

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. DETAILS OF THE LISTED ENTITY

1	Corporate Identity Number (CIN) of the Listed Entity	L65910MH1996PLC280969
2	Name of the Listed Entity	Network18 Media & Investments Limited
3	Year of incorporation	1996
4	Registered office address	First Floor, Empire Complex, 414 - Senapati Bapat Marg, Lower Parel, Mumbai – 400 013
5	Corporate address	First Floor, Empire Complex, 414 - Senapati Bapat Marg, Lower Parel, Mumbai – 400 013
6	E-mail	investors.n18@nw18.com
7	Telephone	+91 22 40019000, 66667777
8	Website	www.nw18.com
9	Financial year for which reporting is being done	Financial Year 2023 – 24
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited National Stock Exchange of India Limited
11	Paid-up Capital	₹ 7,71,00,00,090/-
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Nitten Gupta Compliance Officer Telephone: + 91 22 40019000 Email ID: investors.n18@nw18.com
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 Disclosures under this report are prepared giving effect to the Composite Scheme of Arrangement amongst e-Eighteen. com Limited (“E18”) and its shareholders and creditors & TV18 Broadcast Limited (“TV18”) and its shareholders and creditors & Network18 Media & Investments Limited (“the Company”) and its shareholders and creditors. Pursuant to the scheme, E18 and TV18 got amalgamated into the Company with effect from the appointed date of April 1, 2023.
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):

S. No.	Description of main activity	Description of business activity	% of turnover of the entity
1	Information and communication	Other Information & Communication Service Activities (Broadcasting and Digital Media activities)	99.96%
2	Information and communication	Publishing of Magazines	0.04%

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

S. No.	Product / Service	NIC Code	% of total Turnover contributed
1	Advertisement and subscription revenue	6020 and 6312	96%

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	28	28
International	0	0	0

19 Markets served by the entity:

a. Number of locations

Location	Number
National (No. of States)	Pan India
International (No. of Countries)	Digital and broadcasting properties of the Company are available to customers spread across the globe. The Company has generated revenue from customers located in 21 countries.

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

The contribution of exports as a percentage of the total turnover of the entity is 9%.

c. A brief on types of customers

The Company has a presence across the complete spectrum of content in both TV and digital media. The Company's bouquet of channels and digital platforms deliver authentic content that offers a wholesome experience to audiences across demographics and socio-economic segments in their local languages. The Company's endeavour is to continually expand its reach to connect with consumers of all age groups, wherever they are present.

IV. EMPLOYEES

20 Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1.	Permanent (D)	5,008	3,870	77.28%	1,138	22.72%
2.	Other than Permanent (E)	25	19	76%	6	24%
3.	Total employees (D + E)	5,033	3,889	77.27%	1,144	22.73%
WORKERS						
4.	Permanent (F)	0	0	0%	0	0%
5.	Other than Permanent (G)	0	0	0%	0	0%
6.	Total workers (F + G)	0	0	0%	0	0%

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	6	6	100%	0	0%
2.	Other than Permanent (E)	0	0	0%	0	0%
3.	Total differently abled employees (D + E)	6	6	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 differently abled workers (F + G)	0	0	0%	0	0%

Note: Last year, employee headcount was 896. This year headcount is 5,033. An increase in headcount of 4,137 is primarily due to the amalgamation of TV18 Broadcast Limited and e-Eighteen.com Limited into the Company.

On account of this increased headcount, diversity has decreased from 33% to 22.73%, and the differently abled figures have changed from 2 to 6.

21 Participation / Inclusion / Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	2	33.3%
Key Management Personnel*	3	0	0%

*Key Managerial Personnel appointed under the Companies Act, 2013

22 Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)

	FY 2023-24 (Turnover rate in current FY)			FY 2022-23 (Turnover rate in previous FY)			FY 2021-22 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	21%	28%	22%	20%	32%	24%	32%	42%	36%
Permanent Workers	Not Applicable								

Note: During the year, e-Eighteen.com Limited ("E18") and TV18 Broadcast Limited ("TV18") got amalgamated into the Company with effect from the appointed date of April 1, 2023. Consequently, the employees of E18 and TV18 were transferred to the rolls of the Company. In view thereof, the data included in the BRSR for the current year is not comparable with that of the previous year.

V. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)
23 (a) Names of holding / subsidiary / associate companies / joint ventures

S. No.	Name of the holding/ subsidiary/associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/Joint venture	% of shares held by listed entity*	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	AETN18 Media Private Limited	Subsidiary	51%	The BRSR prepared above is for Network18 Standalone entity.
2.	Colosseum Media Private Limited	Subsidiary	100%	
3.	Greycells18 Media Limited	Subsidiary	89.69%	
4.	Digital18 Media Limited [§]	Subsidiary	100%	
5.	Media18 Distribution Services Limited	Subsidiary	100%	
6.	Web18 Digital Services Limited	Subsidiary	100%	
7.	IBN Lokmat News Private Limited [#]	Subsidiary	50%	
8.	IndiaCast Media Distribution Private Limited	Subsidiary	100%	
9.	IndiaCast UK Limited	Subsidiary	100%	
10.	IndiaCast US Limited	Subsidiary	100%	
11.	Infomedia Press Limited	Subsidiary	50.69%	
12.	Moneycontrol Dot Com India Limited	Subsidiary	100%	
13.	Roptonal Limited	Subsidiary	100%	
14.	Viacom 18 Media (UK) Limited	Subsidiary	100%	
15.	Viacom 18 Media Private Limited	Subsidiary	50.994%	
16.	Viacom 18 US Inc.	Subsidiary	100%	
17.	Big Tree Entertainment Private Limited	Associate	39.29%	
18.	NW18 HSN Holdings PLC	Associate	40.69%	
19.	Ubona Technologies Private Limited	Associate	50%	

* Representing aggregate % of equity shares held by the Company and / or its subsidiaries

[§] Ceased to be wholly owned subsidiary of the Company w.e.f. March 14, 2024, however, continues to be indirect subsidiary of the Company.

