

July 16, 2026

BSE Ltd.,
Phiroze Jeejeebhoy Towers,
Dalal Street,
Mumbai-400 001
Scrip Code: **532633**

National Stock Exchange of India Limited,
"Exchange Plaza",
Bandra - Kurla Complex, Bandra (East),
Mumbai-400 051
Symbol: **ALLDIGI**

Dear Sir,

Sub: Submission of Business Responsibility and Sustainability Report

Pursuant to Regulation 34(2)(f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are submitting herewith on voluntary basis, the Business Responsibility and Sustainability Report for the Financial Year 2025-26, which also forms part of the Annual Report 2025-26.

The said report will be made available on the Company's website at:
<https://www.alldigitech.com/investor-relations/>.

This is for your information and records.

For Alldigi Tech Limited
(Formerly known as Allsec Technologies Limited)

Shivani Sharma
Company Secretary and Compliance Officer
ACS-39590

Encl.: A/a

ANNEXURE F TO THE DIRECTORS' REPORT

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT FOR THE FINANCIAL YEAR ENDED ON 31 MARCH 2026 (AS PER REGULATION 34(2)(f) OF SEBI (LISTING OBLIGATIONS AND DISCLOSURE REQUIREMENTS) REGULATIONS, 2015)

Section A : GENERAL DISCLOSURES

I Details of the listed entity		
1	Corporate Identity Number (CIN) of the Listed Entity	L72300TN1998PLC041033
2	Name of the Listed Entity	Alldigi Tech Limited (Formerly Known as Allsec Technologies Limited)
3	Year of incorporation	24-08-1998
4	Registered office address	46C, Velachery Main Road, Velachery, Chennai-600 042
5	Corporate address	46B, Velachery Main Road, Velachery, Chennai-600 042
6	E-mail	investorcontact@alldigitech.com
7	Telephone	044-42997070
8	Website	www.alldigitech.com
9	Financial year for which reporting is being done	01 Apr 2025 – 31 Mar 2026
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited and National Stock Exchange of India Ltd
11	Paid-up Capital	₹ 1,523.83 Lakhs
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. Natarajan Laxsmanan Chief Executive Officer 044-4299 7070 investorcontact@alldigitech.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 Basis
14	Name of assurance provider	Not Applicable (As per the SEBI Applicability Criteria)
15	Type of assurance obtained	Not Applicable (As per the SEBI Applicability Criteria)

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	Support Services to Organizations	Office Administrative and other business activities including call centres (N6), organizing conventions, collection agencies, packaging activities, etc	60%
2	Support Services to Organizations	Placement agencies and HR Management services (N2)	40%

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	Call Centre Services	82200	60%
2	Payroll Processing	78300	40%

III Operations
18. No. of locations where plants and/or operations/ offices of the entity are situated:

Location	No. of plants	No. of offices	Total
National	-	5	5
International	-	3	3

Note: The Company operates across 3 locations in India, namely Chennai, Bengaluru and Noida. The group additionally operates 2 international locations, namely USA and Manila through its subsidiary entities, Alldigi Tech Inc, US & Alldigi Tech Manila Inc respectively.

19. Markets served by the entity
A. No. of Locations

Location	Number
National (No. of States)	27
International (No. of Countries)	69
B What is the contribution of exports as a percentage of the total turnover of the entity?	40%
C A brief on types of customers	The customers of the company are spread across diverse set of industries including e-commerce, Banking, Financial services, and Insurance Sectors.

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)	3771	2126	56%	1645	44%
2	Other than Permanent (E)	Nil	Nil	Nil	Nil	Nil
Total employees (D + E)		3771	2126	56%	1645	44%
Workers						
4	Permanent (F)	NA	NA	NA	NA	NA
5	Other than Permanent (G)	NA	NA	NA	NA	NA
6	Total workers (F+ G)	NA	NA	NA	NA	NA

Note 1: The company operates in the IT enabled services sector and classifies all its staff as "employees". Headcount numbers are reported as at 31st March of the year.

Note 2: The total employee count includes individuals under the NAPS and NATS schemes across this report.

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)	9	5	56%	4	44%
2	Other than Permanent (E)	-	-	-	-	-
3	Total Differently abled employees (D + E)	9	5	56%	4	44%

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Differently- abled Workers						
4	Permanent (F)	NA	NA	NA	NA	NA
5	Other than Permanent (G)	NA	NA	NA	NA	NA
6	Total differently abled workers (F + G)	NA	NA	NA	NA	NA

Note: The company provides lift and wheelchair infrastructure to facilitate an inclusive work culture.

21. Participation/Inclusion/Representation of women

	No. and percentage of Females		
	Total (A)	No. (B)	% (B / A)
Board of Directors	7	2	28.57%
Key Management Personnel (as on 31 March 2026)	3	1	33.33%

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

Category	FY (2025-2026) (April-March) (Turnover rate in current FY)			FY (2024-2025) (April-March) (Turnover rate in year prior to previous FY)		
	Male	Female	Total	Male	Female	Total
Permanent Employees	140.06%	149.54%	144.18%	127.94%	126.63%	127.40%
Permanent Workers	NA	NA	NA	NA	NA	NA
Category	FY (2023-2024) (April-March) (Turnover rate in year prior to previous FY)			Note: Turnover is calculated as resignees during the financial year / (Opening Headcount + Closing Headcount) / 2		
	Male	Female	Total			
Permanent Employees	96.8%	94.9%	96.10%			
Permanent Workers	NA	NA	NA			

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

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

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Digitide Solutions Ltd	Holding Company	73.39%	No
2	Alldigi Tech Manila Inc	Subsidiary Company	100.00%	No
3	Alldigi Tech Inc	Subsidiary Company	100.00%	No

Note: All information provided is for the standalone entity and no group level data is included for the purposes of this report.

