



Business Responsibility & Sustainability Report

INTRODUCTION

Since its establishment in 2002, Anand Rathi Wealth Limited (ARWL) has specialised in private wealth solutions, primarily catering to High-Net-Worth Individuals (HNIs) and Ultra-High-Net-Worth Individuals (UHNIs). ARWL has solidified its presence in the wealth management sector. Registered with the Association of Mutual Funds in India (AMFI) as a Mutual Fund Distributor, ARWL currently manages Assets Under Management (AUM) of ₹ 75,291 Crores, serving 11,732 client families both domestically and internationally.

Global and Local Reach

ARWL operates with a dedicated team of 380 relationship managers across 18 locations in India, including Ahmedabad, Bengaluru, Chandigarh, Chennai, Coimbatore, Delhi, Gurugram, Hyderabad, Kolkata, Mumbai, Nagpur, Nashik, Noida, Pune, Rajasthan, Visakhapatnam, Jabalpur, and Lucknow. Moreover, the Company extends its global footprint through a representative office in Dubai, thereby enhancing its capacity to cater to a diverse international clientele.

Vision and Mission Vision:

ARWL is committed to being a client-centric company, focussed on delivering long-term value to its clients while upholding the highest standards of excellence, ethics, and professionalism.

Mission: The Company aims to lead in investment advisory by offering innovative financial solutions. ARWL strives to be the first choice for clients and employees by continuously adapting and responding to their evolving needs.

Regulatory Compliance and Sustainability Reporting

Through its Gazette Notification dated June 14, 2021, and Circular dated May 10, 2021, the Securities and Exchange Board of India (SEBI) has mandated the top 1,000 listed entities to disclose their performance against the nine principles of the 'National Guidelines on Responsible Business Conduct' (NGBRCs) in their 'Business Responsibility and Sustainability Report' (BRSR). Adhering to the same, ARWL has prepared and published the Business Responsibility and Sustainability Report for 2024-25, thereby ensuring compliance with top governance standards, and reaffirming its commitment to responsible business practices and sustainability.

Commitment to Sustainability and Responsible Business Conduct

The integration of NGBRCs into its business operations underscores ARWL's dedication to sustainability and ethical practices. The Company's endeavours are not solely focussed on achieving financial success but also on making positive contributions to society and the environment.

SECTION A ► GENERAL DISCLOSURES

I. Details of the listed entity

Sr.no	Particulars	Details
1	Corporate Identity Number (CIN)	L67120MH1995PLC086696
2	Name of the Listed Entity	Anand Rathi Wealth Limited (ARWL)
3	Year of incorporation	1995
4	Registered office address	Express Zone, A Wing, 10th Floor, Western Express Highway, Goregaon (E), Mumbai - 400 063
5	Corporate office address	Floor No. 2 & 3, Block B & C, E-wing, Trade Link, Kamala Mills Compound, Senapati Bapat Marg, Lower Parel, Mumbai – 400 013
6	E-mail	csarwsl@rathi.com
7	Telephone	022-62817000
8	Website	https://anandrathiwealth.in
9	Financial year for which reporting is being done	2024-25

Sr.no	Particulars	Details
10	Name of the Stock Exchange(s) where shares are listed	a. BSE Limited (BSE Ltd.) b. National Stock Exchange of India Limited (NSE Ltd.)
11	Paid-up Capital	₹41,51,03,170 comprising 8,30,20,634 Equity Shares of ₹5 each (As of March 31, 2025)
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Ms. Jaee Sarwankar Company Secretary & Compliance Officer E-mail: csarwsl@rathi.com Telephone: 022 62813214
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Disclosures made in this report are on a standalone basis and pertain to the Company only
14	Name of assurance provider:	Not conducted during the year
15	Type of assurance obtained:	NA

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 of the entity
	Financial and insurance service	Other financial activities	100%

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
	Other financial service activities, except insurance and pension funding activities, n.e.c.: financial advisory, brokerage and consultancy services	64990	100%

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	Not Applicable	18	18
International	Not Applicable	1	1

19. Markets served by the entity:

a. Number of locations

Location	Number
National* (No. of States)	13
International (No. of Countries)	1**

*The details related to the Company's distribution network are provided in the Management Discussion and Analysis Report, which forms part of the Annual Report.

**The Company has one representative office in Dubai.

The Company has incorporated a wholly owned subsidiary in London, United Kingdom (UK), and the process of obtaining regulatory approval is currently underway.

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

Nil

c. A brief on types of customers:

The Company provides wealth solutions designed specifically for High-Net-Worth Individuals (HNIs Investable Surplus ₹5 Crores – ₹50 Crores) and Ultra-High Net-Worth Individuals (UHNIs – Investable Surplus above ₹50 Crores)

IV. Employees

20. Details at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A) No.	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	1,161	749	65%	412	35%
2.	Other than Permanent (E)	73	57	78%	16	22%
3.	Total employees (D + E)	1,234	806	65%	428	35%
WORKERS						
4.	Permanent (F)					
5.	Other than Permanent (G)			Nil		
6.	Total workers (F + G)					

b. Differently abled Employees and workers:

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

21. Participation/Inclusion/Representation of women

	Total (A) No.	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	7	1	14.29%
Key Management Personnel	3	1	33.33%

22. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2024-25 (Turnover rate in current FY)			FY 2023-24 (Turnover rate in previous FY)			FY 2022-23 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	13.11%	11.36%	12.50%	13.66%	16.81%	14.75%	17.60%	30.24%	22.15%
Permanent Workers				Nil					

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

23. (a) Names of holding / subsidiary / associate companies / joint ventures

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	AR Digital Wealth Private Limited	Subsidiary	75.51	No
2	Ffreedom Intermediary Infrastructure Private Limited	Subsidiary	100	No
3	Freedom Wealth Solutions Private Limited	Subsidiary	95	No
4	Anand Rathi Wealth (UK) Limited	Subsidiary	100	No

VI. CSR Details

24.