[#] The Company's holding is more than 50% of the total voting power

Note: e-Eighteen.com Limited and TV18 Broadcast Limited ceased to be subsidiaries pursuant to the Composite Scheme of Arrangement amongst e-Eighteen.com Limited and its shareholders and creditors & TV18 Broadcast Limited and its shareholders and creditors & Network18 Media & Investments Limited and its shareholders and creditors. The Appointed Date of the Scheme was opening business hours of April 1, 2023.

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

(ii) **Turnover (in ₹) :** 21,14,84,81,945

(iii) **Net worth (in ₹) :** 19,15,24,38,940

Note: Owing to losses in the relevant years, the Company was not required to spend money towards CSR as per the provisions of Section 135 of the Companies Act, 2013 ("Act"). However, TV18 Broadcast Limited, Amalgamated Company, spent money towards CSR during the FY 2023-24 as per the provisions of Section 135 of the Act.

VII. TRANSPARENCY AND DISCLOSURES COMPLIANCES
25 Complaints / Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY 2023-24 Current Financial Year			FY 2022-23 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. Community members can send any concerns or grievances to the Company's registered office or e-mail address. The same can be accessed at: https://www.nw18.com/contact	0	0	-	0	0	-
Investors (other than shareholders)	Yes. The Company has a designated email ID: investors.n18@nw18.com for investors to enable them to raise their grievances.	0	0	-	0	0	-
Shareholders	Yes. The Company has a designated email ID: investors.n18@nw18.com for shareholders and investors to enable them to raise their grievances. Shareholder grievances are also resolved by the Company through its Share Transfer Agent (Kfin Technologies Limited). Shareholders can also raise their complaints at SCORES portal (https://scores.sebi.gov.in/)	7*	0	-	9	0	-
Employees and workers	Yes. All employee grievances are addressed appropriately through multiple channels. The Company has adopted well-defined vigilance framework which provides a platform to the employees and the Directors to lodge their grievances/complaints. The Company's Vigil Mechanism and Whistle- Blower Policy is available at: https://www.nw18.com/reports/reports/policies/vigilmmechanism_whistleblower_NW18_F.PDF	0	0	0	0	0	-

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY 2023-24 Current Financial Year			FY 2022-23 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
Customers	<p>Yes.</p> <p>Any complaint relating to the content of TV channels of the Company can be made under the Code of Ethics & Broadcasting Standards, News Broadcasting Standards (Disputes Redressal) Regulations, and Guide to the Complaints Process at: complaints@nw18.com. The details of the aforementioned codes/standards can be accessed at: https://www.nbdanewdelhi.com/.</p> <p>The Company's news portal and digital publishing is governed by the Digital Code of Ethics of the Digital News Publishers Association. The same can be accessed at: https://www.dnpa.co.in/page.php?slug=digital-code-of-ethics</p> <p>Process of filing complaints and contact details of grievance officer is available on Company's product websites at: https://www.news18.com/complaint/ https://www.forbesindia.com/contactus/ https://www.overdrive.in/contact-us/ https://www.firstpost.com/about-firstpost https://www.moneycontrol.com/cdata/contact.php https://www.cnbctv18.com/contact/</p> <p>Also, the Company is open to receiving feedback from all its stakeholders at its designated email ID: feedback@nw18.com</p>	3,861	0	-	1,564	0	-
Value Chain Partners	<p>Yes.</p> <p>Value chain partners can raise their grievance through email / letter / calls. Purchase Orders/ Contracts provide dispute resolution mechanism, which stipulates meeting between higher management teams of both sides to resolve the disputes. Further, the Business Partner Code of Conduct ("Code") adopted by the Company, provides opportunity to value chain partners to report any violation of the Code to the Company. Copy of the Code is available at: https://www.nw18.com/reports/reports/policies/BPCoCJan2021.pdf</p>	0	0	-	0	0	-

*Includes 3 complaints received against TV18 Broadcast Limited, Amalgamated Company.