VI CSR Details

24.

a	Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	YES
b	Turnover (in ₹ Lakhs)	34,569
c	Net worth (in ₹ Lakhs)	19,841

VII Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY (2025-2026) Current Financial Year			FY (2024-2025) Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes https://www.alldigitech.com/investor-information/	0	0	Nil	0	0	Nil
Investors (other than shareholders)	Yes https://www.alldigitech.com/investor-information/	0	0	Nil	0	0	Nil
Shareholders	Yes https://www.alldigitech.com/investor-information/	0	0	Nil	0	0	Nil
Employees and workers	Yes. The Company has various policies in place that facilitates employees to express their free views and grievances including under POSH and Whistle Blower mechanisms. Town Halls chaired by the CEO, management team and their direct reportees encourage open conversations and feedback. The Company has an employee engagement platform “helpdesk” where all employees can raise their concerns and improvement suggestions which are addressed promptly. The company has also introduced NIKKI, an AI-powered chatbot designed to streamline the collection of employee feedback and strengthen the organization’s grievance redressal mechanism.						
Customers	The company systematically engages in scheduled meetings across different organizational levels with key stakeholders to extract detailed insights into customer expectations, technical requirements, performance feedback and strategic suggestions. These interactions are designed to foster a collaborative environment, enabling proactive identification of emerging needs and potential areas for improvement. In parallel, the company conducts periodic customer satisfaction assessments utilizing structured survey methodologies, including quantitative metrics and qualitative feedback analysis. These assessments are complemented by comprehensive project management reports that encompass critical elements such as key performance indicators (KPIs), risk assessments, resource allocation, timeline adherence and quality assurance metrics. These reports are rigorously analysed by the management team at predefined intervals through structured review processes, including data validation, trend analysis and performance benchmarking. This systematic approach ensures that project execution aligns with strategic objectives, mitigates potential risks and drives continuous process optimization. Additionally, feedback loops from customer interactions are integrated into the company’s quality management system to support ongoing enhancements in service delivery and operational efficiency.						
Value Chain Partners	NA	NA	NA	NA	NA	NA	NA
Board of Directors	Yes, https://www.alldigitech.com/investor-information/	0	0	Nil	0	0	Nil
Other (please specify)	https://www.alldigitech.com/investor-information/	0	0	Nil	0	0	Nil

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	Human Capital	Risk and Opportunity	Risk: Market demand for skilled talent is high and hence we are continuously investing in skilling newer employees to make them business ready and at the same time automating and streamlining processes is of vital importance. Opportunity: Human Capital is one of the key strategic imperative for the Company and we consistently invest in the growth & development and alignment of employees to the Company growth strategy.	Alldigi has a meritocratic, transparent and equal opportunity culture. We provide growth & development opportunities to high performing employees ahead of time. The company has strong people practices and focuses on their health by conducting vaccination camps, dental camps, eye check-ups and normal health check-ups for employees. We have invested in hiring key and critical talent to accelerate digital and fair product & process offerings to our customers. We deeply invest in initiatives to promote learning & development, performance support, career growth, engagement, diversity and inclusion at the workplace. We have a robust grievance redressal mechanism to address employee concerns. We measure employee alignment at regular intervals to take corrective actions, as required	Positive: Retention of key talent through various human resources proposition increases productivity. Negative: High attrition possibilities lead to wage inflation and loss in continuity.
2	Privacy & Data Security	Risk and Opportunity	Risk: Privacy and Data Security is becoming a major risk due to increasing digitisation and more so in wake of pandemic where the number of digital users grew exponentially. Opportunity: Having a robust information security structure (software, expert manpower and operational practices) helps us reduce cyber threats and ensure privacy, data security for all our stakeholders' privileged information thereby also facilitating business expansion	The Company has policies with respect to information technology/ cyber security risk which set forth limits, mitigation strategies and internal controls. Information Security Management Policy, Cyber Security and Cyber Resilience Policy are in place for protecting the organisation's cyberspace against cyber-attacks, threats and vulnerabilities. The Company has a Personal Data Protection Standard which aims to create a responsible culture of data protection within Alldigi and increase employee awareness of data protection, acceptable data handling practices and applicable requirements in relation to Personal Data.	Positive: Easier business process automation, increased trust and credibility of stakeholders, improved data management and protected brand reputation. Negative : Breach of Privacy and Data Security.

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	Regulatory Compliance	Risk	Regulatory risk relates to a potential change in laws, regulations and policies.	Overall, Company has a three pronged approach to mitigate the regulatory compliance and related risk – a. Legal & Liability concerns - actively assess, review & manage to cover risk related to regulatory and contractual obligations. b. Data Security - Alldigi ensures to implement the latest protections against data breaches and other risks. c. Reputation - Alldigi recognizes that any breach, or receiving a fine for non compliance, can dent the reputation that the company has worked hard to build over the period of time. This realization means active management and adequate protections.	Negative: Diluting our focus can negatively impact our customers about doing business with us
4	Community & Social Impact	Opportunity	Opportunity: Corporate Social Responsibility (CSR) has been a longstanding commitment at Alldigi. Our Company's objective is to support meaningful socio economic sustainable development and enable a larger number of people to participate and benefit in country's economic progress. The Company has articulated its CSR philosophy as supporting the cause of skill development training for creating livelihood opportunities.	NA	Positive: Supporting the CSR activities helps us to create a meaningful impact for the communities we interact and impact.

