

Ref No.: OTL/Secretarial/SE/2026-27/31

Date: June 22, 2026

To,

Bombay Stock Exchange Limited Phiroz Jeejeebhoy Towers, Dalal Street, Mumbai – 400023	National Stock Exchange of India Ltd., Plot No. C/1 'G' Block Bandra – Kurla Complex Bandra East, Mumbai 400051
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Ref: Scrip Code - **BSE:** 517536 | **NSE:** ONWARDTEC

Subject: Submission of Business Responsibility and Sustainability Report for Financial Year (FY) 2025-26

Dear Sir/Madam,

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are submitting herewith the Business Responsibility and Sustainability Report for Financial Year (FY) 2025- 26, which also forms part of the Annual Report for FY 2025- 26, submitted to the Exchanges.

This is for your information and records

For Onward Technologies Limited

Aakash Joshi
Company Secretary & Compliance Officer
Membership No :- A60953

Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity	- L28920MH1991PLC062542
2. Name of the Listed Entity	- Onward Technologies Limited
3. Year of incorporation	- July 18,1991
4. Registered office address	- Sterling Centre, 2 nd floor, Dr A.B. Road, Worli, Mumbai, Maharashtra, 400018.
5. Corporate address	- 5 th floor Almonte IT Park Next to Radisson Blu Hotel Kharadi Pune, 411014
6. E-mail	- compliance@onwardgroup.com
7. Telephone	- 022-24926570
8. Website	- www.onwardgroup.com
9. Financial year for which reporting is being done	- FY 2025-26
10. Name of the Stock Exchange(s) where shares are listed	- BSE Limited; National Stock Exchange of India Limited
11. Paid-up Capital	- ₹ 22,75,38,700
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	- Mr. Aakash Joshi, Company Secretary & Compliance Officer (9819158115) & compliance@onwardgroup.com
13. Reporting boundary	- Disclosures made in this report are on a standalone basis.
14. Name of assurance provider	- Not Required as per SEBI Mandate
15. Type of assurance obtained	- Currently Onward Technologies Limited has not obtained any assurance

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
1	Computer programming activities, consultancy and other information technology related services	Onward Technologies Limited a software outsourcing company specializing in digital and engineering research & development (ER&D) services for global clients. Headquartered in Mumbai, India, the company works closely with customers across North America and Europe, supporting product development and engineering initiatives across sectors such as Industrial Equipment, Off-Highway, Energy, Data Centers, Automotive, Rail Transportation, Healthcare and Life Sciences	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
1	Providing software support and maintenance to the clients	62013	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	0	7	7
International	0	5	5

19. Markets served by the entity:

a. *Number of locations*

Locations	Number
National (No. of States)	4
International (No. of Countries)	5

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

28%

c. *A brief on types of customers*

The company is specialized in digital and engineering research & development (ER&D) services for global clients. Headquartered in Mumbai, India, the company works closely with customers across North America and Europe, supporting product development and engineering initiatives across sectors such as Industrial Equipment, Off-Highway, Energy, Data Centers, Automotive, Rail Transportation, Healthcare and Life Sciences

IV. Employees

20. Details as at the end of Financial Year:

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

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	2359	1863	78.97%	496	21.03%
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total employees (D + E)	2359	1863	78.97%	496	21.03%
WORKERS						
4.	Permanent (F)					
5.	Other than Permanent (G)			NA		
6.	Total workers (F + G)			NA		

b. *Differently abled Employees and workers:*

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

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	7	1	14.29%
Key Management Personnel	2	0	0%

22. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2025-2026 (Turnover rate in current FY)			FY 2024-2025 (Turnover rate in previous FY)			FY 2023-2024 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	38.35%	36.30%	37.93%	40.80%	38.75%	40.40%	31.40%	32.09%	31.54%
Permanent Workers	NA								

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.	Onward Technologies, Inc	Wholly owned Subsidiary	100%	Yes
2.	Onward Technologies GmbH	Wholly owned Subsidiary	100%	Yes
3.	Onward Technologies Canada Inc.	Wholly owned Subsidiary	100%	Yes
4.	Onward Technologies BV	Wholly owned Subsidiary	100%	Yes
5.	OT Park Private Limited	Wholly owned Subsidiary	100%	Yes

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) - Yes

(ii) Turnover (in Lakhs) - ₹41677.36

(iii) Net worth (in Lakhs) - ₹21390.70

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 2025-2026 Current Financial Year			FY 2024-2025 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	Yes www.onwardgroup.com/investors	0	0	-	0	0	-
Investors (other than shareholders)	Yes Investor grievances can be submitted via email: investors@onwardgroup.com	0	0	-	0	0	-

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 2025-2026 Current Financial Year			FY 2024-2025 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
Shareholders	Yes	2	0	-	1	0	-
Employees and workers	The company has established a Whistleblower Policy to empower stakeholders who observe any unethical behaviour or breaches of laws to reach out to the Ombudsman. The reporting procedure enables anonymous submissions for whistleblowers who opt not to disclose their identity. The policy is available on the website: www.onwardgroup.com/investors	0	0	-	0	0	-
Customers		0	0	-	0	0	-
Value Chain Partners		0	0	-	0	0	-
Other (please specify)		0	0	-	0	0	-

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.	Cybersecurity & Information Security	R	The Company’s operations involve handling client systems, proprietary engineering data, and digital platforms, making it exposed to evolving cybersecurity threats and potential disruption to service delivery.	The Company follows an internal information security framework aligned with business and client requirements, including periodic vulnerability assessments, access controls, network monitoring, employee awareness programmes, and defined Business Continuity and Disaster Recovery (BCP/DR) processes.	Negative – Cyber incidents may lead to business interruption, remediation costs, contractual exposure, and reputational impact affecting client relationships.

