

ANNEXURE-VIII

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

1	Corporate Identity Number (CIN) of the Listed Entity	L35105TG1998PLC029911
2	Name of the Listed Entity	Likhitha Infrastructure Limited
3	Year of incorporation	1998
4	Registered office address	8-3-323, 9th Floor, Vasavi's MPM Grand, Ameerpet roads, Yellareddy Guda, Hyderabad, Telangana - 500073 India
5	Corporate address	8-3-323, 9th Floor, Vasavi's MPM Grand, Ameerpet roads, Yellareddy Guda, Hyderabad, Telangana - 500073 India
6	E-mail	cs@likhitha.in
7	Telephone	040-23752657
8	Website	www.likhitha.co.in
9	Financial year for which reporting is being done	FY 2024-25
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited National Stock Exchange of India Limited
11	Paid-up Capital	₹19,72,50,000/- divided into 3,94,50,000 fully paid up equity shares of ₹ 5/- each.
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	s. Pallavi Yerragonda Company Secretary and Compliance Officer Tel No: 040-23752657 Email: cs@likhitha.in
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)	The disclosures under this report are made on a Standalone basis.
14	Name of assurance provider	Not Applicable
15	Type of assurance obtained	Not Applicable

0

1	Constructions	Laying of Oil Gas Pipelines and associated facilities	100
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1	Constructions	9953	100
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18. Number of locations where plants and/or operations/offices of the entity are situated

		Number of Offices	
National	17	1	18
International	-	3	3

National (No. of States)	20 States and 2 Union Territories
International (No. of Countries)	3

Nil

The Company is engaged in the business of Cross-Country Pipelines, City Gas Distribution and other associated services. The company's customer base comprises a wide array of corporate entities, encompassing both publicly and privately held corporations. These esteemed organizations rely on our high quality activities to meet their business requirements.

Some of the Public Sector undertakings includes GAIL, HPCL, IOCL, ONGC, BPCL etc. and private sector Corporates are IOAGPL and AGIP etc.

20

a. Employees and workers (including differently abled)

1.	Permanent (D)	481	470	97.70	11	2.30
2.	Other than Permanent (E)	406	406	100	-	-
3.	Total employees (D + E)	887	876	98.76	11	1.24

WORKERS

4.	Permanent (F)	-	-	-	-	-
5.	Other than Permanent (G)	-	-	-	-	-
6.	Total workers (F + G)	-	-	-	-	-

b. Differently abled Employees and workers

1.	Permanent (D)	-	-	-	-	-
2.	Other than Permanent (E)	-	-	-	-	-

3.	Total differently abled employees (D + E)	-	-	-	-	-
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	-	-	-	-	-
5.	Otherthan permanent (G)	-	-	-	-	-
6.	Totaldifferently abled workers (F + G)	-	-	-	-	-

2

Board of Directors	7	3	42.86
Key Management Personnel	4	2	50.00

Note: This includes D and WTD CFO.

22

	2025			2024			2023 (Turnover rate in the Year Prior to the)		
Permanent Employees	26.77	-	26.77	29.78	12.5	29.62	18.46	25.00	18.71
Permanent Workers	-	-	-	-	-	-	-	-	-

Note: A major portion of the employee turnover rate is due to the completion of projects and local employees choosing not to work in other locations.

2

1	CP Likhitha Consortium	Joint Venture	80	No
2	Likhitha HA Arabia Contracting Company (Kingdom of Saudi Arabia)	Subsidiary	60	No

24.

5

20 : Yes

2025 : ₹ 51,221.54 Lakhs

2025 : ₹ 37,362.38 Lakhs



25 Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines

	Grievance Redressal Mechanism inPlace	2024-25			202 -24		
		filed dur-			filed dur-		
Communities	Yes, the Link to the CSR Policy is https://www.likhitha.co.in/img/content/CSR/CSR_Policy.pdf	-	-	-	-	-	-
Investors (other than shareholders)	Yes, a mechanism is in place wherein certain Company representatives and advisors have been identified to understand and address their concerns, if any	-	-	-	-	-	-
Shareholders	Yes, Shareholders can register grievances on SCORES Portal at https://scores.sebi.gov.in/ and on SART ODR Portal at https://smartodr.in/ . Additionally, shareholders can lodge complaints by emailing at cs@likhitha.in or to the Registrar and Share Transfer Agent (RTA) who principally is responsible for managing the shares related affairs by emailing at investor@bigshareonline.com .	-	-	-	-	-	-
Employees and workers	Yes, the Link to the Grievance redressal policy is https://www.likhitha.co.in/img/content/policies/Grievance_Redressal_Policy.pdf and Whistle Blower Policy is https://www.likhitha.co.in/img/content/policies/Whistle_Blower_Policy.pdf	-	-	-	-	-	-

