through these measures, we aim to improve our environmental impact.

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

Yes, in our efforts to make our supply chain more responsible, we have formed a code of Conduct for our Suppliers (hereinafter referred as “Suppliers - Code of Conduct”) governing various aspects such as Environment, Human Rights, Workplace and Labour Standards, Anti-Bribery and Anti-Corruption etc. We encourage our Suppliers to operate in an environmentally conscious and community respectful approach.

While sourcing goods and services essential for our daily business operations, we prioritize local vendors and suppliers. However, given the unique needs of the media and broadcasting industry, which require specialized equipment such as DISH antennae, laptops, printers, etc., we procure these items from reputable brands and Original Equipment Manufacturers (OEMs).

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

Since we are a part of the media and broadcasting industry, we rely significantly on broadcasting and electronic equipment sourced from top-tier brands and Original Equipment Manufacturers (OEMs).

**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.**

We are a Media and Broadcasting Company. We do not manufacture any products and therefore this question is not applicable to us.

**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.**

No, EPR is not applicable to us.



➤ **PRINCIPLE 3 - BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS**

TVTN recognizes that employees are the most valuable asset. We are dedicated to creating a positive and supportive work environment that fosters well-being and growth. This commitment goes beyond offering competitive compensation and benefits. We prioritize fostering a healthy work-life balance, ensuring the health and safety of our employees, consumers, and the broader community. Our commitment extends to providing training and development opportunities to employees and fostering a culture of mutual respect and open communication. We aim to extend this ethos to our value chain partners as well.

**Essential Indicators**

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

<b>% of employees covered by</b>											
<b>Category</b>	<b>Total (A)</b>	<b>Health insurance</b>		<b>Accident insurance</b>		<b>Maternity benefits</b>		<b>Paternity benefits</b>		<b>Day care facilities</b>	
		<b>No. (B)</b>	<b>% (B/A)</b>	<b>No. (C)</b>	<b>% (C/A)</b>	<b>No. (D)</b>	<b>% (D/A)</b>	<b>No. (E)</b>	<b>% (E/A)</b>	<b>No. (F)</b>	<b>% (F/A)</b>
<b>PERMANENT EMPLOYEES</b>											
Male	1,925	1,925	100	1,925	100	NA	NA	1,925	100	-	-
Female	627	627	100	627	100	627	100	NA	NA	591	94.26
<b>Total</b>	<b>2,552</b>	<b>2,552</b>	<b>100</b>	<b>2,552</b>	<b>100</b>	<b>627</b>	<b>24.57</b>	<b>1,925</b>	<b>75.43</b>	<b>591</b>	<b>23.16</b>
<b>OTHER THAN PERMANENT EMPLOYEES*</b>											
Male											
Female											
<b>Total</b>											

\*Details of measures for the well- being of employees has been provided only for permanent employees.

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

<b>% of workers covered by</b>											
<b>Category</b>	<b>Total (A)</b>	<b>Health insurance</b>		<b>Accident insurance</b>		<b>Maternity benefits</b>		<b>Paternity benefits</b>		<b>Day care facilities</b>	
		<b>No. (B)</b>	<b>% (B/A)</b>	<b>No. (C)</b>	<b>% (C/A)</b>	<b>No. (D)</b>	<b>% (D/A)</b>	<b>No. (E)</b>	<b>% (E/A)</b>	<b>No. (F)</b>	<b>% (F/A)</b>
<b>PERMANENT WORKERS</b>											
Male											
Female											
<b>Total</b>											
<b>OTHER THAN PERMANENT WORKERS</b>											
Male											
Female											
<b>Total</b>											

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

	FY 2023-24	FY 2022-23
Cost incurred on well-being measures as a % of total revenue of the company	0.21	0.23

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

Benefits	FY 2023-24			FY 2022-23		
	No. of employees covered (as a % of total employee)	No. of workers covered (as a % of total workers)	Deducted & deposited with the authority (Yes/No/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 (Yes/No/N.A.)
PF	100% employees are covered as specified by Employees Provident Fund and Miscellaneous Provisions Act, 1952	NA	Yes	100% employees are covered as specified by Employees Provident Fund and Miscellaneous Provisions Act, 1952	NA	Yes
Gratuity	100% employees are covered as specified by Payment of Gratuity Act, 1972	NA	Yes	100% employees are covered as specified by Payment of Gratuity Act, 1972	NA	Yes
ESI	100% employees are covered as specified by Employees State Insurance Act, 1948	NA	Yes	100% employees are covered as specified by Employees State Insurance Act, 1948	NA	Yes
Others- Please Specify	-	-	-	-	-	-

**3. Accessibility of workplaces**

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

Yes. We comply with the provisions of the Rights of Persons with Disabilities Act, 2016, therefore providing for an egalitarian and diverse office environment. Our corporate office, from where major operations are carried out, has provisions for wheelchair, ramps, lifts, accessible restrooms for both employees and visitors. We follow an anti-discriminatory policy in our employment practices thereby ensuring that our office premises are available and accessible to all.

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

Yes, the policy is available on our Company's intranet.

