



Redefining Business
Services

July 16, 2025

To: BSE Limited (BSE) Corporate Relationship Department Phiroze Jeejeebhoy Towers, 25th Floor, Dalal Street, Mumbai - 400001	To: National Stock Exchange of India Limited (NSE) Listing Department Exchange Plaza, 5th Floor, Plot No. C/1, G Block, Bandra Kurla Complex, Bandra (East), Mumbai – 400051
BSE Scrip Code: 543996	NSE Code: UDS

Dear Sir/Madam,

Sub: Submission of Business Responsibility and Sustainability Report ("BRSR") of the Company for the Financial Year 2024-25.

Pursuant to Regulation 34(2)(f) of the Securities Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("SEBI Listing Regulations"), we are submitting herewith the BRSR for the Financial Year 2024-25 which is being sent through electronic mode to the Members. The Annual Report along with the BRSR for the Financial Year 2024-25 is also uploaded on the Company's website and can be accessed at www.uds.in.

This is for your information and records.

Yours faithfully,

For Updater Services Limited

Sandhya Saravanan
Company Secretary and Compliance Officer
A66942

Updater Services Limited (earlier Updater Services Pvt Ltd)
1st Floor, No.42, Gandhi Mandapam Road, Kotturpuram, Chennai - 600085
+91 44 2446 3234 | 0333 | sales@uds.in | facility@uds.in | www.uds.in |
CIN L74140TN2003PLC051955

Our Values: happy people | clear purpose | better everyday | do good | balance all

Updater Services Ltd

Business Responsibility and Sustainability Report FY 2024-25



Annexure VIII

Business Responsibility & Sustainability Reporting Format

(Business Responsibility and Sustainability Reporting (BRSR) is the practice of companies disclosing information about their environmental, social and governance (ESG) performance. It goes beyond financial reporting to provide stakeholders with a comprehensive view of a company's non-financial impacts and contributions to sustainable development. BRSR covers topics such as environmental impact, social responsibility and governance practices, aiming to promote transparency and accountability.)

Section A : General Disclosures

I. Details of the listed entity

Sr. No.	Particulars	FY 2024-2025
1	Corporate Identity Number (CIN) of the Listed Entity	L74140TN2003PLC051955
2	Name of the Listed Entity	UPDATER SERVICES LIMITED
3	Year of incorporation	13-11-2003
4	Registered office address	First Floor, No. 42, Gandhi Mandapam Road, Kotturpuram, Chennai - 600 085.
5	Corporate address	First Floor, No. 42, Gandhi Mandapam Road, Kotturpuram, Chennai - 600 085.
6	E-mail	Compliance.officer@uds.in
7	Telephone	+91 98409 63076
8	Website	www.uds.in
9	Financial year for which reporting is being done	2024-25
10	Name of the Stock Exchange(s) where shares are listed	1. BSE Limited (BSE) 2. National Stock Exchange of India Limited (NSE)
11	Paid-up Capital	Rs. 66,95,32,410
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. Sandhya Saravanan Company Secretary and Compliance Officer compliance.officer@uds.in +91 98409 63076
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)	Standalone Basis
14	Name of assurance provider	NA
15	Type of assurance obtained	NA

II. Products / Services

16	Details of business activities (accounting for 90% of the turnover):		
Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Support services to Organizations	Housekeeping & Maintenance Service	100%

17	Products/Services sold by the entity (accounting for 90% of the entity's Turnover):		
Sr. No.	Product/Service	NIC Code	% of Total Turnover Contributed
1	Support Services	82990	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	35	35
International	0	0	0

19	Markets served by the entity:		
a.	Number of locations		
	Locations		Number
	National (No. of States)		26
	International (No. of Countries)		2
b.	What is the contribution of exports as a percentage of the total turnover of the entity?		0.12%
c.	A brief on types of customers		

UDS offers services across a diverse range of following industries, spanning from large corporations to small and medium-sized enterprises seeking specialized solutions tailored to their business needs:

- | | |
|--|------------------------------------|
| 1. Manufacturing / Engineering services | 18. Travel / Tourism / Hospitality |
| 2. BFSI / Insurance | 19. Govt Sector |
| 3. Automobiles/ Auto Ancillary | 20. Hospitality |
| 4. Airports/ Airlines/Ports | 21. Pharmaceuticals |
| 5. Healthcare (including Hospitals) | 22. Electronics |
| 6. IT/ITES | 23. Finance |
| 7. Courier / Logistics / Warehousing | 24. Business Services |
| 8. Retail PSU & Others | 25. BPO |
| 9. Real Estate / Construction / Developers | 26. Chemical Industry |
| 10. Education / Training institutions | 27. Transportation |
| 11. Energy / Oil / Gas | 28. Mining Industry |
| 12. Railways / Metro | 29. Apparel Industry |
| 13. MSP-Managed Service Partner | 30. Communication |
| 14. FMCG | 31. Shipping Industry |
| 15. Media /Entertainment | 32. Mall & Multiplexes |
| 16. Service Provider | 33. Consulting |
| 17. Food/beverages /Agriculture | |

IV. Employees

20 Details at the end of Financial Year

a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total	Male		Female	
		(A)	No. (A)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1	Permanent (D)	51,813	38,953	75.18%	12,860	24.82%
2	Other than Permanent (E)	0	0	0%	0	0%
3	Total employees (D + E)	51,813	38,953	75.18 %	12,860	24.82%
WORKERS						
4	Permanent (F)	0	0	0%	0	0%
5	Other than Permanent (G)	0	0	0%	0	0%
6	Total employees (F + G)	0	0	0%	0	0%
b. Differently abled Employees and workers:						
Sr. No.	Particulars	Total	Male		Female	
		(A)	No. (A)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1	Permanent (D)	2	2	100%	0	0%
2	Other than Permanent (E)	0	0	0%	0	0%
3	Total employees (D + E)	2	2	100%	0	0%
DIFFERENTLY ABLED WORKERS						
4	Permanent (F)	0	0	0%	0	0%
5	Other than Permanent (G)	0	0	0%	0	0%
6	Total employees (F + G)	0	0	0%	0	0%

Note - The company has two categories of employees: Billable and Non-billable. Both categories are included in the total number of permanent employees. The Company has no staff in the 'Workers' category.