	Grievance Redressal Mechanism inPlace	2024-25			202 -24		
		filed dur-			filed dur-		
Customers	Yes, the Link to the Business Responsibility Policy is https://www.likhitha.co.in/img/content/policies/Business_Responsibility_Policy.pdf	-	-	-	-	-	-
Value Chain Partners	And Code of Business Conduct and Ethics is https://www.likhitha.co.in/img/content/policies/Code_of_Business_Conduct_and_Ethics.pdf	-	-	-	-	-	-
Other (please specify)	-	-	-	-	-	-	-

2

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:

	filed	-	-		-
1	Occupational Health Safety	Risk	Occupational Health and Safety involves safety for not only people but also the work environment. It is important for companies to make their operations safe and prevent any harm to the people and environment. Any mishandling of safety-related parameters can lead to a negative on the health and environment.	To address the risks associated with employee health and safety, the company is implementing the following approach: Safety Training and Education: Providing comprehensive safety training programs to employees to ensure they have the necessary knowledge and skills to perform their tasks safely. This includes regular safety briefings, hazard identification, emergency response training, and to achieve an organizational goal of zero accidents.	Negative

	Identified				
				<p>Safety Equipment and Infrastructure: Investing in appropriate safety equipment, protective gear, and infrastructure to minimize the risk of accidents and injuries. This includes regular maintenance and inspections of machinery and equipment to ensure they are in safe working condition.</p> <p>Risk Assessments and Controls: Conducting regular risk assessments to identify potential hazards and implementing controls to mitigate them. This may involve implementing engineering controls, and establishing safety protocols and procedures.</p> <p>The system is certified as per ISO: 45001:2018 standard</p>	
2	Human Rights and Labour Relations	Risk	One of the fundamental value of the Company is to Respect human rights. Compliance with the human rights laws and regulations is critical for the company. Failing to do so can lead to legal consequences and damage the reputation and brand image of the company.	The company is committed to cultivating an empathetic positive culture. This dedication is reflected in the company's various corporate policies, which include the Whistle Blower Policy, policy on prohibition of Sexual Harassment, Code of Business Conduct and ethics. Furthermore, the company is actively implementing various initiatives to support this culture, such as conducting Training programs to ensure awareness and compliance with company policies, fostering a diverse and inclusive work environment, increasing women's representation in senior leadership positions and promoting their professional growth and advancement.	Negative

	ified	-	-		-
3	Customer Centricity	Opportunity	Customer centricity is important as it drives customer satisfaction, loyalty, and retention. It provides a competitive advantage, increases customer lifetime value, and generates positive marketing. Additionally, customer centricity facilitates customer insights and fosters innovation, enabling companies to stay ahead in a dynamic marketplace.	-	Positive
4	Quality Management	Opportunity	Quality management places the Company in competitive edge in the industry. Quality assurance and timely delivery of the services provides the Company a strong brand image and reputation. The Company has implemented ISO 9001: 2015 across all business verticals.	-	Positive
5	Government Initiatives	Opportunity	The Government of India has taken various initiatives to promote a gas-based economy and reinforce the country's energy infrastructure. Key reforms include the Unified Tariff system under "One Nation, One Grid" and 100% FDI in gas infrastructure, including pipeline projects, LNG terminals, and CGD networks. ₹67,000 crore is allocated for expanding the National Gas infrastructure, including the flagship Urja Ganga project. Additionally, the Green Hydrogen Mission, with a planned investment of ₹17,490 crores till 2030, supports the transition to cleaner fuels.	-	Positive

	Identified				
6	Competition risk	Risk	The Company might face competitive risks from other players in the market depending on the size, nature, and complexity of the project.	Technical and financial qualifications of the Company would be one of the major criteria in determining the eligibility for the project. The Company is constantly enhancing technical and financial aspects along with performance, quality, timely completion of the projects and technical qualifications which provides edge over competitors. Client Satisfaction by completing project on time.	Negative
7	Potential global expansion of the company	Opportunity	We aim to expand our business verticals to reach wide range of geographical areas and the Company is exploring opportunities in the Middle East. Similar countries where there is a significant demand for pipeline infrastructure were considered. To further expand its presence, the Company has registered a Joint Venture in the Kingdom of Saudi Arabia and is expected to elevate our company's scale to even greater heights.	-	Positive
8	Data privacy and security	Risk	Loss of sensitive and confidential information and impact on the reputation of the Company.	The company has mapped possible areas of such breaches and have implemented corrective measures through employee training on cybersecurity awareness, regular security assessments, incident response plans and essential protocols for data storage, backup, retrieval, access, and other important activities are established and followed on regular basis. Protecting all company personal documents.	Negative
9	Financial Performance	Opportunity	The Company considers its fiduciary duty to deliver on the expectations of shareholders through operational excellence and continued strengthening of its financial performance.	-	Positive

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

responsibility. These briefly are as follows:

