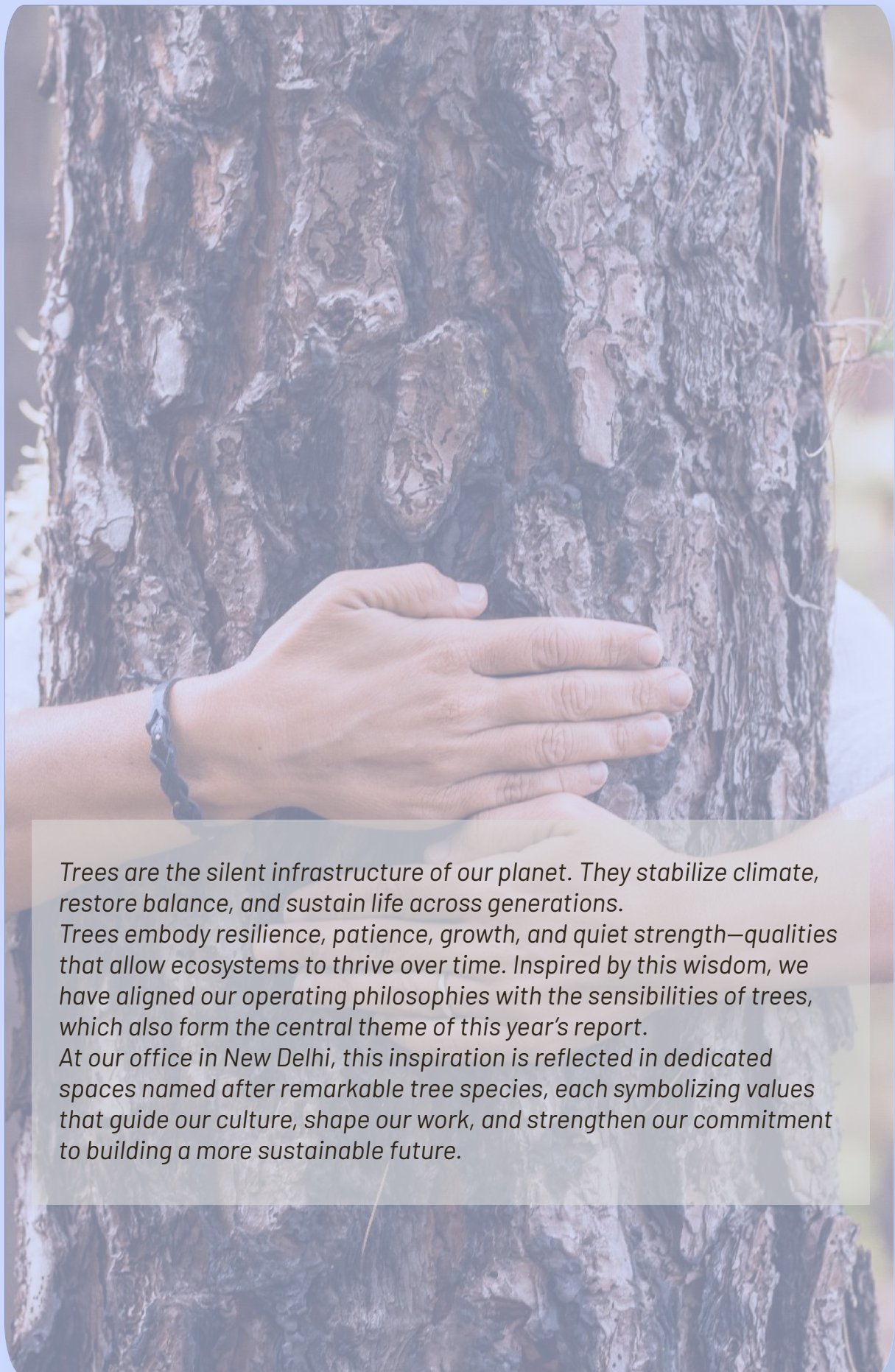




Sustainability Action Report

FY 2025-2026





Trees are the silent infrastructure of our planet. They stabilize climate, restore balance, and sustain life across generations. Trees embody resilience, patience, growth, and quiet strength—qualities that allow ecosystems to thrive over time. Inspired by this wisdom, we have aligned our operating philosophies with the sensibilities of trees, which also form the central theme of this year's report. At our office in New Delhi, this inspiration is reflected in dedicated spaces named after remarkable tree species, each symbolizing values that guide our culture, shape our work, and strengthen our commitment to building a more sustainable future.

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BANYAN



The Banyan, with its many roots anchoring new growth, symbolizes actions that spread over time. This mirrors our philosophy of **Do (Action)** - small steps today creating ripples of impact tomorrow.



Directors' Note



Upendra Bhatt
Managing Director



Pawan Mehra
Managing Director

This year, cKinetics turned 15 ! Over this decade and a half, we've dedicated our efforts to advancing low-carbon and climate-resilient economies at local, regional and national level.

Over the years, we've strengthened connections within the sustainability ecosystem, fostered new partnerships, and increased our capacity for impactful change. We have also launched innovative and industry-leading initiatives such as cKers Finance and data platforms such as cCarbon and ICCAD to bolster data-led solutions to enable sustainability actions.

In this past year, living true to our tag line of 'Accelerating Sustainability', we have been engaged in several industry leading initiatives:

- Launching a very successful India State Climate Investment Forum to catalyze sub-national climate finance agenda for the state of Maharashtra and India's first net zero assembly constituency-Kuppam in Andhra Pradesh
- Advancing SUGAM-CSS, a climate-focused initiative designed to minimize post-harvest losses by deploying clean, decentralized cooling systems

- Undertaking the India Sustainable Investment Leadership Summit 2025 in partnership with UN-PRI and the General Insurance Council to spotlight the investment strategies and market mechanisms to support India's low-carbon growth pathways.
- Established the Carbon Removals Investment Summit in London as a curated group of global institutional investors and pioneering technology developers to accelerate capital deployment and shape the future of carbon removals.
- Successfully convening the second edition of Canada Clean Fuels and Carbon Markets Summit to advance market action underpinned by a modelling-based outlook

Our work continues to power corporates in realizing their climate ambitions.

Like the trees that inspire this report, we remain rooted in purpose, growing through collaboration, and committed to nurturing a more sustainable future for everyone.



BAMBOO

Bamboo teaches patience: nourished for years, it suddenly shoots up overnight. Likewise, our philosophy of **Be Alert to Opportunity** reflects that seeds planted today must be nurtured to accelerate growth.

01

What We Do and Who We Are

At cKinetics, we are dedicated to accelerating sustainability. We are enthused to tackle the most pressing and complex sustainability challenges alongside our clients and partners. We firmly believe that sustainability is key to fostering prosperity in businesses, economies, and nations alike.