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)
2.	Data Security & Customer Privacy	R	The Company processes confidential customer data across geographies, necessitating strong data protection and privacy practices to meet regulatory and contractual obligations.	The Company implements data protection measures such as role-based access, secure data handling practices, periodic internal reviews, and alignment with applicable data privacy requirements and client-specific obligations.	Negative – Data breaches or non-compliance may result in financial penalties, legal exposure, and loss of client confidence.
3.	Quality of Services & Customer Value	O	Consistent delivery of high-quality engineering and digital solutions is critical for customer satisfaction, long-term engagement, and maintaining competitive positioning.	The Company follows structured delivery and quality management practices, continuous improvement initiatives, and regular client feedback mechanisms to enhance service performance.	Positive – Higher customer retention, repeat business, and improved revenue realization.
4.	Corporate Governance & Ethical Business Conduct	R	Strong governance practices are essential to ensure transparency, regulatory compliance, and sustained stakeholder trust.	The Company operates under defined governance structures, including a Code of Conduct, internal control mechanisms, whistleblower framework, and periodic oversight by management and the Board.	Negative – Weak governance may lead to regulatory action, financial penalties, and reputational risks.
5.	Employee Health, Safety & Well-being	O	Employee well-being is directly linked to productivity, engagement, and overall organizational effectiveness in a knowledge-driven environment.	The Company promotes employee well-being through workplace safety measures, health initiatives, employee engagement programmes, and support for mental wellness.	Positive – Improved productivity, reduced absenteeism, and lower attrition-related costs.
6.	Vendor & Supply Chain Risk Management	R	Dependence on third-party vendors and service providers may expose the Company to operational, delivery, and compliance risks.	The Company undertakes vendor evaluation and onboarding due diligence, defines contractual safeguards, monitors vendor performance periodically, and diversifies vendor base where feasible.	Negative – Vendor disruptions may impact service delivery timelines and increase operational costs.

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)
7.	Talent Attraction, Retention & Skill Development	○	Availability of skilled talent is critical to supporting business growth, innovation, and effective project delivery.	The Company focuses on employee development through training programmes, skill enhancement initiatives, performance management systems, and engagement practices to attract and retain talent.	Positive – Enhanced delivery capability, innovation, and reduced hiring and replacement costs.
8.	Diversity, Equity & Inclusion (DEI)	○	A diverse and inclusive workforce contributes to innovation, improved decision-making, and a stronger organizational culture.	The Company encourages inclusive workplace practices, equal opportunity employment, and awareness initiatives to foster diversity across the workforce.	Positive – Improved employee engagement, stronger employer brand, and better business performance.
9.	Energy efficiency & Renewable Energy	○	Efficient energy use supports cost optimization and aligns with broader environmental and sustainability considerations.	The Company monitors energy consumption across facilities and undertakes energy conservation initiatives, while evaluating opportunities for adoption of renewable energy where feasible.	Positive – Reduction in operational costs over time and improved environmental performance.
10.	Water Management	○	Responsible water use is important for sustainable operations and compliance with applicable environmental norms.	The Company monitors water consumption and promotes conservation practices, including efficient usage and reuse measures where feasible.	Positive – Reduced utility costs and enhanced sustainability performance.
11.	Climate Change & GHG Emission	○	Managing climate-related risks and emissions aligns with evolving regulatory expectations and stakeholder focus on sustainability.	The Company undertakes assessment of greenhouse gas emissions, identifies reduction opportunities, and integrates climate considerations into operational decision-making.	Positive – Improved ESG performance, enhanced stakeholder confidence, and potential long-term cost efficiencies.

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.

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
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	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	www.onwardgroup.com/investors								
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)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trusted) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO 27001: 2022 ISO 9001: 2015 TISAX								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	1. Increase the number of Training Programs to our Employees on Environmental and Social Aspects. 2. Enhance engagement levels with community. 3. To minimized Carbon footprint by 5 % every year. 4. To have better initiatives for water and energy conservation.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	In Process								

Governance, leadership and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)

At Onward Technologies Limited, we prioritize operating with the utmost integrity, transparency and accountability. Our strong governance framework ensures transparency and ethical practices across all operations. We've implemented various policies such as a code of conduct, risk management, and measures to prevent sexual harassment and whistleblowers.

We've been proactive in environmentally friendly initiatives, like using energy-efficient lighting, planting trees, and providing reusable metal bottles to reduce plastic waste. Through our CSR Policy, we focus on uplifting local communities, especially in education and healthcare. Onward Technologies Limited has undertaken several initiatives aimed at reducing its environmental footprint and promoting sustainability. These initiatives include adopting energy-efficient lighting technologies to reduce energy consumption, organizing tree plantation drives to contribute to reforestation efforts, and distributing reusable metal bottles to employees to minimize plastic usage. Recognizing the importance of Environmental, Social, and Governance (ESG) factors, we're committed to enhancing our performance in these areas. This fiscal year, we're utilizing wind power as our source of electricity. We've formed a "Risk Management Committee" tasked with developing a framework to identify both internal and external risks, including those related to Environmental, Social, and Governance (ESG) factors. This framework will inform our long-term business strategy. Recognizing the importance of Environmental, Social, and Governance (ESG) factors, we're committed to enhancing our performance in these areas. We understand that they're crucial to our long-term sustainability and growth.