- P1 Business should conduct and govern themselves with Ethics, Transparency and Accountability
- P2 Businesses should provide goods and services that are safe and contribute to sustainability throughout their life cycle
- P3 Businesses should promote the wellbeing of all employees
- P4 Businesses should respect the interests of, and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalised
- P5 Businesses should respect and promote human rights
- P6 Business should respect, protect, and make efforts to restore the environment
- P7 Businesses, when engaged in influencing public and regulatory policy, should do so in a responsible manner
- P8 Businesses should support inclusive growth and equitable development
- P9 Businesses should engage with and provide value to their customers and consumers in a responsible manner

	2	4	5						
NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	https://www.likhitha.co.in/								
2	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Yes, our Code of Business Conduct and Ethics and Business Responsibility Policy extend to value chain partners.								
4	All the policies are in compliant with respective principles of NGRBC guidelines, the Companies Act, 2013, and comply to international standards of ISO 9001:2015, 14001:2015, 45001:2018 as applicable to respective policies.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Nil								
6. Performance of the entity against the specific com-	Nil								

Governance, leadership and oversight

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

The Company is committed to integrating Environmental, Social and Governance (ESG) principals into its business. It has always believed in adhering to the best governance practices to ensure protection of interests of all stakeholders of the Company with healthy growth of the Company.

The Company ensures health and safety of employees, equal opportunities, skill upgradation, safety workplace and overall wellbeing of employees. We take appropriate measures in the organization to protect our employees from any harm. The Company has periodically reviews key policies such as code of conduct, whistle blower policy etc.

We have adopted the path of responsible business and are committed to achieve Environment, and Social Endeavours across our business practices. We are committed to implementing innovative methodologies to adapt industry best practices.

We strive to comply with all the applicable Environmental and Social regulations. We continuously expand our service portfolio, thereby leading the infrastructure industry and taking pride in contributing to the creation of sustainable infrastructure.

The Company remain committed to our ESG journey, and we look forwards to create a brighter and more sustainable future for all.

Mr. Srinivasa Rao Gaddipati
Managing Director

	Name : Mr. Srinivasa Rao Gaddipati DIN : 01710775 Designation : Managing Director Tel No : 91-40-23752657 Email ID : gsrao@likhitha.in															
<p>9. Does the entity have a specified Committee of the</p> <p>-</p>	Risk Management Committee has been tasked with decision-making authority on all aspects related to sustainability issues. Risk Management Committee comprises of: <table border="1" data-bbox="718 1243 1386 1677"> <tr> <td data-bbox="718 1243 933 1350">Srinivasa Rao Gaddipati</td> <td data-bbox="933 1243 1141 1350">Chairman</td> <td data-bbox="1141 1243 1386 1350">Managing Director</td> </tr> <tr> <td data-bbox="718 1350 933 1417">Jayashree Voruganty</td> <td data-bbox="933 1350 1141 1417">Member</td> <td data-bbox="1141 1350 1386 1417">Independent Director</td> </tr> <tr> <td data-bbox="718 1417 933 1516">Sivasankara Parameswara Murup Pillai</td> <td data-bbox="933 1417 1141 1516">Member</td> <td data-bbox="1141 1417 1386 1516">Independent Director</td> </tr> <tr> <td data-bbox="718 1516 933 1583">Sudhanshu Shekhar</td> <td data-bbox="933 1516 1141 1583">Member</td> <td data-bbox="1141 1516 1386 1583">Chief Executive Officer</td> </tr> <tr> <td data-bbox="718 1583 933 1677">Likhitha Gaddipati</td> <td data-bbox="933 1583 1141 1677">Member</td> <td data-bbox="1141 1583 1386 1677">Whole Time Director and Chief Financial Officer</td> </tr> </table>	Srinivasa Rao Gaddipati	Chairman	Managing Director	Jayashree Voruganty	Member	Independent Director	Sivasankara Parameswara Murup Pillai	Member	Independent Director	Sudhanshu Shekhar	Member	Chief Executive Officer	Likhitha Gaddipati	Member	Whole Time Director and Chief Financial Officer
Srinivasa Rao Gaddipati	Chairman	Managing Director														
Jayashree Voruganty	Member	Independent Director														
Sivasankara Parameswara Murup Pillai	Member	Independent Director														
Sudhanshu Shekhar	Member	Chief Executive Officer														
Likhitha Gaddipati	Member	Whole Time Director and Chief Financial Officer														

10. Details of Review of NGRBCs by the Company

		2	4	5						2	4	5					
Performance against above policies and follow up action	Y	Y	Y	Y	Y	Y	Y	Y	Y	On a need basis							
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Y	Y	Y	Y	Y	Y	Y	Y	Y	On a need basis							
						P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9			
<p>The Company has Global Certifications such as ISO 9001-Quality management System, ISO 14001- Environment management System and ISO 45001- Occupational Health and Safety management System. During these audits, components such as policies, processes, procedures, records, monitoring and review process are checked and verified by the third party.</p> <p>Additionally, the Company conducts internal reviews of its policies as needed to ensure that the policies are implemented across all the project sites.</p>																	