Section B: MANAGEMENT AND PROCESS DISCLOSURES

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

S. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes										
1. a.	Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	YES	YES	YES	YES	YES	YES	YES	YES	YES
b.	Has the policy been approved by the Board? (Yes/No)	Yes, requisite policies are periodically reviewed by the management and wherever required, policies have been approved by the board/ committees.								
c.	Web Link of the Policies, if available	https://www.alldigitech.com/investor-information/								
2	Whether the entity has translated the policy into procedures. (Yes / No)	YES	YES	YES	YES	YES	YES	YES	YES	YES
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	YES	YES	YES	YES	YES	YES	YES	YES	YES
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 Company has adopted ISO 9001:2015, Quality Management System certification for Chennai facility and ISO 27001:2022 Information Security Management System for all facilities, PCIDSS for applicable programs in all facilities and HIPAA certifications for Chennai facility for applicable programs. The policies confirm to the regulatory requirements where such regulations exist. No specific national standards are applicable for the policies framed.								
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	See note below								
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	See note below								

Note : The Company, as an ongoing process has put in place, ethical behaviours in all its operations functions and processes including compliance with all applicable law's adherence to the best practices and principles. It has always been ensured by the Company that, energy efficient and low carbon process and technologies are deployed to minimise the adverse environmental and social impacts, best practices are deployed in general and E-waste management so as to maintain hygienic and healthy workplace, preservation of confidentiality of data with adequate framework and policies laid down in the system including educating the employees on the data privacy and relevant regulatory laws, equal opportunity not only in recruitment but also through-out the course of employment, taking care of well-being of the employees by providing periodic skill developments opportunities, humane and secured workplace which are free from harassments with adequate mechanism for grievance redressal.

Governance, leadership and oversight

S. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
7	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	Please refer Board Report & MD&A section in the Annual report for related data								
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Natarajan Laxsmanan (Chief Executive Officer)								

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, refer Board Committee section of the Annual Report 2026 (Corporate Governance report) which provides comprehensive details on the composition, roles, and responsibilities of the Committees.
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10. Details of Review of NGRBCs by the Company:

	Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee								
		P1	P2	P3	P4	P5	P6	P7	P8	P9
	Performance against above policies and follow up action	The Board of Directors meet periodically to evaluate the operational performance on various aspects including NGRBC principles including board level committees and the leadership team.								
	Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	The Company has established robust system of ensuring compliances and complies with applicable laws and regulations through a strict review and monitoring mechanism. By implementing a systematic and diligent compliance process, management can have a one stop view on the compliances and controls mechanism. Periodical audits by the internal auditor, statutory auditor and the secretarial auditor offer compliance comfort to the duly constituted audit committee. Regular updates & status is regularly placed for Board level discussion.								
		P1	P2	P3	P4	P5	P6	P7	P8	P9
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.	NO	NO	NO	NO	NO	NO	NO	NO	NO
12	If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated, as below:									
	Question	P1	P2	P3	P4	P5	P6	P7	P8	P9
	The entity does not consider the Principles material to its business (Yes/No)	No	No	No	No	No	No	No	No	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)	No	No	No	No	No	No	No	No	No
	The entity does not have the financial or/human and technical resources available for the task (Yes/No)	No	No	No	No	No	No	No	No	No
	It is planned to be done in the next financial year (Yes/No)	No	No	No	No	No	No	No	No	No
	Any other reason (please specify)	NA	NA	NA	NA	NA	NA	NA	NA	NA

Section C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

P1 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	% of persons in respective category covered by the awareness programmes
Board of Directors	7	Regular updates and coverage on topics like digital privacy, code of business conduct, ESG through various initiation programmes.	100%
Key Managerial Personnel (during FY2025-26)	4	All principles covered	100%
Employees other than BoD and KMPs	1	All mandatory training modules applicable for the KMPs are applicable to all the employees of the company	56%
Workers	NA	NA	NA

The reduction is primarily due to migration of learning platforms (from Disprz to Wafers) as well as internal changes as a result of demerger of the holding company. The company has enrolled all the required employees & is closely monitoring the completion of training modules by the employees.

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

Monetary

Category	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	Nil	Nil	Nil	Nil	Nil
Settlement	Nil	Nil	Nil	Nil	Nil
Compounding fee	Nil	Nil	Nil	Nil	Nil

Non-Monetary

Imprisonment	Nil	Nil	Nil	Nil	Nil
Punishment	Nil	Nil	Nil	Nil	Nil

3	Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.
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Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
N/A	N/A

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, the company has adopted an anti-corruption and anti-bribery policy designed to facilitate compliance with the Anti-Corruption laws and to conduct all business activities with integrity and the highest possible ethical standards. The company has zero tolerance for bribery and corruption. https://www.alldigitech.com/wp-content/uploads/2023/11/Anti-Bribery-Allsec.pdf
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5	Number of Directors / KMPs /employees /workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption	Nil
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Category	FY 2025-2026 (Current Financial Year)	FY 2024-2025 (Previous Financial Year)
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