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Jigar Mehta, Managing Director (DIN 06829197)								
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, Mr. Jigar Mehta, Managing Director (DIN 06829197) is responsible for decision making on sustainability related issues								

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director/Committee of the Board/Any other Committee									Frequency (Annually/ Half yearly/Quarterly/ Any other-please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	The HR Department along with Senior Leaders review the Company's Business Responsibility and Sustainability Policies annually. They assess the effectiveness of the policies, procedures and internal controls and implement necessary changes based on their evaluation.																	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company has a well-defined process & also a compliance tool in place which ensures the compliance status from each department. The summary of all compliances and statutory compliance certificate on applicable laws is reported to Board every quarter.																	

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, The Company has not conducted an independent assessment by external agencies. However, all Company policies are reviewed by Management to ensure the smooth functioning of the Company and thereafter approved by the Board wherever required by law. The summary of policies decisions is informed to the Board, if required.								

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

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.

PRINCIPLE 1 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 programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the he awareness programmes
Board of Directors	6	<ol style="list-style-type: none"> 1. Company policies 2. Risk management policy & mitigation plan 3. BRSR reporting 4. Role of governance in ESG enhancement 5. Human Rights 6. Code of conduct 7. Environmental sustainability 	100%
Key Managerial Personnel	6	<ol style="list-style-type: none"> 1. Employee Engagement 2. Organizational Performance 3. Customer Centricity 4. Human Rights 5. Code of Conduct 6. Whistleblower Policy 7. POSH 8. Anti-corruption & anti-bribery 9. ESG & sustainability awareness 10. Data privacy & Cyber Security 11. Grievance redressal mechanism 12. Health & mental wellness 	100%
Employees other than BoD and KMPs	76	<ol style="list-style-type: none"> 1. Employee Engagement 2. Team Building 3. Safety Training Programs 4. Customer Centricity 5. Human Rights 6. Code of Conduct 7. Whistleblower Policy 8. POSH 9. Anti-corruption & anti-bribery 10. ESG & sustainability awareness 12. Data privacy & Cyber Security 13. Grievance redressal mechanism 14. Health & mental wellness 	97.28%
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 INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine					
Settlement			NA		
Compounding fee					
Non- 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)
Imprisonment			NA		
Punishment					

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

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. Onward Technologies Limited has established an Anti-Bribery Policy and published it on its corporate website www.onwardgroup.com/investors so that it is accessible to internal as well as external stakeholders. The policy reflects the Company’s zero-tolerance approach towards bribery and corruption and its commitment to conducting business in a professional, fair, and ethical manner across all its operations.

The policy provides comprehensive guidance on aspects such as bribery, gifts, facilitation payments, political and charitable contributions. It also outlines strict consequences for non-compliance, including penalties, fines, imprisonment, and other disciplinary actions as deemed appropriate by the Company.

Further, the Company ensures that its stance on anti-corruption and ethical business practices is effectively communicated to all employees, customers, clients, vendors, and business partners.

The Anti-Bribery Policy can be accessed at: www.onwardgroup.com/investors

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 2025-2026 (Current Financial Year)	FY 2024-2025 (Previous Financial Year)
Directors		
KMPs		
Employees	Nil	Nil
Workers		

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

	FY 2025-2026 (Current Financial Year)		FY 2024-2025 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	Nil	0	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	Nil	0	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.*

Nil

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

	FY 2025-2026 (Current Financial Year)	FY 2024-2025 (Previous Financial Year)
Number of days of accounts payables	60	122

9. *Open-ness of business*

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

Parameter	Metrics	FY 2025-2026 (Current Financial Year)	FY 2024-2025 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	-	-
	b. Number of trading houses where purchases are made from	-	-
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	-	-
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	-	-
	b. Number of dealers / distributors to whom sales are made	-	-
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	-	-
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	-	-
	b. Sales (Sales to related parties / Total Sales) (In Lakhs)	7,915.43	8,123.99
	c. Loans & advances (Loans & advances given to related parties/ Total loans & advances)	-	-
	d. Investments (Investments in related parties / Total Investments made)	-	-

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
9	1. Customer Centricity 2. Human Rights 3. Code of Conduct 4. Whistleblower Policy 5. POSH 6. Anti-corruption & anti-bribery 7. ESG & sustainability awareness 8. Data privacy & Cyber Security 9. Grievance redressal mechanism 10. Health & mental wellness	100%

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

Yes, Onward Technologies Limited has a structured framework to identify and manage conflicts of interest. The Code of Conduct for Directors and Senior Management mandates disclosure of any actual or potential conflicts, with concerned members abstaining from related decisions. The Policy on Materiality of Related Party Transactions ensures appropriate review and approval by the Audit Committee/Board, supported by annual declarations from Directors and KMPs. These policies ensure that any conflict that arise is resolved timely.

PRINCIPLE 2 Businesses should provide goods and services in a manner that is sustainable and safe

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 2025-2026 Current Financial Year	FY 2024-2025 Previous Financial Year	Details of improvements in environmental and social impacts
R&D			
Capex		Nil	

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

Yes

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

The Sustainable Procurement Policy has been implemented recently, and the mechanism for tracking sustainably sourced inputs is currently being established. Hence, the percentage of sustainably sourced inputs is not available at this stage.

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.*

Onward Technologies Limited is software outsourcing company and does not manufacture or sell physical products. Accordingly, the Company does not have product take-back, reclamation, reuse, recycling, or end-of-life disposal processes for plastics (including packaging), e-waste, hazardous waste, or other waste. Waste generated from its operations is managed through authorized recyclers and waste disposal agencies in compliance with applicable regulations.