2

	2	4	5					
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)								
Not Applicable								

Essential Indicators

financial year:

Board of Directors	5	Business Strategy, Corporate Governance, ESG, Code of Business Conduct and Ethics, Insider Trading, Anti-Bribery Anti-Corruption, Quality Management, Cyber Security Risks, Statutory updates	100
Key Managerial Personnel	5		100
Employees other than BoD and KMPs	100	Occupational Health and Safety, training programs on career and skill upgradation, Anti-Bribery and Anti-Corruption, Human Rights, Prevention of Sexual Harassment, Cyber Security, Insider Trading and Human Rights.	95
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:

	NGRBC				
Penalty / Fine	There are no such cases during the reporting period.				
Settlement					
Compounding fee					

	NGRBC				
Imprisonment	There are no such cases during the reporting period.				
Punishment					

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Not Applicable					
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Yes, Likhitha Infrastructure Limited is committed to upholding highest standards of moral and ethical conduct of business operations and the Company does not allow corrupt practices in any form, including bribery. It emphasizes on gifts, business courtesies, hospitality, donations etc.

This policy underscores the Company's proactive approach in establishing and executing robust measures to both prevent and detect instances of bribery and other corrupt activities within its operations. The policy extends to all our stakeholders like Board of Directors, key managerial Personnel, employees, customers, suppliers, and all other persons / entities associated with the Company. The Company has code of Business Conduct and Ethics where anti-corruption or anti-bribery is covered. The policy is available on the Company's website at https://www.likhitha.co.in/img/content/policies/Code_of_Business_Conduct_and_Ethics.pdf.

5. Number of Directors / KMPs / employees / workers against whom disciplinary action was taken by any

	2024-25	202 -24
Directors	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

6. Details of complaints with regard to conflict of interest

	2024-25		202 -24	
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Nil	Nil	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Nil	Nil	Nil

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / and conflicts of interest: Nil

5

	2024-25	202 -24
Number of day of accounts payables	24	28

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:

		2024-25	202 -24
Concentration of Purchases	Purchases from trading houses as of total purchases	Nil	Nil
	Number of trading houses where purchases are made from	Nil	Nil
	Purchases from top 10 trading houses as of total purchases from trading houses	Nil	Nil



		2024-25	202 -24
Concentration of Sales	Sales to dealers / distributors as of total sales	Nil	Nil
	Number of dealers / distributors to whom sales are made	Nil	Nil
	Sales to top 10 dealers / distributors as of total sales to dealers / distributors	Nil	Nil
Share of RPTs (as respective in	Purchases (purchases with related parties / Total Purchases)	Nil	Nil
	Sales (Sales to related parties / Total Sales)	1.35	7.93
	Loans and advances (Loans and advances given to related parties / Total loans and advances)	100	100
	Investments (Investments in related parties / Total Investments made)	100	100

Leadership Indicators

financial year:

Nil	Nil	Nil
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2. Does the entity have processes in place to avoid / manage conflict of interests involving members of

Yes. The Company has strong mechanism in place to avoid / manage conflict of interest and to ensure that the Board members/senior managerial personnel do not take an undue advantage of their position and should avoid any potential conflicts of interest with the Company. As a process, the company receives annual disclosure from the board at the beginning of every financial year, with respect to any change in his/her interests. The interested director is not allowed to participate in the discussion and vote on the business item taken up for approval in which the concerned director remains present.

2

Essential Indicators

1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve

Nil	Nil	Nil
Nil	Nil	Nil

2. (Yes/No)

Not Applicable

					benefits		benefits				
Male	406	406	100	406	100	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
	406	406	100	406	100	-	-	-	-	-	-

-

					benefits		benefits				
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-

-

		2024-25	2023-24
Cost incurred on well-being measures as a	of total	0.47	0.73
revenue of the company			

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

Benefits	2024-25			2023-24		
	PF	100	-	Y	100	-
Gratuity	100	-	Y	100	-	Y
ESI	100	-	Y	100	-	Y
Others please specify	-	-	-	-	-	-

Note: The ESI availability areas are covered with ESIC facility. However, in case of non-availability of ESIC, workmen compensation policy is subscribed.

3. Accessibility of workplaces Are the premises / offices of the entity accessible to differently abled **20**

Yes. Our company premises are accessible to differently abled employees including adequate facilities and arrangement to help the differently abled people. However, the nature of the industry may involve tasks that require specific physical capabilities, dexterity, or sensory skills that may not be easily accommodated for individuals with different abilities. Additionally, the work environment may pose safety risks or other limitations that make it challenging to ensure equal opportunities and access for individuals with disabilities.