6 Details of complaints with regard to conflict of interest

	Category	FY 2025-2026 (Current Financial Year)		FY 2024-2025 (Previous Financial Year)	
		Number	Remarks	Number	Remarks
	Number of complaints received in relation to issues of Conflict of Interest of the Directors	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 / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.	NA	NA	NA	NA

8	Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured) in the following format:		
		FY 2025-2026 (Current Financial Year)	FY 2024-2025 (Previous Financial Year)
	Number of days of accounts payables	39	39

9. Open-ness of business:

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

Parameter	Metrics	FY 2025-2026 (Current Financial Year)	FY 2024-2025 (Previous Financial Year)
Concentration of purchases	a. Purchases from trading houses as % of total purchases	Nil	Nil
	b. Number of trading houses where purchases are made from	Nil	Nil
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	Nil	Nil
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	Nil	Nil
	b. Number of dealers / distributors to whom sales are made	Nil	Nil
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	Nil	Nil
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	13.2%	17.2%
	b. Sales (Sales to related parties / Total Sales)	31.18%	28.7%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	Nil	Nil
	d. Investments (Investments in related parties / Total Investments made)	100%	100%

P2 Businesses should provide goods and services in a manner that is sustainable and safe

ESSENTIAL INDICATORS

1	Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.			
	Category	FY 2025-2026 (Current Financial Year)	FY 2024-2025 (Previous Financial Year)	Details of improvements in environmental and social impacts
	R&D	Nil	Nil	Nil
	CapEx	Nil	Nil	Nil
2 (a)	Does the entity have procedures in place for sustainable sourcing? (Yes/No)	No	No	No
(b)	If yes, what percentage of inputs were sourced sustainably?	NA	NA	NA
	Note: Alldigi Tech is in the business of IT enabled businesses. Primary business revolves around human capital. Hence, sustainable packaging and sourcing practices are not applicable.			
3	Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for:			
	Plastics (including packaging)	The plastic waste is collected, segregated, and transported to Local Government agencies/ for processing and disposal.		
	E-waste	Handling E-waste is crucial not only from security point of view, but also from the environment standpoint. Computers, monitors, computer accessories, printers, projectors and other such hardware that are under-utilized or have reached the end of useful life are managed by the Company's waste recycling program that also includes handover to original supplier or to certified disposal vendors.		
	Hazardous waste	There is no hazardous waste generation owing to the nature of business		
	Other waste	Not Applicable		
4	Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.	Not Applicable		

P3 Businesses should respect and promote the well-being of all employees, including those in their value chains

ESSENTIAL INDICATORS

1a. 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	2126	2126	100%	2126	100%	NA	NA	2126	100%	Nil	Nil
Female	1645	1645	100%	1645	100%	1645	100%	NA	NA	Nil	Nil
Total	3771	3771	100%	3771	100%	1645	44%	2126	56%	Nil	Nil
Other than Permanent Employees											
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

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

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	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Other than Permanent Workers											
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

1c. Spending on measures towards wellbeing of employees and workers (including permanent and other than permanent) in the following format

Category	FY (2025-2026) (Current Financial Year)	FY (2024-2025) (Previous Financial Year)
Cost incurred on well being measures as a % of total revenue of the company	2.61%	2.58%

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

Benefits	FY (2025-2026) (Current Financial Year)			FY (2024-2025) (Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total worker	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	NA	Y	100%	NA	Y
Gratuity	100%	NA	Y	100%	NA	Y
ESI	45.61%	NA	Y	44.68%	NA	Y
Others - please specify	Nil	Nil	Nil	Nil	Nil	Nil

Note: All permanent employees are covered under the Gratuity scheme in accordance with the Payment of Gratuity Act, 1972. Entitlement to gratuity payment vests upon completion of 5 years of continuous service. However, their enrolment in the scheme is considered for the calculation of the above numbers.

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, our offices have been provided with lift, wheel chair facilities, audio announcements and digital facilities to facilitate equal access to the workspaces.
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. Alldigi is an equal opportunity employer and supports employment as a means of community development. https://www.alldigitech.com/investor-relations/

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	NA	NA
Female	60%	60%	NA	NA
Total	60%	60%	NA	NA

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

Category	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Not Applicable
Other than Permanent Workers	Not Applicable

Category	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Employees	Yes. The Company has various policies in place that facilitates employees to express their free views and grievances including under POSH and Whistle Blower mechanisms. Town Halls chaired by the CEO, management team and their direct reportees encourage open conversations and feedback. The company has an employee engagement platform “helpdesk” where all employees can raise their concerns and improvement suggestions which are addressed promptly. Please refer to the below policies: https://www.alldigitech.com/wp-content/uploads/2024/10/HEALTH-SAFETY-ENVIRONMENTAL-CONSERVATION-POLICY.pdf https://www.alldigitech.com/wp-content/uploads/2023/11/Policy-on-Board-Diversity.pdf https://www.alldigitech.com/wp-content/uploads/2025/06/Whistle-Blower-Policy.pdf
Other than Permanent Employees	NA

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

Category	FY 2025-2026 (Current Financial Year)			FY 2024-2025 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	NA	NA	NA	NA	NA	NA
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA
Total Permanent Workers	NA	NA	NA	NA	NA	NA
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA

Note: Alldigi Tech does not have any worker union. However, the company and the leadership recognise the employees' rights to freedom of association and as a matter of policy, does not discourage collective bargain.