21 Participation/Inclusion/Representation of women

Particulars	Total	No. and percentage of Females	
	(A)	No. (B)	% (B / A)
Board of Directors	6	2	33.33%
Key Management Personnel	4	3	75%

22 Turnover rate for permanent employees and worker

Particulars	FY 2024-25			FY 2023-24			FY 2022-23		
	(Turnover rate in current FY)			(Turnover rate in previous FY)			(Turnover rate in previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	74.19%	73.82%	74.10%	85.49%	101.04%	89.50%	82.38%	62.13%	76.48%
Permanent Workers	NA	NA	NA	NA	NA	NA	NA	NA	NA

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

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

Sr. 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	Avon Solutions & Logistics Private Limited	Subsidiary	76.00%	No
2	Denave India Private Limited	Subsidiary	89.57%	No
3	Global Flight Handling Services Private Limited	Subsidiary	83.25%	No
4	Updater Services (UDS) Foundation	Subsidiary	100%	No
5	Matrix Business Services India Private Limited	Subsidiary	100%	No
6	Washroom Hygiene Concepts Private Limited	Subsidiary	100%	No
7	Wynwy Technologies Private Limited	Subsidiary	100%	No
8	Fusion Foods & Catering Private Limited	Subsidiary	100%	No
9	Athena BPO Private Limited	Subsidiary	73.50%	No

VI. CSR Details

24 (i) Whether CSR is applicable as per section 135 of Companies Act,2013: (Yes/No)	Yes
a. Turnover (in Rs.)	15,91,72,90,000
b. Net worth (in Rs.)	8,53,34,90,000

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)*	FY 2024-25			FY 2023-24		
		Current Financial Year			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	0	0	NA	0	0	NA
Investors (other than shareholders)	Yes	0	0	NA	0	0	NA
Shareholders	Yes	0	0	NA	22	0	NA
Employees and workers	Yes	0	0	NA	0	0	NA
Customers	Yes	91	8	NA	124	10	NA
Value Chain Partners	Yes	0	0	NA	0	0	NA
Other (please specify)	NA	NA	NA	NA	NA	NA	NA

***Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)**

Stakeholder group from whom complaint is received	Web Link for Grievance Policy
Communities	https://www.uds.in/webroot/media/relatedlinkfiles/bsrd-policy-file-1627.pdf
Investors (other than areholders)	https://www.uds.in/webroot/media/relatedlinkfiles/bsrd-policy-file-1627.pdf
Shareholders	https://www.uds.in/webroot/media/relatedlinkfiles/bsrd-policy-file-1627.pdf
Employees and workers	https://www.uds.in/webroot/media/relatedlinkfiles/bsrd-policy-file-1627.pdf
Customers	https://www.uds.in/webroot/media/relatedlinkfiles/bsrd-policy-file-1627.pdf
Value Chain Partners	https://www.uds.in/webroot/media/relatedlinkfiles/bsrd-policy-file-1627.pdf
Other (please specify)	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

Sr. 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	Climate Change	R	As a service company committed to sustainable practices, UDS' operations have an emphasis on sustainable growth and eco-friendly practices. The company prioritize sustainability and energy efficiency across various service offerings, reflecting the dedication to minimizing the environmental footprint. By acknowledging climate change as a material topic, the company recognize its direct relevance to the business operations and the importance of integrating climate resilience into the strategic planning.	UDS demonstrates its commitment to environmental sustainability through proactive initiatives aimed at reducing its carbon footprint. To support clean energy generation, a 90 kW solar power plant has been shifted from Thoraipakkam office to Saitech Park, Guindy, Chennai and a 47kW plant in Kotturpuram, Chennai utilizing solar energy as a renewable source of electricity. Additionally, automatic electric sensors have been introduced to control lighting and optimize power consumption. These actions reflect UDS's dedication to minimizing fossil fuel dependence and fostering a more sustainable, eco-friendly future.	Negative
2	Diversity and Inclusion	O	An organization's strong commitment to diversity and inclusion fosters a sense of belonging and fairness among employees. Enhancing diversity and inclusion initiatives enables companies to support vulnerable groups, ultimately contributing to a positive reputation.	NA	Positive
3	Regulatory	R	Adhering to regulatory requirements is paramount for corporations, ensuring alignment with legal and ethical boundaries established by government agencies and industry norms. Non-compliance may lead to substantial financial penalties, legal repercussions, and harm to the company's reputation and customer trust.	To proactively mitigate regulatory compliance risks, safeguard its reputation, and uphold operational integrity, UDS conducts regular third-party audits to reinforce internal controls. An external agency has been engaged to carry out these periodic audits, promoting transparency, ethical conduct, and consistent adherence to applicable regulations across the organization.	Negative