4 **20**

Yes, the Company has policy on equal opportunities and does not discriminate on the grounds of race, colour, religion, sex, age, marital status, disability, national origin, or any other factor made unlawful by applicable laws and regulations.

Our Code of Ethics and Business Conduct contains a section that underscores our dedication to Equal Employment Opportunities and Anti-Discrimination. The policy is available on the Company's website at https://www.likhitha.co.in/img/content/policies/Code_of_Business_Conduct_and_Ethics.pdf.

5

Gender		
Male Female	None of the employees / workers (both male & female) availed the parental leave during the year 2024-25 and hence - Not Applicable.	Not Applicable

	NA
	NA
	<p>Yes. Employees can report their grievances to Head of the department or directly to the HR. Grievances can also be raised through emailing at info@likhitha.in or hr@likhitha.in or through telephone no: 040-23752657 or by sending a complaint letter at the company's registered office address at 8-3-323, 9th Floor, Vasavi's MPM Grand, Ameerpet 'X' roads, Yellareddy Guda, Hyderabad, Telangana – 500073, India and these are regularly monitored.</p> <p>Any complaint related to sexual harassment can be reported to Internal Complaints Committee (ICC).</p> <p>Further, the Company has implemented a Grievance Redressal Policy, Whistle Blower Policy and Policy on Prevention of Sexual Harassment. These Policies are available on the Company's website at https://www.likhitha.co.in/policies.html.</p>
	NA

	2024-25				202 -24			

Male	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-

Male	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-

	2024-25				202 -24			

Male	876	876	98.76	876	98.76	965	965	99.18	965	99.18
Female	11	11	1.24	11	1.24	8	8	0.82	8	0.82
			00		00			00		00

Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-

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

	2024-25				202 -24			

Male	876	876	98.76	876	98.76	965	965	99.18	965	99.18
Female	11	11	1.24	11	1.24	8	8	0.82	8	0.82
			00		00			00		00

Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-

0

Yes, the Company prioritises the well-being and safety of its employees as a fundamental aspect of its operations and has implemented robust and compliant protocols across all areas of operations.

The Company has implemented Occupational Health and Safety management systems at all project sites in accordance with ISO 45001:2008. Safety Personnel were appointed at project sites to ensure the safety of employees and any risk anticipated will be informed to the management to take an immediate action. We operate under a comprehensive safety program with a goal of ZERO ACCIDENTS.

-

The Company conducts routine safety inspections to assess the effectiveness of its safety protocols and identify potential risks that may arise during work-related operations. Additionally, the Company maintains regular interaction with on-site personnel to gather feedback and evaluate any hazards they have encountered or anticipated. This feedback is thoroughly analysed to identify potential risks and develop appropriate Strategies for mitigating them.

The Company has also appointed Safety Personnel to assess the risks associated with the work on routine and non-routine basis. The Safety Personnel at each office directly reports to the management on potential risks and takes corrective actions/measures accordingly.

Yes. The Safety Personnel at each level interacts with the employees / workers to report their work related hazards.

-

Yes, the Company ensures that all its sites have access to non-occupational medical and healthcare services. These services are provided either on-site or through partnerships with reputable medical entities located nearby.

		2024-25	2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million - person hours worked)	Employees	-	-
Total recordable work-related injuries	Employees	-	-
No. of fatalities	Employees	-	-
High consequence work – related injury or ill-health (excluding fatalities)	Employees	-	-

2

- Regular HSE Audits and inspections
- Periodical internal HSE audits are carried out to identify all unsafe acts / conditions.
- Mock drills on medical emergencies
- Safety training and awareness programmes to employees
- Provided with all the applicable PPE / kit to employees
- Insurance benefits to all employees
- Adoption of voluntary standards such as ISO 14001 and 45001
- Periodic equipment maintenance, review and testing

	2024-25			202 -24		
Working Conditions	Nil	Nil	NA	Nil	Nil	NA
Health Safety	Nil	Nil	NA	Nil	Nil	NA

4

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

Note: Company has internally assessed health safety practices and working conditions

5

and on significant risks / concerns arising from assessments of health & safety practices and working

We prioritize the health and safety of an employees and the safety personnel will assess continuously to avoid complexities across all project sites. These are also monitored on a regular basis, with no significant risks / concern arising from assessments of health safety practices and working conditions.

Leadership Indicators

: Yes

: Not applicable

2

The Company ensures all applicable clauses regarding statutory dues are incorporated in agreement with value chain partners.