Domains of Work

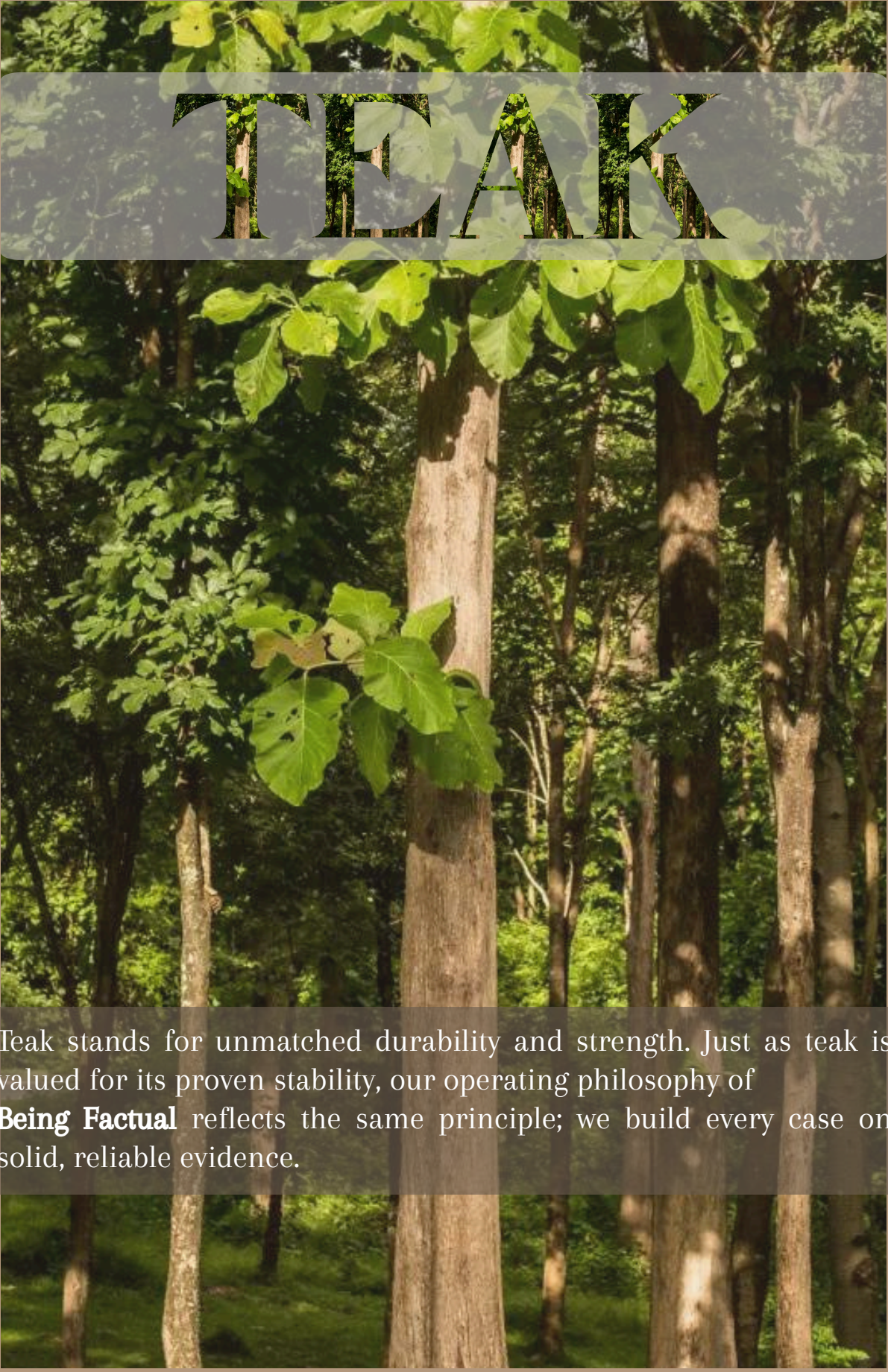


Our Offerings



Industries and Geographies we serve



A photograph of a teak forest with tall, straight tree trunks and dense green foliage. The word "TEAK" is overlaid in large, white, serif capital letters on a semi-transparent dark grey rectangular background at the top of the image.

TEAK

Teak stands for unmatched durability and strength. Just as teak is valued for its proven stability, our operating philosophy of **Being Factual** reflects the same principle; we build every case on solid, reliable evidence.



Our work this year contributed to outcomes that will create lasting impact across ecosystems, economies, and communities



Supported Sub-National Climate Agenda across Indian States

3



Platforms established for channelling climate finance in India

5



New Green Financing Lines Developed

10



Enabled Farm Level Green Micro-storage Infra

13



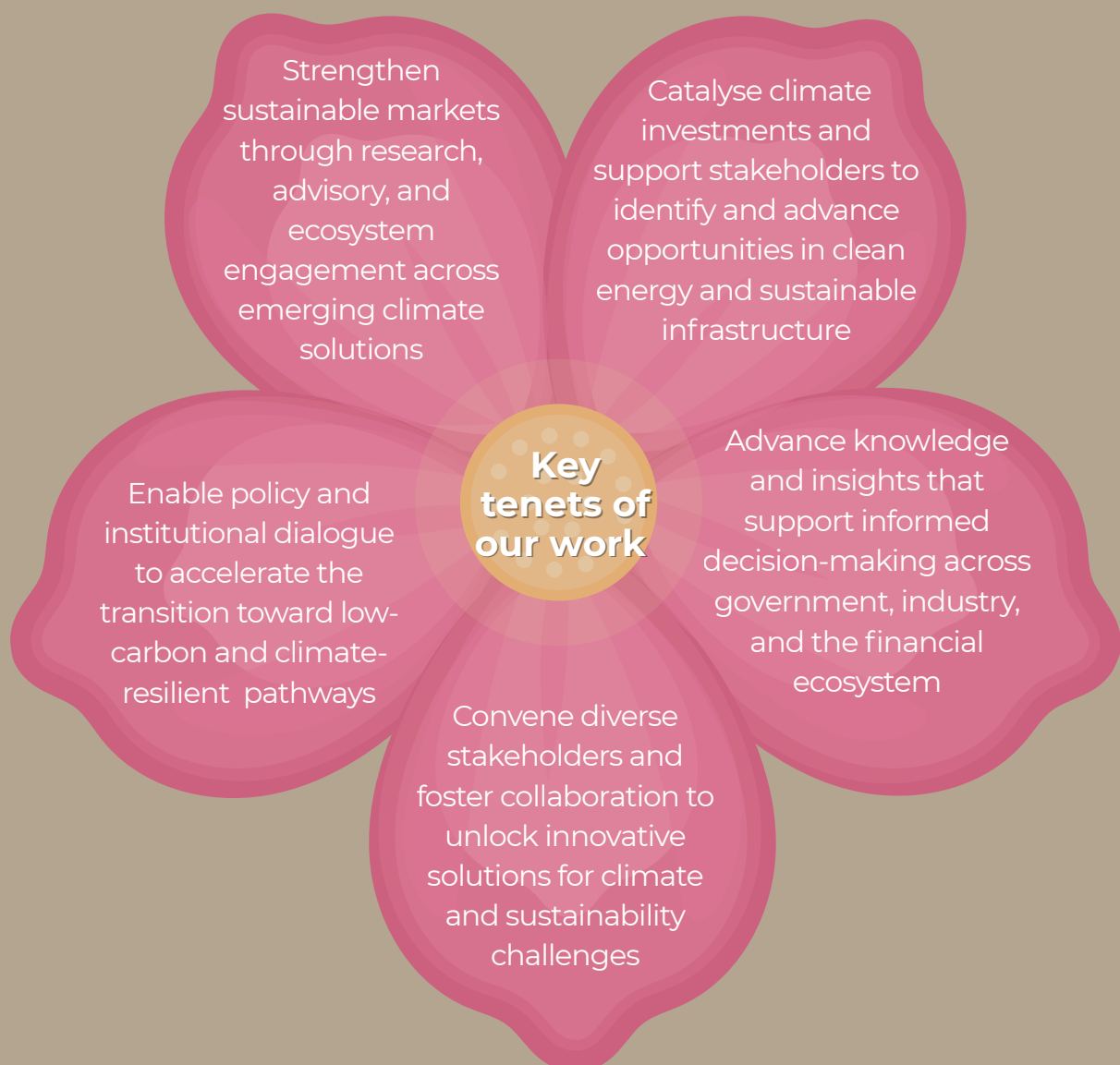
MULBERRY

From nourishing silkworms to offering nutrient-rich fruits, the mulberry quietly supports life and livelihoods. This enduring usefulness reflects our **Sustain** philosophy, enabling steady, long-term progress.

02

Our Areas
of Work

Sustainability has shaped the way we think, act, and innovate. Each challenge has refined our perspective and strengthened the solutions we develop. Today, our work focuses on creating scalable and lasting impact. Guided by five strategic goals, our efforts contribute to advancing the broader sustainability agenda and accelerating the transition toward a resilient, low-carbon future.





KAPOK

The Kapok embodies clarity of vision. Its light, versatile wood and non-toxic fibres show how powerful solutions can also be simple and efficient. Inspired by this, our mission is to create **Market-Driven Pathways** that accelerate sustainable growth

Resource Efficiency and Low Carbon Pathways

Developing strategic pathways for upscaling low-carbon technologies

Designing Stronger Energy Transition Pathways for DISCOMs

Sectoral assessment to inform the strategic design of energy transition interventions by leading Indian state DISCOMs under a bilateral cooperation program.

Making Green Micro-cold storage infrastructure accessible at first mile

Through the SUGAM initiative and its innovative financial enablement, we made significant progress in expanding access to solar- and biomass-powered micro-cold storage units for over 45 entities with outreach to 8,500+ farmers across Uttar Pradesh and Maharashtra, improving access to affordable, climate-smart post-harvest infrastructure.

Mobilizing India's PURE Opportunity

Developed a multi-state market development blueprint for Productive Use of Renewable Energy (PURE) interventions complemented by linkages to investment lines.

Strategic product development to scale-up green portfolios

Developing Environmental Attribute Distribution Frameworks to catalyze innovative decarbonization funds

Supported a global DFI and a leading fund manager in establishing an environmental-attributes-based fund structure targeting supply chain decarbonization in textile, apparel, and footwear sector. The innovative structure allows for allocation of co-benefits to the concerned brand LPs

Deploy effective lending products to accelerate rooftop solar and electric mobility markets in India

Developed a comprehensive green finance strategy and the 'go-to-market' blueprint for a leading DFI investee NBFC to tap into emerging opportunities in the EV and RTS financing space.



BODHI

The Bodhi symbolises awakening and awareness. Its leaves pick up the slightest breeze, reminding us to remain receptive to subtle sparks of creativity. From this, our philosophy of **Setting Imagination Free** draws meaning—turning gentle hints into transformative ideas.

Forecasting the Carbon Markets of Future

Catalysing market action through real-time coverage, analysis and accurate forecasts and convenings

Comprehensive Carbon Dioxide Removal Market Coverage

This year, cCarbon hosted the inaugural Carbon Removal Investment Summit and launched an open data platform—the Carbon Removals and Offset Monitor—which tracks investments, offtake agreements, and carbon credit issuances and retirements across both the voluntary carbon market (VCM) and carbon dioxide removal (CDR) markets

cCarbon's standalone model for the Carbon Offsetting and Reduction Scheme for International Aviation (CORSIA)

The model provides a comprehensive view of global aviation emissions and Eligible Emissions Units (EEU) supply under the program. While CORSIA dynamics have long been incorporated within cCarbon's broader VCM modelling and regulatory tracking, this marks the firm's first dedicated framework built exclusively for the aviation sector.