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Sr. No.	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 / NA)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b	Has the policy been approved by the Board? (Yes / No / NA)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c	Web Link of the Policies, if available	https://www.uds.in/webroot/media/related/linkfiles/bsrd-policy-file-1627.pdf	https://www.uds.in/webroot/media/related/linkfiles/bsrd-policy-file-1627.pdf	https://www.uds.in/webroot/media/related/linkfiles/bsrd-policy-file-1627.pdf	https://www.uds.in/webroot/media/related/linkfiles/bsrd-policy-file-1627.pdf	https://www.uds.in/webroot/media/related/linkfiles/bsrd-policy-file-1627.pdf	https://www.uds.in/webroot/media/related/linkfiles/bsrd-policy-file-1627.pdf	https://www.uds.in/webroot/media/related/linkfiles/bsrd-policy-file-1627.pdf	https://www.uds.in/webroot/media/related/linkfiles/bsrd-policy-file-1627.pdf	https://www.uds.in/webroot/media/related/linkfiles/bsrd-policy-file-1627.pdf
2	Whether the entity has translated the policy into procedures. (Yes / No/ NA)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3	Do the enlisted policies extend to your value chain partners? (Yes / No / NA)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
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.	ISO 55001:2015	ISO 41001:2018	1. ISO 45001:2018 2. SA 8000	-	SA 8000	1. ISO 14001:2015 2. ISO 50001:2018	-	-	1. ISO 41001:2018 2. ISO 9001:2015 3.ISO 27001:2022
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	NA	NA	NA	NA	NA	Short term reduction in carbon emission by 2030 And long term reduction in carbon emission by 2040	NA	NA	NA
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	NA	NA	NA	NA	NA	we are in process of working towards the 2030 and 2040 targets	NA	NA	NA

Governance, leadership and oversight

	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)		
7	We are firmly committed to building a sustainable and environmentally responsible future. As our business grows, we continuously work to embed sustainability into all facets of our operations. Our priorities include minimizing our environmental impact, improving resource efficiency, and promoting eco-friendly practices throughout our value chain.		
	By investing in innovative technologies and sustainability-driven initiatives, we aim to achieve long-term growth that delivers value not just to our business, but also to the environment and society. Our vision for a better tomorrow is grounded in responsible and sustainable development.		
	We also emphasize social responsibility in how we operate and expand. Our ESG Committee ensures that our business practices align with the principles of the National Guidelines on Responsible Business Conduct (NGRBC), reflecting our strong commitment to ethical and inclusive growth.		
	As part of our environmental efforts, UDS has installed a 90KW solar power system in Thoraipakkam was shifted to SaiTech Park, Guindy, Chennai and a 47 KW system in Kotturpuram, harnessing solar energy to generate clean electricity and reduce our dependence on conventional power sources.		
	Mr. Raghunandana Tangirala Chairman & Managing Director		
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).		
	Mr. Raghunandana Tangirala Chairman & Managing Director		
9	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No/ NA).		Yes
	If yes, please provide details		
	The Committee was constituted on March 28, 2024:		
	Name of the Member	Designation	DIN / PAN
	Mr. Raghunandana Tangirala	Managing Director	00628914
	Ms. Radha Ramanujan	Group CFO	AFVPR4571D
	Mr. C R Saravanan	COO	APCPS5811C
		Category	
		Chairman	
		Member	
		Member	

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								
		P1	P2	P3	P4	P5	P6	P7	P8	P9
a.	Performance against above policies and follow up action	Committee of the Board	Committee of the Board	Committee of the Board Yes	Committee of the Board	Committee of the Board	Committee of the Board	Committee of the Board	Committee of the Board	Committee of the Board
b.	Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	Committee of the Board	Committee of the Board	Committee of the Board Yes	Committee of the Board	Committee of the Board	Committee of the Board	Committee of the Board	Committee of the Board	Committee of the Board

	Subject for Review	Frequency (Annually / Half yearly / Quarterly / Any other-please specify)								
		P1	P2	P3	P4	P5	P6	P7	P8	P9
a.	Performance against above policies and follow up action	Annually	Annually	Annually	Annually	Annually	Annually	Annually	Annually	Annually
b.	Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	Annually	Annually	Annually	Annually	Annually	Annually	Annually	Annually	Annually
11	Has the entity carried out independent assessment/evaluation of the working of its policies by an external agency? (Yes/No).	Yes	Yes	Yes	No	Yes	Yes	No	No	Yes
	If yes, provide name of the agency.	BSI	BSI	Intertek BSI	-	BSI	Intertek BSI	-	-	BSI Intertek CERTV ALUE

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

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

Section C: Principle Wise Performance Disclosure

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

(This principle focuses on the importance of ethical conduct and transparency in business operations. Companies should follow ethical business practices and adhere to high standards of integrity. They should also be transparent about their activities, operations, and financial reporting, as well as be accountable for their actions)

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 awareness programmes
Board of Directors	4	1. An overview of the business 2. Regulatory updates 3. Innovative business ideas 4. Corporate Governance 5. Internal audit	50%
Key Managerial Personnel	4	1. Regulatory Updates 2. Corporate Governance 3. ESG 4. Values Orientation	25%
Employees other than BOD and KMPs	124	1. UDS Induction 2. Benefits of ESIC & PF 3. Safety first, Personal Safety, Chemical Safety, Machine Safety, fire Safety, Road Safety & Environmental Safety, Restroom cleaning procedures, 4. Carpet Shampooing, Floor scrubbing, Cafeteria cleaning & On the Job trainings 5. Awareness program – POSH (Prevention of sexual harassment at workplace), Executive training program & Supervisor development program.	64.08%
Workers	NA	NA	NA

2. Details of fines / penalties / punishment / award / compounding fees / settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators / law enforcement agencies / judicial institutions, in the financial year, in the following format.

