

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

INTRODUCTION:

UTI Asset Management Company Limited (the Company / UTI AMC) manages assets across different businesses which includes domestic mutual fund, portfolio management services, international business, pension fund and alternate investment assets. Since October 2020, the Company has been listed on National Stock Exchange of India Limited and BSE Limited. The Company's vision is 'to be the most preferred Mutual Fund' and its mission *inter-alia* includes to be 'Socially responsible corporation that focus on well-being of all'.

UTI AMC believes in promoting good Environment, Social & Governance (ESG) standards and endeavours to embed ESG principles across the firm to be admirable stewards of client / shareholder capital. In view of the above, UTI AMC has taken various ESG initiatives which *inter-alia* includes following:

- i. Adopted a formal stewardship code;
- ii. Adopted a voting policy;
- iii. Became the signatory to United Nations - Principles for Responsible Investment;
- iv. Engaged a third party ESG rating agency for receiving independent inputs to supplement its ESG assessment of the investee companies in coverage universe;
- v. Framed a policy for integration of ESG into investment management;
- vi. Hired a dedicated ESG resource and integrated best practices of ESG in its investment process;
- vii. Subscribed to the top tier third party agency for providing inputs on various ESG related developments on companies;
- viii. Initiated engagement with investee companies on ESG factors etc.

SEBI has, *vide* its Gazette Notification dated 5th May, 2021 and Circular dated 10th May, 2021, mandated the top 1000 listed entities to disclose their performance against the nine principles of the 'National Guidelines on Responsible Business Conduct' (NGBRCs) in 'Business Responsibility and Sustainability Report' from the financial year (FY) 2022-23.

Though it is not mandatory to the Company for this FY, the Company has voluntarily prepared the Business Responsibility and Sustainability Report for the FY 2021-22.

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity:

Sr. No.	Particulars	Details
1.	Corporate Identity Number (CIN)	L65991MH2002PLC137867
2.	Name of the listed entity	UTI Asset Management Company Limited
3.	Year of incorporation	2002
4.	Registered office address	UTI Tower 'Gn' Block Bandra Kurla Complex Bandra (East) Mumbai – 400 051.
5.	Corporate address	UTI Tower 'Gn' Block Bandra Kurla Complex Bandra (East) Mumbai – 400 051.
6.	E-mail	cs@uti.co.in
7.	Telephone	022 6678 6666
8.	Website	www.utimf.com
9.	Financial year (FY) for which reporting is being done	2021-22 (voluntary)
10.	Name of the Stock Exchange(s) where shares are listed	a. National Stock Exchange of India Limited (NSE) b. BSE Limited (BSE)
11.	Paid-up Capital	₹ 126.95 crores
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. Arvind Patkar Company Secretary and Compliance Officer E-mail address: cs@uti.co.in Telephone No.: 022 6678 6666
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (<i>i.e.</i> only for the entity) or on a consolidated basis (<i>i.e.</i> for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Disclosures made in this report are on a standalone basis and pertains to the Company only.

**BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)****II. Products / services****14. Details of business activities (accounting for 90% of the turnover):**

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Financial and insurance Service	Fund Management Services	100.00%

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

Sr. No.	Product / Service	NIC Code	% of total Turnover contributed
1.	Fund Management Activities	6630*	100.00%

*Source: National Industrial Classification for India 2008 (NIC-2008)

III. Operations**16. Number of locations where plants and / or operations / offices of the entity are situated:**

Location	Number of plants*	Number of offices	Total
National**	-	167	167
International	-	-	-

*The Company is engaged in the business of fund management services and hence does not undertake any manufacturing activity.

**The details related to Company's distribution network are provided in the Corporate Governance Report forming part of Annual Report.

17. Markets served by the entity:**a. Number of locations**

Locations	Number
National (No. of States)	27
International (No. of Countries)	-

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

Exports contributed 1.32% of the total turnover of the Company for the FY 2021-22.

c. A brief on types of customers:

The customers of the Company are the investors who are investing or has invested in the mutual fund schemes launched by the Company. The Company also provides discretionary Portfolio Management Services (PMS) to the Employees' Provident Fund Organisation, the Coal Mines Provident Fund Organisation, the Employees' State Insurance Corporation, the National Skill Development Fund, Non-Discretionary PMS to Postal Life Insurance and Advisory PMS to various offshore accounts.

IV. Employees**18. Details as at the end of Financial Year:****a. Employees and workers (including differently abled):**

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Employees						
1.	Permanent (D)	1,313	971	73.95%	342	26.05%
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total employees (D + E)	1,313	971	73.95%	342	26.05%
Workers						
4.	Permanent (F)		Not Applicable			
5.	Other than Permanent (G)					
6.	Total workers (F + G)					

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b. Differently abled employees and workers:

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Differently Abled Employees						
1.	Permanent (D)	2	2	100.00%	-	-
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total differently abled employees (D + E)	2	2	100.00%	-	-
Differently Abled Workers						
4.	Permanent (F)					
5.	Other than permanent (G)					
6.	Total differently abled workers (F + G)				Not Applicable	

19. Participation / Inclusion / Representation of women:

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	10	2	20.00%
Key Management Personnel	3	-	-

20. Turnover rate for permanent employees and workers:

	FY 2021-22 (Turnover rate in current FY)			FY 2020-21 (Turnover rate in previous FY)			FY 2019-20 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	14.62%	13.96%	14.45%	6.65%	2.92%	5.74%	7.08%	4.50%	6.49%
Permanent Workers	Not Applicable								

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

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

Sr. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding / Subsidiary / Associate / Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	UTI International Limited	Subsidiary	100%	No
2.	UTI Investment Management Company (Mauritius) Limited	Step-down Subsidiary	100%	No
3.	UTI International (Singapore) Private Limited	Step-down Subsidiary	100%	No
4.	UTI International (France) S.A.S.*	Step-down Subsidiary	100%	No
5.	UTI Venture Funds Management Company Private Limited	Subsidiary	100%	No
6.	UTI Retirement Solutions Limited	Subsidiary	100%	No
7.	UTI Capital Private Limited	Subsidiary	100%	No

* UTI International (France) S.A.S. became the step-down subsidiary of the Company on 15th February, 2022.

** UTI Private Equity Limited (UTI PEL) was step-down subsidiary of the Company which was wound up on 18th March, 2022.

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VI. CSR Details
22. (i) Whether CSR is applicable as per Section 135 of the Companies Act, 2013:

Yes. For more information, please refer **Annexure - III** of the Directors' Report.

(ii) Turnover - ₹ 1,059.63 crores (Represents total revenue from operations of the Company on standalone basis.)