8. Details of training given to employees and workers:

Category	FY (April 2025 – March 2026) (Current Financial Year)				
	Total (A)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)
Employees					
Male	2126	1084	51%	1484	70%
Female	1645	902	55%	1201	73%
Total	3771	1986	53%	2685	71%
Workers					
Male	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA

Category	FY 2024-25 (Previous Financial Year)				
	Total (D)	On Health and safety measures		On Skill upgradation	
		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees					
Male	2763	2687	97%	2575	93.16%
Female	2054	2018	98%	2009	97.86%
Total	4817	4705	98%	4584	95.16%
Workers					
Male	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA

Note 1: The Company has a process of assigning health, safety and welfare trainings to employees on a cyclical calendar basis. This meets the objective of covering all the Company's employees over a period of time. The core business segments of the company are call centre and payroll processing, wherein process specific technical skill plays vital role. Hence, structured skillset training is the prerequisite in onboarding of resources. Further, any amendments or changes in the regulatory and other business changes including the changes at the client's business regulations impacting the process, are duly updated through periodic structured training programs uniformly across the operations. This process is well-entrenched within the Company's operations teams.

Note 2: The reduction is primarily due to migration of learning platforms (from Disprz to Wafers) as well as internal changes as a result of demerger of the holding company. The company has enrolled all the required employees & is closely monitoring the completion of training modules by the employees.

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

Category	FY (April 2025 - March 2026) (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	2126	2126	100%	2763	2763	100%
Female	1645	1645	100%	2054	2054	100%
Total	3771	3771	100%	4817	4817	100%
Workers						
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA

Note: Employee Appraisal process is cyclical at the Company and factors their job-grades, date of joining, tenure within the Company, skill level, market cycles and other key information.

10. Health and safety management system:

A Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?	Yes, the Company, being an IT enabled services provider does not engage itself in manufacturing processes that pose occupational health / safety hazards or risks.
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 provides its employees a safe and hygienic workplace environment free from any potential hazard or risk. Air and noise pollution are complied with applicable laws. Smoke detectors and firefighting equipment are situated in common areas and are easily accessible by trained users. Nature friendly chemicals are used for housekeeping activities. The Company encourages minimal paper use and recycles its paper wherever practical. The company has ensured effective and suitable ventilation and temperature monitoring for all enclosed workspaces. Every workstation has suitable and sufficient lighting, and maintenance work is done periodically. All workspaces are maintained clean and waste materials are disposed responsibly. The company's Emergency Response Team (ERT) is adequately trained to safely evacuate people in the event of fire hazards. The Company is also an ISO 9001:2015 and 27001:2022 certified organisation for quality management and IS management respectively. As part of this, we have processes to take care of working environment, which is secured, risk free and with required comfort. Eg: Temperature/AC monitoring, environmental controls, equipment maintenance/ safety, etc. All these measures support our system for occupational health and safety management system. Policy reference: https://www.alldigitech.com/wp-content/uploads/2024/10/HEALTH-SAFETY-ENVIRONMENTAL-CONSERVATION-POLICY.pdf
C Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)	Yes
D Do the employees/workers of the entity have access to non-occupational medical and healthcare services? (Yes/ No)	Yes, the Company provides access to non-occupational medical and healthcare services, including first-aid support and periodic health awareness initiatives for employees

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

Safety Incident/Number	Category	FY 2025-2026 (Current Financial Year)	FY 2024-2025 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
	Workers	Not Applicable	Not Applicable
Total recordable work-related injuries	Employees	Nil	Nil
	Workers	Not Applicable	Not Applicable
No. of fatalities	Employees	Nil	Nil
	Workers	Not Applicable	Not Applicable
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	Not Applicable	Not Applicable

Note: The company is in the IT enabled services sector where there is no significant occupational injury risk in the operating premises. The company ensures effectiveness of internal health and safety systems on a periodic basis.

12. Describe the measures taken by the entity to ensure a safe and healthy workplace.	The Company has installed an adequate number of fire extinguishers and smoke detectors for fire safety. Designated fire exits are strategically located in all floors. Adequate CCTV coverage throughout the office spaces ensures personnel safety. Decibel meters are regularly used to check and control ambient noise on floors. Noise cancelling headsets are provided to all employees in the call-centres to ensure a comfortable work environment. Temperature monitoring is done on an hourly basis throughout the day. All employees are trained in fire safety and fire drill is conducted annually.
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13. Number of Complaints on the following made by employees and workers:

Category	FY 2025-2026 (Current Financial Year)			FY 2024-2025 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	Nil	Nil	Nil	Nil	Nil
Health & Safety	Nil	Nil	Nil	Nil	Nil	Nil

Note: The company has a open culture that encourages constant feedback in a transparent manner which are handled proactively and results in a healthy working relationship.

14. Assessments for the year:

Category	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health & Safety Practices	Nil
Working Conditions	Nil
15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.	Nil

Note: The company did not undertake any external assessment focusing on the NGRBC principles during the year. However, proactive measures are constantly made to ensure good health and safety practices and safe working conditions.