### 5. Return to work and retention rates of permanent employees that took parental leave.

Gender	Permanent employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	92%	NA	NA
Female	100%	76%	NA	NA
<b>Total</b>	<b>100%</b>	<b>86%</b>	<b>NA</b>	<b>NA</b>

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

Yes/No (If Yes, then give details of the mechanism in brief)	
Permanent Employees	Yes. We follow an open-door policy where employees may communicate their grievances in person and/or through mail. HR business partners have been assigned as Grievance Officers with the provision of sending grievances to the managers and Heads of Departments.
Other than Permanent Employees	
Permanent Workers	NA
Other than Permanent Workers	NA

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

Category	FY 2023-24			FY 2022-23		
	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>	<b>2552</b>	<b>Nil</b>	<b>Nil</b>	<b>2,506</b>	<b>Nil</b>	<b>Nil</b>
Male	1925	Nil	Nil	1,887	Nil	Nil
Female	627	Nil	Nil	619	Nil	Nil
<b>Total Permanent Workers</b>	NA					
Male						
Female						

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

Category	FY 2023-24					FY 2022-23				
	Total (A)	On health and safety measures		On skill upgradation		Total (D)	On health and safety measures		On skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>EMPLOYEES*</b>										
Male	1,925	1,733	90.03	1,445	75.06	1,887	1,700	90.09	1,410	74.72
Female	627	564	89.95	471	75.12	619	560	90.47	465	75.12
<b>Total</b>	<b>2,552</b>	<b>2,297</b>	<b>90.01</b>	<b>1,916</b>	<b>75.08</b>	<b>2,506</b>	<b>2,260</b>	<b>90.18</b>	<b>1,875</b>	<b>74.82</b>
<b>WORKERS</b>										
Male	NA									
Female										
<b>Total</b>										

\* Data regarding details of training has been provided only for permanent employees.

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

Category	FY 2023-24			FY (2022-23)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>EMPLOYEES</b>						
Male	1,925	1,925	100	1,887	1,887	100
Female	6,27	627	100	619	619	100
<b>Total</b>	<b>2,552</b>	<b>2,552</b>	<b>100</b>	<b>2,506</b>	<b>2,506</b>	<b>100</b>
<b>WORKERS</b>						
Male	NA					
Female						
<b>Total</b>						

\*Data regarding performance and career development reviews has been provided only for permanent employees.

## 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?

Yes, we ensure a comprehensive pre-employment medical fitness prior to recruiting new staff. We provide a mandatory executive health check-up facility for employees who are above the age of 50 years. We have a comprehensive insurance cover for employees. Every employee has medical insurance, life insurance and accident insurance. We have a fully functional medical room with qualified medical professionals (doctor and nursing staff) from renowned Hospital who are available 24x7, 365 days a year. We have medical emergency protocols in place. We maintain the health and medical records of all employees for emergency. These include COVID incidence and

vaccination records. We maintain an onsite fitness centre(s) at critical locations. We have a 24\*7 Medical Helpdesk ([medicalhelpdesk@intoday.com](mailto:medicalhelpdesk@intoday.com)) facility where employees can directly interact for any medical assistance. The Medical Desk coordinates various initiatives from time to time such as vaccination, testing, etc. for employees and their families.

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

We take multiple steps to ensure that we protect our employees from work-related hazards and to ensure their well-being. For instance, in order to ascertain that our reporters are safe from any work-related hazards, we provide relevant safety guidelines to them to handle any contingency during field reporting along with PPE kits. Since our employees spend most of their time working on laptops/computers, we conduct regular health check-ups (with focus on eye, ENT). Furthermore, once an employee reaches a particular age, a complete preventive health check-up is conducted for her/him.

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

Yes.

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

Yes.

**11. Details of safety related incidents:**

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

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

In order to make sure that we maintain a safe and healthy workplace, we conduct fire and evacuation drills on a periodic basis. Smoke detectors, fire hydrants and fire extinguishers have also been installed at regular intervals throughout the office space. In addition to this, the provision of a dedicated medical room also ensures immediate medical support for our employees. We also have security guards in our office premises, and provide PPE kits along with other relevant safety equipment to our field reporters.

### 13. Number of complaints on working conditions and health and safety made by employees and workers

Category	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	Nil	Nil	Nil	Nil	Nil
Health & Safety	Nil	Nil	Nil	Nil	Nil	Nil

### 14. Assessments for the year

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100% of our offices are internally assessed
Working Conditions	100% of our offices are internally assessed

### 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 and safety practices and working conditions.

NA. There were no significant risks/ concerns that were observed during the assessment.

### 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. We provide Life insurance cover to our employees.
Workers	NA

#### 2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

We enforce compliance with our suppliers through the terms and conditions of our business agreements.

#### 3. Provide the number of employees / workers having suffered high consequence work related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been 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 2023-24	FY 2022-23	FY 2023-24	FY 2022-23
Employees	Nil	Nil	Nil	Nil
Workers	NA	NA	NA	NA

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

Yes.

➤ **PRINCIPLE 4- BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS**

We recognize the importance of all our stakeholders, including employees, customers, investors, suppliers and communities. We actively engage with these stakeholders to understand their needs and concerns. We believe in open communication and collaboration, fostering a sense of shared purpose and ensuring that our actions align with the broader interests of society resulting in strong relationships and sustainable business practices.