(iii) Net worth - ₹ 3,146.52 crores

VII. Transparency and Disclosures Compliances
23. 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 2021-22 Current Financial Year			FY 2020-21 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
Shareholders	Yes*	20	-	NA	19	1	Refer note below.**
Communities	The Company is engaged in the business of fund management services and therefore its business operations doesn't affect the community at large. The contact details are available on the Company's website at https://www.utimf.com/help/contact-us/ .						
Mutual Fund Unitholders / Customers	Yes***	83	-	NA	66	-	NA
Employees and workers ^	Yes ^ ^	-	-	NA	-	-	NA
Investors (Other than shareholders)				NA			
Value Chain Partners				NA			
Other	-	-	-	-	-	-	-

*Link: <https://www.utimf.com/investors-contacts/>

**The Complaint was received on 31st March, 2021 by Registrar and Share Transfer Agent of the Company and it was resolved subsequently

***Link: <https://www.utimf.com/servicerequest/grievances-redressal-process/> and <https://www.utimf.com/help/write-to-us/>

^ The Company does not have any workers

^^ There is a Grievance Redressal Policy for employees and it is available on intranet of the Company which is accessible to all employees

NA - Not Applicable

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

24. Overview of the entity's material responsible business conduct issues:

The responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to the business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, are indicated below:

Sr. No.	Material issue identified*	Indicate whether risk or opportunity (R / O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Resource Consumption	Risk and Opportunity	Inefficient use of resources like paper, water and energy will have a negative impact on ecosystem and environment.	Initiatives around resource optimisation have already been taken up including water efficient systems in the corporate office, encouraging a paperless environment in office and avoiding unwanted printing of documents, all compact fluorescent lamp (CFL) lights are replaced with light emitting diode (LED) lights, solar panels will be implemented on rooftops for electricity generation, availment of 100% electricity generated through renewable energy sources etc. All agenda papers relating to board and committee meetings are circulated online through a software based system.	Negative - Initial investment might be high for some initiatives. Positive - In long term, resource consumption will lead to cost saving.
2.	Sustainable Procurement / Vendor Selection	Risk	Procurement process is not in line with sustainable procurement practices including vendor assessment for environment and social performance <i>inter-alia</i> comprising assessment of workplace, adherence to human rights and compliance with government statutory & social obligations.	A sustainable procurement process and a self-declaration form from vendors on the basis of NGRBC principles will be obtained.	Negative
3.	Employee Engagement	Risk	The average age of the employees in the Company is ~46 years with 60.86% of senior management is in the age category of more than 50 years.	An employee succession and transition strategy is being devised to ensure effective business continuity with the 60.86% of key senior personnel transitioning out of the Company in medium term.	Negative
4.	Talent Attraction and Retention	Risk	By 2029, ~72% of workforce globally will be millennial and Gen Z making flexi work options (work from home and flexi hours), paternity leave plans, health facilities etc. critical for the talent attraction and retention. Learning and Development opportunities would be critical to retain talent.	Role and remuneration benchmarking is being carried out along with an employee pulse survey to understand the employee expectations. Learning and Development programmes are being designed to ensure on the job training / upskilling of the employees.	Negative
5.	Vendor / Third Party Management	Risk	Discrepancy in vendor payments / excess expenditure / payments and / or delay in payment to MSME vendors	Timely payment systems are adopted and MSME vendors are paid within the time prescribed under statutory norms.	Negative
6.	Customer Grievance	Risk	Customer grievance / complaints due to inadequate servicing. Non / delay in / inadequate redressal of investors complaints.	Appropriate investor grievance redressal system is adopted and most of the complaints are resolved in timely manner.	Negative

**BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)**

Sr. No.	Material issue identified*	Indicate whether risk or opportunity (R / O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
7.	Lowering carbon footprint	Opportunity	India has taken a target to decarbonise by 2070.	<p>The Company will contribute in decarbonising and it has taken following mitigating measures:</p> <ol style="list-style-type: none"> 1. From February 2022 onwards, the Company is consuming 100% electricity generated through renewable energy sources. Through green energy usage, the Company is contributing to reduce the carbon footprint; 2. During the FY 2019-20, all compact fluorescent lamp (CFL) lights were replaced with light emitting diode (LED) lights; 3. During the FY 2019-20, the capacitor Bank of 55 Kilovolt-Ampere Reactive (kVAR) was replaced which helped in reducing power system's demand charge through power factor correction; 4. Lowering carbon footprint through offsets and energy conservation initiatives; 5. Solar panels will be implemented on rooftops for electricity generation. Approximately 120 kilowatt of electricity will be generated; 6. During the FY 2021-22, landscape gardening was implemented which helps to take carbon dioxide (CO₂) out of the atmosphere and thus help to reduce the greenhouse gases; and 7. The rooftops were painted with white polyurethane paint to reflect light and absorb less heat in office. 	Positive

* The Company is engaged in the business of fund management services and its business operations doesn't have any material impact on the environment.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

Disclosure Questions		P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes										
1.a.	Whether your entity's policy / policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b.	Has the policy been approved by the Board? (Yes/No)	Yes, all policies which are necessarily required to be framed under any law or statute are approved by the Board and other internal policies are approved by the competent authority.								
c.	Web Link of the Policies, if available	All statutory policies are available on the Company's website at https://www.utimf.com and rest of the internal policies are available on the intranet of the Company which is accessible to all employees.								
2.	Whether the entity has translated the policy into procedures. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	Not Applicable								
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.	Yes, all policies are in accordance with national and international standards, wherever applicable. Further, the Company has on-boarded ESG consultant to assist in developing and implementing the ESG framework for integrating essential ESG aspects into the business operations of the Company. The Company's ESG framework would be based on national & international standards and guidelines that would help in strengthening existing systems and fulfilling the requirements of ESG disclosures.								
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	The principle wise commitments, goals and targets are specified in respective policies. The Company's ESG framework would integrate essential ESG aspects into the business operations of the Company and the ESG specific commitments, goals and targets would be defined therein.								
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	An annual sustainability report will be prepared based on Global Reporting Initiative (GRI) Standards which will support the Company in improving its overall ESG performance. Further, the Company has complied with the provisions of its various policies relating to Whistle Blower, Human Rights, Corporate Social Responsibility, Responsible Investment etc.								

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)

Please refer 'Message from the CEO' in the Annual Report for FY 2021-22 for the statement highlighting ESG related aspects.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).

The Board-level ESG Committee has been constituted which provide guidance, leadership and necessary oversight for ESG initiatives of the Company. The Chief Executive Officer of the Company is responsible for implementation of the Business Responsibility policy(ies) and his details are as under:

DIN Number	01818725
Name	Mr. Imtaiyazur Rahman
Designation	Chief Executive Officer & Whole-Time Director
Telephone number	022 6678 6666
E-mail id	investor.relations@uti.co.in

**BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)****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. In view of the importance of ESG practices and global nature of ESG requirements, the Board had, through circular resolution dated 2nd August, 2021, constituted a Board-level ESG Committee. The Composition of ESG Committee is as under:

Name	Designation	DIN	Category
Mr. Flemming Madsen	Non-Executive - Non Independent Director	02904543	Chairman
Mr. Narasimhan Seshadri	Non-Executive - Independent Director	03486485	Member
Mr. Rajeev Kakar	Non-Executive - Independent Director	01888608	Member
Ms. Dipali Hemant Sheth	Non-Executive - Independent Director	07556685	Member
Mr. Sanjay Varshneya	Non-Executive - Nominee Director	08161701	Member

10. Details of Review of National Guidelines on Responsible Business Conduct (NGRBC) by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board / Any other Committee									Frequency (Annually / Half yearly / Quarterly / Any other)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	Y	Y	Y	Y	Y	Y	Y	Y	Y	The Company has complied with all the extant acts / regulations as applicable and the provisions of its various policies. The confirmation for compliance with the policies are also submitted to the Board on regular basis. The actionable under the policies are mapped with business / other processes and the compliance of the same are reviewed by separate auditors. The exceptions to the auditors report, if any, are highlighted to the Board / Committee / appropriate authority for requisite action. Policies are reviewed on regular basis to ensure compliance with the applicable laws.								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Y	Y	Y	Y	Y	Y	Y	Y	Y									

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.	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	The Company has engaged external agencies to <i>inter-alia</i> review various corporate level policies in line with the applicable laws. Moreover, the policies are also reviewed internally by the concerned department from time to time and approved by the Board / concerned authority.								