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.*

Not Applicable

Leadership Indicators

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

NIC Code	Name of Product /Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
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Not Applicable

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

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

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2025-2026 Current Financial Year	FY 2024-2025 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:

	FY 2025-2026 Current Financial Year			FY 2024-2025 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Not Applicable			Not Applicable		
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
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Not Applicable

PRINCIPLE 3 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	Total (A)	% of employees covered by									
		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	1863	1863	100	1863	100	0	0	1863	100	0	0
Female	496	496	100	496	100	496	100	0	0	0	0
Total	2359	2359	100	2359	100	496	21.03	1863	78.97	0	0
Other than Permanent employees											
Male	Nil										
Female	Nil										
Total	Nil										

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

Category	Total (A)	% of workers covered by									
		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	NA										
Female	NA										
Total	NA										
Other than Permanent workers											
Male	NA										
Female	NA										
Total	NA										

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

	FY 2025-2026 Current Financial Year	FY 2024-2025 Previous Financial Year
Cost incurred on wellbeing measures as a % of total revenue of the company	0.29%	0.46%

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

Benefits	FY 2025-2026 Current Financial Year			FY 2024-2025 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	NA	Y	100%	NA	Y
Gratuity	100%	NA	Y	100%	NA	Y
ESI	0	NA	NA	0	NA	NA
Others – please specify	NA	NA	NA	NA	NA	NA

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, Onward Technologies Limited ensures that its premises and offices are compliant with the provisions of the Rights of Persons with Disabilities Act, 2016. The Company's Equal Opportunity Policy reflects its commitment to providing an inclusive work environment by offering appropriate infrastructure and reasonable accommodations for persons with disabilities.

Facilities such as ramps, elevators, and wheelchair-accessible pathways are available across locations to support ease of movement and accessibility. These measures enable differently abled employees and workers to perform their roles effectively, reinforcing the Company's focus on inclusivity and equal opportunity.

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, www.onwardgroup.com/investors

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	NA	NA
Female	100%	100%	NA	NA
Total	100%	100%	NA	NA

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	NA
Other than Permanent Workers	NA
Permanent Employees	Onward Technologies Limited's whistleblower policy ensures that all employees can report any observed malpractices, whether concerning themselves or other employees. Any employee with a grievance must submit a written complaint to the Ombudsman. In cases where an employee needs to file a complaint against the Ombudsman, a copy of the complaint should be forwarded to the Chairman of the Audit Committee. If the matter is determined to be a personal dispute or is deemed suitable for resolution through the standard grievance settlement procedure, the Ombudsman may assist the complainant in resolving the matter amicably without further investigation. However, if the Ombudsman concludes that serious misconduct is involved, an investigation may be initiated, which may involve questioning and the involvement of third parties to gather evidence. Protected disclosures can be sent on whistleblower@onwardgroup.com and to the Vigilance and Ethics officer i.e. the Compliance Officer of the Company at compliance@onwardgroup.com For grievances related to sexual harassment, employees may also contact: posh@onwardgroup.com
Other than Permanent Employees	NA

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

Category	FY 2025-2026 (Current Financial Year)			FY 2024-2025 (Previous Financial Year)		
	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)
Total Permanent Employees						
Male						
Female						
Total Permanent Workers						
Male						
Female						

NA

8. Details of training given to employees and workers:

Category	FY 2025-2026 (Current Financial Year)					FY 2024-2025 (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	1863	1863	100	1830	98.23	1966	1966	100	1897	96.49
Female	496	496	100	494	99.60	495	495	100	492	99.39
Total	2359	2359	100	2324	98.52	2461	2461	100	2389	97.07
Workers										
Male										
Female										
Total										

NA

9. Details of training given to employees and workers:

Category	FY 2025-2026 Current Financial Year			FY 2024-2025 Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	1863	1863	100	1966	1811	92.12
Female	496	496	100	495	445	89.90
Total	2359	2359	100	2461	2256	91.67
Workers						
Male						
Female						
Total						

NA

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. The occupational health and safety management system is implemented across all offices and operations of the entity and covers permanent and contractual employees, workplace safety risks, statutory compliance, emergency response, and occupational health measures.

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

The entity identifies and assesses workrelated hazards through periodic workplace inspections, incident and nearmiss reviews, employee reporting mechanisms, and risk assessments for both routine operations and nonroutine activities such as changes in processes, layouts, or emergency situations, in line with applicable safety regulations and internal policies.

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

Yes, The entity has established processes that enable workers to report workrelated hazards through internal reporting channels, including line management, HR, and designated safety representatives. Clear escalation mechanisms are in place for timely assessment and corrective action. Employees are also empowered to remove themselves from situations of imminent risk to health or safety and report the same, without fear of retaliation, in accordance with internal safety guidelines and applicable laws.

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

Yes, Employees of the entity have access to nonoccupational medical and healthcare services through companyprovided health insurance coverage and associated medical benefits. These services support general health and wellbeing beyond workplacelated injuries or illnesses.

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

Safety Incident/Number	Category*	FY 2025-2026 Current Financial Year	FY 2024-2025 Previous Financial Year
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

*Including in the contract workforce

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

Onward Technologies Limited is committed to ensuring a safe and healthy working environment for all employees, contractors, and stakeholders. To achieve this, a range of proactive and preventive measures have been implemented, including:

1. Implementation of Safety Management Systems: Adoption of an Occupational Health & Safety Management System aligned with [e.g., ISO 45001:2018 or equivalent]. Regular audits and compliance checks to ensure system effectiveness.
2. Hazard Identification and Risk Control: Conducting Job Safety Analysis (JSA) and risk assessments for all operations. Use of a Permit to Work (PTW) system for high-risk activities such as confined space work and electrical maintenance. Installation of engineering controls, PPE requirements, and emergency stop mechanisms.