The year also saw enhanced coverage through the addition of:

- India Carbon Credit Trading Scheme (CCTS)
- New Mexico's Clean Transportation Fuel Program (CTFP)





MANGO

Rich in flavour and nutrients, the mango provides enzymes, fibre, and key vitamins that support immunity and wellbeing. Its ability to create layered benefits from a single source mirrors our philosophy of **Value Creation**—maximising returns from every resource.

Sustainability Reporting and Climate Risk-Informed Investments

Driving Data-Driven ESG Action and Climate Risk Integration for Business Growth and Investment

Advancing work on tracking India Inc.'s climate action disclosures

- Our ICCAD platform expanded the coverage to over 1,250 corporates
- Published a deep-dive through a 'State of the Sector report', along with a series of analyst briefs to provide insights into India's evolving corporate sustainability landscape

Fostering peer learning and voluntary collectives to accelerate climate finance

The India Sustainable Investment Leadership Summit has continued to evolve and attract many key institutions. The recent edition was convened in collaboration with UN-PRI and the General Insurance Council; and featured over 150 institutions from across the capital markets and relevant state agencies and regulators. The Summit has fostered dialogue on intensification of BFSI sector engagement in advancing carbon markets, and mobilizing capital to accelerate India's sustainable transition.

Climate Risk, Insurance Innovation, and Responsible Investment

cKinetics has launched a key effort targeted at the insurance and pension sector on prioritizing climate risk integration and leveraging the effort for directing more capital for low carbon sectors. The work has focused on innovations such as climate risk-responsive insurance products and the role of responsible investment in strengthening portfolio resilience.

Supporting Global Corporates in Reporting Progress on Supply Chain Climate Goals

Supported global and Indian corporates in measuring and disclosing Scope 3 environmental impacts

Developing robust methodologies, high-quality data, assurance-ready reporting, and enabling credible tracking of progress against supply chain action towards climate commitments.

Our work has spanned 3 sectors and entailed coverage of over 1000 supply chain partners across 12 countries.

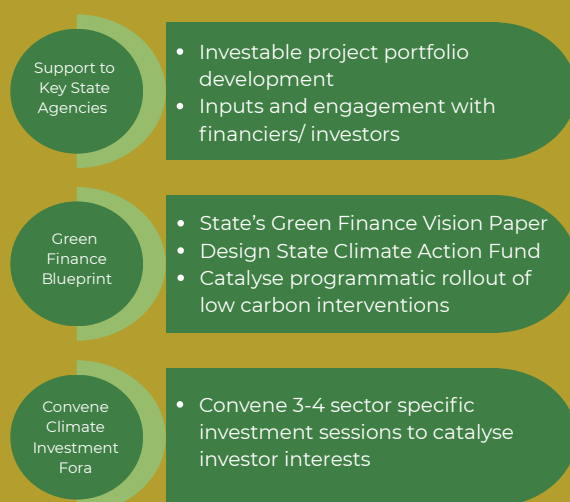


Subnational Climate Finance and Green Growth

Technical Assistance to State Agencies to support net zero transition goals in two of the largest and most progressive Indian states. Our work is directed towards intensifying preparedness, evolving project portfolios and catalyzing finance for scaling up states' energy and climate transition plans.

Decoupling Emissions from Maharashtra's \$1 Trillion economy

We continued our engagement with Maharashtra's state agencies to advance state's green agenda by helping unlock climate finance for key initiatives. During the year, we helped structure 6 key transactions and also convened two high-level investor engagement platforms—one during New York Climate Week and subsequently the flagship India State Climate Investment Forum (ISCIF)—to facilitate dialogue between state agencies and global investors and accelerate climate investment opportunities.

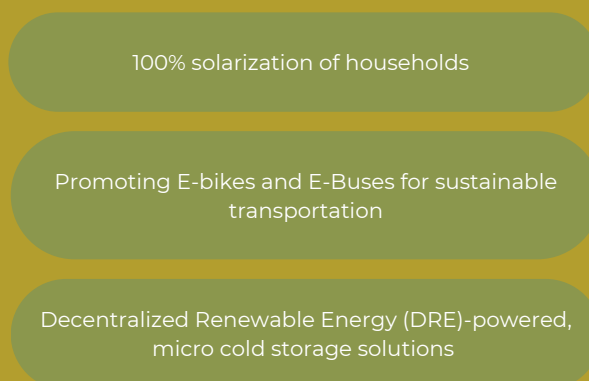


Kuppam (Andhra Pradesh): India's First Net Zero Constituency initiative

Kick-started an ambitious initiative in Andhra Pradesh to develop India's first net zero assembly constituency by 2030.

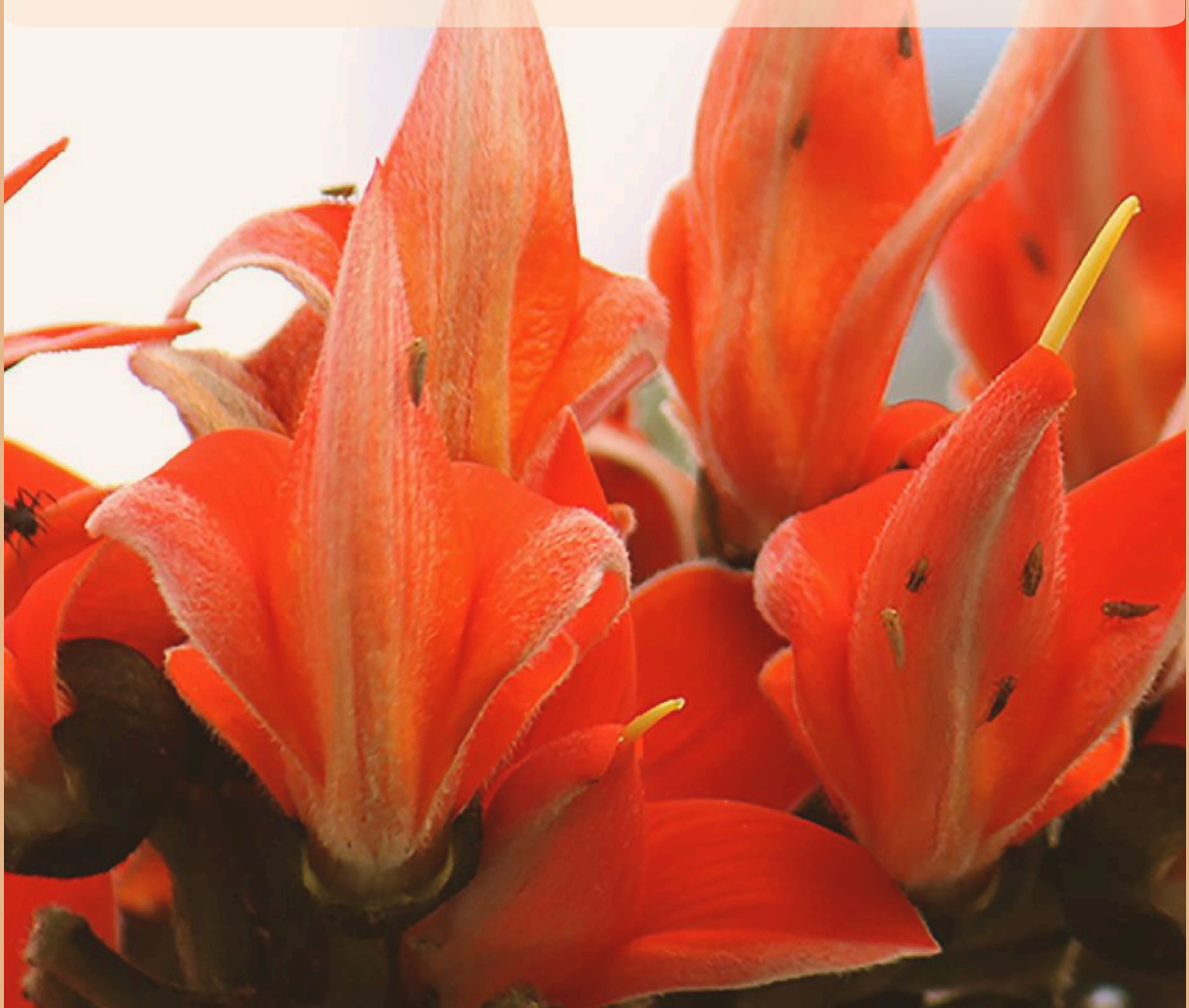
The effort entails developing a comprehensive green finance vision as also handholding the agencies in tapping into climate finance for implementing the blueprint.

Through the year, we have facilitated capital commitment for 3 lighthouse interventions, including 100% domestic Rooftop Solar implementation across the entire constituency.