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

Yes

(ii) Turnover

90,506.99 Lakhs (represents total revenue from the operations of the Company on a standalone basis.)

(iii) Net worth

70,300.11 Lakhs

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:






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 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	No	Nil	Nil	NA	Nil	Nil	NA
Investors (other than shareholders)	Yes Investors other than shareholders at ARWL can use the email address rnt.helpdesk@in.mpms.mufg.com to communicate any complaints or grievances with the company	Nil	Nil	NA	Nil	Nil	NA
Shareholders	Yes The Company provides a channel to address any issues or complaints raised by its shareholders. MUFG Intime India Private Limited (formerly known as Link Intime India Private Limited) responsible for handling shareholder inquiries, requests, and grievances. For Direct communication with the company the shareholders can email : 1) vishalsanghavi@rathi.com 2) rajeshbhutra@rathi.com	Nil	Nil	NA	Nil	Nil	NA

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 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Employees and workers	Yes The Company offers multiple communication channels for expressing concerns such as utilising an e-mail address or submitting written complaints. These channels effectively address any grievances raised by employees. Email: COCPWM@rathi.com	Nil	Nil	NA	Nil	Nil	NA
Customers	Yes Customers have multiple avenues to voice their complaints, including sending an e-mail or sending a courier to our head office and our CFO will address the issue. For complaints via email: clientredressal@rathi.com , enquiry@rathi.com , support.wm@rathi.com	Nil	Nil	NA	Nil	Nil	NA
Value Chain Partners	No	Nil	Nil	NA	Nil	Nil	NA
Other (please specify)		Nil	Nil	NA	Nil	Nil	NA

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Increasing financial literacy 	Opportunity	Indians traditionally lean towards saving money and investing in secure instruments. However, increasing financial literacy can broaden horizons and provide new investment perspectives	The Company aims to encourage financial savings and invest more in non-conventional/other instruments	Positive Enabling wealth creation for Indian investors. Facilitating businesses to connect with wider audiences. Fostering the potential for cross-selling different products to clients, aiming to increase the Company's business revenue.
2.	Digitisation 	Risk	The demand for digital transactions is steadily increasing, driven by low-cost internet data, widespread smartphone penetration, and India's biometric identity card system	The Company consistently invests in technology and has implemented a robust digital environment within the organisation to minimise reliance on paper-based transactions and communications	Positive Cost efficient. Better service to customers.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3.	Data security and customer privacy 	Risk	The Company's technology infrastructure is expanding, heightening the risk of privacy breaches and data security vulnerabilities	The Company has implemented an extensive Information Security Management System to safeguard its systems and protect information. This helps mitigate potential material financial impacts.	Negative Data breaches pose a threat to the Company's reputation and can result in litigation and financial risks.
4.	Corporate governance 	Opportunity	The Company prioritises growth, while ensuring compliance, maintains asset quality through ethical and transparent practices, and provides necessary disclosures to regulators and stakeholders. This commitment upholds their trust and enhances the Company's reputation and goodwill.	The Company diligently complies with reviews by regulators and the Board, among others, ensuring compliance, succession plans and necessary discussions/notes are presented at periodic intervals.	Positive A distinguished Board and transparent operations will increase confidence among investors and other stakeholders.
5.	Customer satisfaction 	Risk	The Company serves a broad client base with financial products and services. Any undesirable customer experience could lead to customer attrition or reputational damage.	The Company has established a robust platform for promptly identifying and prioritising the resolution of customer grievances. The Company addresses customer needs by conducting satisfaction surveys, aiming to retain the customer base and deliver timely solutions.	Positive The more satisfied a customer is, the lower the churn rate and the higher the brand loyalty. The Company aims to provide a hassle-free, smooth wealth management experience to its customers.
6.	Human capital development 	Risk	Managing the skills, capabilities and power of employees within an organisation is crucial Everything from recruitment, development, retention, and rewards to enhancing performance contributes to the Company's talent management strategy A well-directed talent management system, elevate the organisation to new heights and lay the groundwork for fostering leadership The main objective of the talent management process is to hire the most talented individuals for the organisation	The Company prioritises robust people practices aimed at fostering overall employee growth. This includes health and wellbeing initiatives, adherence to fair pay norms, equal opportunity for all and extensive training programmes	Positive By focussing on human capital development, the Company can enhance operational efficiency and drive innovation Negative Neglecting human capital management can lead to higher turnover rates, increased recruitment costs, and elevated training expenses
7.	Climate change 	Risk / Opportunity	The emergence of climate change has created new material risks and heightened reputational risks for businesses There is a significant untapped opportunity as the country strengthens its resilience to climate risks Shareholder activism regarding governance practices is on the rise	The Company investment team monitors ESG-related factors of investee companies The Company aligns with the regulatory requirements by adopting a stewardship code The Company remains committed to identifying and pursuing opportunities to minimise its environmental impact. Moreover, the Company continues to identify and act on opportunities to reduce its impact on the environment	Positive Drives better risk management and value creation Negative Physical and transition risks

SECTION B ► MANAGEMENT AND PROCESS DISCLOSURES

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

P1

Businesses should conduct and govern themselves with integrity and in a manner that is ethical, transparent, and accountable

P2

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

P3

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

P4

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

P5

Businesses should respect and promote human rights.

P6

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

P7

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

P8

Businesses should promote inclusive growth and equitable development.