**Essential Indicators**

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

TVTN defines stakeholders as individuals, groups, or entities that have a vested interest in the business, either influencing its operations or being influenced by them. To conduct our materiality assessment, we identified various persons/entities such as shareholders/investors, employees, customers, NGOs, suppliers etc. We have then undertaken a materiality assessment exercise to ensure that their perspectives are duly considered and addressed.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders	No	Annual General Meeting, Email, Newspaper, Notices, Website, etc.	Annually, periodically	<ul style="list-style-type: none"> <li>Providing updates on the Company's performance</li> <li>Addressing any queries from shareholders</li> <li>Gaining insight into shareholder expectation</li> </ul>
Employees		Internal portal, email, town halls, Meetings, etc.	Regularly	<ul style="list-style-type: none"> <li>Business updates and employee related updates</li> <li>Policy changes</li> </ul>
Customers		Client visit and meetings, Surveys, Emails, Social Media, Website, etc.	Regularly	<ul style="list-style-type: none"> <li>Pertaining to sales</li> <li>Addressing any customer queries or concerns</li> </ul>
Distributors & Suppliers		Supplier meetings, Emails, Website, Social Media, etc.	Regularly	<ul style="list-style-type: none"> <li>Management of the supply chain</li> <li>Addressing any queries or concerns from suppliers</li> </ul>
Regulators		Various statutory filings, Emails, etc.	Regularly	<ul style="list-style-type: none"> <li>Compliance with all applicable laws</li> </ul>
Community	Yes	Visits, etc.	Regularly	<ul style="list-style-type: none"> <li>Interaction with CSR beneficiaries on specific themes</li> <li>Addressing any queries or concerns from the community</li> </ul>

## 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.**

Our leadership team maintains open communication channels with a diverse group of stakeholders, including investors, employees, customers, and suppliers. Through these regular interactions, they gather valuable feedback on economic, environmental and social topics. Significant discussions, suggestions, and concerns around these areas are then escalated to the Board or respective Committees for in-depth consideration and potential action.

This approach ensures the Board receives insights directly related to economic, environment and social matters that may impact the Company's strategy and decision-making.

### **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. We view stakeholder consultation as a pivotal measure in recognizing and addressing ESG concerns. Hence, we have undertaken a comprehensive materiality assessment exercise for this purpose. This analysis encompassed the identification of ESG issues pertinent to our operations, achieved through consultations with nearly 150 stakeholders, spanning employees, suppliers, distributors, customers/viewers, shareholders, and the broader community.

The resulting material topics, ascertained through this rigorous process, encompass ethical governance and compliance, waste management, data privacy and cyber security, health, safety, and employee well-being, diversity, equity, and inclusion, technology and innovation, social outreach, and energy management. By delineating and prioritizing these areas, we aim to advance our sustainability endeavours and further embed responsible business practices within our operations.

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

Our community initiatives are strategically deployed across both rural and urban landscapes, aligning with a steadfast commitment to address the concerns and uplift the needs of disadvantaged, vulnerable, and marginalized stakeholders. Orchestrated through our CSR Implementation Agency, the Care Today Fund, these endeavours are meticulously tailored to serve those most in need.

Our targeted beneficiaries predominantly hail from the marginalized strata of society, encompassing economically disadvantaged, rural, and tribal communities. These social development projects, steered by the Care Today Fund, encapsulate a spectrum of thematic realms, including disaster management, environmental stewardship, educational advancement, skill enrichment, livelihood augmentation, preventive healthcare advocacy, and the fostering of nationally recognized sports initiatives, alongside rural upliftment endeavours.

Our commitment to educational empowerment has seen over 6000 children from economically weaker backgrounds across eight states receiving invaluable educational support. Over 800 women from disadvantaged and marginalized communities have been equipped with livelihood enhancement opportunities, fostering economic independence and social resilience.



In remote regions such as Leh, Ladakh, our interventions have taken the form of establishing a hostel within a governmental school premises, offering a nurturing environment for 30 nomadic children to pursue their studies uninterrupted. Meanwhile, in Jharkhand, 400 girl children have been empowered with bicycles, facilitating seamless access to education despite geographical barriers.

Furthermore, our healthcare and sanitation initiatives have benefitted 1600 individuals in Jharkhand and Uttar Pradesh, including 500 elderly individuals who regained their sight through cataract surgeries, thereby reinstating their ability to marvel at the wonders of the world around them.

Embracing the transformative power of sports, we have bolstered the aspirations of 20 promising young cricketers by providing a Minibus for convenient transportation between their residential sports hostel and training grounds, ensuring their athletic pursuits remain unimpeded despite geographical constraints.

In essence, our multifaceted CSR initiatives epitomise our unwavering commitment to fostering sustainable social development, empowering communities, and catalysing positive change across the diverse tapestry of society.

#### ▾ PRINCIPLE 5 - BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

Upholding human rights in all business activities is non-negotiable. At TVTN, we believe that respecting human rights is not just a legal obligation, but also a fundamental responsibility. We are committed to upholding these rights throughout our operations. We have zero tolerance for discrimination of any kind, ensuring equal opportunity and fair treatment for all individuals.

#### Essential Indicator

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. of employees/workers covered (B)	% (B/A)	Total (C)	No. of employees/workers covered (D)	% (D/C)
<b>EMPLOYEES</b>						
Permanent	2,552	2,552	100.00	2,506	2,506	100.00
Other than Permanent*	421	-	-	510	-	-
<b>Total employees</b>	<b>2,973</b>	<b>2,552</b>	<b>85.84</b>	<b>3,016</b>	<b>2,506</b>	<b>83.09</b>
<b>WORKERS</b>						
Permanent	NA					
Other than Permanent						
<b>Total workers</b>						

\*Data regarding details of training has been provided only for permanent employees.