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Content veracity	Opportunity	Lapses in quality and veracity of news content has a negative impact on the society at large. Weaponisation of fake news perversely impacts mass psychology and can also threaten democratic values. Against this backdrop, we as a media company are deeply invested in delivering correct and comprehensive news to our customers. We see this as not only an opportunity but also an obligation towards the society.	NA	Our viewers are increasingly appreciating our attempt to be the source of truth in an otherwise noisy environment. This fortifies our brand perception and ensures strong audience metrics. We see a positive financial implications of this over the long term.
2	Social impact	Opportunity	The Company believes in respect for all, justice for all. The starting point of good journalism is respect, for individuals and institutions. The Company stands up for what is right and demands justice for all citizens, especially the weakest among us.	NA	Strong editorial standards and practices help us establish a distinct brand identity and a leadership position in the market.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3	Talent Management	Risk	Talent is the key differentiator in the success of any organisation, however, for a media organisation, dependence on people for success is disproportionately high. Also, with technology driving rapid evolution of the content production and consumption patterns, the need for continuous upskilling is paramount for success.	<p>The Company is executing multiple initiatives to attract and retain talent. The Company is taking several initiatives for building 'Employee Brand' to attract good talent.</p> <p>The Company is cognizant of the need for upgrading the skills of employees and organises various in-house and external training sessions. The Company partners with various online learning platforms like LinkedIn learning, Coursera, etc. and provides unlimited access to more than 16k+ online tutorials to its employees.</p>	Availability of top talent remains scarce and if the Company is unable to attract people who are domain experts, it might hamper the chances of success. Further, pace of technological evolution makes it challenging to continuously upgrade skills of employees and might lead to gaps in the organisation skill matrix.
4	Diversity and Inclusion	Opportunity	A diverse workforce has a direct and disproportionate impact on improving productivity and business performance.	NA	A workplace, teeming with people from diverse backgrounds, genders, sexual orientations and geographies allows for improved flow of ideas, innovation, awareness and creativity. This diversity contributes to more balanced decision making, higher output and an enhanced reputation.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5	Data Protection	Risk	Protection of user data is crucial to earning consumer trust and preventing misuse of data by unscrupulous elements.	The Company has a robust mechanism to safeguard user data. Also, the Company sensitises its employees on regular basis on various cyber security issues.	Any incident of data breach or cyber security attack can harm Company's competitive advantage and can make the Company vulnerable to legal action.
6	Business Ethics, Integrity and Transparency	Risk	Ethics and integrity have always been the key values to acquire stakeholder trust and establish a strong reputation. These elements are essential for the Company in order to sustain in long term. Any deviation from ethical standards can cause business instability.	The Company has requisite policies and it imparts training to equip employees with the required understanding and knowledge to conduct business ethically and prevent, identify, and respond to violations. The Company has rolled out Whistleblower policy and Anti-Bribery & Anti-Corruption Policy under which complaint can be made to Ethics and Compliance Task Force without any fear of retaliation.	Non-adherence might lead to difficulties in dealing with concerns of ethics, non-compliance, and violations of company's principles. The same may cause damage to corporate reputation.
7	Regulatory issues and compliance	Risk	It is crucial for the Company to maintain regulatory compliance to foster confidence among its stakeholder groups and to ensure that its operations are compliant with applicable laws in order to prevent legal violations.	The risk of non-compliance within the Company is mitigated by a robust compliance management framework. The Company has adopted a digitally enabled comprehensive compliance management framework. Effective control and efficient oversight by the senior management is ensured by cascading the responsibility matrix till the last performer of the activity.	Non-adherence to regulatory requirements can undermine stakeholder trust, damage reputation and disrupt business.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and Management Processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	The policies are available at Company's website www.nw18.com , the weblinks of which are: Code of Conduct: https://www.nw18.com/reports/reports/policies/Code%20Conduct.pdf Vigil Mechanism and Whistle-Blower Policy: https://www.nw18.com/reports/reports/policies/vigilmechanism_whistleblower_NW18_F.PDF Anti-Bribery and Anti-Corruption Policy: https://www.nw18.com/reports/reports/policies/NW18_Anti-Bribery-and-Anti-Corruption-Policy.pdf Business Partner Code of Conduct: https://www.nw18.com/reports/reports/policies/BPCoCJan2021.pdf Corporate Social Responsibility Policy: https://www.nw18.com/reports/reports/policies/Network18%20-%20Policy%20on%20Corporate%20Social%20Responsibility.pdf Data Privacy Policy: https://www.nw18.com/privacy-policy Equal Opportunity Policy: https://www.nw18.com/reports/Equal_Opportunity_Policy_Draft_V4.4.pdf Policy on Materiality of Related Party Transactions and on Dealing With Related Party Transactions: https://www.nw18.com/reports/reports/policies/NW18_RPT%20Policy_03.05.2022.pdf								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
	<p>Policy on Determination and Disclosure of Materiality of Events and Information: https://www.nw18.com/reports/reports/policies/Policy%20on%20Determination%20and%20Disclosure%20of%20Materiality%20of%20Events%20and%20Information1.pdf</p> <p>Code of Practices and Procedures for Fair Disclosure of Unpublished Price Sensitive Information: https://www.nw18.com/reports/reports/policies/Network18-CodeofFairDisclosures.pdf</p>								
2. Whether the entity has translated the policy into procedures. (Yes/ No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name of the national and international codes / certifications / labels / standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The policies are based on NGRBC guidelines, in addition to conformance to the spirit of international standards, UNGC guidelines and ILO principles.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p>Network18 endeavours to continually expand its reach, to connect with consumers across the country. Network18's portfolio of diverse brands caters to most of the widely spoken languages in India.</p> <p>Network18 upholds its commitment to ethical and responsible reporting by continuously reviewing and strengthening standards and processes relating to editorial practice, governance framework, code of ethics and public engagement mechanism.</p>								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The performance towards above commitments is monitored on a regular basis and adequate actions are taken, wherever required.								
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements.	<p>Network18 believes that responsible actions can be harmoniously integrated with business priorities. By incorporating environmental stewardship, social responsibility, and robust governance practices, we aim to make a positive impact on the society while promoting sustainable growth and long-term value creation.</p> <p>We are pleased to publish our Business Responsibility and Sustainability Report (BRSR) in accordance with the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015. We are confident that this BRSR will provide valuable insights into the various initiatives undertaken by the Company.</p>								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Board of Directors of the Company (For details of Board of Directors, refer Corporate Governance Report of the Company)								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
9. Does the entity have a specified Committee of the Board / Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes, Corporate Social Responsibility Committee (For detail of Corporate Social Responsibility Committee, refer Corporate Governance Report of the Company)								

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board / Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other - please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Board / Committees of Board									Periodically								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Board / Committees of Board									Periodically								

11. Has the entity carried out independent assessment / evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9
	The policies are evaluated internally.								