P9

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. A. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
B. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
C. Web Link of the Policies, if available									
a. Code of Conduct for Board Members and Senior Management.pdf									
b. Policy on Prevention of Money Laundering Act_18072021.pdf									
c. Policy on Related Party Transaction									
d. Vigil Mechanism and Whistle Blower -Clean mode.docx									
e. NRC Policy-Clean mode .docx									
f. Anti-Sexual Harassment (ASH) Policy									
g. CSR Policy_Clean.docx									
h. Code of Conduct for Prevention of Insider Trading									
i. Familiarisation Policy_draft.docx									
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	N	N	N	N	N	N	N	N	N
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	N	N	N	N	N	N	N	N	N
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	N	N	N	N	N	N	N	N	N
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	N	N	N	N	N	N	N	N	N
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements	Statement by the Director responsible for the Business Responsibility Report, can be found in the Management speech, Board report and MD &A of our current annual report.								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility Policy (ies).	Mr Rakesh Rawal – Whole-Time Director & CEO Telephone: 022-62817003 E-mail: rakeshrawal@rathi.com								
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 1. Mr Rakesh Rawal – Whole-Time Director & CEO Telephone: 022-62817003, Email: rakeshrawal@rathi.com 2. Mr Rajesh Bhutara – Chief Financial Officer Telephone: 022-62817003 E-mail: rajeshbhutara@rathi.com								

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	The Board of Directors and its Committees meet periodically to evaluate the Company's performance across various aspects, including adherence to NGRBC Principles where relevant.									Quarterly								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Company complies with relevant statutory requirements aligned with its principles, proactively rectifying any instances of non-compliance.									Quarterly								

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
No								

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

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

SECTION C ► PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as “Essential” and “Leadership”. While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

1 PRINCIPLE :

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

Essential Indicators

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

Segment	Total number of training and awareness programs held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programs
Board of Directors	Throughout the year,the Independent Directors at the Company spent an average of 12 workforce hours participating in various familiarisation programmes.	Familiarisation programmes * For more details, please refer to the link below: “Note on familiarization of Programme”	100%
Key Managerial Personnel	2	Insider Trading	100%
Employees other than BoD and KMPs	3	Mis - Selling	100%
		Awareness of POSH Act	100%
		Mis -Selling	100%
		Insider Trading	100%
Workers		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 (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity’s website):

Monetary				
NGRBC principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (in ₹)	Brief of the case	Has an appeal been preferred? (Yes/No)
Penalty/fine				
Settlement		Nil		
Compounding fee				
Non- Monetary				
NGRBC principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (in ₹)	Brief of the case	Has an appeal been preferred? (Yes/No)
Imprisonment				
Punishment		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
	Not applicable

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

Yes, The Company's Anti-Bribery and Anti-Corruption Policy has recently been approved by the Management and available on the company's website.

[ARWLAntiBriberyAntiCorruptionPolicy.pdf](#)

The Company has established a comprehensive policy to guide Directors and employees at all levels. Emphasizing ethical practices and compliance with laws and regulations, the Company has implemented control systems aligned with these principles to uphold the highest standards of integrity. Additionally, these measures are put in place to promote professionalism across the organization.

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 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	NA	NA

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

	FY 2024-25 (Current Financial Year)		FY 2023-24 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	NA	Nil	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	NA	Nil	NA

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

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

	2024-25 (Current Financial Year)	2023-24 (Previous Financial Year)
No. of days of accounts payable	Nil	Nil

9. Open-ness of business

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

Parameter	Metrics	2024-25 (Current Financial Year)	2023-24 (Previous Financial Year)
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	Nil	Nil
	b. Number of dealers / distributors to whom sales are made	Nil	Nil
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	Nil	Nil
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	68%	44%
	b. Sales (Sales to related parties / Total Sales)	1%	2%
	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 programs held	Topics/principles covered under training	% age of value chain partners covered (by value of business done with such partners) under the awareness programs
No initiatives were undertaken in the current year 2024-25		

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

Yes: The Company demonstrates its commitment to integrity and transparency through its Code of Conduct for the Board of Directors and Senior Management Personnel. This code mandates that Directors and Senior Management uphold a stringent avoidance of any engagements in business, relationships, or activities that could potentially lead to a conflict of interest conflicting with the Company's interests. To uphold this principle, the Company diligently gathers disclosures from its Directors in accordance with Sections 149 and 184 of the Companies Act, 2013. These disclosures encompass details about any entities in which the Director has an interest or concern, including their shareholding, if applicable. In accordance with the Company Policy on the materiality of related party transactions and their handling entities in which a Director holds an interest or concern are categorised as related parties of the Company. Prior to engaging in transactions with such related parties, the Company Committee/Board ensures the necessary approvals are obtained. Links to the policies

- [Code of Conduct for Board Members and Senior Management.pdf](#)
- [Policy on Related Party Transaction](#)

2 PRINCIPLE :

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

Essential Indicators

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

Due to the nature of our business R&D relating to sustainability is not relevant. We have made capex investments in sustainable solutions on our office premises such as installation of motion sensors.

Parameter	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D		Not Available	
Capex		Not Available	

- Does the entity have procedures in place for sustainable sourcing?
No, The Company's primary focus is to provide financial solutions to its customers. Sustainable sourcing is not be directly pertinent to its business operations.
 - If yes, what percentage of inputs were sourced sustainably?
Not Applicable
- 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.**
Due to the specific nature of the Company's operations, opportunities for reclaiming, reusing, recycling, and disposing of products are somewhat constrained. However, the Company has established partnerships with renowned vendors to handle specific waste streams in a responsible manner.
- 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.**
Not Applicable.