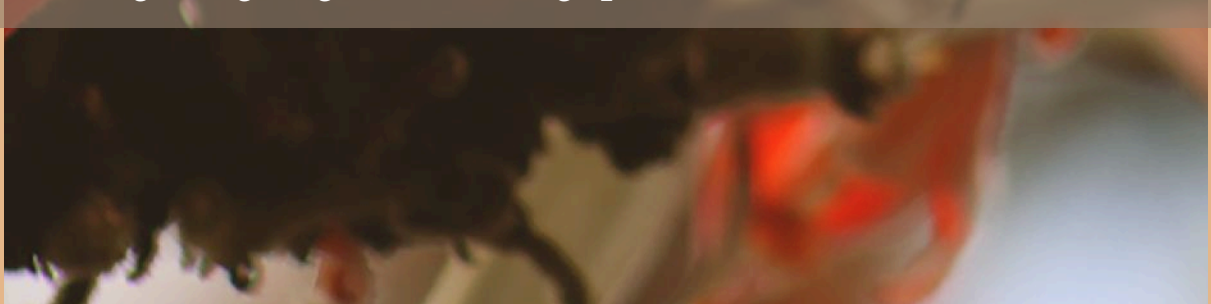




PALASH



Palash, or flame of the forest, is celebrated for its vibrant energy and medicinal richness. Its flowers and parts possess powerful restorative properties. Symbolizing vitality, the palash inspires our commitment to **Creating energizing, life-affirming spaces.**

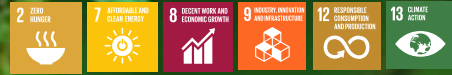


Energy that drives exceptional outcomes

Our teams are always brimming with talent, new ideas and creativity. Through the year, a range of events and celebrations enabled a display of the same - with teams participating enthusiastically and finding creative ways to add fun and joy to every occasion.

Be it the Delhi Half Marathon, our annual Diwali celebration, or the annual offsite, cKers inspire through their passion, camaraderie and vibrant spirit to create lasting memories together.





SHAMI



The Shami thrives in the desert by using water sparingly and making the most of every resource. It is known as the kalpavriksha of the desert. Inspired by this, our philosophy of **Frugality** is about simplicity, efficiency, and ensuring that nothing goes to waste.



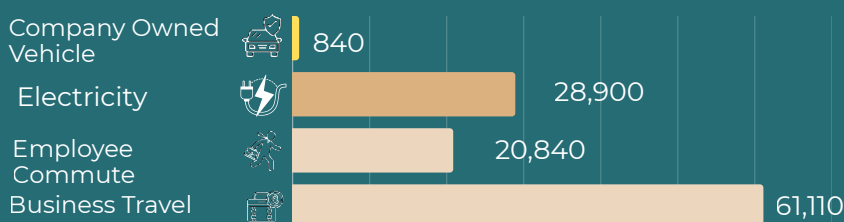
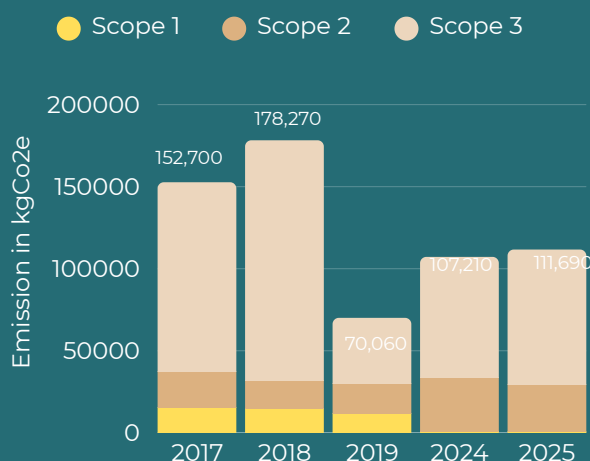
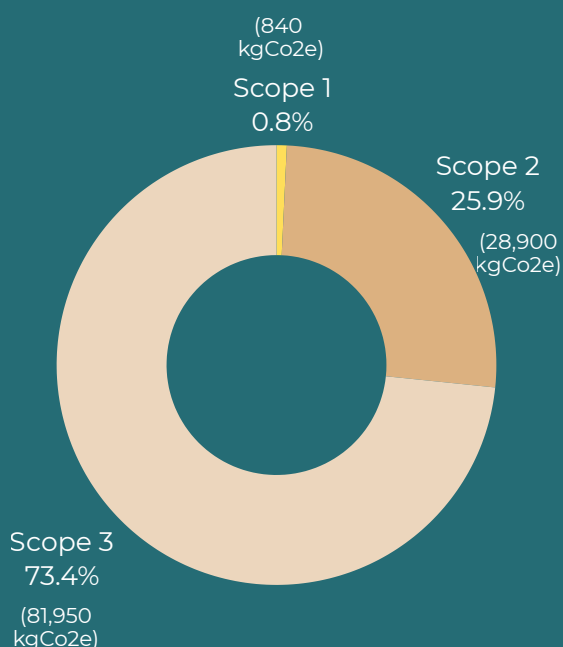
03

Environmental Footprint

Our value-based growth strategy focuses on measuring our resource footprint and continuously reducing our environmental impact. During the year, we reduced our greenhouse gas emissions and remain committed to improving our water efficiency.

Our total emissions in 2025 have increased marginally over 2024 by 4.2%

- Scope 3 increased by 11.7%
- Scope 2 reduced by 12.1 %
- Scope 1 reduced by 12.5%



We used the Corporate GHG Protocol standard to account for the emissions due to our corporate activities. The emissions due to the following were considered:



04

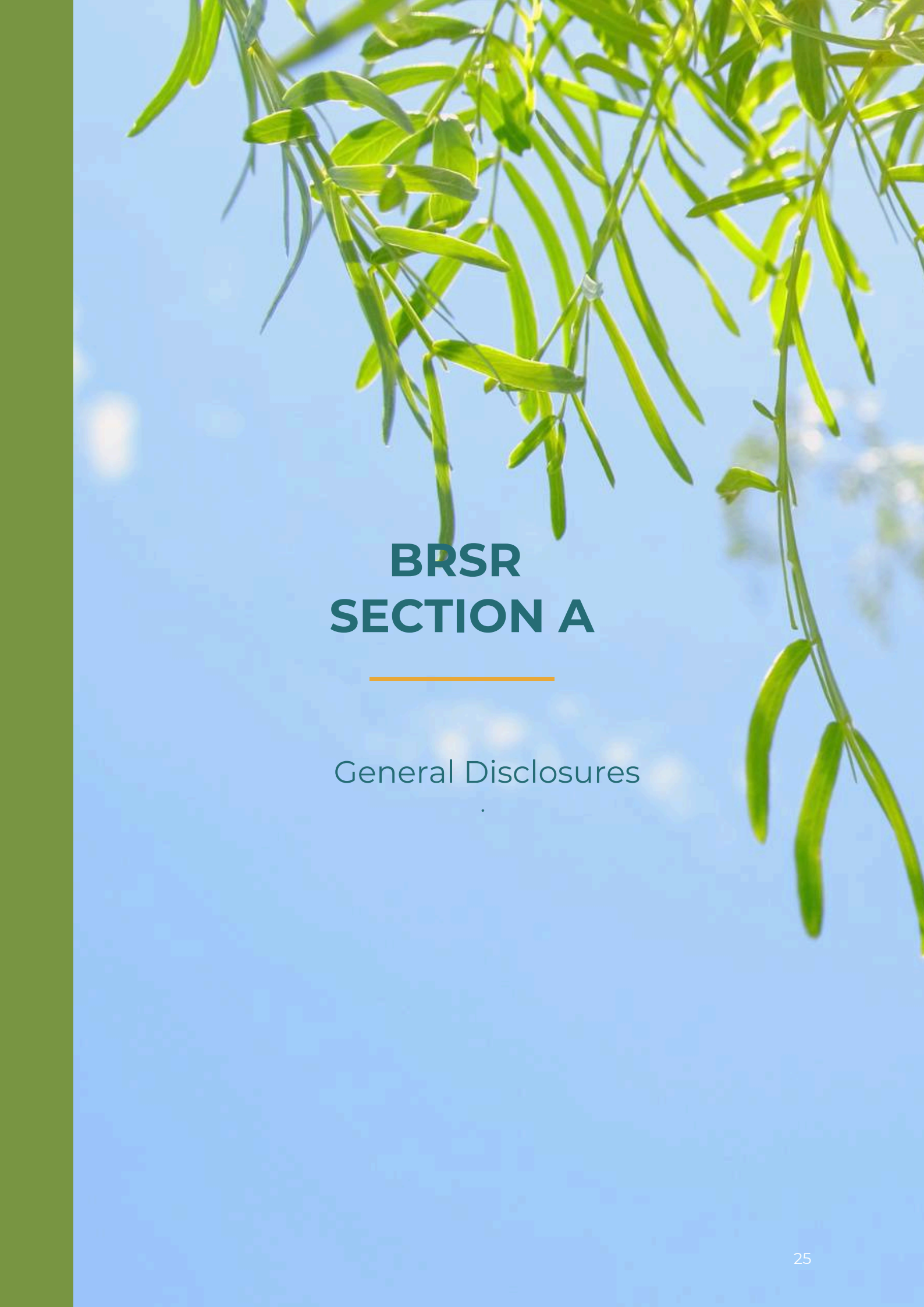
Sustainability Disclosure

Transparency is central to our approach to sustainability. We strive to uphold high standards of sustainability disclosure within our own operations while supporting our clients in doing the same.

Reflecting this commitment, we have voluntarily prepared and published our

Business Responsibility and Sustainability Report (BRSR) to share our progress and performance - refer next section.