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

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

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1

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

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	6	Executive Director:	100%
		1. Code of Conduct	
		2. Anti-Bribery & Anti-Corruption	
		3. Cyber Security Awareness	
		4. Creating a Respectful Workplace (POSH)	
Non - Executive Directors:			
		1. Familiarisation Programmes	
		2. Code of Conduct	
Key Managerial Personnel	4	1. Code of Conduct	100%
		2. Anti-Bribery & Anti-Corruption	
		3. Cyber Security Awareness	
		4. Creating a Respectful Workplace (POSH)	
Employees other than BoD and KMPs	4	1. Code of Conduct	100%
		2. Anti-Bribery & Anti-Corruption	
		3. Cyber Security Awareness	
		4. Creating a Respectful Workplace (POSH)	
Workers		Not Applicable	

2. Details of fines / penalties / punishment / award / compounding fees / settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and as disclosed on the entity's website):

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine					
Settlement					Not Applicable
Compounding fee					
Non-Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions		Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment					
Punishment					Not Applicable

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
	Not Applicable

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

Yes. Network18 has adopted an Anti-Bribery and Anti-Corruption (ABAC) Policy and has hosted it on internal employees' portal and on the Company's corporate website (www.nw18.com), so that it is accessible to both internal and external stakeholders. The ABAC Policy aims to provide requisite granularity and creates a one-stop repository of expectations from employees and business partners to effectively prevent, identify and respond to bribery risks. The Company has in place a mandatory e-learning course which aims to equip its employees with the required understanding and knowledge to effectively prevent, identify and respond to bribery risks.

The ABAC Policy can be accessed at: https://www.nw18.com/reports/reports/policies/NW18_Anti-Bribery-and-Anti-Corruption-Policy.pdf

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	Not Applicable	

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

	FY 2023-24 (Current Financial Year)		FY 2022-23 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	-	0	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	-	0	-

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators / law enforcement agencies / judicial institutions, on cases of corruption and conflicts of interest.

Not Applicable

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Number of days of accounts payable	84	54

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 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Concentration of Purchases	a. Purchases from Trading houses as % of total purchases	-	-
	b. Number of trading houses where purchases are made from	-	-
	c. Purchases from top 10 trading houses as % of total purchases from trading houses.	-	-
Concentration of Sales	a. Sales to dealers/ distributors as % of total sales	-	-
	b. Number of dealers / distributors to whom sales are made	-	-
	c. Sales to top 10 dealers/ distributors as % of total sales to dealers/ distributors	-	-
Share of Related Party Transactions in	a. Purchases (Purchases with related parties*/ Total Purchases)	14%	19%
	b. Sales (Sales to related parties*/ Total Sales)	12%	33%
	c. Loans & advances (Loans & advances given to related parties /Total loans & advances)	96%	98%
	d. Investments (Investments in related parties/Total Investments made)	96%	99%

* Net of reimbursement

Note: For Trading Houses - Vendors of material goods and services of the Company are not classified as trading houses as there is no specific guidance on trading houses in the SEBI Circular.

For Sales to Dealers/Distributors - Sales made by the Company are largely direct sales made to customers and advertising agencies.

PRINCIPLE 2

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

ESSENTIAL INDICATORS

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

	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year	Details of improvements in environmental and social impacts
R&D	0	0	NA
Capex	0	0	NA

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

Yes. The Company has a Business Partner Code of Conduct (BPCoC) that outlines its commitment to making its supply chain more responsible and sustainable. BPCoC articulates expectations from business partners with respect to ethical, compliant, and safe conduct of business. BPCoC is an integral part of all contracts / purchase orders and all business partners are required to adhere to the provisions of the same.

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

BPCoC is an integral part of all contracts / purchase orders and all business partners are onboarded only after consenting to BPCoC. During the FY 2023-24, all business partners had given their consent to abide by the provisions of BPCoC.

- Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.**

The Company is not involved in any manufacturing activity and any electronic item discarded by the Company is channelized through authorised recyclers in consonance with requisite enactment / rules / guidelines issued by Ministry of Environment, Forest and Climate Change / concerned Pollution Control Board.

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

No, EPR is not applicable to Company's activities.

PRINCIPLE 3

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

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	3,870	3,870	100%	3,870	100%	NA	NA	3,870	100%	481	12.43%
Female	1,138	1,138	100%	1,138	100%	1,138	100%	NA	NA	109	9.58%
Total	5,008	5,008	100%	5,008	100%	1,138	100%	3,870	100%	590	11.78%
Other than Permanent employees											
Male	19	19	100%	19	100%	NA	NA	19	100%	0	0%
Female	6	6	100%	6	100%	6	100%	NA	NA	0	0%
Total	25	25	100%	25	100%	6	100%	19	100%	0	0%

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent workers											
Male											
Female											Not Applicable
Total											
Other than Permanent workers											
Male											
Female											Not Applicable
Total											

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

	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Cost incurred on well-being measures as a % of total revenue of the Company	1.5%	2.02%

Note: The cost on well-being measures is over 27.18 crore in FY 2023-24, which has increased as compared to the previous financial year. During the year, e-Eighteen.com Limited ("E18") and TV18 Broadcast Limited ("TV18") got amalgamated into the Company with effect from the appointed date of April 1, 2023. Consequently, the employees of E18 and TV18 were transferred to the rolls of the Company. In view thereof, the data included in the BRSR for the current year is not comparable with that of the previous year.

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

Benefits	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%		Y	100%		Y
Gratuity	100%		Y	100%		Y
ESI	100% of eligible employees	NA	Y	100% of eligible employees	NA	Y
Others	Not Applicable					

Note: ESI is paid for a subset of employees as per statutory requirement (i.e. based on salary, notification of location by ESI authority, proximity to ESI hospital).

3. Accessibility of workplaces

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

Yes, there is every endeavour to ensure all requirements of any differently abled person working at any of the offices is completely provided for and met.