3. Provide the number of employees / workers having suffered high consequence work-related

	Total no. of affected			
	2024-25	202 -24	2024-25	202 -24
Employees	Nil	Nil	Nil	Nil
Workers	Nil	Nil	Nil	Nil

4

Yes

5

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

6. Provide details of any corrective actions taken or underway to address significant risks / concerns

. Nil

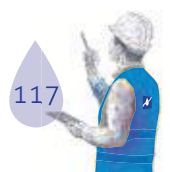
4

Essential Indicators

The Company has identified its internal and external groups of stakeholders based on the nature of their engagement with the Company. This includes Employees, Shareholders, Customers, Vendors/ Sub-Contractors, Government and Regulatory Authorities, Investors, Local Community, NGOs and CSR Partners.

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

	identified as			
Customers	No	Client meetings, Review meetings, performance reports, Email, Website	Regular basis	Understand client needs, business challenges, deciding investments and capabilities required to fulfil the demands and quality, timely delivery of orders. Update on material developments
Employees	No	Email, S S, Website, meetings, training programmes	Continuous	Career/skill development programmes, health and safety awareness, anti-bribery and anti-corruption practices, Human Rights and work life balance



	identified as		-	
Shareholders/ Investors	No	AG s, Email, Website, Newspapers, investor presentations, Notices	Regular/need basis	Financial performance, Dividends, profitability and financial Stability. Update on material events. Engage with shareholders to resolve their grievances
Suppliers	No	Email, Website, meetings and regular interactions	Ongoing	Transparency, Ethical conduct of business, anti-bribery and anti-corruption practices, cost efficient and quality
Communities	No	Website, Collaboration with government/NGOs	Need basis	Transparency, Ethical, Anti-Bribery Anti-Corruption Practices, contribution to community welfare
Government and Regulatory Authorities	No	Responding to Government circulated notifications, statutory filings and disclosures	Continuous	Disclosures, Compliances, Corporate governance, Transparency

Leadership Indicators

The Company ensures transparent communication and access to relevant information about its decisions that impact relevant stakeholders, keeping in mind the need to protect confidential competitive plans and information. The committees appointed by the board focus on specific areas where they can make informed decisions and provide recommendations to the board on the matters in their areas. Engagement with stakeholders is a continuous process which are driven by the senior management, coordinated by the Corporate Social Responsibility Committee, Risk Management Committee and site level management representatives. The inputs provided by the stakeholders are discussed in management review meetings and devised action plan to address them. The relevant updates are provided to the committees/board on periodic basis.

2. Whether stakeholder consultation is used to support the identification and management of

Yes. The Company undertook a materiality assessment and proactively engaged with the organization's important external and internal stakeholders. The decision to engage stakeholders was based on five factors related to their relationship with the company, as outlined by the Global Reporting Initiative (GRI) guidelines: Responsibility, Influence, Proximity, Dependency, and Representation. Customers, supply chain partners, industry groups, non-governmental organizations (NGOs), local community organizations, investors, regulators, the media, and research institutes were among the external stakeholders involved in this exercise. The Company interviewed and surveyed these stakeholders, supplemented by secondary research on our suppliers and distributors, as well as peer companies and competitors. Their inputs were considered in identification of the key ESG topics for the Company.

No such instances were occurred.

5

Essential Indicators

1.

	2024-25			2023-24		
Permanent	481	481	100	613	613	100
Other than permanent	406	406	100	360	360	100
			00			00
Permanent	-	-	-	-	-	-
Other permanent	-	-	-	-	-	-
	-	-	-	-	-	-

2.

	2024-25					2023-24				
				Morethan					Morethan	
Male	471	80	16.9	391	83.1	605	78	12.89	527	87.10
Female	10	3	30	7	70	8	-	-	8	100



	2024-25					202 -24				
			Morethan					Morethan		

Male	406	97	23.89	309	76.11	360	90	25	270	75
Female	-	-	-	-	-	-	-	-	-	-

Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-

Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-

(₹ in Lakhs)

	2024-25		202 -24	
Board of Directors (BoD)	4	3.70	3	29.70
Key Managerial Personnel	1	32.40	1	6.83
Employees other than BoD and KMP	469	2,362.16	9	23.61
Workers	-	-	-	-

Note: This includes MD and WTD CFO

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

	2024-25	202 -24
Gross wages paid to females as % of total wage	0.79	0.02

4

Yes

5

The Company is committed to providing a safe and conducive work environment to all of its employees. The Company has a grievance redressal policy with detailed guidelines on reporting their queries and a redressal mechanism. The Company ensures all grievances are dealt with in a fair and impartial manner. If any employee has concerns regarding the violation of human rights can directly report to the HR department at hr@likhitha.in and the resolution can be provided in consultation with the higher

authorities. The policies are available on the website of the Company at https://www.likhitha.co.in/img/content/policies/Grievance_Redressal_Policy.pdf.