## 2. Details of minimum wages paid to employees and workers:

Category	Total (A)	FY 2023-24					FY 2022-23			
		Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>EMPLOYEES</b>										
<b>Permanent</b>										
Male	1,925	-	-	1,925	100	1,887	-	-	1,887	100
Female	627	-	-	627	100	619	-	-	619	100
<b>Other than permanent*</b>										
Male										
Female										
<b>WORKERS</b>										
<b>Permanent</b>										
Male										
Female										
NA										
<b>Other than Permanent</b>										
Male										
Female										

\*Data has been provided only for permanent employees.

## 3. Details of remuneration/salary/wages

### a. Median remuneration/wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (in ₹)	Number	Median remuneration/ salary/ wages of respective category (in ₹)
Board of Directors (BoD)	1	4,32,38,509	1	4,94,24,100
Key Managerial Personnel*	3	97,74,170	Nil	Nil
Employees other than BoD & KMP	1921	7,68,300	626	6,16,000
Workers	NA	NA	NA	NA

\*excluding Board of Directors

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

	FY 2023-24	FY 2022-23
Gross wages paid to females as % of total wages	21	20

**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

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

We follow an open-door policy whereby employees may communicate their grievances in person and/or through mail for issues, relating to employment, working conditions, managers, compensation, Company's benefits and facilities, co-workers, and any service condition. Human Resource (HR) business partners have been assigned as Grievance Officers with the provision of sending grievances to the managers and Head of Department.

We have also adopted a POSH Policy and have instituted an Internal Complaints Committee (ICC) in this regard that looks into the redressal of grievances for matters pertaining to sexual harassment.

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

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

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

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

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

We provide adequate protection to complainants, especially in the context of discrimination and harassment. We have policies that not only prevent discrimination and harassment at the workplace but also ensure that complainants

are provided with the requisite protection. For instance, our Prevention of Sexual Harassment (POSH) Policy aims to ensure “full protection from retaliation against and victimization of complainants, witnesses, committee members and other employees involved in the prevention and complaint resolution process”. Similarly, our Human Rights Policy is based on the principles of equal opportunity and anti-discrimination and ensures an environment free from all forms of harassment, whether physical, verbal, or psychological.

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

Yes, as part of our business terms and conditions, the business partners are required to ensure public health, safety and welfare of the citizens of the Country. Further, the human rights requirements forms part of our Suppliers’ Code of Conduct.

### 10. Assessments for the year:

	% of offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100% of our offices are assessed internally.  We strive to provide our employees with a safe and healthy workplace. To this effect, we have put several policies and procedures in place which are internally reviewed on a regular basis and reported on the centralised compliance management system. Some of these topics are assessed as part of our internal and statutory audit reviews annually.
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

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

No significant risks or concerns were identified.

### 🔴 PRINCIPLE 6 - BUSINESS SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT

TVTN recognizes that we have a shared responsibility to protect the environment for future generations. We endeavour to minimizing our environmental impact through sustainability practices. This includes implementing eco-friendly processes, and adopting energy-efficient technologies throughout our operations. Environmental stewardship is essential for long-term sustainability. We also encourage our employees and suppliers through our policies and code of conduct to follow good sustainable practices.

### Essential Indicators

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

Parameter	FY 2023-24*	FY 2022-23
<b>From renewable sources</b>		
Total electricity consumption (A)	-	-
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)		
<b>Total energy consumed from renewable sources (A+B+C)</b>	-	-

Parameter	FY 2023-24	FY 2022-23
<b>From non-renewable sources</b>		
Total electricity consumption (D)	30,987.04 GJ	30,235.52 GJ
Total fuel consumption (E)	4,373.73 GJ	4,560.72 GJ
Energy consumption through other sources (F)		
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>35,360.77 GJ</b>	<b>34,796.24 GJ</b>
<b>Total energy consumed (A+B+C+D+E+F)</b>	<b>35,360.77 GJ</b>	<b>34,796.24 GJ</b>
<b>Energy intensity per rupee of turnover</b> (Total energy consumed / Revenue from operations)	<b>0.000003714 GJ/INR</b>	<b>0.000003962* GJ/INR</b>
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)**</b> (Total energy consumed / Revenue from operations adjusted for PPP)	<b>0.000077846 GJ/INR PPP adjusted (INR/USD)</b>	<b>0.000083045 GJ/INR PPP adjusted (INR/USD)</b>
<b>Energy intensity in terms of physical output***</b>	<b>NA</b>	<b>NA</b>
<b>Energy intensity (optional) – the relevant metric may be selected by the entity</b>	<b>11.89 GJ/ employee</b>	<b>11.54 GJ/ employee</b>

\* This figure is re-calculated based on revenue from operations to make it comparable with current financial year.

\*\* For our calculation, the PPP conversion factor of 20.96 (Year - 2022) has been referenced from World Development Indicators database, World Bank <https://data.worldbank.org/indicator/PA.NUS.PPP>. We have adjusted the turnover by dividing the turnover with the PPP conversion factor.