3. Safety Training and Awareness: Induction training for all new employees and contractors on safety policies and practices. Regular toolbox talks, mock drills, and refresher trainings on fire safety, first aid, emergency evacuation, etc.
4. Health & Wellness Initiatives: Annual health check-ups and on-site medical support. Mental health awareness programs, counselling services, and employee assistance programs (EAP). Tie-ups with hospitals or healthcare providers for non-occupational health needs.
5. Incident Reporting and Investigation: Established protocols for reporting and investigating incidents, near-misses, and unsafe conditions. Use of Root Cause Analysis (RCA) and implementation of Corrective and Preventive Actions (CAPA).
6. Employee Participation and Monitoring: Functioning Safety Committees at each office with worker representation. Regular monitoring of safety KPIs like LTIFR, TRIFR, near-miss frequency, etc. Open-door policy for employees to raise safety concerns without fear of retaliation.

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

	FY 2025-2026 Current Financial Year			FY 2024-2025 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working conditions	NIL			NIL		
Health & safety						

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%
Working Conditions	100%

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.

Nil

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).

Yes, For Employees entity is extending the life insurance in the event of the death

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 has established processes to ensure that value chain partners comply with applicable statutory requirements. Vendors are onboarded only after verification of statutory registrations such as PAN and GST. Contractual agreements include clauses mandating compliance with tax and other statutory obligations. The Company periodically reviews vendor compliance through verification of relevant filings (such as GST returns and tax challans) and performs reconciliations where applicable. Payments may be linked to satisfactory compliance status, and non-compliant vendors are subject to corrective actions, including withholding of payments or discontinuation of services.

3. Provide the number of employees / workers having suffered high consequence work- related injury / ill-health / fatalities (as reported in Q1 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected employees workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2025-2026 (Current Financial Year)	FY 2024 -2025 (Previous Financial Year)	FY 2025-2026 (Current Financial Year)	FY 2024-2025 (Previous Financial Year)
Employees	0	0	0	0
Workers	0	0	0	0

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

The Company has established structured onboarding and offboarding processes, including compliance-driven exit management. However, as of the reporting period, the Company does not have a formally defined transition assistance program specifically aimed at facilitating continued employability or structured career transition support post-retirement or termination.

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	88%
Working Conditions	82%

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.

To address significant risks or concerns arising from assessments of health and safety practices and working conditions of value chain partners, the Company has implemented the following corrective actions to ensure the safety and well-being of workers across the value chain:

- Enhanced Audits and Assessments:** The Company has strengthened its audit and assessment processes for value chain partners to identify gaps in health and safety practices and working conditions. These assessments are conducted periodically and include detailed evaluations of facilities and operational processes.
- Training and Capacity Building:** The Company conducts structured training programs for value chain partners to enhance awareness and implementation of health and safety standards. These include sessions on occupational health and safety, hazard identification, and emergency preparedness.
- Collaborative Initiatives:** The Company works closely with value chain partners to design and implement joint initiatives aimed at improving health and safety performance. This includes sharing best practices, technical expertise, and resources to address common challenges.
- Supplier Engagement Programs:** The Company actively engages with suppliers and partners through ongoing dialogue to address concerns and identify improvement opportunities. This approach promotes transparency and alignment on health and safety objectives.
- Remediation Plans:** Where significant risks or non-compliances are identified, the Company develops and implements corrective action plans in collaboration with the concerned partners. These plans define specific actions, timelines, and responsibilities to ensure timely resolution.
- Monitoring and Evaluation:** The Company undertakes continuous monitoring and evaluation of implemented corrective measures through defined key performance indicators and periodic follow-up assessments to ensure sustained compliance and improvement.

Through these measures, the Company remains committed to mitigating risks and strengthening health and safety practices across its value chain. It continues to focus on maintaining high standards of workplace safety and driving continuous improvement in this area.

PRINCIPLE 4: 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.

Onward Technologies Limited values its stakeholders and maintains regular engagement with internal and external groups that significantly influence or are impacted by its operations. Through this process, the Company identifies key stakeholders, including employees, vendors, customers, investors / shareholders, regulatory bodies, and communities.

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 & 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
Customers	No	In-person meetings, Email, SMS, Website, Corporate Brochure	Annual and whenever required	Customer communication, relationship management, operational & administrative support, sales and delivery, customer feedback, compliance
Employees	No	Town Halls, All hands meetings, In-person meetings, Email, SMS, Posters, Offsite meetings	Daily/Weekly reviews/Monthly	KRA goal setting, performance, corporate culture events, company performance and goals, ethical business conduct
Investors/ Shareholders	No	Website, BSE/NSE Websites	Quarterly, Half-Yearly, Annually	Corporate governance, ESG disclosures, regulatory compliance, company performance, key business decisions
Communities (Healthcare & Education for underprivileged)	No	CSR visits and interaction	Annually	CSR contributions and community development
Value Chain Partners (Suppliers)	No	Emails, meetings	As and when required	Supplier engagement, timely payments, collaboration
Regulatory Bodies	No	Statutes and regulations	Whenever required	Statutory and regulatory compliance

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.*

To ensure effective consultation on economic, environmental, and social (ESG) matters, relevant departments conduct regular engagement with key stakeholders through ongoing discussions and interactions.

The Company follows a structured and data-driven approach to identify and prioritise important ESG issues based on their impact on stakeholders and business operations.

Feedback collected from these consultations is compiled by the respective departments and shared with senior management for review and consideration.

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. Stakeholder consultation is used to support the identification and management of environmental and social topics. Material topics are shortlisted and prioritised based on their impact on stakeholders and business operations.

Inputs received from stakeholders are considered while developing and updating ESG-related policies and initiatives. This ensures that key concerns such as employee well-being, customer expectations, and community impact are reflected in the Company's practices and decision-making.