Monetary					
Particular	NGRBC Principle	Name of the regulatory / enforcement agencies / judicial institutions	Amount (In INR) (For Monetary Cases only)	Brief of the Case	Has an appeal been preferred? (Yes / No)
Penalty / Fine	3,5	Office of Judicial Magistrate First Class (Traffic Court - III) – Bengaluru	3,000	Under Section 24 of the Contract Labour Regulation and Abolition, Act 1970, Challan raised for payment of Rs. 3000/- as Complaint filed for non - compliance of the provisions of The Contract Labour and Regulation and Abolition Act.	No

Penalty / Fine	3,5	Labour Court, Ahmedabad	2,000	Under Section 27 (1) of The Payment of Bonus Act, 1965, Challan raised for payment of Rs. 2000/- as Complaint filed for non - compliance of the provisions of The Payment of Bonus Act, 1965. Case closed on 14.12.2024.	No
Penalty / Fine	3,5	Office of Judicial Magistrate First Class, Court No.4, Belapur, Maharashtra	9,000	Under rule 81(1)(i), 81(2), 25(2) (viii), 79, 75, 78(1)(a)(iii), 78(1) (a)(ii), 78(1)(a)(i), 78(1)(b) r/w. Section 24 of the Contract Labour Regulation and Abolition, Act 1970, Challan raised for payment of Rs. 9000/- as Complaint filed for non-compliance of the provisions of The Contract Labour and Regulation and Abolition Act.	No
Settlement	NA	NA	NA	NA	NA
Compounding fee	NA	NA	NA	NA	NA
Non-Monetary					
Particular	NGRBC Principle	Name of the regulatory / enforcement agencies / judicial institutions	Amount (In INR) (For Monetary Cases only)	Brief of the Case	Has an appeal been preferred? (Yes / No)
Imprisonment	NA	NA	NA	NA	NA
Punishment	NA	NA	NA	NA	NA

3. Of the instances disclosed in Question 2 above, details of the Appeal / Revision preferred in cases where monetary or non - monetary action has been appealed.

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
NA	NA

4. Does the entity have anti-corruption or anti-bribery policy? (Yes / No)

If yes, provide details in brief	Yes
This policy strictly prohibits the giving or receiving of gifts, bribes, or any form of improper payments. Any failure to adhere to this ethical standard may result in disciplinary actions, including potential termination of employment. Directors and Senior Management Personnel are prohibited from offering, accepting, or making any illegal payments, gifts, donations, or similar benefits - whether directly or indirectly - aimed at securing business or gaining unfair advantages in the course of conducting business.	
If yes, provide a web link to the policy, if available - Web link anti-corruption or anti bribery policy is place	
https://www.uds.in/webroot/media/relatedlinkfiles/bsrd-policy-file-1627.pd	

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

Particular	FY 2024 - 25	FY 2023 - 24
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	NA	NA

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

Case Details	FY 2024 - 25		FY 2023 - 24	
	Number	Remark	Number	Remark
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	NA	0	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	NA	0	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.

No such incident of corruption and conflict of interest has taken place.

8. Number of days of accounts payables in the following format:

Particular	FY 2024 - 25	FY 2023 - 24
Number of days of accounts payables	71	72

Note - The company has revised its calculation methodology to better align with best practices, resulting in an updated figure for the prior year.

9. Open-ness of business

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

Parameter	Metrics	FY 2024 - 25	FY 2023 - 24
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	0%	0%
	b. Number of trading houses where purchases are made from	0	0
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	0%	0%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	0%	0%
	b. Number of dealers / distributors to whom sales are made	0	0
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	0%	0%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	4.12%	3.27%
	b. Sales (Sales to related parties / Total Sales)	0.79%	0.62%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	88.47%	79.11%
	d. Investments	91.58%	100%

Note - The company has revised its calculation methodology to better align with best practices, resulting in an updated figure for the prior year.

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	Percentage of value chain partners covered (by value of business done with such partners) under the awareness programmes
71	General safety awareness, Electrical safety, PPR awareness, Unsafe act/Unsafe condition, Fire safety, chemical safety, Height work safety, Manual and material handling, Forklift safety, Behaviour Based safety.	85%

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

Yes

If yes, provide details of the same.

Effectively managing conflicts of interest is essential to uphold the integrity and trust of the organization. Board members should avoid engaging in any transaction or activity, whether directly or indirectly, that could influence their actions in a way that conflicts with the best interests of the Company. Each Director and Senior Management Personnel is required to fully disclose any potential transactions that may lead to a real or perceived conflict of interest with the Company and must seek the Board's approval before proceeding with such transactions.

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

(This principle highlights the importance of sustainable and safe production practices. Companies should strive to minimize the environmental impact of their activities and ensure that their products and services are safe for consumers and the environment.)

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.

Sr. No.	Particular	FY 2024-25	FY 2023-24	Details of improvements in environmental and social impacts
1	R&D	0%	0%	NA
2	Capex	0%	1.97%	NA

2 a. Does the entity have procedures in place for sustainable sourcing? (Yes / No)	No
b. If yes, what percentage of inputs were sourced sustainably?	NA

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)	NA
(b)	E-waste	NA
(c)	Hazardous waste	NA
(d)	Other waste	NA

Note - As UDS provides support services and not dealing in sale of products, process in place to safely reclaim the product is not applicable to the Company.

4a. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No)	No
b.	If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards?
	NA
c.	If not, provide steps taken to address the same
	NA

PRINCIPLE 3: Businesses should respect and promote the well-being of all employees, including those in their value chains.

(This principle emphasizes the importance of employee well-being. Companies should provide safe and healthy working conditions, fair wages, and opportunities for career development to all employees in their value chains, including suppliers, contractors, and temporary workers.)