\*\*\* Being in Media and Broadcasting Industry, this indicator is not applicable to us.

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

No

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

TVTN is not a designated consumer under the PAT scheme of the Government of India.

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

Parameter	FY 2023-24#	FY 2022-23#
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	-	-
(ii) Ground Water	24,691.84	29,524.45
(iii) Third Party Water	1045.12	858.38
(iv) Seawater/Desalinated Water	-	-
(v) Others*	-	-
<b>Total volume of water withdrawal (in kilolitres) (i+ii+iii+iv+v)</b>	<b>25,736.96</b>	<b>30,382.83</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>25,736.96</b>	<b>30,382.83</b>
<b>Water intensity per rupee of turnover</b> (Total water consumption/ Revenue from operations)	<b>0.000002703 KL/INR</b>	<b>0.000003460** KL/INR</b>
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)***</b> (Total water consumption / Revenue from operations adjusted for PPP)	<b>0.000056659 KL/ INR PPP adjusted (INR/USD)</b>	<b>0.000072512 KL/ INR PPP adjusted (INR/USD)</b>
<b>Water intensity in terms of physical output****</b>	<b>NA</b>	<b>NA</b>
<b>Water intensity (optional) – the relevant metric may be selected by the entity</b>	<b>8.66 Kilolitres per year/ employee</b>	<b>10.07 Kilolitres per year/ employee</b>

# This data majorly pertains to our Corporate office from where most of our operations are carried out. For our leased offices/bureaus, the complete data could not be ascertained.

\* Noida Municipal Authority's bill for water does not mention the quantity. Billing is done by them annually as per their prevalent charges for the year. Total water supplied by the authority as a percentage of our total withdrawal is insignificant. Our water consumption for both FY 2023-24 and FY 2022-23 has been recorded as per the bill paid, i.e., Rs. 88,992 p.a for Noida MediaPlex and Rs. 9,612 p.a for Noida C-09.

\*\* This figure is re-calculated based on revenue from operations to make it comparable with current financial year.

\*\*\* For our calculation, the PPP conversion factor of 20.96 (Year - 2022) has been referenced from World Development Indicators database, World Bank <https://data.worldbank.org/indicator/PA.NUS.PPP>. We have adjusted the turnover by dividing the turnover with the PPP conversion factor.

\*\*\*\* Being in Media and Broadcasting Industry, this indicator is not applicable to us.

**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 2023-24#	FY 2022-23#
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water	Zero Liquid Discharge at TVTN's Corporate Office.	
No treatment		
With treatment, please specify level of treatment		
(ii) To Groundwater		
No treatment		
With treatment, please specify level of treatment		
(iii) To 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>		

# For our leased offices/bureaus, the data could not be ascertained.

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

Yes, ZLD is applicable to our Corporate office. Our bureau offices are leased therefore this is not applicable to them.

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

Parameter	Unit	FY 2023-24	FY 2022-23
NOx	Ppmv	223.28	227.09
SOx	mg/Nm3	31.28	30.45
Particulate matter (PM)	mg/Nm3	41.52	43.59
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others - Carbon Monoxide (CO)	mg/Nm3	76.98	74.15
Others Lead (Pb)	mg/Nm3	<1	<1

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

No

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

Parameter	Unit	FY 2023-24	FY 2022-23
<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)	TCO <sub>2</sub> e	635.01	415.08
<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)	TCO <sub>2</sub> e	6162.98	6,802.43
<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)	TCO <sub>2</sub> e/INR	0.000000714	0.000000822*
<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)	TCO <sub>2</sub> e/ INR PPP adjusted (INR/USD)	0.000014966	0.000017225
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output***</b>		NA	NA
<b>Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity</b>	TCO <sub>2</sub> e per year/ employee	2.29	2.39

\* This figure is re-calculated based on revenue from operations to make it comparable with current financial year.

\*\* For our calculation, the PPP conversion factor of 20.96 (Year - 2022) has been referenced from World Development Indicators database, World Bank <https://data.worldbank.org/indicator/PA.NUS.PPP>. We have adjusted the turnover by dividing the turnover with the PPP conversion factor.

\*\*\* Being in Media and Broadcasting Industry, this indicator is not applicable to us.

**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 entity have any project related to reducing Green House Gas emission? If yes, then provide details.**

Our direct emission (i.e. Scope-1) comes mainly from petrol / diesel consumed by Company owned vehicles and DG sets. Electricity supplied by electricity board or grid contribute to indirect emission (i.e. Scope-2). Dual fuel system (Diesel + PNG) has been installed in the DG set during the year with a view to bring down direct emission to some extent. Further, we have added more electric vehicle to lower down our direct emission.