P4 Businesses should respect the interests of and be responsive to all its stakeholders

ESSENTIAL INDICATORS

1. Describe the processes for identifying key stakeholder groups of the entity.	The Company has identified key stakeholder groups based on their influence, impact, legitimacy, urgency, and relevance to the Company's operations. Key stakeholders include employees, customers, shareholders and communities. The Company determines the frequency and mode of engagement based on stakeholder needs, expectations and the nature of engagement.
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2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

S. No.	Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
1.	Employees	No	Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website and others	Regular	Career growth, skill development, fair remuneration, safe workplace, employee satisfaction, great place to work.
2.	Customers	No	Email, Website, Client Visit, Project review meetings.	Regular	Service delivery, customer satisfaction.
3.	Shareholders	No	Stock Exchange website, Email, Company Website, Newspaper Advertisement, Notice of Annual General Meeting	Annual General Meeting/Need based EGM	For sending regular communications to the shareholders regarding Financial statement/Result, any upcoming or happened event of the company.
4.	Communities	No	Community meetings	Periodic and need based	Health, education and skill development
5.	Government and Regulatory Authorities	No	Regulatory audits and inspections, environmental compliance, policies, good governance, statutory corporate filings, and direct interactions on a case-by- case basis	Annually and as per requirements	- Report and compliances on Legal and Regulatory requirements. - Discussions with regards to various regulations and amendments, inspections and approvals

P5 Businesses should respect and promote human rights

ESSENTIAL INDICATORS

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

Category	FY 2025-2026 Current Financial Year			FY 2024-2025 Previous Financial Year		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	3771	1986	53%	4817	4705	98%
Other than permanent	Nil	Nil	Nil	Nil	Nil	Nil
Total	3771	1986	53%	4817	4705	98%
Workers						
Permanent	NA	NA	NA	NA	NA	NA
Other than permanent	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA

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

Category	FY 2025-2026 Current Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage	
		No.(B)	% (B /A)	No.(C)	% (C /A)
Employees					
Permanent	3771	1318	34.95%	2453	65.05%
Male	2126	616	28.97%	1510	71.03%
Female	1645	702	42.67%	943	57.33%
Other	NA	NA	NA	NA	NA
Other than Permanent	Nil	Nil	Nil	Nil	Nil
Male	Nil	Nil	Nil	Nil	Nil
Female	Nil	Nil	Nil	Nil	Nil
Other	Nil	Nil	Nil	Nil	Nil
Workers					
Permanent	NA	NA	NA	NA	NA
Male	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA
Other	NA	NA	NA	NA	NA
Other than Permanent	NA	NA	NA	NA	NA
Male	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA
Other	NA	NA	NA	NA	NA

Category	FY 2024-25 Previous Financial Year				
	Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (E)	% (E/D)	No.(F)	% (F /D)
Employees					
Permanent	4817	1173	24.35%	3644	75.65%
Male	2763	608	22.01%	2155	77.99%
Female	2054	565	27.51%	1489	72.49%
Other	Nil	Nil	Nil	Nil	Nil
Other than Permanent	Nil	Nil	Nil	Nil	Nil
Male	Nil	Nil	Nil	Nil	Nil
Female	Nil	Nil	Nil	Nil	Nil
Other	Nil	Nil	Nil	Nil	Nil
Workers					
Permanent	NA	NA	NA	NA	NA
Male	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA
Other	NA	NA	NA	NA	NA
Other than Permanent	NA	NA	NA	NA	NA
Male	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA
Other	NA	NA	NA	NA	NA

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

a. Median remuneration / wages:

Category	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	3	16,30,000	1	16,74,286
Key Managerial Personnel (during FY2025-26)	3	91,33,416	1	25,82,206
Employees other than BoD and KMP	2126	3,12,000	1645	2,20,464
Workers	NA	NA	NA	NA

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

Category	FY (2025-2026) Current Financial Year	FY (2024-2025) Previous Financial Year
Gross wages paid to females as % of total wages	31.84%	31.54%

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
5. Describe the internal mechanisms in place to redress grievances related to human rights issues.	The Company has various policies in place to facilitate employees to express their free views and grievances including under POSH and Whistle Blower mechanisms. Town Halls chaired by the CEO, management team and their direct reportees encourage open conversations and feedback. The company has an employee engagement platform “helpdesk” where all employees can raise their concerns and improvement suggestions which are addressed promptly. Also refer P3 Point 6 above.

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

Category	FY (2025-2026) Current Financial Year			FY (2024-2025) Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	2	0	Resolved Promptly	2	0	Resolved Promptly
Discrimination at workplace	Nil	Nil	Nil	Nil	Nil	Nil
Child Labour	Nil	Nil	Nil	Nil	Nil	Nil
Forced Labour/Involuntary Labour	Nil	Nil	Nil	Nil	Nil	Nil
Wages	Nil	Nil	Nil	Nil	Nil	Nil
Other human rights related issues	Nil	Nil	Nil	Nil	Nil	Nil

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

Category	FY (2025-2026) Current Financial Year	FY (2024-2025) Previous Financial Year
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	2	2
Complaints on POSH as a % of female employees / workers	0.12%	0.10%
Complaints on POSH upheld	2	2

Note: During FY 2025-26, two complaints were received and investigated. Both complaints were found substantiated after due inquiry conducted in accordance with the principles of natural justice. Appropriate disciplinary action was taken in each case, in line with the Company's zero-tolerance approach to sexual harassment at the workplace. No complaint remained pending resolution at the end of the financial year.

8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.	The Company has a well-established policy on prevention of sexual harassment of women in the workplace in accordance with the provisions of the “Sexual Harassment of Women in workplace (Prevention, prohibition and redressal) Act 2013”. The POSH committee comprises senior members and effectively implements adequate internal controls for prevention of any incidents of harassment. The Company has zero tolerance on any discrimination and/ or harassment related issues and takes timely measures to address grievances. The Company regularly trains and sensitises its employees to report their genuine concerns and maintains complete confidentiality.
9. Do human rights requirements form part of your business agreements and contracts? (Yes/No)	Yes, Human rights requirements form a part of our business agreements and supplier contracts. We have adopted Modern Slavery Act and globally compliant in the countries, wherever applicable. For suppliers, we expect human rights compliance as they all should abide by Alldigi’s code of conduct. Supplier shall ensure full compliance with all local laws and regulations including but not limited to anti-bribery and anti-corruption, health and safety, human rights, anti-trafficking and modern slavery, data protection, international trade, sanctions, export-controls, anti-trade and competition, prevention of sexual harassment and product safety.