Leadership Indicators

- Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?**
Not Applicable, Since the Company operates in the financial services sector, this does not apply.
- If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.**

Name of Product / Service	Description of the risk / concern	Action Taken
Not Applicable		

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

Indicate input material	Recycled or re-used input material to total material	
	2024-25 (Current Financial Year)	2023-24 (Previous Financial Year)
Not Applicable		

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

	2024-25 (Current financial year)			2023-24 (Previous financial year)		
	Re-used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Due to the nature of the Company's business, this does not apply.					
E-waste						
Hazardous waste						
Other waste						

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Not Applicable	

3 PRINCIPLE :

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

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	749	749	100%	749	100%	NA	NA	Nil	Nil	Nil	Nil
Female	412	412	100%	412	100%	412	100%	Nil	Nil	Nil	Nil
Total	1161	1161	100%	1161	100%	411	100%	Nil	Nil	Nil	Nil
Other than Permanent employees											
Male	Well-being of the contract staff has been taken care of by the contractor.										
Female											
Total											

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent workers											
Male											
Female						Nil					
Total											
Other than Permanent workers											
Male											
Female						Nil					
Total											

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Cost incurred on well-being measures as a % of total revenue of the company	0.28%	0.24%

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

Benefits	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF*	89%	NA	Yes	91%	NA	Yes
Gratuity	100%	NA	NA	100%	NA	NA
ESI	4%	NA	Yes	5%	NA	Yes
NPS*	7%	NA	NA	7%	NA	NA

*All employees have the option to opt for PF and NPS. However, the table above reflects the % of employees who have opted for the same.

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, Complying with the Rights to Persons with Disabilities Act, 2016 all our premises have wheel chair access, accessible restrooms and digital accessibility.

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 company has an equal opportunity policy available for all employees to access via the intranet, this document is not available in the public domain. The company also addresses Equal opportunity in clause 5 in its code of conduct document which is accessible on our website and applicable to all our employees [Code of Conduct for Board Members and Senior Management.pdf](#).

5. Return to work and Retention rates of permanent employees and workers that took parental leave.

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NA	NA		
Female	7	100%	Not Applicable	
Total	7	100%		

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	No
Other than Permanent Workers	No
Permanent Employees	Yes. The employees address their complaints or concerns and seek resolutions for the same via the Internal Complaints Committee which would be the focal point for all employees.
Other than Permanent Employees	No

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

Category	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	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)	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)
Total Permanent Employees						
- Male						
- Female						
Total Permanent Workers						
- Male						
- Female						

Note: Although the Company does not have a labour union, it highly regards the employees' right to peaceful association and collective bargaining.

8. Details of training given to employees and workers:

Category	FY 2024-25 Current Financial Year					FY 2023-24 Previous Financial Year				
	Total (A)	On health and safety measures		On skill upgradation		Total (D)	On health and safety measures		On skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
- Male	749	Nil	NA	480	64%	661	Nil	NA	359	54%
- Female	412	Nil	NA	260	63%	351	Nil	NA	254	72%
Total	1161			740	64%	1012			613	61%
Workers										
- Male										
- Female						NA				
Total										

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

Category	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
- Male	749	478	64%	661	345	52%
- Female	412	283	69%	351	236	67%
Total	1161	761	66%	1012	581	57%
Workers						
- Male						
- Female						
Total						

10. Health and safety management system:

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

- ▶ Yes: The system covers fire alarms, smoke detectors and sprinkler systems with regular checks of their functioning for all offices. The company also conducts fire safety drills and updates training for all employees on a regular basis.

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

- ▶ Given the nature of the Company's operations, direct applicability is limited. Nonetheless, hazard identification remains a continuous process, diligently conducted by designated employees within the Company.

Whether you have processes for workers to report the work related hazards and to remove themselves from such risks?

- ▶ Not applicable.

Do the employees/ worker of the entity have access to non-occupational medical and healthcare services?

- ▶ Yes. Every permanent employee at the Company is covered by health insurance and a personal accident policy.

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

Safety Incident / Number	Category*	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees		NA
	Workers		NA
Total recordable work-related injuries	Employees		NA
	Workers		NA
No. of fatalities	Employees		NA
	Workers		NA
High-consequence work-related injury or ill-health (excluding fatalities)	Employees		NA
	Workers		NA

*Including in the contract workforce

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

Recognising the significant impact of a healthy work environment on employee motivation, productivity, and overall well-being, the Company has implemented substantial measures to secure and promote good health within its offices:

- Maintenance of fire safety equipment through an annual contract, including bi-monthly testing for effectiveness.
- Placement of first aid kits at multiple locations within the office premises, accompanied by comprehensive employee training in first aid protocols, to enhance workplace safety and reduce accidents.
- Monthly pest audits and periodic pest control treatments to maintain optimal hygiene levels and ensure a safe and healthy workspace.
- Provision of oxygen concentrators on each floor, coupled with staff training for efficient operation during emergencies.
- Regular inspection of emergency evacuation passages to ensure they are free from obstructions.
- Availability of wheelchairs and stretchers for emergency situations.
- Prioritisation of emotional and mental health through partnerships with external agencies for Employee Assistance Programs (EAP) services, offering counselling via various mediums and discreet provision of self-help resources to ensure confidentiality and anonymity.

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

	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Filed during the year	Pending resolutions at the end of year	Remarks	Filed during the year	Pending resolutions 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 the entity or statutory authorities or third parties)
Health and Safety Practices	Not Applicable
Working Conditions	Not Applicable

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

Not Applicable

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).**

(A) Employees : Yes, company has term life insurance for employees. The Company also offers employment opportunities to the spouse or dependents of a deceased employee.