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

Parameter	FY 2023-24	FY 2022-23
<b>Total waste generated (in metric tonnes)</b>		
Plastic waste (A)	Collected as municipal solid waste and disposed by Noida Authority	
E-Waste (B)	5.28 MT	4.90 MT
Bio-Medical Waste (C)	Bio-medical waste generated from our premises is insignificant in quantum, hence not measured.	
Construction and demolition waste (D)	Construction and demolition waste generated from our premises is insignificant in quantum, hence not measured.	
Battery Waste (E)	Batteries on end of life are exchanged with vendors who provide new batteries and hence are not measured.	
Radioactive waste (F)	Not Applicable	
Other Hazardous waste. Please specify, if any. (G) -Used Oil	-	0.42 MT
Other Non-hazardous waste generated (H). Please specify, if any.		
Municipal Solid Waste		
- Dry	54.03 MT	*
- Wet	44.25 MT	
Waste Scrap Sold	11.40 MT	18.11 MT
<b>Total (A+B+C+D+E+F+G+H)</b>	<b>114.96 MT</b>	<b>23.43 MT</b>
<b>Waste intensity per rupee of turnover</b> (Total waste generated / Revenue from operations)	<b>0.00000012 MT/INR</b>	<b>0.00000003 MT/INR</b>
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)**</b> (Total waste generated / Revenue from operations adjusted for PPP)	<b>0.000002531 MT/INR PPP adjusted (INR/USD)</b>	<b>0.000000559MT/INR PPP adjusted (INR/USD)</b>
<b>Waste intensity in terms of physical output</b>	<b>NA</b>	<b>NA</b>
<b>Waste intensity (optional) – the relevant metric may be selected by the entity</b>	<b>0.04 MT per year/employee</b>	<b>0.01 MT per year/employee</b>
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
Recycled	-	-
Re-used	-	-
Other recovery operations	-	-
<b>Total</b>	<b>-</b>	<b>-</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
Incineration	-	-
Landfilling	-	-
Other disposal operations (safely disposed)	114.96 MT	23.43 MT
<b>Total</b>	<b>114.96 MT</b>	<b>23.43 MT</b>

\* The Company has started measuring Municipal Solid waste from FY 2023-24 onwards.

\*\* For our calculation, the PPP conversion factor of 20.96 (Year - 2022) has been referenced from World Development Indicators database, World Bank <https://data.worldbank.org/indicator/PA.NUS.PPP>. We have adjusted the turnover by dividing the turnover with the PPP conversion factor.

**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



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

We implement a systematic process for waste management. Any plastic waste produced is disposed of as municipal solid waste to the Noida Authority. E-waste is safely disposed of through government-approved e-waste recyclers. For biomedical waste from our medical room, we have partnered with a hospital in Noida for management and disposal. Construction and demolition waste only arise during renovation projects, if any, and are collected and disposed of by local waste collectors. End-of-life batteries are exchanged with vendors who supply new batteries.

**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.**

There are no ecologically sensitive areas near the offices.

S. No.	Locations 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	NA	NA	NA

**12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in FY 2023-24.**

No Environmental Impact Assessments have been conducted as this was not applicable in the reporting period.

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 Weblink
NA	NA	NA	NA	NA	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.**

Currently, there are no cases of non-compliances with environmental laws applicable to us.

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

## Leadership Indicators

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

We do not operate in ecologically sensitive areas; therefore, this question is not applicable to us.

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

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Use of Edge Server Technology	In order to reduce our power consumption, we have been using Edge Server technology in place of regular servers.	Power saving
2	Use of more sustainable toners	Since printing takes place on a large scale on a regular basis, we have replaced our old printer cartridge with newer, more long-lasting toners.	In comparison to the previous printer cartridge where one unit could print a maximum of 200 pages, one unit of the newly installed cartridge can now print over 300 pages.
3	Preference to using of backpacks/ Electronic News Gathering Systems (ENG) over DSNG Vehicles (News Vans)	Preference given to ENG systems instead of DSNG vehicles (Old OB vehicles scrapped)	Reduction in fossil fuel consumption of vehicles and energy requirements of the broadcasting systems.
4	Implemented access card-based printer controls to minimize print wastage and avoid duplication	Installed access card-based printers	This initiative has resulted in a significant reduction in paper usage, contributing to a lower demand for paper and supporting environmental sustainability.
5	Electric Vehicle	The Company has been expanding its use of Electric Vehicles.	Reduction in fossil fuel consumption of vehicles.
6	Generator	We have invested to build the capacity of existing diesel generator to run on bi-fuel (diesel and PNG)	This will bring down our GHG emission. We are waiting for Government to start supplying PNG.

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

We have a Risk Management framework in place that identifies both external as well as internal risk factors that may potentially affect our business operations.

Further, the Company has a business continuity and disaster management plan in place. The BCP was developed considering potential risks from natural, man-made disasters and potential threats from technological failures and cyber-attacks. The potential material risks were assessed for the probability of occurrence and magnitude of impact. Appropriate measure and mitigation action plans have been developed and are included in the BCP and disaster management plan, for example, fire safety plan and drills, infectious disease management plan and contingency plans in case of cyber-attacks, etc.

➤ **PRINCIPLE 7 - BUSINESS, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT**

Engaging in public and regulatory policy should be done responsibly and transparently. By advocating for policies that benefit society, businesses can contribute positively to the regulatory landscape and build trust with the public and policymakers. We understand the power of public policy to shape the world around us, and we are committed to advocating for policies that create a positive societal impact.

**Essential Indicator**

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

Six

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

Being in the business of broadcasting, we strive to be a part of various chambers and associations and make recommendations/ representations before regulators and associations for advancement and improvement of broadcasting sector in India. Presently, we are a member of the following:

S. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/National)
1	News Broadcasters & Digital Association (NBDA)	All the mentioned Associations/industry chambers are at the national level.
2	Indian Broadcasting & Digital Foundation (IBDF)	
3	Association of Radio Operators for India (AROI)	
4	Digital News Publishers Association (DNPA)	
5	Confederation of Indian Industry (CII)	
6	Internet and Mobile Association of India (IAMAI)	

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

Name of the Authority	Brief of the case	Corrective Action Taken
No cases relating to anti-competitive behaviour based on adverse orders from regulatory authorities have been registered against TVTN.		