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

Not Applicable

PRINCIPLE 5 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 2025-2026 Current Financial Year			FY 2024-2025 Previous Financial Year		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	2359	2359	100%	2461	2461	100%
Other than permanent	0	0	0	0	0	0
Total Employees	2359	2359	100%	2461	2461	100%
Workers						
Permanent	NA					
Other than permanent						
Total Workers						

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

Category	FY 2025-2026 Current Financial Year					FY 2024-2025 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	2359	0	0	2359	100	2461	158	6.42%	2303	94%
Male	1863	0	0	1863	100	1966	122	6.21%	1844	94%
Female	496	0	0	496	100	495	36	7.27%	459	93%
Other than Permanent	NA									
Male										
Female										
Workers										
Permanent	NA									
Male										
Female										
Other than Permanent	NA									
Male										
Female										

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
Board of Directors (BoD)	6	11,83,333	1	3,95,000
Key Managerial Personnel	2	2,50,896	0	0
Employees other than BoD and KMP	1,859	68,883	496	70,587
Workers	0			

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

	FY 2025-2026 Current Financial Year	FY 2024-2025 Previous Financial Year
Gross wages paid to females as % of total wages	19.70%	18.96%

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, we have a grievance redressal committee in place, which is responsible for addressing, investigating and resolution of any grievance raised by an employee, vendor, customer or other internal and external stakeholders.

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

Onward Technologies Limited strongly prohibits and has zero tolerance towards all forms of child labor, slavery, forced labor and harassment (physical, sexual, psychological or verbal abuse). We have a well-defined grievance redressal mechanism in place ensuring prompt and effective resolution of grievances and the grievance redressal committee is responsible for investigating, evaluating and deciding on the resolution.

The grievance redressal mechanism includes below-mentioned four step process:

Any grievance of an Employee should first be discussed verbally by him/her with the immediate supervisor. Post Employee should connect directly with HRBP.

If not solved by HRBP; HRBP should communicate this to Escalation-7 for further proceedings and actions. If not resolved, then HRBP should take up the matter to final Escalation with MD through conciliation within 5 working days of the reporting thereof.

Human Rights Policy: www.onwardgroup.com/investors

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

	FY 2025-2026 Current Financial Year	FY 2024-2025 Previous Financial Year
Sexual Harassment	NA	NA
Discrimination at workplace		
Child Labour		
Forced Labour/Involuntary Labour		
Wages		
Other human rights related issues		

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

	FY 2025-2026 Current Financial Year	FY 2024-2025 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		
Complaints on POSH upheld		

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

The Company has established robust mechanisms to prevent any form of retaliation, threat, or adverse consequences against complainants in cases of discrimination and harassment, with such actions strictly prohibited.

Mandatory Prevention of Sexual Harassment (PoSH) induction programs are conducted for all employees, including new hires, along with periodic awareness sessions led by external Internal Committee (IC) members. A zero-tolerance approach is reinforced through workplace communication and a dedicated email channel (posh@onwardgroup.com) for reporting concerns.

The Whistleblower Policy, available on the Company’s OTL Apps and website, enables employees to report concerns confidentially and without fear of reprisal. Complaints may also be reported via whistleblower@onwardgroup.com and are escalated to senior management, with confidentiality maintained throughout the process.

Policy Links:

PoSH Policy: www.onwardgroup.com/investors

Whistleblower Policy: www.onwardgroup.com/investors

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

Yes, human rights are a part of all agreements with customers as well as contractors. Our human rights policy applies to all permanent and non-permanent employees, contractors, vendors, suppliers and other stakeholders in the company across all entities/geographies of Onward Technologies Limited. The policy covers aspects such as workplace health & safety, equal-opportunity, diversity & inclusion, no-discrimination, freedom of association, decent working hours, prevention of sexual harassment etc.

Human Rights Policy: www.onwardgroup.com/investors

10. Assessments for the year:

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

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

Nil

Leadership Indicators

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

Nil

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

While no formal standalone human rights due diligence study was conducted during FY 2025–26, the Company addresses human rights aspects through established internal mechanisms such as its Human Rights Policy, grievance redressal framework, POSH compliance, and training and awareness programs. These measures enable ongoing monitoring and mitigation of human rights risks.

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. Onward Technologies Limited ensures that its offices and premises are aligned with the provisions of the Rights of Persons with Disabilities Act, 2016. Through its Equal Opportunity Policy, the Company is committed to creating an inclusive environment by providing suitable infrastructure and reasonable accommodations for persons with disabilities.

The Company’s facilities are equipped with features such as ramps, elevators, and wheelchair-friendly access to support smooth mobility within the premises. These measures enable differently abled employees and visitors to navigate the workplace comfortably and perform their roles effectively.

Equal Opportunity Policy: www.onwardgroup.com/investors

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	Nil
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	
Others – please specify	

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

Nil

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment

Essential Indicators

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

Parameter	FY 2025-2026 (Current Financial Year)	FY 2024-2025 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A)	529.96	1,532.08
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	529.96	1,532.08
From non-renewable sources		
Total electricity consumption (D)	3,766.54	2,798.32
Total fuel consumption (E)	134.328	65.34
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	3,900.87	2,863.66
Total energy consumed (A+B+C+D+E+F)	4,430.83	4,395.74
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.000000106	0.00000115
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	0.0000217	0.0000153
Energy intensity in terms of physical output		
Energy intensity (Per Employee) – Total Energy Consumption/Total Number of Employees	1.878266	1.1370662

Note: During the previous year, operations were carried out from a campus equipped with renewable energy facilities. The present campus does not have such provisions.