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)	Not Applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or / human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason									

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

Essential Indicators

1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors (BoD)	10	The trainings and awareness were provided on various topics including the following: <ol style="list-style-type: none"> 1. Mutual Fund Industry; 2. Business Model; 3. Corporate Governance; 4. Risk Management Framework; 5. ESG aspects; 6. Digital marketing; 7. HR policies; 8. Statutory and internal audits etc. 	100.00%
Key Managerial Personnel (KMP)	3	ESG certification program was conducted which <i>inter-alia</i> covered the following topics: <ol style="list-style-type: none"> 1. New risks and expectations for boards, executives and investors; 2. Dealing with dilemmas and turning risks into opportunities after the COVID-19 pandemic; 3. Sustainable Development Goals (SDGs) competent boards; 4. Climate competent boards; 5. ESG competent boards; 6. Human rights and environmental issues in the supply chain; 7. Diversity, equity & inclusion in the boardroom and beyond; 8. Anti-Corruption, integrity and transparency; 9. Responsible use of data, cybersecurity and digital competencies; 10. Tax, investment and pay in an ESG focused world; 11. Shareholder and stakeholder engagement and disclosure; and 12. The future of good corporate governance. 	33.33%
		An awareness program on Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013	100.00%
		Coaching program	100.00%

**BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)**

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Employee other than BoD and KMPs	13	The trainings were provided on following topics: 1. Personal data protection; 2. Understanding Insolvency and Bankruptcy Code; 3. Sales mentoring; 4. Advanced corporate credit; 5. Identification of early alerts in Bank's lending portfolio; 6. Laws related to leaves & holidays; 7. Fraud risk management; 8. Artificial intelligence for leaders; 9. Developing discerning directors; 10. The sales accelerator program; 11. High impact presentation; 12. Advance excel; and 13. Speaker address for fund managers.	14.38
Workers		Not Applicable	

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

Monetary					
	NGRBC Principle	Name of the regulatory / enforcement agencies / judicial institutions	Amount (in ₹)	Brief of the Case	Has an Appeal been preferred? (Yes/No)
Penalty / Fine	-	-	-	-	-
Settlement	-	-	-	-	-
Compounding Fee	-	-	-	-	-
Non-Monetary					
	NGRBC Principle	Name of the regulatory / enforcement agencies / judicial institutions	Brief of the Case		Has an Appeal been preferred? (Yes/No)
Imprisonment	-	-	-		-
Punishment	-	-	-		-

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

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

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

Yes. The Company is engaged in the business of providing fund management services to the investors of UTI Mutual Fund as per SEBI regulations and other applicable laws made thereunder. Mutual Fund / Schemes involve public money and therefore the Company holds fiduciary duties and obligations towards investors.

The Company places great importance on the values of honesty, integrity, quality and trust in dealing with investors and managing their investments. In order to further strengthen the good governance in dealing with investors' money, an 'Anti Bribery Policy' has been framed and duly approved by the Board of Directors. All employees of the Company are bound to abide by the policy and instructions contained therein.

UTI AMC conducts its business not only in India but also across the borders. As a global investment manager, UTI AMC is committed to a policy against illegal payments and other corrupt practices. Bribery and illegal payments are incompatible with UTI AMC's values and present significant risks to its constituents. In line with this commitment, the anti bribery policy against illegal payments has been made as a part of UTI AMC's vigilance & compliance programs.

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

	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
Directors	-	-
KMPs	-	-
Employees	-	-
Workers	-	-

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

	FY 2021-22 (Current Financial Year)		FY 2020-21 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	-		-	
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	-		-	

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:

Total number of awareness programmes held	Topics / principles covered under the training	% age of value chain partners covered (by value of business done with such partners) under the awareness programmes
Not Applicable		

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. The Company's **Code of Conduct for Board of Directors and Senior Management Personnel** mandates the Director and senior management to not engage in any business, relationship or any activity which detrimentally conflicts with the interest of the Company or bring discredit to the Company;

**BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)**

The Company has received the **disclosures from directors under Section 149 and 184 of the Companies Act, 2013** wherein all the entities where Director holds interest or concerns and shareholding, if any are disclosed; and

All the entities wherever the director holds its interest or concern are considered as related party of the Company as per the Company's **Policy on materiality of related party transactions and dealing with related party transactions** and requisite approval of the Committee / Board are taken for entering into transactions with such entity(ies).

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.**

	Current Financial Year*	Previous Financial Year*	Details of improvements in environmental and social impacts
R&D			Nil
Capex	9.35%	-	New Voltas Chiller plants The Company is using chiller plants with R134-a refrigerant gas which is eco-friendly to the environment. It also has a variable frequency drive (VFD) through which the chiller can be operated at part load and which will save energy.
	-	17.13%	Document Management System (DMS) The Company has adopted digital Document Management System (DMS) under the name 'uti e-way' with the aim of green initiative and becoming a paperless office with a work environment in which the use of paper is eliminated or greatly reduced.
	-	~ 0.44%	Installation of Sensor based plumbing fittings A sensor based plumbing fittings were installed which helped in saving the water.

* The rate is determined by dividing capex of respective projects by total capital expenditure of the respective financial year.

2. a. Does the entity have procedures in place for sustainable sourcing?

No. However, in regard to resource conservation, the Company has *inter-alia* taken following steps:

- i. Landscape gardening was implemented which helps to take carbon dioxide (CO₂) out of the atmosphere and thus help to reduce the greenhouse gases;
- ii. The rooftops were painted with white polyurethane paint to reflect light and absorb less heat in office;
- iii. From February 2022 onwards, the Company is consuming 100% electricity generated through renewable energy sources. Through green energy usage, the Company is contributing to reduce the carbon footprint;
- iv. During the FY 2019-20, all CFL lights were replaced with LED lights; and
- v. During the FY 2019-20, the capacitor Bank of 55 kVAr was replaced which helped in reducing power system's demand charge through power factor correction.

b. If yes, what percentage of inputs were sourced sustainably?

Not Applicable

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

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

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?

Not ascertainable. UTI AMC is one of the largest Asset Management Company (AMC) in India. The AMC caters to a diverse group of individual and institutional investors through a wide variety of funds and services. It has a national footprint and offers schemes across their subsidiaries through a diverse range of distribution channels.

The asset management life cycle essentially involves product ideation to launch, product marketing to investor onboarding and providing end-to-end services through the life of the products. A brief description of the asset management life cycle is provided below:

A dedicated product team works closely with various stakeholders (including the fund management, sales and marketing, investor services and compliance team) to periodically scan the market landscape, undertake trend and competition analysis and seek feedback from internal and external stakeholders to identify opportunities, develop new products and enhance the features of existing products. Depending on their nature, the products may progress through some or all stages of product development cycle viz. researching, gathering data, screening and evaluating new product ideas, concept development, back testing, market surveys, etc. Furthermore, all the required corporate and regulatory approvals, pre-marketing activities and product launches are done in-line with appetite and product suitability in the market.

UTI AMC has a wide distribution network which includes UTI Financial Centres, District Associates (most of which operate with Official Points of Acceptance located in B30 cities). Its distribution channel includes over 60,000 mutual fund distributors as of 31st March, 2022.

UTI AMC's banks and distributors channel involves distribution arrangements with domestic and foreign banks, as well as with national and regional distributors. In addition, it has a dedicated sales teams for institutional clients. Its distribution channels are supported by relationship managers who interact with clients and distributors and help generate new business and maintain existing relationships. UTI AMC offer products directly through UFCs, digital applications and website. Investors are also able to directly invest in UTI AMC's mutual funds through mobile applications.

All the existing products (including the new launches) are managed and monitored for further enhancement of the products throughout their lifecycle, to ensure they remain relevant in the market.

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.

Name of Product / Service	Description of the risk / concern	Action Taken
Not Applicable		

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).