## Leadership Indicators

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

S. 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
1.	Assignment of Spectrum for Space-based Communication Services	Submission of comments through industry bodies like NBDA and IBDF.	Yes	Reviewed by Senior Management on need basis	<a href="https://www.trai.gov.in/consultation-paper-assignment-spectrum-space-based-communication-services">https://www.trai.gov.in/consultation-paper-assignment-spectrum-space-based-communication-services</a>
2.	Regulatory Mechanism for Over-The-Top (OTT) Communication Services, and Selective Banning of OTT Services	Submission of comments through industry bodies like NBDA and IBDF.	Yes	Reviewed by Senior Management on need basis	<a href="https://www.trai.gov.in/consultation-paper-regulatory-mechanism-over-top-ott-communication-services-and-selective-banning">https://www.trai.gov.in/consultation-paper-regulatory-mechanism-over-top-ott-communication-services-and-selective-banning</a>
3.	Review of Regulatory Framework for Broadcasting and Cable services	Submission of comments through industry bodies like NBDA and IBDF.	Yes	Reviewed by Senior Management on need basis	<a href="https://www.trai.gov.in/consultation-paper-review-regulatory-framework-broadcasting-and-cable-services">https://www.trai.gov.in/consultation-paper-review-regulatory-framework-broadcasting-and-cable-services</a>
4.	Inputs for Formulation of "National Broadcasting Policy"	Submission of comments through industry bodies like NBDA and IBDF.	Yes	Reviewed by Senior Management on need basis	<a href="https://www.trai.gov.in/pre-consultation-paper-inputs-formulation-national-broadcasting-policy">https://www.trai.gov.in/pre-consultation-paper-inputs-formulation-national-broadcasting-policy</a>
5.	Comments on draft "Broadcasting Services (Regulation) Bill, 2023"	Submission of comments through industry bodies like NBDA and IBDF to MIB.	Yes	Reviewed by Senior Management on need basis	NA

### PRINCIPLE 8 - BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT

Promoting inclusive growth and equitable development ensures that the benefits of economic progress are shared by all members of society. By addressing inequalities and fostering diversity and inclusion, we at TVTN are committed to contribute to a more just and prosperous world. We believes that true prosperity is achieved when everyone has the opportunity to thrive. It reflects in our various community engagement programs designed for community development and upliftment which includes livelihood enhancement projects, healthcare and sanitation support, rural development, promoting nationally recognised sports, environmental sustainability and access to education.

## Essential Indicators

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web link
There are no projects undertaken by the Company that require SIA					

## 2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
There are no such projects undertaken by the Company						

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

We prioritize open communication with the communities we serve, even though we don't manufacture products that may cause harm to the local community. Our community initiatives are implemented through the Care Today Fund, which actively involves community participation. Any grievances/complaints can be communicated via implementation partners through contact details available on their website. We believe in proactive community engagement and appreciate any feedback that helps us continue making a positive social impact.

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

	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/small producers	25.6%	29.4%
Directly from within India	94.9%	94.8%

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

Location*	FY 2023-24	FY 2022-23
Rural	Nil	Nil
Semi-urban	Nil	Nil
Urban	1%	2%
Metropolitan	99%	98%

\* Location is categorized as per RBI Classification System i.e. (i) "rural" includes all centres with populations of less than 10,000; (ii) "semi-urban" includes centres with populations of 10,000 and above, but less than 1,00,000; (iii) "urban" includes centres with populations of 1,00,000 and above, but less than 10,00,000; and (iv) "metropolitan" includes centres with populations of 10,00,000 and more.

## Leadership Indicators

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

S. No.	State	Aspirational district	Amount spent (in ₹)
1	Kerala	Wayanad	5,16,203
2	Jharkhand	Hazaribagh	7,91,000
3	Jharkhand	Ramgarh	7,91,000
4	Jharkhand	Ranchi	7,91,000
5	Tamil Nadu	Ramanathapuram	10,50,000
6	Uttarakhand	Haridwar	3,63,521

### 2. Details of beneficiaries of CSR projects

S. No.	CSR Projects (in FY 2023-24)	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	<b>Environmental Sustainability Project –</b> Plantation of Trees at a stretch of 1 km along the banks of Shahdara drainage adjacent to JJ Colony Sector-18 and Film City, Noida, Uttar Pradesh and installation of aerators, IFABS, etc for treating the drain water, whereby increasing oxygen level of the drain water and providing a conducive environment for the neighbourhood.	15000	100
2	<b>Promoting and providing access to Education Projects –</b> Promoting and providing education support for economically weaker children, through establishing STEM Lab, upgrading schools to SMART Schools, installation of Libraries and establishing a hostel for nomadic children.	6183	100
3	<b>Livelihood enhancing projects –</b> Providing support for livelihood enhancement activities, specifically for marginalized women, whereby creating opportunities for long-term job and generating sustainable income source.	1214	100
4	<b>Providing Healthcare and Sanitation Support Projects –</b> Providing healthcare and sanitation support to the economically weaker communities, especially by providing household toilets and supporting in cataract surgery of old aged people.	700	100
5	<b>Promoting nationally recognized sports Project –</b> Providing support to promote nationally recognised sports, specifically by providing a minibus to the Sports Department Narendranagar, Tehri district, Uttarakhand to support cricket players' commuting for about 16 kms distance from the cricket hostel to training ground, providing them opportunity to practice daily and become a national or/and international player in the future.	20	100