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

Yes, the Company believes in equal rights of all individuals regardless of race, color, national origin, religion, caste, gender, age, sexual orientation, gender identity or expression, marital status, medical condition, disability, or any other characteristics or status that is legally protected. This is enshrined in our Code of Conduct, which can be accessed at: <https://nw18.com/reports/reports/policies/Code%20Conduct.pdf>.

Equal Opportunity Policy of the Company can be accessed on the website via the link - https://www.nw18.com/reports/Equal_Opportunity_Policy_Draft_V4.4.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	100.00%	78.13%		
Female	100.00%	57.89%	Not Applicable	
Total	100.00%	73.49%		

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Not Applicable
Other than Permanent Workers	
Permanent Employees	All employee grievances are addressed appropriately through multiple channels. The Company has a Vigil Mechanism and Whistle-Blower Policy under which the stakeholders are encouraged to report violations of applicable laws and regulations and the Code of Conduct without fear of any retaliation.
Other than Permanent Employees	Further, the Company has a Policy on Prevention of Sexual Harassment at Workplace, and any such incidents can be reported to Internal Complaints Committee as per the process defined in the policy.

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

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	0	0	0%	0	0	0%
- Male	0	0	0%	0	0	0%
- Female	0	0	0%	0	0	0%
Total Permanent Workers						
- Male						Not Applicable
- Female						

Note – The Company does not have any recognised association or union. However, employees of the Company have freedom to join any association or union as per Article 19 of the Constitution of India.

8. Details of training given to employees and workers:

Category	FY 2023-24 Current Financial Year					FY 2022-23 Previous Financial Year				
	Total (A)	On Health and safety measures*		On Skill upgradation		Total (D)	On Health and safety measures*		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	3,889	3,889	100%	1,682	43.25%	598	598	100%	389	65.05%
Female	1,144	1,144	100%	565	49.38%	298	298	100%	225	75.50%
Total**	5,033	5,033	100%	2,247	44.64%	896	896	100%	614	68.53%
Workers										
Male										
Female										Not Applicable
Total										

*The Company conducts various health and safety awareness campaigns via a multi-faceted framework. It sends periodic internal communication and alerts to employees and awareness sessions are conducted on safety-related aspects. Employees, on a pan-India basis, are given periodic training on basic and advanced fire safety, including fire evacuation drills. Webinars are conducted by experts on physical and mental wellness. All these measures are provided and accessible to all employees.

**Last year, employee headcount was 896. This year headcount is 5,033. An increase in headcount of 4,137 is primarily due to the amalgamation of TV18 Broadcast Limited and e-Eighteen.com Limited into the Company.

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

Category	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	Total (A)*	No. (B)	% (B / A)	Total (C)*	No. (D)	% (D / C)
Employees						
Male	3,700	3,700	100%	468	468	100%
Female	1,070	1,070	100%	244	244	100%
Total**	4,770	4,770	100%	712	712	100%
Workers						
Male						
Female						Not Applicable
Total						

*Employees eligible for performance appraisal and career development review during the financial year basis their joining date.

**Last year, employees eligible for performance appraisal and career development review were 712. This year eligible employees are 4,770. An increase in count of 4,058 is primarily due to the amalgamation of TV18 Broadcast Limited and e-Eighteen.com Limited into the Company.

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

The Company being in service sector is not involved in any manufacturing activity. Accordingly, there are no critical occupational health and safety risks associated with operations of the Company. Occupational health and safety management system is hence not required basis the operations of the entity.

The Company, however, regularly conducts awareness sessions on safety related aspects and actively sends periodic internal communications to its employees in case of any externalities which can impact the safety. Employees are given training on basic and advanced fire security, including evacuation, and mock drills are organised periodically.

Webinars are also conducted with health care specialists to create awareness around family health and nutrition, practicing resilience and how to have empathetic conversations with teams.

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

The Company being in service sector is not involved in any manufacturing activity. Hence, this disclosure is not applicable to the operations of the Company.

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

Not applicable since the Company does not have any workers.

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

The Company provides comprehensive medical and healthcare services to employees through Group Hospitalisation Policy, Group Personal Accident Policy, and Group Term Life Insurance Policy. Also, employees at every office get access to first aid kit as statutorily required under labour laws.

11. Details of safety related incidents:

Safety Incident/Number	Category*	FY 2023-24	FY 2022-23
		Current Financial Year	Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	Not Applicable	
Total recordable work-related injuries	Employees	0	0
	Workers	Not Applicable	
No. of fatalities	Employees	0	0
	Workers	Not Applicable	
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	Not Applicable	

*Including in the contract workforce

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

The Company treats health and wellness with highest regard. Access to articles and videos related to health and wellness is provided and live talks by health experts are organized regularly. The Company organises regular Camps for specific ailments for improving employee health and wellness. Also, the Company is committed to provide just and safe workplace for its employees. To create a culture of respect and equity, mandatory e-learning and certification on Respectful workplace and Prevention of Sexual Harassment are implemented while being supported by comprehensive discussions keeping gender equity in focus.

Also, the Company conducts various health and safety awareness campaigns via a multi-faceted framework. It sends periodic internal communication and alerts to employees and awareness sessions are conducted on safety-related aspects. Employees, on a pan-India basis, are given periodic training on basic and advanced fire safety, including fire evacuation drills.

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

	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	-	0	0	-
Health & Safety	0	0	-	0	0	-

14. Assessments for the year:

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

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

Not Applicable.

PRINCIPLE 4

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

ESSENTIAL INDICATORS

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

Key Stakeholder groups are identified based on their materiality to the Company’s business operations along with the impact of their association with the Company and the community at large.