10. Assessments for the year:

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

11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above.	Not Applicable
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P6 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 (2025-2026) Current Financial Year	FY (2024-2025) Previous Financial Year
From renewable sources		
Total electricity consumption in GJ (A)	NA	NA
Total fuel consumption in GJ (B)	NA	NA
Energy consumption through other sources (C)	NA	NA
Total energy consumption in GJ (A+B+C)	NA	NA
From non-renewable sources		
Total electricity consumption (D)	16,988	18,346
Total fuel consumption (E)	665	760
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	17,653	19,106
Total energy consumed (A+B+C+D+E+F)	17,653	19,106
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0.0000051064 GJ / ₹	0.0000058590 GJ / ₹
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	Nil	Nil
Energy intensity in terms of physical output	Nil	
Energy intensity (optional) – the relevant metric may be selected by the entity	Nil	
Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.	No independent assessment/evaluation was carried out by any external agency during the reporting period.	
2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.	No	

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

S. No.	Parameter	FY (2025-2026) Current Financial Year	FY (2024-2025) Previous Financial Year
	Water withdrawal by source (in kilolitres)		
i	Surface water	121	110
ii	Groundwater (borewell) KL	643	625
iii	Third party water (metro water - takes from Surface water)	32	Nil
iv	Seawater / desalinated water	Nil	Nil

S. No.	Parameter	FY (2025-2026) Current Financial Year	FY (2024-2025) Previous Financial Year
v	Other	Nil	Nil
	Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	796	735
	Total volume of water consumption (in kilolitres)	796	735
	Water intensity per rupee of turnover (Water consumed / turnover)	0.0000002303 KL / ₹	0.0000002254 KL / ₹
	Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	Nil	Nil
	Water intensity in terms of physical output	Nil	Nil
	Water intensity (optional) – the relevant metric may be selected by the entity	Nil	Nil
	Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.	No	

4. Provide the following details related to water discharged:

Parameter	FY (2025-2026) Current Financial Year	FY (2024-2025) Previous Financial Year
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	121	110
- No treatment	121	110
- With treatment – please specify level of treatment	Nil	Nil
(ii) To Groundwater	643	625
- No treatment	643	625
- With treatment – please specify level of treatment	Nil	Nil
(iii) To Seawater	Nil	Nil
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(iv) Sent to third-parties	32	Nil
- No treatment	32	Nil
- With treatment – please specify level of treatment	Nil	Nil
(v) Others	Nil	Nil
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
Total water discharged (in kilolitres)	796	735
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.		

5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation	No, the Company is an IT enabled service provider that is not engaged in water intensive processes. Hence, the company has not implemented zero liquid discharge mechanisms. The water consumption is restricted to office use by employees.
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6. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:

Parameter	Please specify unit	FY (2025-2026) Current Financial Year	FY (2024-2025) Previous Financial Year
NOx	NA	NA	NA
Sox	NA	NA	NA
Particulate Matter (PM)	NA	NA	NA
Persistent organic pollutants (POP)	NA	NA	NA
Volatile organic compounds (VOC)	NA	NA	NA
Hazardous air pollutants (HAP)	NA	NA	NA
Others – please specify	NA	NA	NA

Note: Not applicable as the nature of the business does not specifically produce any emissions other than noted elsewhere in this report.

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

Note: Not applicable as, the nature of the business does not specifically produce any emissions other than noted elsewhere in this report.

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

Parameter	Unit	FY (2025-2026) Current Financial Year	FY (2024-2025) Previous Financial Year
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO ₂ e	599	615
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO ₂ e	2,550	3,097
Total Scope 1 and Scope 2 emissions per rupee of turnover	tCO ₂ e/Rs	0.0000009111	0.0000011384
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Nil	Nil	Nil
Total Scope 1 and Scope 2 emission intensity in terms of physical output	Nil	Nil	Nil
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	Nil	Nil	Nil

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

No

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

	Parameter	FY (2025-2026) Current Financial Year	FY (2024-2025) Previous Financial Year
	Total Waste generated (in metric tonnes)		
	Plastic waste (A)	Nil	Nil
	E-waste (B)	Nil	Nil
	Bio-medical waste (C)	Nil	Nil
	Construction and demolition waste (D)	Nil	Nil
	Battery waste (E)	Nil	Nil
	Radioactive waste (F)	Nil	Nil
	Other Hazardous waste. Please specify, if any. (G)	Nil	Nil
	Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	Nil	Nil
	Total (A+B + C + D + E + F + G + H)	Nil	Nil
	Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	Nil	Nil
	Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	Nil	Nil
	Waste intensity in terms of physical output	Nil	Nil
	Waste intensity (optional) – the relevant metric may be selected by the entity	Nil	Nil
	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	Nil	Nil
ii	Reused	Nil	Nil
iii	Other recovery operations	Nil	Nil
	Total	Nil	Nil
	For each category of waste generated, total waste disposed by nature of disposal method' (in metric tonnes)		
	Category of waste		
i	Incineration	Nil	Nil
ii	Landfilling	Nil	Nil
iii	Other disposal operations	Nil	Nil
	Total	Nil	Nil
	Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (YES/NO) 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.	Practices pertaining to non-hazardous waste: - Reduce of usage of A4 paper by substituting offices with recycled A4 paper. - Clean up your desk year end initiative - E- waste collection drives - One time clean-up of all storage facilities - Empanelment with authorised vendors for disposal of paper and e-waste.
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11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:

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

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

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

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

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

P7 Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

ESSENTIAL INDICATORS

1a	Number of affiliations with trade and industry chambers/ associations.	4	
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, in the following format		
S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/ National)	
1	Madras Chamber of Commerce and Industry	State level body	
2	Confederation on Indian Industry	National level body	
3	NASSCOM	Industry body	
4	Indo American Chamber of Commerce	International body	
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.	None	
S. No.	Name of authority	Brief of the case	Corrective action taken
	NA	NA	NA

P8 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.

S. No.	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
	NA	NA	NA	NA	NA	NA

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

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)
	NA	NA	NA	NA	NA	NA

Note: Given the nature of business rehabilitation and resettlement is not applicable to Alldigi Tech.

3.	Describe the mechanisms to receive and redress grievances of the community.	Community grievances are addressed by the project execution team appointed by the NGO partner working on the ground. They are in direct connect with the beneficiaries who share their concerns with them. During our periodic virtual connects with the project execution team as well as during our periodic project site visits, we evaluate and understand the grievances for further course of action. Based on their grievances, we take corrective action where required in consultation with our NGO partners.
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4. Percentage of input material (inputs to total inputs by value) sourced from suppliers.

Category	FY (2025-2026) Current Financial Year	FY (2024-2025) Previous Financial Year
Directly sourced from MSMEs/ small producers	30%	17%
Sourced directly from within the district and neighbouring districts	Nil	Nil
Note: Alldigi Tech is in the business of call centre management and payroll processing, both of which are human capital intensive. Given the nature of the business, purchased input material is not a significant component of the operational cost. However, as a matter of policy the company provides opportunities for small enterprises to participate and partner in its operations.		

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

Location	FY (2025-2026) Current Financial Year	FY (2024-2025) Previous Financial Year
Rural	0%	0%
Semi-urban	0%	0%
Urban	0%	0%
Metropolitan	100%	100%

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

P9 Businesses should engage with and provide value to their consumers in a responsible manner

ESSENTIAL INDICATORS

1.	Describe the mechanisms in place to receive and respond to consumer complaints and feedback.	The Company operates primarily in a B2B model and engages with clients through structured channels such as emails, leadership calls, customer meetings, project reviews and escalation mechanisms. Complaints and feedback are logged, reviewed, escalated where required, and addressed within defined timelines. Feedback is analysed to improve service delivery, quality, information security and customer experience Our Service Offerings We deliver a wide spectrum of digital business services, including: • Business Process Management (BPM) • AI-powered Collections & Debt Recovery services • Payroll processing and HR operations • Transaction processing, credit risk management, and compliance support • Tech & Digital (T&D) • Other digital transformation solutions
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2.	Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:	NA. The company is engaged in B2B model and does not directly engage with Consumers.
		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:

Category	FY (2025-2026) Current Financial Year			FY (2024-2025) Previous Financial Year		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
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

Note: The Company has a regular process of feedback meetings with customers at different levels to understand their requirements and suggestions. These project review meetings happen at regular intervals and is reviewed by the management to improve the company's customer focus.

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

	Number	Reasons for recall
Voluntary recalls	NA	NA
Forced recalls	NA	NA

Note: Given the nature of services provided by the company, product recall is not applicable.

5.	Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.	Yes, the Company is an ISO 27001:2022 and ISO 9001:2015 certified Organization. The Company has a robust Quality Management and Information Security Management system in place to identify the potential risks, areas of improvement and further to ensure smooth business operations. ISO 9001:2015, Quality Management System certification for Chennai facility and ISO 27001:2022, Information security management system certification for all alldigi's facilities in Chennai, Bengaluru, Noida are in place. HIPAA Certification is a mandatory compliance requirement for the programs / centre where we deal with Electronic Protected Health Information (EPHI) of US Citizens. The PCI DSS compliance certifications for Chennai facility in the CAM vertical is also in place. Existing SSAE 18 / ISAE 3402, SOC1, Type II audit reporting for EXM payroll business is performed thrice each year to cater to our clients' requirements. This increased frequency ensures the robustness of our systems. General Data Protection Regulation (GDPR) is a regulation in EU law on data protection & privacy for all individuals within the European Union (EU). It also addresses the requirements to be fulfilled for export of personal data from EU to outside the EU. This act is applicable to all entities which can be located anywhere in the world and have to mandatorily deploy the GDPR framework and controls if they collect or process personally identifiable information (PII) of EU citizens or those residing in EU. We established GDPR framework six years ago. All in all, our focus on IT security, cyber security and data privacy continue to strengthen our control framework for the business lines where it is applicable. https://www.alldigitech.com/privacy-policy/#:~:text=We%20do%20not%20knowingly%20collect,Personal%20Data%2C%20please%20contact%20us.
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 complaints were received pertaining to advertising, cyber security and data privacy during the reporting period.
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	There is no impact since there were no data breaches.

Note: - Last year numbers, wherever necessary, have been regrouped/ reclassified based on updated grouping, standards, locations, coverage and criterion.