	2024-25			202 -24		
Sexual Harassment	Nil	Nil	Nil	Nil	Nil	Nil
Discrimination atworkplace	Nil	Nil	Nil	Nil	Nil	Nil
Child Labour	Nil	Nil	Nil	Nil	Nil	Nil
Forced Labour/Involuntary Labour	Nil	Nil	Nil	Nil	Nil	Nil
Wages	Nil	Nil	Nil	Nil	Nil	Nil
Other human rights related issues	Nil	Nil	Nil	Nil	Nil	Nil

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and 20

	2024-25	202 -24
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	-	-
Complaints on POSH as a of female employees / workers	-	-
Complaints on POSH upheld	-	-

The Company is committed to provide safe and harassment free working environment. The Company has established an internal complaints committee in compliance with provisions under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. Any employee can report their grievances through an email at hr@likhitha.in. The company does not tolerate any retribution against any person who has reported in good faith concerns.

Yes

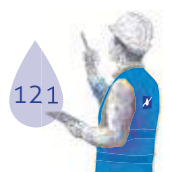
0

	% of your plants and offices that were assessed
Child labour	100
Forced / involuntary labour	100
Sexual harassment	100
Discrimination at workplace	100
Wages	100
Others – please specify	-

Note: Company has internally assessed

11. Provide details of any corrective actions taken or underway to address significant risks / concerns

There were no significant risks / concerns arising from the human rights assessments.



Leadership Indicators

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

The company has processes to address any human rights grievances or complaints, e.g., Grievance redressal policy, Prevention of Sexual Harassment at Workplace policy etc. Further, the company also introduced improvement measures for its employees through various training sessions.

2

Human Rights Due Diligence was not conducted during the reporting year.

3. Is the premise / office of the entity accessible to differently abled visitors, as per the requirements of 20

Yes, our company premises are accessible to differently abled employees and visitors.

4

Sexual Harassment	-
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

4

No significant risks/concerns were raised during the reporting year.

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

Essential Indicators

	2024-25	202 -24
Total electricity consumption (A)	1,19,500	1,00,800.00
Total fuel consumption (B)	6.58	6.49
Energy consumption through other sources (C)	-	-
Total energy consumption (A+B+C)	1,19,506.58	1,00,806.49
Energy intensity per rupee of turnover (Total energy consumption / turnover in rupees in lakhs)	2.33	2.39

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 independent assessment was carried out by any external agency

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

No. The PAT scheme is not applicable.

:

	2024-25	202 -24
(i) Surface water		-
(ii) Groundwater	44,650	38,730
(iii) Third party water		-
(iv) Seawater / desalinated water		-
(v) Others		-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	44,650	38,730
Total volume of water consumption (in kilolitres)	44,650	38,730
Water intensity per rupee of (Water consumed / turnover in rupees in lakhs)	0.87	0.92

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 independent assessment was carried out by any external agency

4

	2024-25	202 -24
(i) To Surface water		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) To Seawater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	-	-

: 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. The Company has not conducted any such assessment / evaluation / assurance by any external agency



5

Not applicable

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

		2024-25	202 -24
NOx	g/m3	45.6	45.6
SOx	g/m3	30.41	30.41
Particulate matter (P)	g/m3	90.00	90.00
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	mg/m3	Nil	Nil
Others – please specify	PP	Nil	Nil

2

		2024-25	202 -24
(Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	-	-
2 (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, FCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	-	-
Total Scope 1 and Scope 2 emissions per rupee of turnover		-	-
2 (optional) – the relevant metric may be selected by the entity		-	-

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

No. The Company has not conducted any such assessment / evaluation / assurance by any external agency

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

. Not Applicable

	2024-25	202 -24
Total Waste generated (in metric tonnes)		
Plastic waste (A)	-	-
E-waste (B)	-	-
Bio-medical waste (C)	-	-

	2024-25	202 -24
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	-	-
Other Non-hazardous waste generated (H) . Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	-	-
Total (A+B + C + D + E + F + G+ H)	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
(i) Recycled	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	-	-
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste	-	-
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
Total	-	-

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

No independent assessment was carried out by any external agency

10. Briefly describe the waste management practices adopted in your establishments. Describe the

. Not Applicable

11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks,

:

Operations / Offices

The company does not have any plants and offices in the above mention areas. Being an infrastructure service provider company, operations are carried out at the project sites where environmental approval and clearances are obtained by the clients / owner of the project. However, the Company ensures its compliance with the environmental laws, as applicable.

2

laws, in the current financial year

	Notification				
--	---------------------	--	--	--	--

Being an infrastructure service provider company, operations are carried out at the project sites where environmental impact assessments of projects are undertaken by the clients / owner of the project. However, the Company ensures its compliance with the environmental laws, as applicable.