BRSR SECTION A

General Disclosures

i. Details of the listed entity

1. **Corporate Identity Number (CIN) of the Entity:** U74140DL2010PTC197656
2. **Name of the Entity:** cKinetics Consulting Services Private Limited
3. **Year of Incorporation:** 2010
4. **Registered Office Address:** Building 24-30, Okhla Industrial Estate, Okhla Phase III, New Delhi 110020
5. **Corporate Address:** Same as above
6. **E-mail:** contact@ckinetics.com
7. **Telephone:** +91 11 4050 7277
8. **Website:** www.ckinetics.com
9. **Financial Year for which reporting is being done:** FY'26
10. **Name of the Stock Exchange(s) where shares are listed:** Not applicable (cKinetics is not a listed entity)
12. **Contact Details for BRSR Queries:**
 Name: Ms. Rekha Rawat
 Designation: Associate Director
 Email: contact@ckinetics.com
 Telephone: +91 11 4050 7277
13. **Reporting Boundary:** Disclosures are provided on a standalone basis

ii. Products/ Services

16. Details of business activities (accounting for 90% of the turnover):

S.no	Description of Main Activity	Description of Business Activity	%age Turnover of the entity
1	Consulting Services	Sustainability Research and advisory	100%

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

S.no	Product /Service	NIC Code	%age of Total Turnover Contributed
1	Management consulting and research support services	70200	100%

iii. Operations

18. Number of locations where plants and/or operations/offices of the entity are situated

S.no	Location	Number of Plants	Number of offices	Total
1	National	NA	1	1
2	International	NA	1	1

19. Markets served by the entity

a. Number of locations

Locations	Number
National (No. of States)	7
International (No. of Countries)	10

iv. Employees

20. Details at the end of Financial Year:

a. Employees and workers (Including differently abled):

S.no	Particulars	Total (A)	Male		Female	
S.no	Particulars	Total (A)	No. (B)	% (B / A)	No. (C)	% (C/ A)
1	Permanent (D)	54	32	59.26%	22	40.74%
2	Other than Permanent (E)	0	0	0%	0	0%
3	Total employees (D + E)	54	32	59.26%	22	40.74%

b. **Differently abled employees and workers:** Currently the team doesn't have any differently abled employees

21. Participation/ Inclusion/ Representation of Women

	Total (A)	No. & Percentage of Females	
	Total (A)	No. (B)	%age (B/A)
Board of Directors	2	0	0%
Key Management Personnel	3	0	0%

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

	FY 2025-26 (Turnover rate in current FY)			FY 2024-25 (Turnover rate in previous FY)			FY 2023-24 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	43%	29%	39%	39%	39%	39%	42%	20%	35%
Permanent Workers	0%	0%	0%	0%	0%	0%	0%	0%	0%

V. Holding, Subsidiary and Associate Companies (including joint ventures)**23. Names of holding / subsidiary / associate companies / joint venture**

S.no	Name of 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)
------	--	--	-----------------------------------	--

Not Applicable

VI. CSR Details**24. CSR Details**

Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Turnover (in Rs.)	Net worth (in Rs.)
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The CSR Mandate is not applicable for the company, however we have made voluntary community contribution for cultural activities

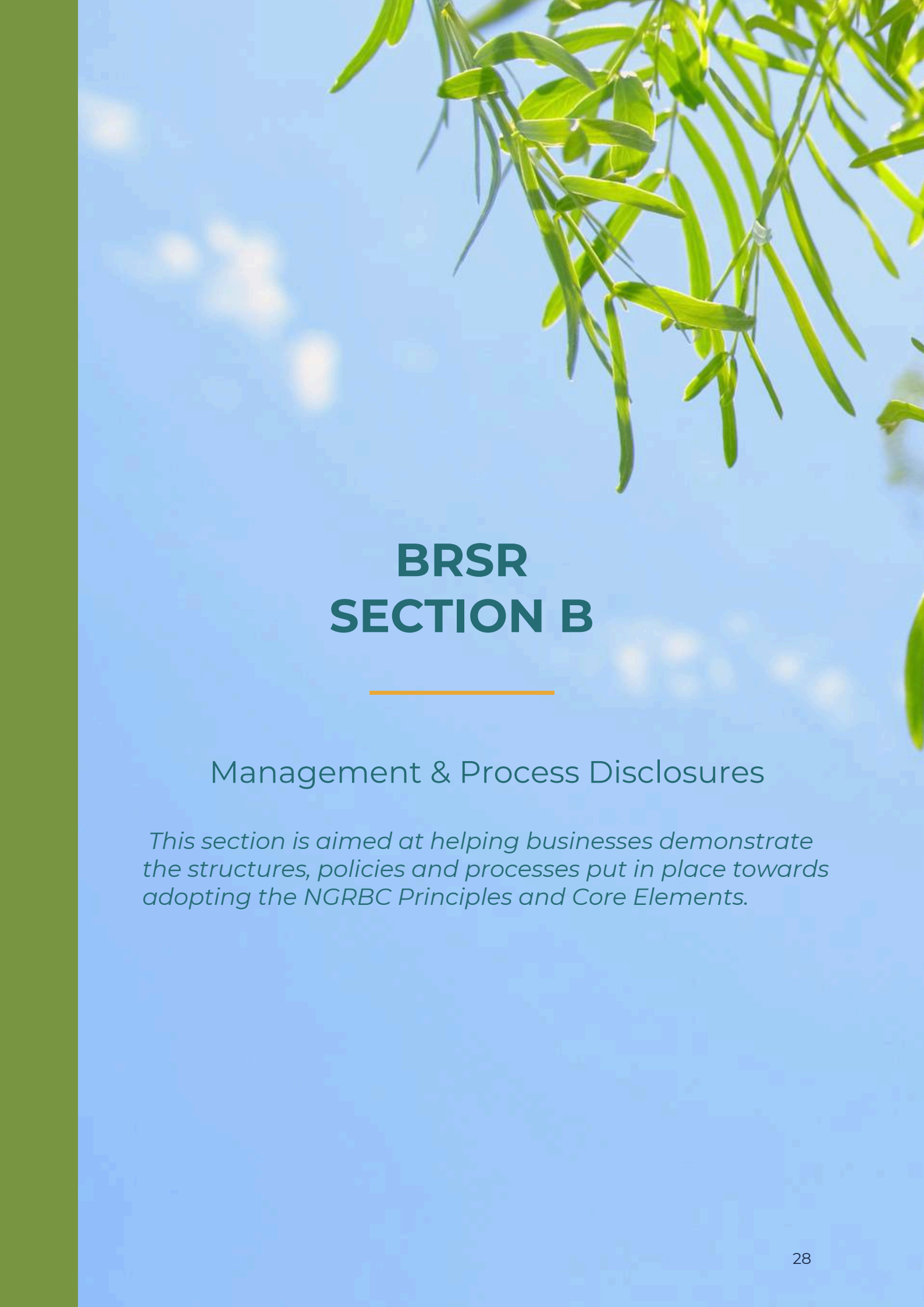
VII. Transparency and Disclosure Compliance**25. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:**

No Complaints/ Grievances on any principles have been reported in current or previous FY

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 Issues 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	Data Security	R	As a consulting firm we sign NDAs with clients to ensure their data and information is secure and used only for their deliverables	Data management policy to avoid occurrence of these situations	Negative
2	Ethical Business Conduct and Anti Corruption	R	conflicts of interest, bribery and corruption are core challenges as different stakeholders at various levels are engaged	We have a Zero tolerance policy on corruption and bribery. Training is provided to all team members outlining key tenets of ethical business conduct	Negative



BRSR SECTION B

Management & Process Disclosures

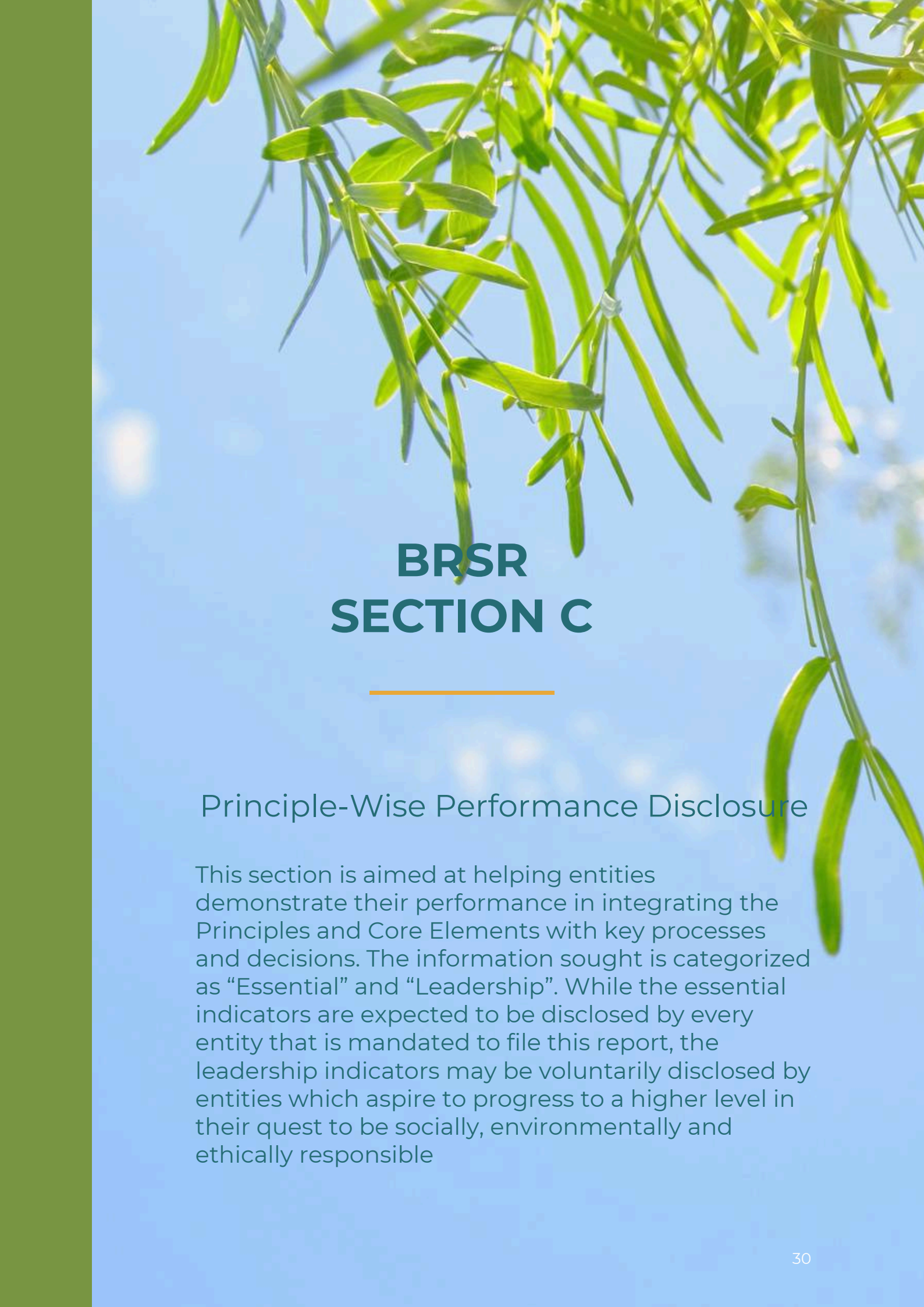
This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Policy and Management Process