(B) Workers : Not Applicable

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

The Company diligently deducts and remits taxes in accordance with regulatory framework governing transactions within its jurisdiction. This process is subjected to thorough review through both internal and statutory audits to uphold compliance and accuracy.

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:

Category	Total no. of affected employees / workers		No. of employees / workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Employees	Nil	Nil	Nil	Nil
Workers	Not Applicable			

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?

No

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	Currently, these parameters are not explicitly assessed or measured.
Working Conditions	Currently, these parameters are not explicitly assessed or measured.

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

Not conducted an assessment in the current year.

4 PRINCIPLE :

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

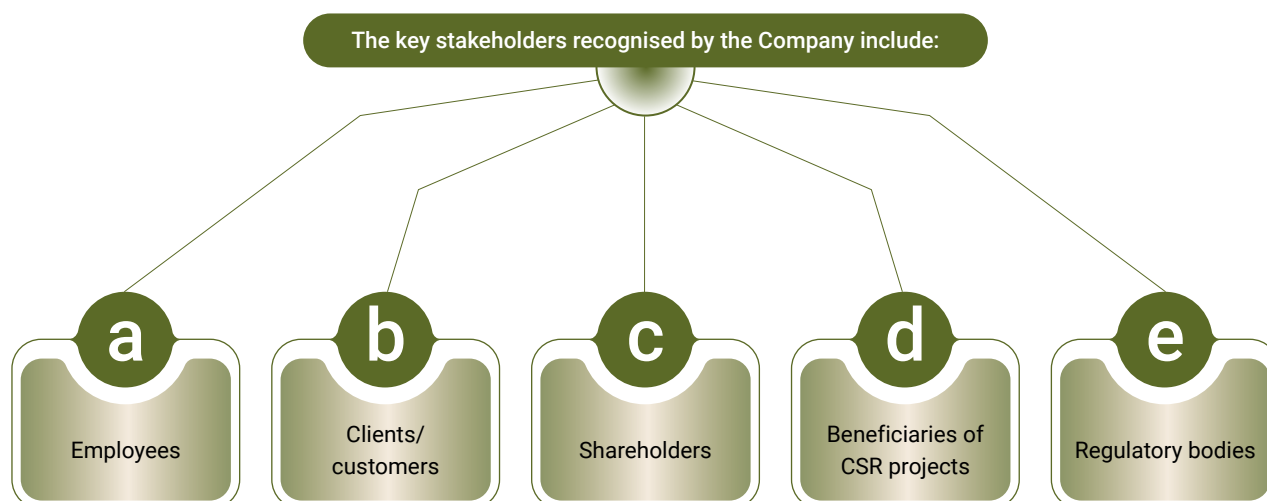
Essential Indicators

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

The stakeholders have been selected by the leadership at ARWL with their extensive experience in the Financial services space.

The Company is dedicated to delivering top-tier services in mutual fund distribution. The Company's stakeholders comprise a rich tapestry of groups, encompassing clients, employees, banking institutions, custodial partners, business associates, shareholders, regulatory bodies, and communities.

With a firm commitment to nurturing strong alliances across all stakeholder categories, the Company carefully identifies and prioritises these groups based on their potential to strengthen its business endeavors.



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

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication (e-mail, SMS, newspaper, pamphlets, advertisement, community meetings, notice board, website), other	Frequency of engagement (annually/half yearly/ quarterly/ others)	Purpose and scope of engagement, including key topics and concerns raised during such engagement
Employees	No	One-on-one interactions, e-mail, senior management meetings, internal communication platforms	Quarterly, annually,	Facilitate career development, ensure fair compensation and benefits, reinforce work ethics and policies, and foster effective communication and team building among employees
Clients/ customers		Branch assistance, e-mails, website, advertisements, newspapers and other digital platforms, customer helplines and toll-free numbers, customer satisfaction surveys	Ongoing and need-based	Provide superior customer service throughout the life cycle, address client needs and concerns, and gather feedback to improve services
Shareholders		Quarterly earnings calls, e-mails, SMS, newspapers, advertisement, notices, website, Annual General meeting, intimation to stock exchanges, quarter financials and investor meetings/ conferences, investor presentations, press releases, annual reports, audio recording of the earnings call, and transcripts	At least quarterly and need-based	Keep shareholders informed about Company developments, performance, and industry trends, address shareholder concerns and grievances, provide transparency and accountability in corporate operations
Regulatory bodies		E-mails, one-on-one meetings, conference calls, video conferencing, websites	Need-based	Engage in discussions regarding approvals, circulars, guidelines, suggestions, amendments, and other regulatory matters, and ensure compliance with applicable laws and regulations
Beneficiaries of CSR projects		Partnership with local charities, community visits	Quarterly and need-based	Monitor and implement CSR projects and activities, ensure alignment with community needs and expectations, and evaluate the impact of CSR initiatives

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.

In its efforts to enhance communication about its performance and strategies, the Company places strong emphasis on continuous and proactive engagement with its stakeholders. The Board receives regular updates from the Investor relations team on various developments, with Directors encouraged to provide feedback on these updates.

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.

Taking a proactive stance, the Company conducts root-cause analysis of customer complaints and grievances, leveraging them as valuable opportunities to elevate service delivery. Furthermore, the Company dedicated CSR team identifies needy and underserved areas, spearheading health and educational aid initiatives that actively engage stakeholders to foster a positive community impact.

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

Not conducted engagements to address concerns in the current year.