The major categories of internal and external stakeholders identified by the Company include (i) Government and Regulatory Authorities; (ii) Employees; (iii) Consumers; (iv) Suppliers; (v) Investors, Shareholders and Lenders; (vi) Local Communities; (vii) NGOs (viii) JV Partners / Brand Licensors.

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

Stakeholder Group	Whether identified as vulnerable & Marginalised Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	Yes	Emails, SMS, Meetings, Surveys, Feedbacks, Letters, Website, and Internal portals	Ongoing, Need Based	<ul style="list-style-type: none"> • Understanding employee needs and opinions; • Keeping employees informed about the organisation’s plans and procedures; • Awareness about health & safety issues; • Learning and development; • Employee recognition and engagement activities; and • Employee performance review and career development.
Investors/Shareholders/ Lenders	No	Announcements through Stock exchanges, Newspapers, media releases, website, Annual Report, Chairman’s speech at Annual General Meeting, Meetings, Letters, emails, SMS, SEBI Complaints Redress System (SCORES), Surveys	Annually, quarterly, need-based, real-time	<ul style="list-style-type: none"> • To keep investors updated about the organisation’s performance; and • To answer any questions or clarifications that might be needed by the investors.

Stakeholder Group	Whether identified as vulnerable & Marginalised Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	Emails, Phone Calls, Surveys, Web Portals, Newspaper, Company website, Social media platforms	Ongoing	<ul style="list-style-type: none"> To inform customers about our products and services; Seeking consumer feedback; and Delivering customer service and resolving customer queries.
Suppliers	No	Emails, Phone Calls, Company website and Meetings	Real-time, need-based	<ul style="list-style-type: none"> To improve service levels from the suppliers and address their commercial issues and grievances.
NGOs / Communities	Yes	Meetings, Focused Group Discussions, and Information & knowledge sharing on digital platforms including social media	Ongoing	<ul style="list-style-type: none"> To reach out to empower people; and Deepen social engagement and community development.
Government & Regulatory Authorities	No	Statutory filings, Uploading on the website / portal, emails	Need based including statutory compliances – monthly, quarterly, half-yearly, annually etc.	<ul style="list-style-type: none"> To ensure compliance as well as seek approval wherever necessary.
JV partners / brand licensors	No	Emails, Phone Calls, Meetings	Need based, ongoing	<ul style="list-style-type: none"> To update on progress and issues faced; To respond to any queries; and To discuss improvements in ways of working.

PRINCIPLE 5
Businesses should respect and promote human rights
ESSENTIAL INDICATORS

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

Category	FY 2023-24 Current financial Year			FY 2022-23 Previous Financial Year		
	Total (A)	No. of employees/ workers covered (B)	% (B / A)	Total (C)	No. of employees/ workers covered (D)	% (D / C)
Employees						
Permanent	5,008	5,008	100%	893	893	100%
Other than permanent	25	25	100%	3	3	100%
Total Employees*	5,033	5,033	100%	896	896	100%
Workers						
Permanent						
Other than permanent						Not Applicable
Total Workers						

* Last year, employee headcount was 896. This year headcount is 5,033. An increase in headcount of 4,137 is primarily due to the amalgamation of TV18 Broadcast Limited and e-Eighteen.com Limited into the Company.

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

Category	FY 2023-24 Current Financial Year				FY 2022-23 Previous Financial Year					
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
	Employees									
Permanent										
Male	3,870	-	-	3,870	100%	595	-	-	595	100%
Female	1,138	-	-	1,138	100%	298	-	-	298	100%
Other than permanent										
Male	19	-	-	19	100%	3	-	-	3	100%
Female	6	-	-	6	100%	0	-	-	0	0%
Workers										
Permanent										
Male										
Female										Not Applicable
Other than permanent										
Male										
Female										

Note: Last year, employee headcount was 896. This year headcount is 5,033. An increase in headcount of 4,137 is primarily due to the amalgamation of TV18 Broadcast Limited and e-Eighteen.com Limited into the Company.

3. Details of remuneration / salary / wages, in the following format
a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	4	19,50,000	2	9,50,000
Key Managerial Personnel	3	3,10,98,581	-	-
Employees other than BoD and KMP	3,868	6,64,830	1137	6,37,956
Workers	Not Applicable			

Note: Remuneration paid to Directors denotes sitting fees paid to them for attending the meetings of the Board, its Committees, and meeting of Independent Directors.

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

	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Gross wages paid to females as % of total wages	21.00%	24.69%

4. Do you have a focal point (Individual / Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Yes. Focus on Human Rights considerations has been an integral part of the Company. The Company continues to comply with all statutory requirements under this ambit and is committed to doing significantly more.

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

The Company has a Vigil Mechanism and Whistle-blower policy under which the stakeholders are encouraged to report violations of applicable laws and regulations and the Code of Conduct, in confidence and without fear of any retaliation.

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

	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	1	0	-	0	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	No child labour employed	0	0	No child labour employed
Forced Labour / Involuntary Labour	0	0	No forced / involuntary labour employed	0	0	No forced / involuntary labour employed
Wages	0	0	-	0	0	-
Other human rights related issues	0	0	-	0	0	-

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

	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	1	0
Complaints on POSH as a % of female employees / workers	0.09%	0
Complaints on POSH upheld	1	0

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

Vigil Mechanism and Whistle-Blower Policy and Policy on Prevention of Sexual Harassment (POSH) at Workplace, provide protection from retaliation against whistle blower / complainants, to prevent any adverse consequences.

The Company prohibits its employees from engaging in retaliation or intimidation that is directed against a whistle-blower / complainant. Employees who engage in retaliation or intimidation are subjected to disciplinary action, which may include dismissal. Regardless of the outcome of the complaint made in good faith, the complainant and any person providing information or any witness, are protected from any form of retaliation.