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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
1. (b) Has the policy been approved by the board ? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
2. Whether the entity has translated the policy into procedure ?	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners ? (Yes/ No)	Where relevant the appropriate policies and expected conduct are incorporated into the necessary contracts								
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	As a boutique firm, even as cKinetics has not yet undertaken formal standard certifications, company's own policies broadly align with the 9 principles outlined in the BRSR for conducting businesses responsibly								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Formulation of these are under discussion based on alignment to our offerings and operating model								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Not Applicable								

Governance, leadership and oversight

7. Statement by Director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	cKinetics has been committed and deeply aligned with the core tenets of ESG in its operations that are material to the services' sector. Environmentally, we consistently track our carbon footprint from our operations. Socially, we are focused on fostering a safe and inclusive work environment for all our teams. Further we emphasize on conducting our business in a fair and transparent manner with strong business ethics, and accountability to uphold our commitment towards clients and partners with requisite integrity.												
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy	Name: Upendra Bhatt Designation: Managing Director Email: contact@ckinetics.com Telephone: +91 11 4050 7277												
9. Does the entity have a specified committee of the Board/Director responsible for decision making on sustainability	While there is no separate board committee, related aspects are accorded requisite priority and discussed at the Board level.												
10. Details of Review of NGRBCs by the Company:													
Subject to 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					Yes, review is undertaken by the Board of Directors for policies across all principles								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances					Yes, review is undertaken by the Board of Directors, however no rectifications have been necessitated during the concerned FY								
Subject to review					Frequency (Annually (A) / Half yearly (HY) / Quarterly (Q) / Any other – please specify)								
Performance against above policies and follow up action					Q	Q	A	A	A	A	A	A	A
Compliance with statutory requirements of relevance to the principles and rectification of any non compliances					Q	Q	A	A	A	A	A	A	A
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 NA													



BRSR

SECTION C

Principle-Wise Performance Disclosure

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

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

Essential Indicators

1. Percentage coverage by training and awareness programs on any of the principles during the FY

Segment	Total number of training and awareness programs held	Topics / principles covered under the training and its impact	%age of persons in respective categories covered by awareness programs
Board of Directors and Key Managerial Personnel	NA	NA	NA
Employees other than BoD and KMPs	10	P1,P2,P3,P4,P5,P6,P7,P8, P9	45%

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):

No fines and penalties have been levied on the Company in the FY 2025-26 or previously as well.

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.

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, cKinetics has a Zero tolerance towards corruption and bribery. The anti-corruption policy is institutionalized in the Company's Code of Conduct

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

There have been no incidents wherein any such disciplinary action has been warranted in the reporting year

6. Details of the complaints with regards to conflict of interest

There have been no complaints related to conflicts of interest in the reporting year or the previous periods

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

Leadership Indicators

1.awareness programmes conducted for value chain partners on any of the principles during the financial year

No specific program was undertaken in this period

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

Yes, cKinetics code of conduct clearly outlines processes for avoidance of conflict of interest. In addition, each director furnishes a notice of interest in any other companies as well per Form MBP-1. This enables a transparent management of any perceived /potential conflict-of-interest situations.

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

Essential Indicators

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

Not applicable due to the nature of operations; however, cKinetics endeavors for leveraging technologies which minimize travel for delivery of services.

2. **a) Does the entity have procedures in place for sustainable sourcing ? (Yes/No)
b) if Yes, what %age of inputs were sourced sustainably**

Not applicable due to the nature of operations

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

Not applicable due to nature of operations given that as a consulting firm, we primarily provide knowledge and research support based services.

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

Not applicable

Leadership Indicators

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

No

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

No such risks have arisen

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

Not applicable due to nature of operations given that we are essentially a consulting firm primarily providing knowledge and research support

4. **Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:**

Not applicable

5. **Reclaimed products and their packaging materials (as percentage of products sold) for each product category**

Not applicable due to the nature of work

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

Essential Indicators

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

Category	%age of employees covered by										
Category	Total (A)	Health insurance		Accident Insurance		Maternity benefits		Paternity benefits		Day care facilities	
Category	Total (A)	Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees	54	54	100%	54	100%	22	40.74%	32	59.25%	0	0%
Male	32	32	100%	32	100%	0	0%	32	100%	0	0%
Female	22	22	100%	22	100%	22	100%	0	0%	0	0%
Total	54	54	100%	54	100%	22	40.74%	0	59.25%	0	0%

2. Details of retirement benefits, for current and previous FY

	FY 2025-26		FY 2024-25	
Benefits	No of employees covered as a% of total employees	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a% of total employees	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	Y	100%	Y
Gratuity	100%	Y (Provisional)	100%	Y (Provisional)
ESI	2%	Y	2%	Y
Other	The Company is in the process of rolling out the corporate NPS scheme starting next FY.			

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.

The access and in-building mobility is partly conducive for differently abled; discussions are ongoing with the property owner for further refinement in this regard.

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, we have a policy on non-discrimination and do not discriminate against any candidates based on disability, caste, region or sex

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

	Permanent Employees	
Gender	Return to Work Rate	Retention Rate
Male	Non Availed	Not Applicable
Female	100%	100%
Total	100%	100%

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Employees	Yes, all employees can submit grievances to their Team Leads, HR Manager and/or Senior Leadership depending on the nature of the concern. The Company has a strict whistleblower policy to protect complainant's identity etc.
Other than permanent employees	Not applicable

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

8. Details of trainings given to employees and workers

Category	FY 2025-26					FY 2024-25				
Category	Total (A)	On health and safety measures		On skill upgradation		Total (D)	On health and safety measures		On skill upgradation	
Category	Total (A)	Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	Number (E)	% (E / D)	Number (F)	% (F/D)
Employees	54	-	-	38	70%	49	-	-	39	80%
Male	32	-	-	29	91%	31	-	-	21	68%
Female	22	-	-	9	41%	18	-	-	18	100%
Total	54	-	-	38	70%	49	-	-	39	80%

No formal safety training was conducted due to the low-risk office environment; however, general workplace safety SOPs are in place

9. Details of performance and career development review of employees and workers

Category	FY 2025-26			FY 2024-25		
Category	Total (A)	No. (B)	% (B / A)	Total (D)	No. (E)	% (E/D)
Male	32	28	88%	31	25	81%
Female	22	18	82%	18	17	94%
Total	54	46	85%	49	42	86%

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?

Yes, we have outlined SOPs for safe working within the office premises even as its a low risk office. SOPs also cover for business related travel including field visits etc.

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

On routine basis, the teams operate out of the offices in Okhla, New Delhi. There are no specific work-related hazards however care is taken to ensure safe electrical systems etc. We have a SOP of ensuring all lights and HVAC systems are shut down and the main MCBs are switched off at the end of the day.

On a non routine basis, the teams that travel to client facilities or other field visits, requisite care is planned for safe mode of travel and stay etc. The firm has well established SOPs for ensuring safe travel at late hours is managed through empaneled vendors wherever possible/ applicable; and necessary tracking systems are in place to monitor safety of team members.

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

Yes, Team members can report grievances related to work related hazards and recuse themselves in such situations.