5 PRINCIPLE :

Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Total (A) No.	No. of employees/ workers covered (B)	% (B / A)	Total (C) No.	No. of employees/ workers covered (D)	% (D / C)
Employees						
Permanent	1161	1161	100%	1012	1012	100%
Other than permanent	Nil	Nil	Nil	Nil	Nil	Nil
Total Employees	1161	1161	100%	1012	1012	100%
Workers						
Permanent						
Other than permanent						
Total Workers						

NA

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

Category	FY 2024-25 Current Financial Year					FY 2023-24 Previous Financial Year				
	Total (A) No.	Equal to Minimum Wage		More than Minimum Wage		Total (A) No.	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent										
Male	749	51	6.81%	698	93.19%	661	44	6.65%	617	93.34%
Female	412	10	2.43%	402	97.57%	351	11	3.13%	340	96.86%
Other than Permanent										
Male	Addressed by contractor with assurance to ARWL no employee on contract with us is									
Female	paid below minimum wage									
Workers										
Permanent										
Male	Nil									
Female										
Other than Permanent										
Male	Nil									
Female										

Nil

Nil

3. Details of remuneration/salary/wages

a. Median remuneration/wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Whole - Time Director*	1	14,66,60,000	-	-
Non-Executive Director	2	NA	-	-
Independent Director**	3	NA	1	NA
Key Managerial Personnel	2	8,12,40,000	1	13,70,000
Employees other than BoD and KMP Workers	747	13,03,000	411	9,97,000
		N.A.		

*Only one Whole - Time Director receives remuneration.

** The Independent Directors are compensated solely through sitting fees for their attendance at Board or Committee meetings, whether in person or via VC/OAVM.

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Gross wages paid to females % of total wages	25.60%	26.61%

4. Do you have a focal point (individual/ committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (yes/no)

Yes. The company has an Internal Complaint Committee.

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

The Company demonstrates a firm commitment to upholding human rights, fostering a culture of non-discrimination within its workforce and providing avenues for addressing grievances from its key stakeholders. The Company's Internal Complaint Committee promotes human rights principles, ensuring full compliance with the Constitution of India, national laws, and policies governing human rights. All stakeholders can have their concerns redressed via communication with this committee.

Moreover, rigorous measures are in place to prevent common human rights violations, such as discrimination, violence, forced labour, and privacy infringements, ensuring a workplace environment aligned with ethical standards and legal requirements.

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

	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Filed during the year	Pending resolutions at the end of year	Remarks	Filed during the year	Pending resolutions 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: Nil

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total Complaints reported under Sexual Harassment on 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.

The Company places a high priority on safeguarding confidentiality and ensuring the well-being of complainants throughout the investigation process. The Company has established an internal Complaints Committee to protect complainants from adverse repercussions, while maintaining their anonymity. The Internal Complaint Committee conducts regular follow-ups to mitigate any potential negative consequences and uphold their safety. Additionally, the Company is committed to providing equitable opportunities to all employees, contractors, and visitors, and strictly prohibits any form of discriminatory behavior. As an equal opportunity employer, the Company nurtures a welcoming and just atmosphere, where all employees are valued for their skills, experiences, and perspectives, irrespective of race, color, ancestry, gender identity, sexual orientation, marital status, religion, age, or disability.

9. Do human rights requirements form part of your business agreements and contracts?

No

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	Nil
Forced/involuntary labour	Nil
Sexual harassment	Nil
Discrimination at workplace	Nil
Wages	100%
Others – please specify	Nil

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

Not Applicable.

Leadership Indicators

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

Not Applicable.

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

During the year, no human rights due-diligence was conducted by the Company.

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the rights of persons with disabilities act, 2016?

Yes. Please refer to question no. 3 under the essential indicators of Principle 3 of this report.

The Company places utmost importance on human rights, striving to establish a safe and inclusive environment for all individuals. Several initiatives like installing elevators and ramps for enhanced accessibility, have been introduced to assist individuals with disabilities. Furthermore, these endeavours reflect the Company commitment to ensuring that every employee feels appreciated and can navigate the workplace with convenience and confidence.

4. Details on assessment of value chain partners:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Sexual Harassment	Not Assessed during the current year
Discrimination at workplace	Not Assessed during the current year
Child Labour	Not Assessed during the current year
Forced Labour/Involuntary Labour	Not Assessed during the current year
Wages	Not Assessed during the current year
Others – please specify	Not Assessed during the current year

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

Not Applicable.



PRINCIPLE :

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

Essential Indicators

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

Parameter	FY 2024-25 (Current Financial Year) (in GJ*)	FY 2023-24 (Previous Financial Year) (in GJ)
From renewable sources		
Total electricity consumption (A)	-	-
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	-	-
From non-renewable sources		
Total electricity consumption (D)	3911.34	3217.30
Total fuel consumption (E)	176.15	69.41
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	4087.49	3286.71
Total energy consumed (A+B+C+D+E+F)	4087.49	3286.71
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	4.52	4.57
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	1.23	1.24
Energy intensity in terms of physical output	Activities do not produce any physical outputs	
Energy intensity per permanent employee	3.37	3.25

* Gigajoule

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.

No

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

Parameter	FY 2024-25 (Current Financial Year) (in GJ*)	FY 2023-24 (Previous Financial Year) (in GJ)
Water withdrawal by source (in kiloliters)		
(i) Surface water	Not Applicable	Not Applicable
(ii) Groundwater	Not Applicable	Not Applicable
(iii) Third party water	774.24	404.08
(iv) Seawater / desalinated water	Not Applicable	Not Applicable
(v) Others	Not Applicable	Not Applicable
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	774.24	404.08
Total volume of water consumption (in kiloliters)	774.24	404.08
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.86	0.56
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.23	0.15
Water intensity in terms of physical output	Activities do not produce any physical outputs	
Water intensity per permanent employee	0.66	0.40

* Gigajoule

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. No

4. Provide the following details related to water discharged:

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Water discharge by destination and level of treatment (in kiloliters)		
(i) To Surface water	Not Applicable	Not Applicable
- 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		
Total water discharged (in kilolitres)		

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.