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, As per applicable SEBI guidelines, independent assessment/evaluation/assurance by an external agency is not mandatory for Onward Technologies Limited.

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.

Not Applicable

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

Parameter	FY 2025-2026 (Current Financial Year)	FY 2024-2025 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	452.53	204
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	452.53	204
Total volume of water consumption (in kilolitres)	452.53	204
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.0000000108	0.000000053
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.00000222	0.00000109
Water intensity in terms of physical output		
Water intensity (Per Employee) – Total Water Consumption/Total Number of Employees	0.1918312	0.08289

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 2025-2026 (Current Financial Year)	FY 2024-2025 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	Nil	Nil
- No treatment		
- With treatment – please specify level of treatment		
(ii) To Groundwater	Nil	Nil
- No treatment		
- With treatment – please specify level of treatment		
(iii) To Seawater	Nil	Nil
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties	Nil	Nil
- No treatment		
- With treatment – please specify level of treatment		
(v) Others	Nil	Nil
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)	Nil	Nil

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.

Not Applicable

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

Parameter	Please specify unit in	FY 2025-2026 (Current Financial Year)	FY 2024-2025 (Previous Financial Year)
NOx	tonnes	-	-
SOx		-	-
Particulate matter (PM)		-	-
Persistent organic pollutants (POP)		-	-
Volatile organic compounds (VOC)		-	-
Hazardous air pollutants (HAP)		-	-
Others – please specify		0	71.5

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

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

Parameter	Unit	FY 2025-2026 (Current Financial Year)	FY 2024-2025 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tonnes of CO ₂ equivalent	28.99	5
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tonnes of CO ₂ equivalent	744.12	556
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	tonnes of CO ₂ equivalent	0.0000001855	0.000000184
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)	tonnes of CO ₂ equivalent	0.00000379	0.000003006
Total Scope 1 and Scope 2 emission intensity in terms of physical output	tonnes of CO ₂ equivalent	-	-
Total Scope 1 and Scope 2 emission intensity as per employee (per employee) – Total Scope 1 and Scope 2 emission / Total Employees	tonnes of CO ₂ equivalent	0.3277	0.227956

Note : This year emissions from company-owned vehicles have also been included under Scope 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

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

Onwards Technologies Limited is committed to reducing its environmental footprint through sustainable energy and mobility initiatives.

- The Company has shifted a significant portion of its electricity consumption to renewable energy sourced through windmills, reducing dependence on conventional energy sources.
- The Company has also provided electric vehicles (EVs) to top management to promote cleaner transportation and reduce fossil fuel consumption.

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

Parameter	FY 2025-2026 (Current Financial Year)	FY 2024-2025 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	0.039	0.03
E-waste (B)	1.136	0.31
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	2.040	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	0	0
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	0.687	0.99
Total (A+B + C + D + E + F + G + H)	3.902	1.33
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.0000000009	0.00000000349
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.0000000191	0.00000000712
Waste intensity in terms of physical output		-
Waste intensity (per employee) – Waste generated/Total Employees	0.001654	0.000540
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	3.176	1.333
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	3.176	1.333
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
Total	0	0

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.

The nature of the business of Onward Technologies Limited does not involve the use of hazardous or toxic chemicals. Whereas, the Company has adopted several wastes management practices in its pan India offices.

- a. It has Implemented an E-waste collection program across its branches throughout India and works with certified E-waste handlers to properly dispose of all the E-Waste.
- b. The Company uses local vendors for the disposal of non-hazardous waste such as paper.
- c. The Company has also reduced paper usage as a part of their digital transformation efforts, and have taken steps to eliminate single-use plastics in their offices by providing insulated bottles for their employees to use.
- d. Dry and wet waste segregation process initiated.

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 operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
NA			

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
NA					

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

Yes

Leadership Indicators

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

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

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

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

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

Parameter	Unit	FY 2025-2026 (Current Financial Year)	FY 2024-2025 (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)	tonnes of CO ₂ equivalent	84.21	-
Total Scope 3 emissions per rupee of turnover	tonnes of CO ₂ equivalent	0.0000000202	-
Total Scope 3 emission intensity (per employee) – Total Scope 3 emissions/ Total Employees	tonnes of CO ₂ equivalent	0.0357	-

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:

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Wind Power-Based Electricity Generation	Renewable energy sourced through wind power for operational electricity consumption, reducing dependence on conventional grid electricity.	Reduction in grid electricity consumption by 147,212 kWh and corresponding reduction in carbon emissions
2	Transition to Electric Vehicles (EVs)	Electric vehicles introduced for senior management transportation in place of conventional fuel-based vehicles.	This transition resulted in a 54.75% reduction in GHG emissions compared to the emissions that would have been generated by equivalent petrol-operated vehicles.

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

Yes. Onward Technologies Limited has established Business Continuity Plan (BCP) arrangements in line with client requirements to ensure uninterrupted operations during disruptions. Critical and key employees are enabled with necessary infrastructure, including laptops, to support remote working. The Company maintains defined BCP and Disaster Recovery processes covering key scenarios, stakeholder coordination, and contact details. Periodic BCP drills are conducted, and outcomes are documented and shared with relevant teams for continuous improvement. The BCP framework is reviewed periodically to ensure updated information and operational readiness.

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.

Onward Technologies Limited is a software outsourcing company and, given the nature of its business activities, no significant adverse environmental impacts arising from its value chain have been identified. The Company nevertheless promotes sustainable and environmentally responsible practices among its vendors and business partners.

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

Nil

8. How many Green Credits have been generated or procured:

- a. The Company is currently not participating in the Green Credit Programme and, accordingly, has not generated or procured any Green Credits during the reporting period.