Essential Indicators

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

% of employees covered by											
Category	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	38,953	38,953	100%	38,953	100%	0	0%	0	0%	0	0%
Female	12,860	12,860	100%	12,860	100%	12,860	100%	0	0%	0	0%
Total	51,813	51,813	100%	51,813	100%	12,860	100%	0	0%	0	0%
Other than permanent employees											
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

1b. Details of measures for the well-being of workers:

% of employees covered by											
Category	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	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Other than permanent employees											
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

1c. Details of measures for the well-being of workers:

FY 2024-25

FY 2023-24

Cost incurred on well-being measures as a % of total revenue of the company

0.10%

0.08%

Note - The company has revised its calculation methodology to better align with best practices, resulting in an updated figure for the prior year.

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

Benefits	FY 2024-25			FY 2023-24		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	NA	Yes	100%	NA	Yes
Gratuity	100%	NA	Yes	100%	NA	Yes
ESI	79.63%	NA	Yes	80.72%	NA	Yes
Others- (GTLI)	1.73%	NA	Yes	1.56%	NA	Yes

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?	Yes
If not, whether any steps are being taken by the entity in this regard.	
NA	

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016?	Yes
If so, provide a web-link to the policy.	https://www.uds.in/webroot/media/relatedlinkfiles/bsrd-policy-file-1627.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	0%	0%	NA	NA
Female	100%	25%	NA	NA
Total	100%	25%	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.

Category	Yes/No	If yes, then give details of the mechanism in brief
Permanent Workers	NA	NA
Other than Permanent Workers	NA	NA
Permanent Employees	Yes	<p>M/s. Updater Services Ltd has established a grievance redressal mechanism to address employee concerns related to issues such as victimization, attendance, salary, promotions, and harassment.</p> <p>Employees with grievances should first communicate their issue verbally or in writing to the designated officer responsible for handling such matters. The officer is required to respond within forty-eight hours of receiving the grievance.</p> <p>If the employee is dissatisfied with the response or does not receive a reply within the 48-hour timeframe, they may escalate the matter to the departmental head assigned for this purpose. The departmental head must respond within three days of receiving the grievance.</p> <p>If the employee is still unsatisfied with the departmental head's decision or does not receive a response within the specified period, they can bring the grievance to the Grievance Committee. The Committee must provide its recommendations within seven days and report them to the management. The management is then required to communicate its decision to the employee within three days.</p> <p>If the employee remains unsatisfied with the Grievance Committee's decision or does not receive a timely response, they may appeal to the management for a review of the decision. The management will have one week to consider the appeal and notify the employee of the revised decision.</p>
Other than Permanent Employees	NA	NA

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

Category	FY 2024-25			FY 2023-24		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent employees	51,813	0	0%	47,523	0	0%
Male	38,953	0	0%	35,797	0	0%
Female	12,860	0	0%	11,726	0	0%
Total Permanent workers	NA	NA	NA	NA	NA	NA
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA

8. Details of training given to employees and workers:

Category	FY 2024-25					FY 2023-24				
	Total (A)	On Health and Safety Measures		On Skill Upgradation		Total (D)	On Health and Safety Measures		On Skill Upgradation	
		Number (B)	% (B / A)	Number (C)	% (C / A)		Number (E)	% (E / D)	Number (F)	% (C / D)
Employees										
Male	38,953	35,059	90%	25,320	65%	35,797	32,217	90%	21,478	60%
Female	12,860	11,575	90%	8,359	65%	11,726	10,553	90%	7,036	60%
Total	51,813	46,634	90%	33,679	65%	47,523	42,770	90%	28,514	60%
Workers										
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B / A)	Total (D)	No. (E)	% (E / D)
Employees						
Male	38,953	38,953	100%	35,797	35,797	100%
Female	12,860	12,860	100%	11,726	11,726	100%
Total	51,813	51,813	100%	47,523	47,523	100%
Workers						
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA

10. Health and safety management system

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No)	Yes
If yes, the Coverage such systems?	
1. Site supervision - Site supervision entails monitoring work activities to ensure adherence to safety standards, regulations, and industry best practices. 2. On-the-job training - On-the-job training includes instruction on job-specific tasks, equipment usage, emergency protocols, and hazard recognition, ensuring employees are well-versed in safety practices. 3. Toolbox talks - Toolbox talks are concise safety discussions conducted on-site, focusing on specific safety issues related to the tasks or tools in use.	

b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	
Regular inspections are conducted to detect hazards, evaluate compliance, and ensure safety standards are maintained, while periodic audits are performed for a detailed evaluation of the safety management system.	
c. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	Yes
d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)	Yes

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

Safety Incident/Number	Category*	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	5.38	5.65
	Workers	0	0
Total recordable work-related injuries	Employees	24	28
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High-consequence work-related injury or ill health (excluding fatalities)	Employees	24	28
	Workers	0	0

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

- 1. Provision of Personal Protective Equipment (PPEs):** Supplying helmets, gloves, and safety glasses based on job-specific risks to protect workers from potential workplace hazards.
- 2. Implementation of SOPs at Client Workplaces:** Partnering with clients to create and enforce Standard Operating Procedures (SOPs) that define safe work practices, emergency protocols, and risk reduction strategies.
- 3. Work Permits:** Requiring workers to obtain the necessary permits before engaging in high-risk activities to ensure adherence to safety regulations.

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

Particulars	FY 2024-25			FY 2023-24		
	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	0	0	NA	0	0	NA
Health & Safety	0	0	NA	0	0	NA

14. Assessment for the year:

Particulars	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	90%
Working Conditions	90%

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.

Safety measures include conducting risk assessments based on Standard Operating Procedures (SOPs) and Work Instructions (WIs) at each site. UDS also complies with the specific SOPs, WIs, and checklists of our clients. Incident information is carefully documented in the site incident register, and corrective actions are discussed during monthly safety meetings. UDS prioritizes transparency and continuous improvement in all safety practices.