	Guidelines which was not			
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Nil

Leadership Indicators

		2024-25	2023-24
(Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	metric tonnes of CO ₂ equivalent	-	-
Total Scope 3 emissions per rupee of turnover		-	-
<i>(optional)</i> – the relevant metric may be selected by the entity		-	-

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

No. The Company has not conducted any such assessment / evaluation / assurance by any external agency

2. **above, provide details of significant direct & indirect impact of the entity on biodiversity in such**
 - . Not Applicable

3. **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,**

	()	
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Not Applicable

4 **entity have a business continuity and disaster management plan? Give details in**
00

Yes, the company has implemented emergency preparedness plans at each project site to effectively handle emergency situations. These plans include response procedures aimed at preventing and mitigating hazards, risks, and environmental impacts associated with emergencies. The plans also encompass provisions for first aid. In the event of an emergency, a thorough investigation will be conducted, and appropriate corrective actions and preventive measures will be taken to prevent future recurrences. We ensure that relevant information and training on emergency preparedness and response are provided to all stakeholders. Additionally, the duties and responsibilities of all employees are regularly communicated.

5. Disclose any significant adverse impact to the environment, arising from the value chain of the

We have received no reports of any major adverse impacts from our partners in the value chain. Our vendors and service providers are expected to adhere to a Supplier Code of Conduct that covers compliance with environmental regulations, health and safety standards, labour practices, human rights, minimum wage requirements, freedom of association, the prohibition of child labour and forced labour, ethical behaviour, transparent business processes, and environmental conservation.

The company endeavours that all its value chain partners comply with the policies of the company. The certification of Supplier Code of Conduct is obtained from all major material suppliers which covers the need for compliance including environmental regulations. We are working towards bettering our evaluation and auditing mechanism and making it more specific to Sustainability requirements as well as our material points.

PRINCIPLE 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a

Essential Indicators

1. a. Number of affiliations with trade and industry chambers / associations. Two (02)

0
members of such body) the entity is a member of/ affiliated to.

1	The Federation of Telangana Chambers of Commerce and Industry	State
2	Abu Dhabi Chamber Of Commerce Industry	International

2

Nil

Leadership Indicators

Not Applicable					

Essential Indicators

laws, in the current financial year.

	Notification	Notification			
Nil					

2

:

Not Applicable

We continuously engage with the local communities around project sites or through CSR activities. Any community member can directly lodge their complaints to the Company through an email at info@likhitha.in or contact no. 040-23752657. Redressal of the grievances shall be done on one to one basis.

4

	FY 2024-25	FY 2023-24
Directly sourced from MSMEs / small producers	Consolidation not done	Consolidation not done
Sourced directly from within the district and neighboring districts	Consolidation not done	Consolidation not done

5

-

Not Applicable

The Company currently does not maintain a geographical wage classification system and hence is unable to provide location-wise wage data. As operations span across multiple regions without segmented tracking, computing such percentages is not feasible at present. The Company remains committed to strengthening its data systems to enable such disclosures in future.

Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact

:

Details of the Negative Social Impact Identified	Corrective Action Taken
Not Applicable	

2

aspirational districts as identified by government bodies

S. No.	State	Aspirational District	Amount Spent (In INR)
Nil			

3.

No

(b)

Not Applicable

(c)

Not Applicable

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

Knowledge	Benefit Shared	Benefit Share
Not Applicable		

5

Not Applicable		
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6. Details of beneficiaries of CSR Projects

Benefitted from CSR Projects	% of Beneficiaries Marginalized Groups
CSR projects were implementing through an agency, and the details are not available	

Essential Indicators

Likhitha Infrastructure Limited does not manufacture any products or provide any services to end consumers. We are providing pipeline laying services in the field of oil and gas sector. The company executes infrastructure projects and receives a satisfactory completion certificate from the customer.

2

Environmental and social parameters relevant to the product	NA
Safe and responsible usage	NA
Recycling and /or safe disposal	NA

	2024-25			2023-24		
Data Privacy	Nil	Nil	Nil	Nil	Nil	Nil
Advertising	Nil	Nil	Nil	Nil	Nil	Nil
Cyber Security	Nil	Nil	Nil	Nil	Nil	Nil
Delivery of essential Services	Nil	Nil	Nil	Nil	Nil	Nil
Restrictive Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Unfair Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Other	Nil	Nil	Nil	Nil	Nil	Nil

4

Voluntary Recalls	NA	NA
Forced Recalls	NA	NA

5

The Company places significant importance on its cyber security policy as a crucial means of protecting its digital assets from cyber threats. The policy encompasses areas such as information systems, networks, data security, roles and responsibilities, and incident response procedures.

All employees, contractors, and interns are required to comply with this policy, which includes measures such as safeguarding confidential data, securing devices, practicing safe email practices, managing passwords effectively, ensuring secure data transfer, and promptly reporting security breaches.

The policy is available in the internal portal of the company.

. None

- Nil

b. Percentage of data breaches involving personally identifiable information of customers - Not Applicable

- Not Applicable

Leadership Indicators

. <https://www.likhitha.co.in/>

2

. Not Applicable

. Not Applicable

4

with regard to consumer satisfaction relating to the major products / services of the entity, significant
Not Applicable