**PRINCIPLE 9 - BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER**

Building trust with our consumers is paramount at TVTN. We hold our customers in high regard, and therefore, we have developed multiple channels to facilitate reporting of their concerns, feedback and complaints. We are committed to fair and responsible marketing practices that create value for consumers. We provide accurate and transparent information about our services, allowing consumers to make informed choices. We also understand the importance of data privacy and implement robust security measures to protect consumer information.

**Essential Indicators**

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

We ensure a time-bound and fair grievance redressal of all the complaints received from the viewers. The viewers may file a complaint directly with TVTN or may do so through the self-regulatory body, News Broadcasters & Digital Association (NBDA) (formerly known as News Broadcasters Association), for possible violations with respect to the content broadcasted on the news channels under the Code of Ethics & Broadcasting Standards (“Code”) laid down by NBDA.

If the viewer/complainant is not satisfied with the response provided by TVTN, there is a mechanism to escalate the complaint to News Broadcasters and Digital Standards Association (“NBDSA”) for such redressal. NBDSA, the adjudicatory body of NBDA, is responsible for conducting hearings for the said complaint(s), where both the complainant and the organisation are given an opportunity to put forward their submissions.

In order to address the issues raised by the viewers, the complaints (received through the NBDA or submitted directly to TVTN) are examined carefully and inputs are sought from the concerned team. Here it is important to note that such teams are always part of the complaint redressal process. For instance, if any complaint is received with regard to the content on our websites, these are shared with the digital teams for their inputs. Once inputs are received, a reply is drafted which is thereafter issued to the complainant by the legal team. The legal team also ensures that all such complaints are addressed and responded to immediately.

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

We are a Media and Broadcasting Company and therefore this question is not applicable to us.

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

### 3. Number of consumer complaints:

	FY 2023-24			FY 2022-23		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	Nil	Nil	Nil	Nil	Nil	Nil
Advertising	Nil	Nil	Nil	Nil	Nil	Nil
Cyber-security	Nil	Nil	Nil	Nil	Nil	Nil
Delivery of essential services	Nil	Nil	Nil	Nil	Nil	Nil
Restrictive Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Unfair Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Other (Viewer complaints received through MIB)	9	Nil	Nil	10	Nil	Nil
Other (Viewer complaints received directly by the Company)	662	Nil	Nil	27	Nil	Nil

### 4. Details of instances of product recalls on accounts of safety issues.

We are a Media and Broadcasting Company and therefore this question is not applicable to us.

	Number	Reasons for recall
Voluntary recalls	-	-
Forced recalls	-	-

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

Yes, we have a framework compliant with ISO 27001 and have a designated IT Policy to ensure data privacy and cyber security. The policy is available on our intranet.

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

The Hon'ble High Court of Delhi vide its judgment dated 19th December, 2023, dismissed a petition filed by TVTN for quashing of MIB's Order dated 14th June, 2022 for violation of the Advertising Code. In furtherance of the judgment delivered by the Delhi high court, TVTN is directed to comply with the Order dated 14th June, 2022 and run an apology scroll for three consecutive days between 9:00 a.m. to 9:00 p.m. for broadcasting the advertisements of 100 Pipers Music CDs and All Seasons Club Soda. We filed an appeal and the court accepted



our contentions with respect to the advertisement of 100 Pipers Music CDs and with respect to the All Seasons Club Soda, the contentions were rejected and we were directed to run an apology which was duly complied in February, 2024.

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

**a. Number of instances of data breaches**

Nil

**b. Percentage of data breaches involving personally identifiable information of customer**

Nil

**c. Impact, if any, of the data breaches**

NA, as there were no instances of data breach.

**Leadership Indicators**

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

We have multiple channels and platforms with information regarding services we provide. The official website (<https://www.aajtak.in/>) hosts the majority of information regarding the entity and its policies. Apart from this, our annual report, contain the length and breadth of information regarding the Company's profile, functioning, policies, and any other relevant information and is available at link <https://www.aajtak.in/investor>.

Our social media handles (Instagram, X, LinkedIn, Facebook etc.) can also be used to access information in relation to the services we offer.

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

We display relevant disclaimers, warnings and other such labels for discretionary viewership on our website(s), mobile apps, TV and YouTube Channels etc. In case of any queries or complaints, viewers can also contact the Company through its official website. Apart from this, the website also features an option for providing feedback by using link <https://www.aajtak.in/userfeedback>.

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

Our major line of business is news broadcasting on TV, in case of any disruption/discontinuation, we can use our platforms (such as radio and YouTube channels, mobile apps etc.) to inform consumers in this regard. Our official website can also be used for any such communication.

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

Since we are in Service Industry, the display of product information is not applicable on us.

Our marketing department regularly studies measurement currency and carries out surveys (both formal and informal) to identify consumers' viewing patterns & emerging trends in consumer preferences.