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of

(A) Employees (Y/N)	Yes
(B) Workers (Y/N)	Yes

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

Ensuring that remittance challans are obtained from Value Chain Partners as proof of statutory dues paid to the relevant authorities. For example, Dynamics Pest Control Services, which handles some of the Pest Control activities, consistently submits such challans along with their invoices.

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 / NA)

Yes

5. Details on assessment of value chain partners:

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	90%
Working Conditions	75%

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.

Feedback from Client/Trainer/Participants have been considered year wise topic matters for continual improvement process as well as opportunities and improvements.

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders.

(This principle highlights the importance of stakeholder engagement. Companies should consider the interests and perspectives of all stakeholders, including shareholders, employees, customers, suppliers, and the communities in which they operate. They should also be responsive to stakeholder concerns and feedback.)

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

UDS acknowledges the importance of identifying stakeholders across all its operations. This careful process involves evaluating every aspect of the business to pinpoint key stakeholders, such as employees, customers, shareholders, suppliers, vendors, government bodies, and regulatory authorities. The impact of our business activities on local communities is also taken into account, recognizing them as vital stakeholders. By understanding their needs and concerns, UDS actively addresses expectations, mitigates risks, and nurtures long-term relationships essential to our success. The stakeholder identification process is continuous, ensuring we remain responsive to changing stakeholder needs.

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	Channels of communication (Email, SMS, Newspaper, others- Please specify)	Frequency of engagement (Annually, Half-yearly, Quarterly, others- Please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	Meetings	Others - As and when required	Basic amenities for Migrant workers
Investors / Shareholders	No	1. Website 2. Email 3. SMS 4. Newspapers	Annually	As per the requirement of SEBI (LODR) regulations 2015, the Company has a functional website and has all the required details in Investor Relations Page. Further communicating the Meeting intimation through Newspaper, Email and SMS
Government and Regulatory Authorities	No	Website	Others- As and when required	Compliance and other reports of statutory/legal requirements.
Suppliers / Value Chain Partners	No	1. Supplier / Partner meetings 2. Calls 3. Workshops	Others- As and when required	Measures for capacity growth and quality enhancement, as well as to talk about their goals and objectives, company strategies,
Community	Yes	CSR activities	Others- As and when required	Putting community projects into action and assisting them in raising their level of living. Further using our CSR actions to create an effect on society
Customers	No	1. Website 2. E-mail 3. Social media	Others- As and when required	To address all concerns the client may have.

PRINCIPLE 5: Businesses should respect and promote human rights.

(This principle focuses on the importance of human rights. Companies should respect and promote human rights, including the rights to freedom of expression, association, and privacy. They should also prevent and address human rights violations in their operations and value chains.)

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**

Benefits	FY 2024-25			FY 2023-24		
	Total (A)	No. of employees/ workers covered (B)	Employees % (B / A)	Total (C)	No. of employees/ workers covered (D)	% (C / D)
Employees						
Permanent	51,813	51,813	100%	47,523	47,523	100%
Other than permanent	0	0	0%	0	0	0%
Total Employees	51,813	51,813	100%	47,523	47,523	100%
Workers						
Permanent	NA	NA	NA	NA	NA	NA
Other than permanent	NA	NA	NA	NA	NA	NA
Total Employees	NA	NA	NA	NA	NA	NA

2. Details of minimum wages paid to employees and workers

Category	FY 2024-25					FY 2023-24				
	Total (A)	On Health and Safety Measures		On Skill Upgradation		Total (D)	On Health and Safety Measures		On Skill Upgradation	
		Number (B)	% (B / A)	Number (C)	% (C / A)		Number (E)	% (E / D)	Number (F)	% (F / D)
Employees Permanent										
Male	38,953	0	0%	38,953	100%	35,797	0	0%	35,797	100%
Female	12,860	0	0%	12,860	100%	11,726	0	0%	11,726	100%
Total	51,813	0	0%	51,813	100%	47,523	0	0%	47,523	100%
Other than Permanent										
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Workers Permanent										
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Other than Permanent										
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

3. Details of remuneration/salary/wages

a. Median remuneration / wages:

Particular	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BOD)	1	1,92,00,000	0	0
Key Managerial Personnel	1	1,92,00,000	2	82,84,500
Employees other than BOD and KMP	38,953	2,08,896	12,860	1,81,284
Workers	NA	NA	NA	NA

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

Particulars	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages	21.53%	20.57%

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, we have committee for addressing human rights impacts/issues caused or contributed to by the business.

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

M/s. Updater Services Ltd has established a system for addressing employee grievances related to employment issues such as victimization, attendance, salary, promotions, and harassment.

An employee with a grievance should first submit it, either verbally or in writing, to the designated officer assigned by management to handle such matters. The officer must respond to the grievance within forty-eight hours of receipt.

If the employee is dissatisfied with the response or does not receive one within 48 hours, they may escalate the issue to the departmental head assigned to address such concerns. The departmental head is required to provide a response within three days.

If the employee remains unsatisfied with the decision from the departmental head or does not receive a response within the specified time, they can bring the grievance before the Grievance Committee. The Committee must provide its recommendations within seven days and report these to management. Management is then required to communicate its decision to the employee within three days.

If the employee is still not satisfied with the Grievance Committee's decision or has not received a response, they can appeal to management for a revision of the decision. Management will have one week to review the appeal and inform the employee of the revised decision.

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

Particulars	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	NA	0	0	NA
Discrimination at workplace	0	0	NA	0	0	NA
Child Labour	0	0	NA	0	0	NA
Forced Labour / Involuntary Labour	0	0	NA	0	0	NA
Wages	0	0	NA	0	0	NA
Other human rights related issues	0	0	NA	0	0	NA

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

Particulars	FY 2024-25	FY 2023-24
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0%	0%
Complaints on POSH upheld	0	0

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

To safeguard complainants in cases of discrimination and harassment, the company ensures confidentiality, fairness, equality, and impartiality, maintaining an unbiased approach and treating all individuals with respect. The company has a comprehensive Sexual Harassment Policy and an Internal Committee that outlines the procedures for addressing and resolving workplace harassment issues.