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

Yes, Business Partner Code of Conduct and following highest ethical and human right standards are a part of Company's business agreement.

10. Assessments for the year:

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

Note: All offices are periodically assessed by statutory authorities / internal auditors and authorised persons from business to ensure adherence to regulatory requirements.

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

No corrective measures were required during the reporting period.

PRINCIPLE 6
Businesses should respect and make efforts to protect and restore the environment
ESSENTIAL INDICATORS
1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A)	-	-
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	-	-
From non-renewable sources		
Total electricity consumption (D) (in mega joules)	6,77,76,299	22,04,640
Total fuel consumption (E) (in mega joules) *	23,48,451	-
Energy consumption through other sources (F) (in mega joules)	-	-
Total energy consumed from non-renewable sources (D+E+F) (in mega joules)	7,01,24,750	22,04,640
Total energy consumed (A+B+C+D+E+F) (in mega joules)	7,01,24,750	22,04,640
Energy intensity per rupee of turnover (Total energy consumed/ Revenue from operations)	0.0039	0.0012
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	0.0864	0.0261
Energy intensity in terms of physical output **	-	-
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

*For calculating energy consumption:

- Upper values of density of petrol and diesel as per Indian Standards (IS) 2796 – 2017 and 1470 – 2017 respectively, have been considered.
- Conversion factor of petroleum products as specified in Energy Statistics 2024, published by Ministry of Statistics and Programme Implementation is used.

**As the Company is a service-based entity, there is no physical output or goods manufactured, so the field is not applicable.

Note: Last year the total energy consumed was 22,04,640 MJ. This year energy consumption is 7,01,24,750 MJ. Increase of 6,79,20,110 MJ in energy consumption is primarily due to the amalgamation of TV18 Broadcast Limited and e-Eighteen.com Limited into the Company.

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

No

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

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.

Not Applicable.

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

The Company being in the service industry and considering the nature of its operations, the Company's usage of water is primarily restricted for regular consumption by employees. Efforts have been made to minimise wastage of water in the office premises.

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water withdrawal by source (in litres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	28,46,769	16,608
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in litres) (i + ii + iii + iv + v)	28,46,769	16,608
Total volume of water consumption (in litres)	28,46,769	16,608
Water intensity per lakh rupee of turnover (Total Water consumption / Revenue from operations in lakh)	15.66	0.88
Water intensity per lakh rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Water consumption/ Revenue from operations adjusted for PPP in lakh)	350.81	19.67
Water intensity in terms of physical output*	-	-
Water Intensity (optional) – the relevant metric may be selected by the entity	-	-

*As the Company is a service-based entity, there is no physical output or goods manufactured, so the field is not applicable.

Note: Last year the total water withdrawal was 16,608 litres. This year water withdrawal is 28,46,769 litres. Increase of 28,30,161 litres in water withdrawal is primarily due to the amalgamation of TV18 Broadcast Limited and e-Eighteen.com Limited into the Company.

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

No.

4. Provide the following details related to water discharged:

The Company being in the service industry and considering the nature of its operations, there is no industrial water discharged and water consumption and discharge is limited to regular use in offices.

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water discharged by destination and level of treatment (in kilolitres)		
(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		

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(v) Others		
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
Total water discharged (in kilolitres)	-	-

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

No

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

Yes. Sewage generated is treated in the sewage treatment plants and the recycled water is used for irrigation / gardening and flushing purposes. In some of Company's smaller leased offices, the wastewater is discharged into municipal sewers, which undergo further treatment.

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

The Company being in the service industry, does not involve in any manufacturing activity. Basis the operations of the Company, emissions other than GHG emissions are negligible.

Parameter	Please specify unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
NOx	-	-	-
SOx	-	-	-
Particulate matter (PM)	-	-	-
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others - please specify	-	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

If yes, name of the external agency.

No.

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

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	176	-
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	13,367	435

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Scope 1 and Scope 2 emission intensity per lakh rupee of turnover (Total Scope 1 and Scope 2 GHG emission / Revenue from operations in lakh)	Metric tonnes of CO ₂ /Lakh rupees of revenue from operations	0.0745	0.0232
Total Scope 1 and Scope 2 emission intensity per lakh rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emission / Revenue from operations adjusted for PPP in lakh)	Metric tonnes of CO ₂ /Lakh rupees of revenue from operations adjusted for PPP	1.6689	0.5149
Total Scope 1 and Scope 2 emission intensity in terms of physical output*	-	-	-
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity.	-	-	-

*As the Company is a service-based entity, there is no physical output or goods manufactured, so the field is not applicable.

Note: Last year the total Scope 1 and Scope 2 greenhouse gas (GHG) emission was 435 metric tonnes of CO₂ equivalent. This year the total Scope 1 and Scope 2 greenhouse gas emission is 13,543 metric tonnes of CO₂ equivalent. Increase of 13,108 metric tonnes of CO₂ equivalent in GHG emissions is primarily due to the amalgamation of TV18 Broadcast Limited and e-Eighteen.com Limited into the Company.

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

No.

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

Due to the nature of its operations, the Company doesn't have any significant Green House Gas(GHG) emission. However, the Company is continuously evaluating ways to reduce electricity consumption. Few initiatives have been taken by the Company for reducing GHG emissions as below –

Project1: Shift from Halogen lights to LED for facility including studios.

Outcome: Under this Initiative, the Company has shifted to LED lights in last 1 year for energy efficiency and environmental impact. LED lights use 20-25% less energy and last 17 times longer than incandescent bulbs reducing GHG emissions both by energy saving and reduced electronic waste.

Project2: Facility consolidation for news operations of Hindi Speaking Market channels.