PRINCIPLE 7 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.*

Three

- 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	National Association of Software and Service Companies (NASSCOM)	National
2	The IndUS Entrepreneurs (TiE), Mumbai	National
3	Indian Merchant Chambers (IMC)	National

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

Name of authority	Brief of the case	Corrective action taken
NA		

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	Policy on Material Subsidiary	-	Yes	Others - as and when regulation amends	www.onwardgroup.com/investors
2	Policy on Related Party Transaction	-	Yes	Others - as and when regulation amends	www.onwardgroup.com/investors
3	Policy on Determination of Materiality for Disclosures	-	Yes	Others - as and when regulation amends	www.onwardgroup.com/investors
4	Dividend Distribution Policy	-	Yes	Others - as and when regulation amends	www.onwardgroup.com/investors
5	Whistleblower Policy	-	Yes	Others - as and when regulation amends	www.onwardgroup.com/investors
6	Policy on Archival of Documents	-	Yes	Others - as and when regulation amends	www.onwardgroup.com/investors
7	Policy on Appointment of Directors and Board Diversity	-	Yes	Others - as and when regulation amends	www.onwardgroup.com/investors
8	Corporate Social Responsibility Policy	-	Yes	Others - as and when regulation amends	www.onwardgroup.com/investors

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
9	Policy Relating to Remuneration of Directors, Key Managerial Personnel and Other Employees	-	Yes	Others - as and when regulation amends	www.onwardgroup.com/investors
10	Insider Trading Policy	-	Yes	Others - as and when regulation amends	www.onwardgroup.com/investors
11	Familiarization Program of Independent Director	-	Yes	Others - as and when regulation amends	www.onwardgroup.com/investors
12	Criteria for Appointment of Independent Director	-	Yes	Others - as and when regulation amends	www.onwardgroup.com/investors
13	Risk Management Policy	-	Yes	Others - as and when regulation amends	www.onwardgroup.com/investors
14	Prevention of Sexual Harassment Policy	-	Yes	Others - as and when regulation amends	www.onwardgroup.com/investors
15	Business Ethics & Code of Conduct Policy	-	Yes	Others - as and when regulation amends	www.onwardgroup.com/investors
16	Human Rights Policy	-	Yes	Others - as and when regulation amends	www.onwardgroup.com/investors
17	Anti-Bribery Policy	-	Yes	Others - as and when regulation amends	www.onwardgroup.com/investors

PRINCIPLE 8 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.*

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
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NA. As Onward Technologies Limited operates primarily from offices located in multi-tenanted IT/business parks, the Company does not undertake independent social impact assessment projects.

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 INR)
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NA

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

Onward Technologies Limited gives high importance to community concerns and provides accessible grievance redressal mechanisms. The Whistleblower Policy covers all internal and external stakeholders across its entities and geographies.

Community members can report concerns directly to the Vigilance and Ethics Officer at compliance@onwardgroup.com or whistleblower@onwardgroup.com.

All grievances are reviewed by the Audit Committee, which is responsible for their investigation and resolution within a period of 90 days, with provision for extension where required. The Company also takes necessary corrective actions to address identified issues effectively.

Whistleblower Policy: www.onwardgroup.com/Investors

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

	FY 2025-2026 Current Financial Year	FY 2024-2025 Previous Financial Year
Directly sourced from MSMEs/small producers	29.02%	46.13%
Directly from within India	99.74%	99.72%

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 2025-2026 Current Financial Year	FY 2024-2025 Previous Financial Year
Rural	0	0
Semi-urban	0	0
Urban	23.40%	57.96%
Metropolitan	76.60%	42.04%

(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
NA	

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

The Company did not undertake any CSR projects in designated Aspirational Districts during the financial year.

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

No. The Company does not currently have a specific preferential procurement policy for suppliers comprising marginalized or vulnerable groups.

NA 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:

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

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

Name of authority	Brief of the Case	Corrective action taken
NA		

5. *Details of beneficiaries of CSR Projects:*

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	SRCC	63 children	30
2.	RA Foundation	6 children	100
3.	Roti Foundation	12500 People	100
4.	Avasara Academy, Pune	356 Students	95
5.	Foundation To Educate Girls Globally	108 girls and women	100
6.	All India Chess Federation for the Blind (AICFB)	206 People	100
7.	Inspire Institute of Sports	1700+	100

PRINCIPLE 9 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.*

Onward Technologies Limited is certified under ISO 9001:2015, demonstrating its commitment to maintaining a robust Quality Management System. The organization has established a well-defined framework to effectively monitor and resolve customer complaints, including conducting comprehensive root cause analyses as part of its standard processes.

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

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

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

	FY 2025-2026 (Current Financial Year)		Remarks	FY 2024-2025 (Previous Financial Year)		Remarks
Data privacy	0	0	No customer complaints received	0	0	No customer complaints received
Advertising	0	0		0	0	
Cyber-security	0	0		0	0	
Delivery of essential services	0	0		0	0	
Restrictive Trade Practices	0	0		0	0	
Unfair Trade Practices	0	0		0	0	
Other	0	0		0	0	

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

	Number	Reasons for recall
Voluntary recalls	Nil	
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.*

Nil

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

Nil

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

a. Number of instances of data breaches

Nil

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

Nil

c. Impact, if any, of the data breaches

Nil

Leadership Indicators

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

www.onwardgroup.com

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

Not Applicable, as the nature of business of the company is Information Technology. The company does not offer any products or services that may pose safety concerns or be subject to misuse

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

Onward Technologies Limited informs its consumers of any risks of disruption/discontinuation of services through frequent status reporting and email.

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)*

Not Applicable