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

Yes

10. Assessments for the year:

Name of the Assessment	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	0%
Forced / involuntary labour	0%
Sexual harassment	0%
Discrimination at workplace	0%
Wages	90%
Others – please specify	0%

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

While inspection, all the required statutory documents and licenses are produced. Those documents which are not submitted at times of inspection, submitted to the labour department officials and the inspection notice is closed.

Leadership Indicators

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

At times of complaints/grievances are proved, UDS will take stringent action against the wrongdoer and modify the process/method of operating functions

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

By conducting periodical grievance meetings, UDS intends to respect human rights throughout its operations, including when there are changes in its operations or operating contexts

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/No)

Yes

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

(This principle emphasizes the importance of environmental stewardship. Companies should minimize their impact on the environment, conserve natural resources, and promote environmental sustainability. They should also take steps to restore and rehabilitate degraded ecosystems.)

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

Parameter	FY 2024-25 (in Giga Joules)	FY 2023-24 (in Giga Joules)
From renewable sources		
Total electricity consumption (A)	1,288.80	439.78
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	1,288.80	439.78
From non-renewable sources		
Total electricity consumption (D)	3,131.28	1,288.80
Total fuel consumption (E)	6,011.75	7,724.78
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	9,143.03	9,013.58
Total energy consumed (A+B+C+D+E+F)	10,431.83	9,453.36
Energy intensity per rupee of turnover [Total energy consumed (in GJ) / Revenue from operations (in rupees)]	0.00000066	0.00000065
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) [Total energy consumed (in GJ)/ Revenue from operations in rupees adjusted for PPP]	0.000014	0.000013
Energy intensity in terms of physical output [Total energy consumed (in GJ) / Full Time Equivalent (FTE)]	0.20	0.20
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?	No	
If yes, name of the external agency.	NA	

Note - The revenue from operations has been adjusted for Purchasing Power Parity (PPP) using the latest PPP conversion factor published by the International Monetary Fund (IMF) for India for the year 2025, which is 20.66.

The company has revised its calculation methodology to better align with best practices, resulting in an updated figure for the prior year.

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? (Yes/No)

No

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.

NA

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

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	46,000	40,898
(iv) Seawater / desalinated water	0	0
(v) Others – <Rainwater>	0	5,556
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	46,000	46,454
Total volume of water consumption (in kilolitres)	46,000	46,454
Water intensity per rupee of turnover [Total water consumption (in KL) / Revenue from operations (in rupees)]	0.0000029	0.0000033
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) [Total water consumption (in KL) / Revenue from operations in rupees adjusted for PPP]	0.000060	0.000075
Water intensity in terms of physical output [Total energy consumed (in GJ) / Full Time Equivalent (FTE)]	0.89	0.98
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?	No	
If yes, name of the external agency.	NA	

4. Provide the following details related to water discharged:

Parameter	FY 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
No treatment	0	0
With treatment – please specify level of treatment	0	0
(ii) To Groundwater		
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iii) To Seawater		
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties		
No treatment	46,000	46,454
With treatment – please specify level of treatment	0	0
(v) Others		
No treatment	0	0
With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	46,000	46,454
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)	No	
If yes, name of the external agency.	NA	

5. Has the entity implemented a mechanism for Zero Liquid Discharge?

No

If yes, provide details of its coverage and implementation.

NA

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

Parameter	Please specify unit	FY 2024-25	FY 2023-24
NOx	µg/m3	15.1	21.75
SOx	µg/m3	7.2	9.85
Particulate matter (PM)	µg/m3	18.5	27.40
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please specify	-	-	-
DG STACKING - NO2	mg/Nm3	215	190.00
DG STACKING - SO2	mg/Nm3	18	11.00
DG STACKING - PM	mg/Nm3	19.2	18.70
Note: Indicate if any independent assessment / evaluation /assurance has been carried out by an external agency? (Y/N)			Yes
If yes, name of the external agency.		Chennai testing laboratory Pvt Ltd	

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

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	427.84	465.62
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	632.34	256.33
Total Scope 1 and Scope 2 emissions per rupee of turnover	[Total Scope 1 and Scope 2 GHG emissions (in MTCO2e)/ Revenue from operations (in rupees)]	0.000000067	0.000000050
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(in MTCO2e) / Revenue from operations in rupees adjusted for PPP]	0.0000014	0.0000010
Total Scope 1 and Scope 2 emission intensity in terms of physical output	[Total Scope 1 and Scope 2 GHG emissions(in MTCO2e) / Full Time Equivalent]	0.020	0.015
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)			No
If yes, name of the external agency.		NA	

Note - Source of emission factors used - EPA's GHG Emission Factors Hub, CEA's CDM - CO2 Baseline Database User Guide Version 20 has been used for the purpose of GHG Emissions calculations.

The company has revised its calculation methodology to better align with best practices, resulting in an updated figure for the prior year.

8. Does the entity have any project related to reducing Green House Gas emission? (Yes/ No)	Yes
If yes, then provide details.	
1. To reduce our carbon footprint, we have installed a 90 kW solar power plant in Thoraipakkam and a 47 kW solar power plant in Kotturpuram, harnessing the abundant sunlight to generate clean electricity. 2. Automatic electric sensors for electric lights have been installed to reduce power consumption, contributing to reduction in scope – 2 emissions.	