Outcome: This consolidation has resulted in benefits, such as synergy between the teams, power conservation, and savings on travel cost. In terms of power saving alone, there is an average monthly reduction in power consumption by 125 kW, reducing carbon footprint and GHG emission.

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	0	0
E-waste (B)	19.842	0
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	5.479	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)	72.889	0
Total (A+B + C + D + E + F + G + H)	98.210	0
Waste intensity per lakh rupee of turnover (Total waste generated / Revenue from operations in lakh)	0.00054	0
Waste intensity per lakh rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP in lakh)	0.01210	0
Waste intensity in terms of physical output*	0	0
Waste intensity (optional) – the relevant metric may be selected by the entity	0	0
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	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		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	109.27	0
Total	109.27	0

*As the Company is a service-based entity, there is no physical output or goods manufactured, so the field is not applicable.

Note: Increase of 98.209 metric tonnes of waste generated this year is primarily due to the amalgamation of TV18 Broadcast Limited and e-Eighteen.com Limited into the Company. 109.269 metric tonnes of waste disposed during the period, out of which 11.06 metric tonnes of e-waste was generated by TV18 Broadcast Limited, Amalgamated Company, in last year.

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

No.

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

The Company is not involved in any manufacturing activity and hence there is no consequent discharge of waste. Additionally, any electronic item discarded by the Company is channelised through authorised recyclers in consonance with requisite enactment / rules / guidelines issued by Ministry of Environment, Forest and Climate Change / concerned Pollution Control Board.

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

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

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

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

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

Yes, the Company is compliant with all applicable environmental law / regulations / guidelines in India.

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

PRINCIPLE 7

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

ESSENTIAL INDICATORS

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

The company is a member of ten trade and industrial association.

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1.	Digital News Publishers Association (DNPA)	National
2.	Indian Broadcasting and Digital Foundation (IBDF)	National
3.	Advertising Agencies Association of India (AAAI)	National
4.	Advertising Standards Council of India (ASCI)	National
5.	Broadcast Audience Research Council (BARC)	National

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
6	News Broadcasters & Digital Association (NBDA)	National
7	Federation of Indian Chambers of Commerce & Industry (FICCI)	National
8	Audio Video Industry Association	National
9	Internet and Mobile Association of India (IAMAI)	National
10	Confederation of Indian Industry (CII)	National

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
	Not Applicable	

PRINCIPLE 8

Businesses should promote inclusive growth and equitable development

ESSENTIAL INDICATORS

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

The Company was not required to undertake any project requiring SIA.

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

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

The Company was not required to undertake any projects requiring R&R.

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

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

The Company has various mechanisms to receive and redress grievances of various stakeholders. The community stakeholders have the option of sharing their concerns with us via email mentioned on our website. In case any grievances are received from the community members, concerned person can reach out to them. Appropriate actions are taken to address the grievances.

Also, the Company is open to receiving feedback from all its stakeholders at its designated email ID: feedback@nw18.com.

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

	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Directly sourced from MSMEs/ small producers	9%	30%
Directly from within India	96%	96%

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

Location	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Rural	0%	0%
Semi-urban	0%	0%
Urban	46%	56.31%
Metropolitan	54%	43.69%

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

PRINCIPLE 9

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

ESSENTIAL INDICATORS

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

Any complaint relating to the content of TV channels of the Company can be made under the Code of Ethics & Broadcasting Standards, News Broadcasting Standards (Disputes Redressal) Regulations, and Guide to the Complaints Process at: complaints@nw18.com. The details of the aforementioned codes/standards can be accessed at: www.nbdanewdelhi.com.

The Company's news portal and digital publishing is governed by the Digital Code of Ethics of the Digital News Publishers Association. The same can be accessed at: <https://www.dnpa.co.in/page.php?slug=digital-code-of-ethics>

Process of filing complaints and contact details of grievance officer is available on Company's product websites at:

- <https://www.news18.com/complaint/>
- <https://www.forbesindia.com/contactus/>
- <https://www.overdrive.in/contact-us/>
- <https://www.firstpost.com/about-firstpost>
- <https://www.moneycontrol.com/cdata/contact.php>
- <https://www.cnbctv18.com/contact/>

Also, the Company is open to receiving feedback from all its stakeholders at its designated email ID: feedback@nw18.com.

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

The Company is in service industry and its services (i.e. Digital News / Print Media/Broadcasting) do not require to carry below mentioned information. However, wherever required, its digital content and broadcasting programmes contain statutory disclaimers for responsible consumption of news / content by viewers.

	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:

	FY 2023-24 (Current Financial Year)		Remarks	FY 2022-23 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	44	0	-	0	0	-
Advertising	778	0	-	0	0	-
Cyber-security	0	0	-	0	0	-
Delivery of essential services	0	0	-	0	0	-
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-
Other	3,039	0	-	1,564	0	-

Note: Definition of complaints under various categories is provided below:

1. Data Privacy - It includes requisition of users for deletion of their data.
2. Advertising - It includes display of advertisement in the paid applications or website.
3. Other - It includes concerns in relation to content or any delay in delivery of product or services.

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

The Company being in the service sector, does not involve in any product manufacturing activity. Hence, this disclosure is not applicable to it.

	Number	Reasons for recall
Voluntary recalls		
Forced recalls		Not Applicable

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

Yes. A comprehensive cybersecurity framework aligned with leading industry standards and best practices is leveraged. The Policy can be accessed at: <https://www.nw18.com/privacy-policy>

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.

No Action Required.

7. Provide the following information relating to data breaches:

- a. **Number of instances of data breaches - 0**
- b. **Percentage of data breaches involving personally identifiable information of customers - 0%**
- c. **Impact, if any, of the data breaches. – Not Applicable**