Indicate input material	Recycled or re-used input material to total material	
	FY 2021-22 Current Financial Year	FY 2020-21 Previous Financial Year
Not Applicable		

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:

	FY 2021-22 Current Financial Year			FY 2020-21 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Not Applicable					
E-waste						
Hazardous Waste						
Other Waste						

**BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)****5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.**

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
	Not Applicable

PRINCIPLE 3: Businesses should respect and promote the well-being of all employees, including those in their value chains**Essential Indicators****1.a. Details of measures for the well-being of employees:**

Category	Total (A)	% of employees covered by									
		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	971	971	100.00%	971	100.00%	-	-	971	100.00%	971	100.00%
Female	342	342	100.00%	342	100.00%	342	100.00%	-	-	342	100.00%
Total	1,313	1,313	100.00%	1,313	100.00%	342	26.05%	971	73.95%	1,313	100.00%
Other than Permanent Employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

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

Category	Total (A)	% of workers covered by									
		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		Not Applicable									
Female											
Total											
Other than Permanent Workers											
Male		Not Applicable									
Female											
Total											

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

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

Benefits	FY 2021-22 Current Financial Year			FY 2020-21 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/NA)	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/NA)
PF	100.00%	NA	NA	100.00%	NA	NA
Gratuity	100.00%		Y	100.00%		Y
ESI	NA		NA	NA		NA
Others	-		-	-		-

NA - Not Applicable

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, most of the UTI AMC's office premises is accessible to differently abled employees and visitors. The facilities *inter-alia* includes wheelchair availability, ramp built for better accessibility, braille implication on lift buttons, washrooms compatible to differently-abled persons, pantry at ground floor for better accessibility to food and water etc.

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

Yes. The Company is an equal opportunity employer and committed to a policy of treating all its employees and applicants equally. The Company has framed an 'Equal Opportunity Policy' which expresses the Company's commitment to promote equality and conduct its business according to principles of social justice, respect and freedom of expression. This policy specifies the reasonable steps to employ and promote employees on the basis of their abilities and qualifications. Equal Opportunity Policy is available on the intranet of the Company which is accessible to all employees.

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

Gender	Permanent Employee		Permanent Workers	
	Return to work rate	Retention Rate	Return to work rate	Retention Rate
Male	100%	100%	Not Applicable	
Female	100%	75%		
Total	100%	83.33%		

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

	Yes / No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Not Applicable
Other than Permanent Workers	
Permanent Employee	Yes
Other than Permanent Employee	The Company believes in maintaining good relationship with its employees and accordingly, a 'Grievance Redressal Policy' is framed for Managerial Staff with the aim of providing a transparent and sensitive process for handling grievances and objective resolution within a reasonable time. This policy is available on intranet of the Company which is accessible to all employees.

**BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)****7. Membership of employees and worker in association(s) or Unions recognised by the listed entity:**

Category	FY 2021-22 Current Financial Year			FY 2020-21 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	1,313	371	28.25%	1,427	389	27.25%
- Male	971	207	21.31%	1,067	222	20.80%
- Female	342	164	47.95%	360	167	46.38%
Total Permanent Workers	Not Applicable					
- Male						
- Female						

8. Details of training given to employees and workers:

Category	FY 2021-22 Current Financial Year					FY 2020-21 Previous Financial Year				
	Total (A)	On health and safety measures		On skill upgradation		Total (D)	On health and safety measures		On skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
- Male	971	-	-	119	12.26%	1,067	-	-	478	44.80%
- Female	342	-	-	30	8.77%	360	-	-	262	72.78%
Total	1,313	-	-	149	11.35%	1,427	-	-	740	51.86%
Workers										
- Male	Not Applicable									
- Female										
Total										

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

Category	FY 2021-22 Current Financial Year			FY 2020-21 Previous Financial Year		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
- Male	971	762	78.48%	1,067	855	80.13%
- Female	342	178	52.05%	360	195	54.17%
Total	1,313	940	71.59%	1,427	1,050	73.58%
Workers						
- Male	Not Applicable					
- Female						
Total						

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

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, an occupational health and safety management system has been implemented at UTI AMC. The scope of the system includes everything under the control or influence of UTI AMC that could impact its occupational health and safety performance. The Company's main objective is a good, functional and safe workplace. To achieve this, The Company ensures the following:

- i. **Compliance** – Statutory and other health and safety obligations are fulfilled;
- ii. **Control of Risks** – Occupational health and safety hazards and risks are assessed and mitigated;
- iii. **Competency** – Employees receive proper health and safety training both in connection of orientation and in job training as well as specific health and safety training for critical jobs; and
- iv. **Collaboration** – Consultation, participation of employees and other stakeholder's actions for each objective are set in annual execution planning.

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 processes used by UTI AMC to identify work related hazards at work place includes regular inspections and walk through to visually assess types of equipment, work practices and any potential hazards that could be harmful to employees.

c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Yes/No)

Not Applicable

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

Yes

11. Details of safety related incidents:

Safety Incident / Number	Category	FY 2021-22	FY 2020-21
		Current Financial Year	Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	-
	Workers	Not Applicable	
Total recordable work-related injuries	Employees	-	-
	Workers	Not Applicable	
No. of fatalities	Employees	-	-
	Workers	Not Applicable	
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	Not Applicable	

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

The Company understands the value of healthy work environment as it influences employee motivation, productivity and wellness. The efforts has been made for making offices healthy and safe including maintaining fire safety equipment under annual maintenance contract and they are tested on periodic basis.

During the time of COVID-19 pandemic, several preventive measures were taken to help the employees to be safe and healthy. Such measures includes contact less entry / exit on the gates, sanitization, disinfecting the belongings of employee / visitors, temperature and oxygen were monitored, social distancing norms, installation of Shycocan etc.

**BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)****13. Number of Complaints on the following made by employees and workers:**

	FY 2021-22 Current Financial Year			FY 2020-21 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	-	-	-	-	-	-
Health & Safety	-	-	-	-	-	-

14. Assessments for the year:

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

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

Not Applicable

Leadership Indicators**1. Does the entity extend any life insurance or any compensatory package in the event of death of****(A) Employees** – Yes**(B) Workers** – Not Applicable**2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.**

Not Applicable in respect of value chain partners. However, the Company is in the process of integrating environmental and social aspects in its procurement process. The Company expects that applicable amount of statutory dues are deducted and deposited by its service provider in accordance with the relevant laws / regulations.

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

Category	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 2021-22 Current Financial Year	FY 2020-21 Previous Financial Year	FY 2021-22 Current Financial Year	FY 2020-21 Previous Financial Year
Employees	-	-	-	-
Workers	Not Applicable			

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?

No

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

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	Not Applicable
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.

Not Applicable.

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

Essential Indicators

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

The Company is engaged in the business of fund management services and its stakeholder groups includes unitholders, employees, banks, custodians, distributors, independent financial advisors, business associates, shareholders, regulators, communities etc. The Company endures to maintain strong relations with all its stakeholder groups. The key stakeholders are identified on the basis of its ability to add value to the Company's business.

Accordingly, the key stakeholders identified are as under:

- Employees;
- Unitholders / Customers;
- Shareholders; and
- Beneficiaries of CSR projects.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually / Half yearly / Quarterly / others)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	<ul style="list-style-type: none"> Email; Intranet website; Town halls meets; Audio-video calls; Cloud-based human resource solution etc. 	As & when required	<ul style="list-style-type: none"> Cross functional interaction; Seeking feedback; Quizzes; Programmes on wellness and health; Knowledge sharing; Inductions; Trainings; Festivals etc.
Unitholders / Customers	No	<ul style="list-style-type: none"> Website – www.utimf.com; Contact Center (Toll Free no / self-service IVR, Non Toll Free SMS Service); Email; WhatsApp; Missed Call no.; UTI Buddy App; UTI MF Offices; Chatbot; UTI MF Advisors etc. 	Continuous	<ul style="list-style-type: none"> Scheme information; Education / awareness programmes; Statutory fund performance report; Regulatory updates concerning their rights NFOs KYC etc.

**BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)**

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually / Half yearly / Quarterly / others)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders	No	<ul style="list-style-type: none"> • Emails; • SMS; • General meetings; • Website; • Stock exchange websites; • Newspaper advertisement; • Investors calls etc. 	Continuous	<ul style="list-style-type: none"> • Registration / updation of KYC details; • Claiming the unclaimed dividends; • Declaration / payment of dividend; • Notice of general meetings; • Board meeting intimation/ outcome; • Quarterly, half yearly and annual financial statements; • Other company's disclosures; • Demat Campaign; and • Regulatory updates concerning their rights etc.
Beneficiaries of CSR projects (from the point of view of social aspect of the Company)	Yes	<ul style="list-style-type: none"> • Through implementing agencies; • Community meetings; • Field visits etc. 	During site visits of the CSR projects.	To gauge the impact of implementation of CSR program on their lives.

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.**

In the Annual General Meeting of the Company, the shareholders are given an opportunity to interact and ask questions to the Board and Management. The questions asked by shareholders *inter-alia* includes the steps taken by the Company for reducing the impact of COVID-19 on business, steps taken for making the branch offices solar powered, reimbursement to employees who had taken vaccination from private hospitals etc.

Further, the Company regularly organizes the earnings conference calls on financials results with analysts and investors. The Company also has a separate designated e-mail id for stakeholders group where they can provide any suggestions or ask for any query.

The Board also has *inter-alia* constituted two committees viz. an ESG Committee and Corporate Social Responsibility (CSR) Committee that assist the Board in fulfilling its oversight responsibilities with regard to, including but not limited to environmental, health and safety, CSR, sustainability, philanthropy, corporate governance etc.

The ESG and CSR Committee meets at regular intervals. Internal CSR Committee and CSR Consultant updates about the CSR landscape for the Company. The discussions held in Committee meetings are communicated to the Board through minutes placed in the meeting.

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.

The Company takes several steps towards suggestions of shareholders which *inter-alia* includes COVID-19 vaccination provided to employees, implementation of solar panels on the rooftops of UTI Tower for electricity generation, work from home facility with appropriate virtual infrastructure provided to employees during pandemic, several COVID-19 measures taken in offices like reduced occupancy, touchless access control, hand sanitiser stations etc.

Moreover, the suggestions / queries received through designated e-mail address are also responded on time.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

The Company has also identified key focus areas *i.e.* material ESG aspects through its ESG consultant as a part of ESG framework. All the policies of the Company are mapped and updated or framed on the basis of such material ESG aspects.

Also, the inputs from its CSR consultant has been taken into consideration while preparing CSR policy and initiatives of the Company.

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

The Company doesn't have any vulnerable / marginalised stakeholder groups except for certain beneficiaries of CSR projects. The beneficiaries under Company's CSR projects includes people from the underprivileged socio-economic backgrounds, people with disabilities and rural communities. The CSR officials of the Company have been interacting with these groups through implementing agencies and site visits to CSR project locations. The Company's interventions in these communities are mainly in the areas of education, health and community development through water conservation, infrastructure development and livelihood enhancement.

Details of instances of engagements:

- i. Education: The Company is engaged with five different education and vocational training projects in various locations across the country such as Mumbai, Kolkata, Sonapat, Hazaribagh, Koderma and Giridih. These projects include special education to children with disabilities such as autism, hearing impairment and visual impairment. The projects not only aims to empower these children but also extent to their families to change living conditions.
- ii. Health: The Company has supported two projects in the health sector for this year. One project *viz.* COVID-19 Healthcare Facility which is located in Valsad, Gujarat and other *viz.* Clinical sessions for children with developmental disabilities located in Mumbai, Maharashtra. Covid Care Facility was focused on providing COVID-19 relief through facilitation of the Covid care centre in Gujarat and Clinical sessions for children with developmental disabilities was focused on enhancing the quality of life of children with developmental disabilities such as autism, global developmental delays 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:

Category	FY 2021-22 Current Financial Year			FY 2020-21 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	1,313	1,313	100.00%	1,427	-	-
Other than permanent	-	-	-	-	-	-
Total Employees	1,313	1,313	100.00%	1,427	-	-
Workers						
Permanent						
Other than permanent	Not Applicable					
Total Workers						

**BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)****2. Details of minimum wages paid to employees and workers:**

Category	FY 2021-22 Current Financial Year					FY 2020-21 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent	1,313	125	9.52%	1,188	90.48%	1,427	169	11.84%	1,258	88.16%
Male	971	114	11.74%	857	88.26%	1,067	120	11.25%	947	88.75%
Female	342	11	3.22%	331	96.78%	360	49	13.61%	311	86.39%
Other than Permanent	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Workers										
Permanent	Not Applicable									
Male										
Female										
Other than Permanent										
Female										

3. Details of remuneration / salary / wages:

Category	Male		Female	
	Number	Median remuneration / salary / wages of respective category	Number	Median remuneration / salary / wages of respective category
Board of Directors (BoD)				
- Executive Director*	1	8,12,55,570	-	NA
- Non-Executive Director	3	NA	-	NA
- Independent Director**	4	NA	2	NA
Key Managerial Personnel	3	1,15,24,038	-	-
Employees other than BoD and KMP	968	19,54,409	342	19,75,913
Workers	NA			

* There is only one Executive Director who is drawing remuneration so the median remuneration is equivalent to his remuneration.

** The Independent Directors are only paid sitting fees for attending Board or Committee meetings either in person or through VC / OAVM.

NA - Not Applicable

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. UTI AMC has prevailing policies on Grievance Redressal, Whistle Blower and Prevention of Sexual Harassment of Women at Workplace etc. covering the issues relating to human rights and its impact. Responsibility level for implementation of the policies lies with Head – Human Resource.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

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

UTI AMC follows an open door policy and ensures an amiable work environment by redressing grievances to the mutual satisfaction. Majority of the grievances are resolved at the supervisory level. In order to pro-actively catch pulse of employees, regular interactions and exit interviews are conducted. Also, the Company covers some human rights related matters in its induction trainings.

Further, the Company has several policies relating to human rights issues such as Policy on Prevention of Sexual Harassment of women at workplace, UTI Equal Opportunity Policy, Grievance Redressal Policy etc. which provides for mechanisms to redress employee grievances. These policies are accessible to all the employees on the intranet of the Company which are accessible to all employees.

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

	F Y 2021-22 Current Financial Year			F Y 2020-21 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	-	-	-	-	-	-
Discrimination at workplace	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced Labour / Involuntary Labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other human rights related issues	-	-	-	-	-	-

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

Retaliation is a matter of serious concern. UTI AMC ensures confidentiality during the investigation and protects the complainant. As a part of follow-up measure, there is a periodic check up with the complainant to ensure that no adverse actions are being taken.

Further, the Company has an Equal Opportunity Policy which applies to all prospective or current employees of the Company as well as contractors and visitors who are vulnerable to discriminatory treatment. There are various committees formed under different policies of the Company such as Whistle Blower Committee, Internal Complaints Committee under Policy on prevention of sexual harassment of women at workplace etc. which *inter-alia* prevents complainant from the adverse consequences which may arise on reporting of complaints and maintains the anonymity of complaints.

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

No.

9. Assessments for the year:

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

**BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)****10. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.**

Not Applicable

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

Please refer question no. 4 under essential indicators of principle 5 above.

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

The scope and coverage of Human Rights due-diligence is conducted by assessing actual and potential human rights impacts; by integrating and acting on the findings, tracking responses and communicating about how impacts are addressed.