No

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

Safety Incident / Number	Category	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
NOx		Not Calculated	Not calculated
SOx			
Particulate matter (PM)			
Persistent organic pollutants (POP)			
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others – please specify			

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:

Safety Incident / Number	Category	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Total Scope 1 emissions (Break-up of the GHG into CO2, H4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	12.21	4.79
Total Scope 2 emissions (Break-up of the GHG into CO2, H4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	789.87	723.89
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)		0.89	1.01
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)		0.24	0.27
Total Scope 1 and Scope 2 emission intensity in terms of physical output		Activities do not produce any physical outputs	
Total Scope 1 and Scope 2 emission intensity per permanent employee	Metric tonnes of CO2 equivalent per permanent employee	0.69	0.72

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.
No

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

Parameter	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Total Waste generated (in metric tonnes)		
Plastic waste (A)	Not Applicable	
E-waste (B) (Not Calculated during the current year)		
Bio-medical waste (C)		
Construction and demolition waste (D)		
Battery waste (E)		
Radioactive waste (F)		
Other Hazardous waste. Please specify, if any. (G)		
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)		
Total (A+B + C + D + E + F + G + H)		

Parameter	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)		
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)		Not Applicable
Waste intensity in terms of physical output Waste intensity (optional) – the relevant metric may be selected by the entity		
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled		
(ii) Re-used		
(iii) Other recovery operations		Not Applicable
Total		
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration		
(ii) Landfilling		
(iii) Other disposal operations		Not Applicable
Total		

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.

Considering the nature of the Company business, it does not generate any hazardous or toxic chemical waste as a part of its operations. However, the Company exhibits proactive environmental stewardship by actively exploring sustainable alternatives to minimise plastic usage across its office and branch locations. Waste generated is handled in a systematic manner, as described below:

- Paper and dustbin bags are responsibly handled and sent to the state municipal authorities.
- E-waste disposal is meticulously managed through accredited vendors, ensuring adherence to environmental standards and regulations.

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

S.No.	Location of operations / offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
Not Applicable			

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

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

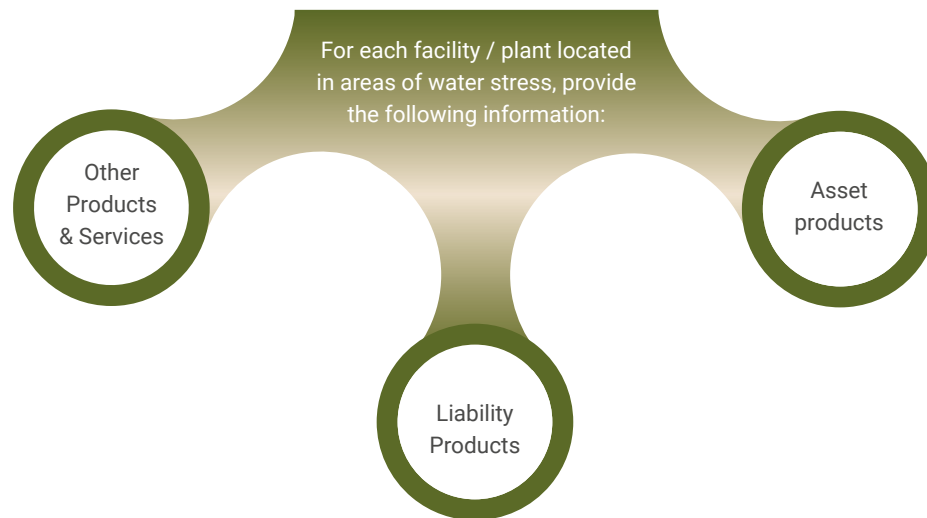
13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances,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

S.No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non- compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Not Applicable : Due to the nature of the entities business, none of the mentioned laws are applicable.				

Essential Indicators

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

Not Applicable



Safety Incident / Number	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Water withdrawal by source (in kiloliters)	Not Applicable	Not Applicable
(i) Surface water		
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres)		
Total volume of water consumption (in kilolitres)		
Water intensity per rupee of turnover (Water consumed / turnover)		
Water intensity (optional) – the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in kiloliters)	Not Applicable	Not Applicable
(i) Into Surface water		
- No treatment		
- With treatment – please specify level of treatment		
(ii) Into Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) Into Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kiloliters)		

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. **No**

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

Parameter	Unit	FY 2024–25 Current Financial Year	FY 2023–24 Previous Financial Year
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	Not Calculated	Not Calculated
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity			

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. No

3. 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.

Not Applicable

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

S.No.	Initiative undertaken	Details of the initiative (<i>Web-link, if any, may be provided along-with summary</i>)	Outcome of the initiative
Not Applicable			

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

Yes, the Company has an Emergency Preparedness and Response Plan.

The plan was crafted to establish a structured framework and procedures for effectively addressing a range of emergencies, including fire, earthquake, and bomb threats. Clear roles and responsibilities have been assigned to staff members to ensure a seamlessly coordinated response during crisis situations. This protocol prioritises human safety, minimises property damage, and swiftly restores normal Company operations, while facilitating responsive communication with all relevant parties.

Moreover, the procedure includes specific measures to familiarise employees with essential protocols. This include 'Action in the event of fire' and 'Action on hearing the alarm,' as well as identifying designated 'Assembly Points' for each work premises. This ensures that all staff are well-prepared and equipped to respond effectively to emergencies, fostering a culture of safety and awareness in the workplace.