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

Yes, we have a comprehensive insurance plan for all employees

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

Safety Incident/Number	FY 2025-26	FY 2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	No Incident	No Incident
Total recordable work-related injuries	No incident	No incident
No. of fatalities	No Incident	No Incident
High consequences for work-related injury or ill-health (excluding fatalities)	No incident	No incident

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

cKinetics is committed to providing its teams with a clean and hygienic work environment. There is an emphasis on maintaining clean and green surroundings, filtered drinking water and sanitation facilities. To tackle the poor AQI concerns in Delhi, the air quality within the premises is maintained through a sophisticated air filtration system to reduce the impacts of poor air quality inside the office. The office access is secure with a 2-tiered authorized access system

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

	FY 2025-26		FY 2024-25	
	Filed during the year	Pending resolution at the end of the year	Filed during the year	Pending resolution at the end of the year
Working Condition	None	NA	None	NA
Health and Safety	None	NA	None	NA

14. Assessment for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and Safety practices	Even as no official inspections were undertaken by any authority, proactive checks and maintenance form the basis of ensuring that workspace is safe and hygienic.
Working Condition	Even as no official inspections were undertaken by any authority, proactive checks and maintenance form the basis of ensuring that workspace is safe and hygienic.

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 since no such incidents occurred through the reporting period

Leadership Indicators**1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N) ?**

Yes, we have a life insurance cover for all team members

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

Typically, a declaration is sought to confirm compliance on any deductions and statutory dues. In addition, status is validated from the Income Tax and GST website.

3. Provide the number of employees / workers having suffered high consequences for work-related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2025-26	FY2024-25	FY 2025-26	FY2024-25
Employees	None	None	None	None

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

Yes, for career endings due to termination of employment, cKinetics maintains a support period of 2 months to support reemployment and absorption into the workforce elsewhere

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and Safety Practices	No assessment of value chain partners' premises is undertaken, given the nature of cKinetics' operations. Where relevant, such as for field work, requirements are included in engagement contracts, with cKinetics retaining the right to audit compliance.
Working Conditions	

6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners

No specific complaints were received on this front

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.

The stakeholders have been identified based on the considerations of our business model and role in sourcing /delivery of our services.

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 and Marginalised Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisements, community meetings, notice board, Website, others..)	Frequency of engagement (Annual, Quarterly, Half yearly, others)	Purpose and scope of engagement including key topics and concerns
Employees	No	Town halls, offsite meetings, and performance reviews	- Town Halls – Quarterly - Offsite meet- Annually - Performance Reviews – Half Yearly	- Town halls: To communicate overall progress made on goals for the FY by the company, new opportunities and challenges. Key dates/ events for the quarter. Acknowledging most appreciated team members against the cultural tenets, and personal milestones etc. - Offsites : For Annual planning, team building, cross cutting interaction with senior leadership, communicating policy and systems updates etc. - Performance reviews: Individual performance review to strengthen career development pathways also have a fair, transparent and competitive compensation framework to reward best performance
Board/Investor	No	Board Meetings	Quarterly board meetings; Annual meeting of the Shareholders	Overall growth and development of the organization
Clients/Partners	No	Check-in meetings, Emails, Websites and platforms, Events and Webinars	- Check-in Meetings: Monthly - Emails: As required - Events and Webinars: As required	- Check-in meeting: Overall progress of the project, challenges and forthcoming plans - Emails: Resolve queries/ provide specific inputs on topics related to the project/ otherwise - Events and webinars: Disseminating knowledge pro and connecting with the larger ecosystem peers and players
Service Providers and Vendors (Auditors / Assurers)	No	Meetings and working sessions	Annual	Auditing, records review, accounting etc..

Leadership Indicators

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

For the team members, engagement and consultation on Economic, Environmental and Social topics is undertaken at quarterly town hall meetings as also the annual offsite meet. The board members also participate in these meetings and workshops and engage actively with the larger team to get their feedback and suggestions. For key partners/ clients, interactions are planned as needed as also an annual touch point through Voice of Customer Surveys (VoC) is planned.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes, stakeholder consultation is used to identify and intensify working on environmental topics such as the maintenance of our office air purification system and management of the AQI

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

Due to the nature of advisory services, there are no direct engagements with the vulnerable/ marginalized stakeholders. In cases where such engagement emerges indirectly on behalf of clients for surveys/ studies, the concerns captured through the interactions are shared with the clients for further action and improvement of their services and products etc.

Principle 5: Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
Category	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees	54	23	43%	49	25	51%
Permanent	54	23	43%	49	25	51%
Other than permanent	0	0	0%	0	0	0%
Total Employees	54	23	43%	49	25	51%

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

Category	FY 2025-26 Current Financial Year					FY 2024-25 Previous Financial Year				
Category	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
Category	Total (A)	No. (B)	% (B/A)	No. (C)	% (C/A)	Total (D)	No. (E)	% (E/D)	No. (F)	% (F/D)
Permanent	54	0	0%	54	100%	49	0	0%	49	100%
Male	32	0	0%	32	100%	31	0	0%	31	100%
Female	22	0	0%	22	100%	18	0	0%	18	100%

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, all human rights and any other related concerns can be raised with the HR manager

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

Grievances can be raised to the cKinetics HR regarding any issues related to human rights violations. In addition, depending on the specific nature of violation they can also be raised with the team leads or senior management.

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

	FY 2025-26 Current Financial Year		FY 2024-25 Previous Financial Year	
	Filed during the year	Pending resolution at the end of the year	Filed during the year	Pending resolution at the end of the year
Sexual Harassment	None	None	None	None
Discrimination at workplace	None	None	None	None
Child Labour	None	None	None	None
Forced Labour/ Involuntary labour	None	None	None	None
Wages	None	None	None	None
Other human rights related issues	None	None	None	None

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

	FY 2025-26	FY 2024-25
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	None	None
Complaints on POSH as a % of female employees / workers	0%	0%
Complaints on POSH upheld	None	None

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

cKinetics code of ethics in Hack assures confidentiality, anonymity, and non-retaliation against any complainants*

9. Do human rights requirements form part of your business agreements and contracts?

Yes

10. Assessment for the year:

	%age of your plants and offices that were assessed (by entity or statutory authorities or 3rd parties)
Child Labor	No Statutory or 3rd party assessment has been conducted
Forced/ Involuntary Labor	
Sexual Harassment	
Discrimination at workspace	
Wages	

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 as no statutory or 3rd party assessment has been conducted. However, there are other issues shared by our team members that require physical and mental health and wellbeing prioritization. We are monitoring the general wellness and engagement KPIs such as sick leaves for the overall teams. For specific cases we have provided the necessary sabbaticals, medical leaves or a combination of both as requested for complete recovery.

Leadership Indicators

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

Not applicable, as there have been no human rights related grievances till date

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

Not Applicable

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Partially accessible

4. Details of assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Child Labor	Not undertaken, though most of our partners are organizations known for good practices and ethical conduct.
Forced/ Involuntary Labor	
Sexual Harassment	As part of onboarding and periodically, statutory compliance statements are sought from the value chain partner to validate them being in good order on these basic and non-negotiable requirements.
Discrimination at workspace	
Wages	
Others- please specify	

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

No concerning observations emerged through the year requiring any corrective action

**Our internal handbook that codifies our mission, vision, operating philosophies, code of conduct incl. ethical practices and outlining what and how we want to operate as cKinetics.*

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 2025-26 Current	FY 2024-25 Previous
From renewable sources		
Total electricity consumption (A)	NA	NA
Total fuel consumption (B)	NA	NA
Energy consumption through other sources (C)	NA	NA
Total energy consumed from renewable sources (A+B+C)	NA	NA
From non-renewable sources		
Total electricity consumption (D)	146,530.80 MJ	163,360.80 MJ
Total fuel consumption (E)	12,077.30 MJ	13,327 MJ
Energy consumption through other sources (F)		
Total energy consumed from non-renewable sources (D+E+F)	158,608.10 MJ	176,687.80 MJ

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:

Parameters	FY 2025-26 Current	FY 2024-25 Previous
Water withdrawal by source (in kilolitres)	-	-
(i) Surface water	-	-
(ii) Groundwater (Boring Water)	648	588
(iii) Third party water (Purchased Bottled Drinking Water)	27.7	25.12
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	675.7	613.12
Total volume of water consumption (in kilolitres)	157.28	142.72
Total Water intensity (optional) – the relevant metric may be selected by the entity - kl/ per person	12.5	12.5

**The water footprint has been estimated based on standard consumptions and purchase data as applicable*

4. Provide the following details related to water discharged

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Water discharge 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*	-	-
- No treatment	518.40	470.40
- With treatment – please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	518.40	470.40

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

No

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

Parameters	Please specify unit	FY (Current Year)	FY (Previous Year)
NOx	Not applicable		
SOx			
Particulate matter (PM)			
Persistent organic pollutants (POP)			
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others – please specify			

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

Parameter	Unit	Current FY	Previous FY
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)	Metric tonnes of CO ₂ equivalent	0.84	0.96
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)	Metric tonnes of CO ₂ equivalent	28.90	32.89
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	Metric tonnes of CO ₂ equivalent/person	0.55	0.69

8. Does the entity have any project related to reducing Greenhouse gas emission? If Yes, then provide details

We will be monitoring the emissions due to travel more closely and aim towards reducing the emissions emerging due to this

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

Parameter	Current FY	Previous FY
Total Waste Generated (In metric tonnes)		
Plastic waste (A)	0.08	-
E-waste (B) Printer Cartridge, telephone, mouse, switch, Starter & tube light chokes, laptop	Not Measured	
Bio-medical waste (C)	NA	-
Construction and demolition waste (D)	NA	-
Battery waste (E)	-	-
Radioactive waste (F)	NA	-
Other Hazardous waste. Please specify, if any. (G)	NA	-
Other Non-hazardous waste generated (H). Please specify, if any. (Break up by composition i.e. by materials relevant to the sector)**	0.24	-
Total (A+B + C + D + E + F + G + H)	0.32	-

Parameter	Current FY	Previous FY
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste	Not tracked yet	
(i) Recycled		
(ii) Re-used		
(iii) Other recovery operations		
Total		
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste	Not tracked yet	
(i) Incineration		
(ii) Landfilling		
(iii) Other disposal operations		
Total		

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

Nature of our business is consulting services, research and advisory therefore we don't use hazardous and toxic chemicals in our process. There are no risks of contamination and as such no treatment requirements are required /foreseen on this account. Special care is taken to dispose electric (wires/ tube lights/ bulbs etc.), electronic and other wastes such as wastepaper, ink cartridges to a caertified 3rd party e-waste managment company for safe disposal once substantial amount gets collected.