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

Yes. Please refer question no. 3 under essential indicators of principle 3 of this report.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	Not Applicable
Discrimination at workplace	
Child Labour	
Forced Labour / Involuntary Labour	
Wages	
Others	

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

Not Applicable

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:**

Parameter	FY 2021-22 Current Financial Year*	FY 2020-21 Previous Financial Year
Total electricity consumption (A)	16393.60 GJ	15603.24 GJ
Total fuel consumption (B)	16.53 GJ	19.13 GJ
Energy consumption through other sources (C)	-	-
Total energy consumption (A+B+C)	16410.13 GJ	15622.37 GJ
Energy intensity per rupee of turnover** (Total energy consumption / turnover in rupees)	15.49 (GJ / ₹ in crores)	16.61 (GJ / ₹ in crores)

* From February 2022 onwards, the Company is consuming 100% electricity generated through renewable energy sources.

** The total revenue from operations of the Company is considered on standalone basis.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/No) - No

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

- 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.**

Not Applicable. The Company doesn't belong to any of the sectors provided under PAT Scheme.

- 3. Details of the following disclosures related to water:**

Parameter*	FY 2021-22 Current Financial Year	FY 2020-21 Previous Financial Year
Water withdrawal by source (in kiloliters)		
(i) Surface water	NA	NA
(ii) Groundwater	NA	NA
(iii) Third party water {Brihanmumbai Municipal Corporation (BMC) supply}	26202.00	28705.00
(iv) Seawater / desalinated water	NA	NA
(v) Others	NA	NA
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	26202.00	28705.00
Total volume of water consumption (in kiloliters)**	6550.50	7176.25
Water intensity per rupee of turnover (Water consumed / turnover)***	6.18 (kiloliters / ₹ in crores)	7.63 (kiloliters / ₹ in crores)

* The information above is with respect to UTI Tower and some UFCs only.

** Water consumption currently can't be calculated hence, it is assumed that it is equivalent to 25% of water withdrawal.

*** The total revenue from operations of the Company is considered on standalone basis.

NA - Not Applicable

Note: Indicate if any independent assessment / evaluation/assurance has been carried out by an external agency? (Yes/No) - No

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

No. However, the Company is under the process of implementation of sewage treatment plant of capacity ~ 50,000 litres to treat the waste water.

- 5. Details of air emissions (other than GHG emissions) by the entity:**

Parameter	Please specify unit	FY 2021-22 Current Financial Year	FY 2020-21 Previous Financial Year
NOx		Not ascertainable	
Sox			
Particulate matter (PM)			
Persistent organic pollutants (POP)			
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others			

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/No) - Not Applicable

**BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)****6. Details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity:**

Parameter	Unit	FY 2021-22 Current Financial Year	FY 2020-21 Previous Financial Year
Total Scope 1 emissions	tCO ₂ e	5.69	7.42
Total Scope 2 emissions		1720.78	1629.90
Total Scope 1 & 2 emissions		1726.47	1637.32
Total Scope 1 and Scope 2 emissions per rupee of turnover*		1.63 (tCO ₂ e / ₹ in crores)	1.74 (tCO ₂ e / ₹ in crores)

*The total revenue from operations of the Company is considered on standalone basis.

Note: Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Yes/No) - No

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

Yes. Please refer question no. 2 a. under essential indicators of principle 2 of this report.

8. Details related to waste management by the entity:

Parameter*	FY 2021-22 Current Financial Year	FY 2020-21 Previous Financial Year
Total Waste generated (in metric tonnes)		
Plastic waste (A)	-	-
E-waste (B)	0.05	0.21
Bio-medical waste (C)	NA	NA
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	NA	NA
Other Hazardous waste (G)	NA	NA
Other Non-hazardous waste generated (H) (Break-up by composition i.e. by materials relevant to the sector)	11.60	1.76
Total (A+B + C + D + E + F + G + H)	11.65	1.97
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	5**	-
(ii) Re-used	Not Ascertainable	
(iii) Other recovery operations		
Total	5	-
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	NA	NA
(ii) Landfilling	NA	NA
(iii) Other disposal operations	NA	NA
Total	NA	NA

*The information above is with respect to corporate office only.

** Paper waste recycled by vendor.

NA - Not Applicable

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/No) - No

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

9. 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.

- i. The Company is engaged in the business of providing fund management services and therefore, it doesn't generate any hazardous or toxic chemical waste;
- ii. The waste generated at UTI Tower is segregated into wet and dry waste and then it is collected by BMC and transported to a processing or disposal site;
- iii. An e-waste vendor who is authorised by Central Pollution Control Board, Government of India has also been engaged for disposing off / recycling the IT assets of the Company in scientific and organised manner; and
- iv. The Company has engaged the service of a wet waste management agency who will decompose approximately 18.48 tons of wet bio waste at UTI Tower from financial year 2022-23 onwards and the manure generated will be utilised for land fertilisation.

10. 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:

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

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

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

12. 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 (Yes/No). If not, provide details of all such non-compliances:

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

**BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)****Leadership Indicators****1. Break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources:**

Parameter	FY 2021-22 Current Financial Year*	FY 2020-21 Previous Financial Year
From renewable sources		
Total electricity consumption (A)	1292.83 GJ	-
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	1292.83 GJ	-
From non-renewable sources		
Total electricity consumption (D)	15100.77 GJ	15603.24 GJ
Total fuel consumption (E)	15.44 GJ	18.10 GJ
Energy consumption through other sources (F)	1.09 GJ	1.03 GJ
Total energy consumed from non-renewable sources (D+E+F)	15117.30 GJ	15622.37 GJ

*From February 2022 onwards, the Company is consuming 100% electricity generated through renewable energy sources.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/No) - No

2. Details related to water discharged:

Parameter*	FY 2021-22 Current Financial Year	FY 2020-21 Previous Financial Year
Water discharge by destination and level of treatment (in kiloliters)		
(i) To Surface water		
- No treatment	NA	NA
- With treatment – level of treatment	NA	NA
(ii) To Groundwater		
- No treatment	NA	NA
- With treatment – level of treatment	NA	NA
(iii) To Seawater		
- No treatment	NA	NA
- With treatment – level of treatment	NA	NA
(iv) Sent to third-parties		
- No treatment**	19651.50	21528.75
- With treatment – level of treatment	-	-
(v) Others		
- No treatment	NA	NA
- With treatment – level of treatment	NA	NA
Total water discharged (in kiloliters)	19651.50	21528.75

* The information above is with respect to UTI Tower only.

** The data of water discharged currently can't be calculated and hence, it is assumed that it is equivalent to 75% of water withdrawal.

NA - Not Applicable

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/No) - No

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

3. Water withdrawal, consumption and discharge in areas of water stress (in kiloliters):

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

- (i) Name of the area
 (ii) Nature of operations
 (iii) Water withdrawal, consumption and discharge:
- } Not Applicable

Parameter	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
Water withdrawal by source (in kiloliters)		
(i) Surface water		
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		Not Applicable
Total volume of water withdrawal (in kiloliters)		
Total volume of water consumption (in kiloliters)		
Water intensity per rupee of turnover (Water consumed / turnover)		
Water intensity (optional) – the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in kiloliters)		
(i) Into Surface water		
- No treatment		
- With treatment – level of treatment		
(ii) Into Groundwater		
- No treatment		
- With treatment – level of treatment		
(iii) Into Seawater		
- No treatment		
- With treatment – level of treatment		Not Applicable
(iv) Sent to third-parties		
- No treatment		
- With treatment – level of treatment		
(v) Others		
- No treatment		
- With treatment –level of treatment		
Total water discharged (in kiloliters)		

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/No) - NA

4. Details of total Scope 3 emissions & its intensity:

Parameter	Unit	FY 2021-22 Current Financial Year	FY 2020-21 Previous Financial Year
Total Scope 3 emissions	tCO ₂ e	2159.66	-
Total Scope 3 emissions per rupee of turnover*		2.04 (tCO ₂ e / ₹ in crores)	-

*The total revenue from operations of the Company is considered on standalone basis.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/No) - No

**BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)**

- 5. With respect to the ecologically sensitive areas reported at Question 10 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.