Additionally, the Company is currently in the process of establishing an Emergency Response Team (ERT). This dedicated team will play a vital role in proactively managing emergency preparedness by conducting regular safety drills, maintaining emergency equipment, and staying informed about best practices. Furthermore, by maintaining a constant state of readiness, the Company aims to ensure that its workplace is well-prepared to handle a wide range of potential emergencies, safeguarding the well-being of its employees and the continuity of its operations.

6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.

Not assessed for the current year.

7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.

Not assessed for the current year.

7 PRINCIPLE :

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

Essential Indicators

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

S.No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Association of Mutual Funds in India (AMFI)	India

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.

Not Applicable

Leadership Indicators

1. DETAILS OF PUBLIC POLICY POSITIONS ADVOCATED BY THE ENTITY:

Sr. 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)	Web link, if available
ARWL does not have any individual position on public policy and aligns itself with the policy positions of AMFI.					

8 PRINCIPLE :

Businesses should promote inclusive growth and equitable development

Essential Indicators

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

Not currently applicable to the Company

The Company is not required to conduct any social impact assessments of its CSR projects. However, in the Company's CSR operations, it emphasizes collaboration with implementing partners to maximize social impact. This collaborative effort aims at monitoring impact to ensure appropriate utilization of funds. It spans the program's strategy, design, implementation, governance, and impact reporting. Additionally, programs analysis and evaluation against key performance indicators drive effective monitoring and reporting to the CSR Committee and Board.

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In ₹)
Not Applicable						

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

The Company currently does not have a mechanism to redress grievances of the community.

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

Parameter	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Directly sourced from MSMEs/ small producers	Not Applicable	
Sourced directly from within the district and neighboring districts		

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

Location	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Rural	NA	NA
Semi-urban	NA	NA
Urban	56.33%	55.93%
Metropolitan	43.67%	44.07%

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

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Not Applicable	

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

The Company has conducted CSR initiatives in various locations across the states of Maharashtra, Madhya Pradesh, Rajasthan, Karnataka, Tamil Nadu, West Bengal, and Odisha. However, none of these initiatives are undertaken in designated aspirational districts as identified by government bodies.

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

No, but the company actively encourages procurement from small business units seeking social upliftment. However, owing to the nature of the business, the Company does not currently have a specific preferential procurement policy in place.

b. From which marginalized /vulnerable groups do you procure?

Not Applicable

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

Not Applicable

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

Sr. No.	Intellectual property based on traditional knowledge	Owned/acquired (Yes/No)	Benefit shared (Yes/No)	Basis of calculating benefit shar
Not Applicable				

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

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

6. Details of beneficiaries of CSR Projects:

Sr. No.	CSR project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
1.	Maharshi Ved Vyas Pratishthan	120	100%
2.	The Victoria Memorial School For the Blind	90	100%
3.	Parivaar Education Society	56,790	100%
4.	Global Vikas Trust	94	100%
5.	Prabandh Samiti Adarsh Vidya Mandir	594	100%
6.	Brahma Savitri Ved Vidyapeeth	105	100%
7.	Sadhu Vaswani Mission	320	100%
8.	Sridham Mayapur Development Foundation	85	100%
9.	Sri Bhagwan Mahavir Viklang Sahayta Samiti	120	100%

9 PRINCIPLE :

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

Essential Indicators

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

The Company has a centralized system to manage complaints, aiming for prompt resolution and equitable treatment for clients. Complaints undergo thorough analysis to identify root causes, enabling efficient handling and timely responses within designated timelines. Moreover, clients are informed of their rights and provided with alternative remedies as part of the Company commitment to transparency and client satisfaction. Furthermore, clients are encouraged to lodge their complaints or provide feedback via the Company designated email address: clientredressal@rathi.com.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	Not Applicable*
Safe and responsible usage Recycling and/or safe disposal	
Safe and responsible usage Recycling and/or safe disposal	

* The Company is engaged in the business of providing mutual fund distribution services and receives distribution commissions on a trial basis from asset management firms.

3. Number of consumer complaints in respect of the following

	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Filed during the year	Pending resolutions at the end of year	Remarks	Filed during the year	Pending resolutions 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

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

	Numbers	Reasons for recall
Voluntary recalls		
Forced recalls		Not Applicable

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

Yes, the Company has implemented policies for Information Security (IS) as well as Cyber Security and Cyber Resilience (CSRP). These policies are readily accessible to all employees via the Company's intranet platform. However, as it is an internal resource, a web-link to the policy is unavailable.

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

Not Applicable

7. Provide the following information relating to data breaches:

Number of instances of data breaches

There were no reported instances of data breaches during 2024-25

Percentage of data breaches involving personally identifiable information of customers

Not Applicable

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

Information regarding products and other services is available on the Company website at: <https://anandrathiwealth.in/>

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

The Company ensures compliance with all disclosure requirements pertaining to its products and services. This commitment involves strict adherence to the product labelling guidelines outlined by AMFI/SEBI within risk and disclosure categories.

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

In the event of any planned or unplanned disruption of services related to its digital platforms (e.g., website), the Company promptly informs its clients of the cause of the unavailability and provides an estimated time for resolution. Additionally, the Company proactively notifies customers of the availability of alternative channels for continued service.

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

Yes, the Company upholds transparency and ensures customers can access all relevant information. Product communication is conducted through various channels like SMS, emails, and other platforms. Additionally, detailed product information is accessible on the Company website at: <https://anandrathiwealth.in/index.php>

As for conducting surveys regarding consumer satisfaction, the Company has not carried out any such survey during 2024-25.