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

Parameter	FY 2024-25	FY 2023-24
Total Waste generated (in metric tonnes)		
Plastic waste (A)	0	0
E-waste (B)	0	0.28
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0	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)	3.2	6.41
Total (A+B + C + D + E + F + G + H)	3.2	6.69
Waste intensity per rupee of turnover [Total waste generated (in MT) / Revenue from operations (in rupees)]	0.00000000020	0.00000000050
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) Total waste generated (in MT) / Revenue from operations in rupees adjusted for PPP	0.00000000042	0.0000000011
Waste intensity in terms of physical output [Total waste generated (in MT) / Full Time Equivalent(FTE)]	0.000062	0.00013
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste	FY 2024-25	FY 2023-24
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	0	0
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste	FY 2024-25	FY 2023-24
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations (Food Waste)	3.2	6.41
Total	3.2	6.41
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)	No	
If yes, name of the external agency.	NA	

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.

Sanitary waste safe disposal is done by the municipal corporation.

Food waste safe disposal is done by an authorised third-party vendor.

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:

Sr. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/clearance are being complied with? (Y/N)	If no, the reasons thereof and corrective action taken, if any.
NA	NA	NA	NA	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	Relevant Web link
NA	NA	NA	NA	NA	NA

13. Is the entity compliant with the applicable environmental law/regulations/ guidelines in India, such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N/NA).

Yes

If not, provide details of all such non-compliances, in the following format:

Specify the law/regulation/ guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
NA	NA	NA	NA

Leadership Indicators

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:

Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative	Corrective action taken, if any
Solar Power Plant	47 kw solar power plant in Kotturpuram and 90 kw solar power plant in Guindy	Reduction in the usage of grid power	NA
Automatic electric sensors	Automatic electric sensors for electric lights have been installed to reduce power consumption	Reduction of power consumption	NA
Automatic sensors	Automatic Water sensors for tapes have been installed to reduce water consumption	Reduction of water consumption	NA

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

(This principle highlights the importance of responsible advocacy. Companies should engage in policy advocacy in a responsible and transparent manner and avoid engaging in activities that could undermine the public interest or the democratic process.)

Essential Indicators

1a. Number of affiliations with trade and industry chambers/ associations.		2
b. List of 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.		
Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State / National / International)
1	Confederation of Indian Industry	National
2	International Facility Management Association	International

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

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

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

(This principle emphasizes the importance of promoting inclusive and equitable economic development. Companies should create economic opportunities for all, including disadvantaged and marginalized groups. They should also contribute to the development of local communities and support social and economic empowerment.)

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	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
NA	NA	NA	NA	NA	NA

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

Sr. 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)
NA	NA	NA	NA	NA	NA	NA

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

Regular meetings offer community members an opportunity to express their concerns, provide feedback, and engage in discussions. Additionally, the community can contact the company through the designated email address, enabling remote communication and overcoming geographical limitations. This creates an efficient grievance redressal system that fosters community well-being and trust.

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

Particular	FY 2024-25	FY 2023-24
Directly sourced from MSMEs / small producers	31%	24.90%
Directly from within India	97%	100%

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

Particular	FY 2024-25	FY 2023-24
Rural	7.45%	7.00%
Semi-urban	8.49%	9.00%
Urban	18.24%	15.00%
Metropolitan	65.82%	69.00%
(Place to be categorized as per RBI Classification System - rural / semi-urban / urban/metropolitan)		

Leadership Indicators

6. Details of beneficiaries of CSR Projects:

Sr. No.	CSR Project	No. of benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	THE ART OF LIVING	250	85%
2	AMENITY LIFELINE EMERGENCY RESPONSE TEAM (ALERT)	553	85%
3	EDUPASSION	92	100%
4	THE CHILD TRUST	3060	80%
5	ANANDAM TRUST	50	100%
6	INDIAN INSTITUTE OF ANIMAL WELFARE	740*	NA
7	INDIANOW FOUNDATION	196	90%
8	VHS	180	90%

***Note : A total of 740 livestock have benefited from this CSR initiative.**

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

(This principle highlights the importance of responsible consumer engagement. Companies should provide safe, high-quality products and services, and ensure that they are marketed and sold ethically and responsibly. They should also be transparent about their products and services and provide consumers with the information they need to make informed choices.)

Essential Indicators

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

Consumer complaints and feedback are managed through emails and face-to-face meetings, ensuring a comprehensive approach to resolving issues. This dual strategy offers both clarity and personalized attention, enhancing overall customer satisfaction.

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

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

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

Particular	FY 2024-25			FY 2023-24		
	Received during the year	Pending resolution at end of year	Remark	Received during the year	Pending resolution at end of year	Remark
Data privacy	0	0	NA	0	0	NA
Advertising	0	0	NA	0	0	NA
Cyber-security	0	0	NA	0	0	NA
Delivery of essential services	0	0	NA	0	0	NA
Restrictive Trade Practices	0	0	NA	0	0	NA
Unfair Trade Practices	0	0	NA	0	0	NA
Other	91	8	NA	124	10	NA

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

Particular	Number	Reason for recall
Voluntary recalls	NA	NA
Forced recalls	NA	NA

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No)	Yes
If available, provide a web link of the policy	https://www.uds.in/webroot/media/relatedlinkfiles/bsrd-policy-file-1627.pdf

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.

NA

7. Provide the following information relating to data breaches

a. Number of instances of data breaches along-with impact	0
b. Percentage of data breaches involving personally identifiable information of customers	0%
c. Impact, if any, of the data breaches	
	NA

Leadership Indicators

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

Website - www.uds.in

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

Yes

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

The company proactively inform consumers about any potential risk of service disruption or discontinuation through both email communication and direct meetings. By promptly sharing relevant information, company ensure transparency and allow consumers to prepare for any changes.

4. b. 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