- 6. 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:**

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Green Energy Consumption	From February 2022 onwards, the Company is consuming 100% electricity generated through renewable energy sources.	Through green energy usage, the Company is contributing in reducing the carbon footprint.
2.	Wet Waste Management	The Company has appointed a wet waste management agency in the month of May 2022.	The agency will be decomposing approximately 18.48 tons of wet bio waste of corporate office at their location and the manure generated will be utilized for land fertilisation.
3.	Energy Conservation	Solar panels will be implemented on rooftops for electricity generation.	Approximately 120 kilowatt of electricity will be generated through solar which is most clean and renewable energy source.

- 7. Does the entity have a business continuity and disaster management plan?**

The Company has Business Continuity Management (BCM) policy which contains operational procedures that guide the organisation to respond, recover, resume and restore to a pre-defined level of operation following a disruption. In case of primary working site (UTI Tower) is partially / fully unavailable and inaccessible, an alternate working procedure has been defined and in case the applications outage is observed from the UTI Tower data centre, a Disaster Recovery (DR) site is available from where the applications can be accessed over the Internet.

Business continuity and disaster recovery strategies & plans are developed, implemented, tested, maintained and operated appropriately for supporting all the critical service lines / processes. These are managed in accordance with the objectives mentioned in the policy document.

- 8. 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.**

Not Applicable.

- 9. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.**

Not Applicable.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

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.

5 (Five)

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.

Sr. No.	Name of the trade and industry chambers / associations	Reach of trade and industry chambers / associations (State / National)
1.	Association of Mutual Funds in India	National
2.	Confederation of Indian Industry	National
3.	Institute of Banking & Finance	National
4.	Bombay Chamber of Commerce and Industry	State
5.	Indian Chamber of Commerce	National

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

Name of authority	Brief of the Case	Corrective action taken
Nil		

Leadership Indicators

1. Details of public policy positions advocated by the entity:

Sr. No.	Public Policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes / No)	Frequency of Review by Board (Annually / Half yearly / Quarterly / Others)	Web link, if available
a.	The Association of Mutual Funds in India (AMFI) is the organisation dedicated to developing the Indian mutual fund industry. The Company is the member of AMFI. AMFI <i>inter-alia</i> has following objectives: i. To promote best business practices and code of conduct to be followed by members and others engaged in the activities of mutual fund and asset management including agencies connected or involved in the field of capital markets and financial services; ii. To protect the interest of investors / unit holders.	The officials of the Company are part of various committees formed by AMFI on the matters relating to financial literacy, certified distributors, exchange traded funds, operations, compliance & risk, valuation.	Yes	Regularly	https://www.amfiindia.com/know-about-amfi

**BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)****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 public domain (Yes / No)	Relevant Web link
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Not Applicable

2. Information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by the Company:

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

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

The Company is engaged in the business of fund management services and its business operations doesn't affect the community at large.

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

	FY 2021-22 Current Financial Year	FY 2020-21 Previous Financial Year
Directly sourced from MSMEs / small producers	7%	10%
Sourced directly from within the district and neighboring districts	Not ascertainable	

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

Details of negative social impact identified	Corrective action taken
--	-------------------------

Not Applicable

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

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

Sr. No.	State	Aspirational District	Amount spent (in ₹)
1.	Rajasthan	Jaisalmer	1,40,45,976 *
2.	Jharkhand	Hazaribagh, Giridih & Koderma	72,77,100 **

* The project was sanctioned in FY 2020-21 however, the disbursement of funds was done in FY 2021-22.

** The sanctioned amount for the project was ₹ 1,45,54,200 however, only ₹ 72,77,100 has been disbursed during the year.

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized / vulnerable groups?

No. The Company has a procurement committee who scrutinizes the proposals for procurement of goods and / or services where the expenditure exceeds a certain limit before submitting the same to the competent authority.

(b) From which marginalized / vulnerable groups do you procure? (c) What percentage of total procurement (by value) does it constitute?

The Company procures small items like newspaper, flowers etc. from local vendors. Company's housekeeping staff, electrical staff & security personnel are appointed from local communities who have taken all the regulatory approvals.

Florist, Key Maker and Carpenter vendors are also usually from local communities. The Company takes services from them as per actual requirements.

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:

Sr. No.	Intellectual Property based on traditional knowledge	Owned / Acquired (Yes/No)	Benefit shared (Yes/No)	Basis of calculating benefit share
Not Applicable				

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.

Name of authority	Brief of the Case	Corrective action taken
Not Applicable		

**BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)****6. Details of beneficiaries of CSR Projects:**

Sr. No.	CSR Project ^	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
1.	The School Project: Natwar Nagar Mumbai Public School	396	100.00%
2.	Inclusive Special School for Differently abled children	225	100.00%
3.	UTI AMC Scholarship	49	~45.00%
4.	Clinical sessions for children with developmental disabilities	~600	100.00%
5.	Sponsorship of Education of 50 visually impaired students	50	100.00%
6.	COVID-19 Healthcare Facility	~1,000	100.00%
7.	Young India: Facilitating sustainable futures of Youth in Jharkhand	~3,210	100.00%

^ Information is w.r.t. to ongoing and other than ongoing CSR projects for the FY 2021-22. For more details please refer Annexure-III to the Directors' Report.

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.**

Grievance resolution for Investors and Advisors: UTI Mutual Fund has a comprehensive mechanism available on its website for investor complaints and feedback at <https://www.utimf.com/servicerequest/grievances-redressal-process/> which *inter-alia* contains the following:

- i. Suggested process for resolution of grievances by Investors & Mutual Fund Distributors;
- ii. Reporting of cyber security incidence;
- iii. Grievance resolution for Investors and Advisors;
- iv. E-mail at uti@kfintech.com;
- v. Mail the feedback to service@uti.co.in;
- vi. Advisors/Investors can also visit the nearest UTI Financial Centre (UFC) for registering complaints or feedback;
- vii. Reaching Registrar and Transfer agent with queries;
- viii. Lodging complaints at www.utimf.com; and
- ix. Timelines for responding to queries.

The Company's website also has an online form for submitting feedback / suggestion / complaint / query at <https://www.utimf.com/help/write-to-us/>.

Also, the link to SEBI scores website and to download SEBI scores mobile app is available on the Company's website at <https://www.utimf.com/help/write-to-us/>.

The UTI Mutual Fund also receives the investors' complaints through stock exchanges platforms.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	Not Applicable*
Safe and responsible usage	
Recycling and / or safe disposal	

* The Company is engaged in the business of fund management services and prepares Scheme Information Document (SID) and Key Information Memorandum (KIM) which provides the information about the mutual fund schemes launched by it. Further, it complies with all the disclosure requirements prescribed by SEBI and AMFI. Its services doesn't have any environmental or social impact.

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

	FY 2021-22 (Current Financial Year)		Remarks	FY 2020-21 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential services	83	-	-	66	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Other	20	170	Consumer Forum case	22	170	Consumer Forum case

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

	Number	Reasons for recall
Voluntary recalls	Not Applicable	
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.

The Company has Information Security (IS) and Cyber Security and Cyber Resilience (CSR) policies. These policies are available on intranet of the Company which is accessible to all employees.

**BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)****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.**

The complaints under the head 'Delivery of essential services' in question no. 3 above are related to investors of UTI Mutual Fund and such complaints are dealt with as per SEBI regulations / guidelines.

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

Information on each of the UTI AMC's schemes are made available on multiple platforms including website, B2C app and B2B app. Further, the Company offers full-fledged call centre services for helping investors with relevant information and aims to achieve maximum customer satisfaction.