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 operation	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) , If no, the reasons thereof and corrective action taken, if any.
1	Okhla Industrial Estate, New Delhi	Consulting services	Our offices are in a business complex and due to the nature of our operations (consulting service), no environmental approval and compliance alignment is needed.

*We started inventorising waste generation from this year

**In other Non-hazardous waste, we have considered Paper Waste & General Dry waste (includes mix office dry waste such as tissue rolls, sanitary waste or paper cups and plates

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
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Not applicable due to the nature of work we undertake

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, we are compliant with all requisite regulations and guidelines as relevant for our business

Leadership Indicators

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

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

I. Name of the area: *Okhla Industrial Estate – Phase 3*

II. Nature of operations: *Office operation for staff*

III. Water withdrawal, consumption and discharge in the following format: *Continued on next page*

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

Parameter	FY 2025-26 Current	FY 2024-25 Previous
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater (Boring Water)	648.00	588.00
(iii) Third party water (Purchased Bottled Drinking Water)	27.70	25.12
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres)	675.70	613.12
Total volume of water consumption (in kilolitres)	157.28	142.72
Total Water intensity (optional) – the relevant metric may be selected by the entity - kl/ per person	12.5	12.5
Water discharge by destination and level of treatment (in kilolitres)	-	-
(i) Into Surface water		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) Into Groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) Into Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties		
- No treatment (Sewage)	518.40	470.40
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment –please specify level of treatment		
Total water discharged (in kilolitres)	518.40	470.40

*Water discharge is estimated

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

Parameter	Unit	Current FY	Previous FY
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)*	Metric tonnes of CO ₂ equivalent	81.95	73.36
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	Metric tonnes of CO ₂ equivalent/person	1.518	1.497

3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Not Applicable as we are located in an industrial estate.

4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

We closely monitor and review the resource consumptions and emissions due to the same. Our GHG footprint is due to electricity consumption and travel and we are continuously striving for ways to minimize these impacts

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

cKinetics' Risk Management Policy includes provisions for handling business disruptions. Well-defined SOPs maintain critical business functions, with strategies for uninterrupted operations or rapid recovery during disasters. These include alternative facilities, backup systems, and remote work arrangements. Redundant infrastructure and rapid recovery procedures are continuously assessed to restore normal operations quickly. The plan also includes communication protocols for timely dissemination of information to employees, customers, suppliers, and stakeholders during and after a disaster, covering regular updates, emergency notifications, and procedural instructions.

6. Disclose any significant adverse impact to the environment arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.

No impacts are foreseen

7. Percentage of value chain partners that were assessed for environmental impacts.

Not Applicable

**Partial scope 3 emissions, essentially estimating emissions from business travel (Cat 6) and employee commute (Cat 7)*

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

Essential Indicators

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

Three (3)

1. 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	Alliance for an Energy Efficient Economy (AEEE)	National
2	Clean Energy Access Network (CLEAN)	National
3	International Emissions Trading Association (IETA)	International

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

Name of authority	Brief of case	Corrective action taken
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No such issues have been reported against the Company.

Leadership Indicators

1. Details of public policy positions advocated by the entity

S.no	Public policy advocated	Method reported for such advocacy	Whether information is available in public domain (Yes/No)	Frequency of review by board (Annually, Half Yearly, Quarterly / others – please specify)	Web link if available
1	Promotion of DRE for Livelihoods	Organized policy roundtable	Yes	As needed	
2	Scaling Up of Green Micro Cold Storages	Organized policy roundtable	Yes	Annual	

Principle 8: Businesses should promote inclusive growth and equitable development

Essential Indicators

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in the public domain (Yes/No)	Relevant Weblink
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Given the nature of our work, there are no regulatory or market requirements for social impact assessments.

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 the project for which R&R is ongoing	State	District	No. of project affected families	%age of PAF covered by R&R	Amounts No. paid to PAF's in the FY (In INR)
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None of the engagements/projects that are currently underway entail any R&R

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

As noted above, and given the nature of our work, our projects typically don't entail any direct community engagement

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

	FY Current Financial Year	FY Previous Financial Year
Directly sourced from MSMEs/ small producers	Not applicable due to the nature of our work where inputs are data and information based rather than product based	
Sourced directly from within the district and neighbouring districts		

Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessment (Reference: Q1 of Essential Indicators above):

Details of negative social impact identified	Corrective action taken
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No negative social impacts are expected /observed due to our services.

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

Not applicable, as CSR requirements are not mandatory for the company. However, we have voluntarily supported cultural initiatives for vulnerable community through social responsibility contributions

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No) | No
3. (b) From which marginalized /vulnerable groups do you procure? | Not applicable due to nature of work
3. (c) What percentage of total procurement (by value) does it constitute? | Not applicable

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

S.no	Intellectual property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefits shared (Yes/No)	Basis of calculating benefit share
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No intellectual property based on traditional knowledge has been owned or acquired by cKinetics in the current Fiscal

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

Not applicable as no intellectual property based on traditional knowledge has been acquired by cKinetics

6. Details of beneficiaries of CSR Projects:

S.no	CSR project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Socio-cultural Heritage Festival organized by a Community organization featuring cultural performances by leading artists (Voulantry)	800 families of Delhi NCR	20%

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

Nature of our services requires working closely with the clients. Each advisory engagement is planned with an appropriate oversight and escalation hierarchy. Typically, a bi-weekly or a monthly check-in call with the client team is scheduled through the term of the project. This ensures a transparent and collaborative working as also helps address any concerns or solicit feedback in a proactive manner. The partners and clients can of course also reach out to the escalation hierarchy for sharing feedback. Annually we also reach out to our important clients to solicit their feedback on our services for improvement and better customer satisfaction.

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

Environmental and social parameters relevant to the product safe and responsible usage Recycling and /or safe disposal	As a %age to the total turnover
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Given the nature of our work, this is not applicable

3. Number of consumer complaints in respect of the following

	Current FY		Previous FY	
	Received during the year	Pending resolution at end of year	Received during the year	Pending resolution at end of year
Data privacy	No complaints	Not applicable	No complaints	Not applicable
Advertising	No complaints	Not applicable	No complaints	Not applicable
Cyber-security	No complaints	Not applicable	No complaints	Not applicable
Delivery of essential services	No complaints	Not applicable	No complaints	Not applicable
Restrictive Trade Practices	No complaints	Not applicable	No complaints	Not applicable
Unfair Trade Practices	No complaints	Not applicable	No complaints	Not applicable
Other	No complaints	Not applicable	No complaints	Not applicable

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

	Number	Reason for recall
Voluntary recalls	Not applicable due to nature of work	
Forced recalls		

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

Yes, we have a data management policy that comprehensively covers data confidentiality and handling of non-public data. We also have a risk management policy which outlines the protocol for handling security incidents.

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 on these issues have been received thus no corrective actions are necessitated

7. Provide the following information relating to data breaches

7. a. Number of instances of data breaches
7. b. Percentages of data breaches involving personally identifiable information of customers
7. c. Impacts, if any, of the data breaches

No instances of data breaches have been reported till now

Leadership Indicators

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

cKinetics details are available through the official website as also info platforms that we host – refer the links / www.ckinetics.com / <https://iccad.info/> / [Carbon Market Intelligence & Forecasts|CCarbon](#) / [ISCIF](#) / [India Sustainable Investment Leadership Summit](#)

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

Knowledge products, tools, frameworks etc. developed by the cKinetics come with appropriate approach, methodology, usage details(how to use)as also cite databases and reference publications wherever relevant /applicable. We engage with the users through multiple channels such as webinars, workshops, meetings and calls etc. to ensure an understanding and promotion of responsible usage of application and insights generated through our products.

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

cKinetics data platforms (cCarbon and ICCAD) are publicly accessible by various registered users. We have established structured support and communication mechanisms to ensure timely communication and resolution of any potential service disruptions. We inform clients of any potential or actual service disruptions through emails(individual or mass email eg through daily Newsletter as the case maybe), flagging messages on the websites, calls and virtual meetings. Also, there are defined points of contact and email id for enabling clients to share any issues they are facing.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

Not applicable

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To know more about how cKinetics can help your organization become sustainable and meet environmental targets, visit www.ckinetics.com or write to us at contact@ckinetics.com