Following is the summarised information:

Particulars	Details
Website of the Company	www.utimf.com
Contact Center	Toll Free no: 1800 266 1230, 24 X 7 Toll free self-service IVR (+91) 022 6227 8000, Non Toll Free SMS Service - 5676756 – to receive call back from us.
E-mail	service@uti.co.in
What app no.	7208081230
Missed Call no.	7208085692 / 8655097225 / 8655019940
App Buddy	IOS: https://apps.apple.com/in/app/uti-buddy/id1011695158 Android: https://play.google.com/store/apps/details?id=com.utimutualfunds.utibuddy
UTI MF Offices	https://www.utimf.com/help/uti-offices/
UTI MF Advisors	https://www.utimf.com/help/find-an-advisor/
Official point of acceptance	https://www.utimf.com/help/official-point-of-acceptance/

The Company's website endeavors to provide scheme level information across all of its offering. The scheme related information on the Company's website *inter-alia* includes the following:

- All the statutory disclosures relating to mutual fund schemes / business is available at <https://www.utimf.com/about/statutory-disclosures>;
- All the media related disclosures are available at <https://www.utimf.com/about/media>;
- The disclosures related to risk metrics, investment purpose and horizon, exit load etc. are available at <https://www.utimf.com/mutual-fund-schemes/> etc.
- Investors can access to downloadable two pager document called product guide and standalone scheme presentation on each of the scheme page which provides a comprehensive information of the schemes.

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

In 2009, UTI MF launched its India's largest investor education initiative - **UTI Swatantra**. The initiative was conceived to educate India about wealth creation which can help them achieve their financial goals. Under this initiative, a communication is created to increase awareness about mutual funds, its benefits and suitability etc. Specific investment category associated communication on categories like large cap, mid-caps, active investing, passive investing etc. are also conducted with an intention to educate about the features of the category, its suitability etc. with an aim to aid investors to make an appropriate decision while investing.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

The communication is done via different medium and formats such as AVs, GIFs, Infographics, Listicles etc.

On the product front, UTI Mutual Fund always puts in the best effort to ensure that there is complete transparency in terms of all the know-how of products. It is ensured that the investors are clearly communicated about the risk-grade of every product. Also, strong emphasis on product fundamentals is placed which is periodically communicated to investors. All critical information ranging from product strategy, portfolio structure, impact of macro or micro economic trends on the funds, investment philosophy, etc. are communicated to investors on a regular basis.

Further, the investor charter provides details on the services provided to the investors, rights of investors, responsibilities of the investors, grievance redressal mechanism for investors etc.

Web-link to access the details of the investor charter: <https://utimf.com/static/assets/common/Investor%20Charter%20for%20Mutual%20Funds-converted.pdf>

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

For any disruption of services either planned or unplanned, related to Digital platforms (Website, Mobile App, Chatbot etc), the customers are informed about the reason for unavailability as well as expected time of resolution. Also, the customers are proactively informed about the availability of other channels.

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)

The Company prepares SID and KIM which provides the information about the mutual fund schemes launched by it. Further, it complies with all the disclosure requirements prescribed by SEBI and AMFI. For more information, please refer question no. 1 of leadership indicators under principle 9.

Through contact centre, customer satisfaction (CSAT) surveys are conducted after voice or non-voice interactions with the investor and gauge Company's net promoter score. During the FY 2021-22, the average net promoter score stood at 92.49%.

The form for submitting feedback / suggestion is available on Company's website at <https://www.utimf.com/help/write-to-us/>.

5. Information relating to data breaches:

a. Number of instances of data breaches along-with impact:

There were no instances of data breaches reported during the FY 2021-22.

b. Percentage of data breaches involving personally identifiable information of customers:

Not Applicable

Arvind Patkar
Company Secretary and Compliance Officer
(Membership No.: A21577)

Imtaiyazur Rahman
Chief Executive Officer & Whole-Time Director
(DIN: 01818725)

Ref. No.: UTI/AMC/CS/SE/2022-23/0234

Date: 2nd September, 2022

National Stock Exchange of India Limited

Exchange Plaza Plot No. C/1
G Block Bandra-Kurla Complex
Bandra (East) Mumbai – 400 051.

Scrip Symbol: UTIAMC

BSE Limited

Phiroze Jeejeebhoy Towers
Dalal Street
Mumbai – 400 001.

Scrip Code / Symbol: 543238 / UTIAMC

Sub: Clarification on XBRL filling of Business Responsibility and Sustainability Report (BRSR)

Dear Sir / Madam,

We would like to inform you that we have published our Business Responsibility and Sustainability Report (BRSR) as a part of our Annual Report for the FY 2021-22.

While preparing BRSR, we have answered some questions in descriptive form and provided certain additional information, wherever required.

However, the option of providing notes / additional information in descriptive format was not available in XBRL format. Such cases are as under:

Sr. No.	Section & Principle No.	Question No.	Respective page no. in Annual Report
1.	Section A, Part I	13	136
2.	Section A, Part II	15	137
3.	Section A, Part III	16	137
4.		17 b.	137
5.	Section A, Part V	21(a)	138
6.	Section A, Part VI	22 (i)	139
7.		22 (ii)	139
8.	Section A, Part VII	23	139
9.		24	140 - 141
10.	Section B, Disclosure Questions	1.b.	142
11.		3	142
12.		10	143
13.	Section C, Principle 2, Essential Indicators	1	147
14.	Section C, Principle 2, Leadership Indicators	1	148
15.		3	150

Sr. No.	Section & Principle No.	Question No.	Respective page no. in Annual Report
16.	Section C, Principle 3, Essential Indicators	10 c.	152
17.	Section C, Principle 3, Leadership Indicators	1(B)	153
18.	Section C, Principle 5, Essential Indicators	3	157
19.		4	157
20.	Section C, Principle 5, Leadership Indicators	3	159
21.	Section C, Principle 6, Essential Indicators	1	159
22.		2	160
23.		3	160
24.		4	160
25.		6	161
26.		8	161
27.		11	162
28.		12	162
29.	Section C, Principle 6, Leadership Indicators	1	163
30.		2	163
31.		4	164
32.	Section C, Principle 8, Essential Indicators	1	167
33.		2	167
34.	Section C, Principle 8, Leadership Indicators	2	168
35.		3.(a)	168
36.		6	169
37.	Section C, Principle 9, Essential Indicators	2	170

Further, we specifically clarifies on the following points:

Sr. No.	Section & Principle No.	Question No.	Clarification / Information	Respective page no. in Annual Report
1.	Section C Principle 1 Essential Indicators	1	There were 3 trainings provided to Key Managerial Personnel and ' <i>% age of persons in respective category covered by the awareness programmes</i> ' of each training was different but XBRL utility doesn't allow to insert more than one percentage.	144

Sr. No.	Section & Principle No.	Question No.	Clarification / Information	Respective page no. in Annual Report
			Please refer annual report for proper disclosure.	
2.	Section C Principle 3 Essential Indicators	5	The total of ' <i>Return to work rate</i> ' and ' <i>Retention Rate</i> ' incorrect in XBRL. Please refer annual report for proper disclosure.	150
3.	Section C Principle 4 Essential Indicators	2	The ' <i>channel of communication</i> ' head in the table is not allowing to select more than one option. The option 'others - please specify' is selected wherever no other option is applicable under the head 'frequency of engagement'.	154-155
4.	Section C Principle 7 Essential Indicators	1. b.	Number of affiliations with trade and industry chambers/ associations is only 5 but information is mandatorily asked for 10. Therefore, in order to validate the file, nil is inserted in rest of the fields in the column ' <i>Name of the trade and industry chambers/ associations</i> '.	166

Accordingly, we request you to refer to our pdf version of BRSR also for full disclosure.

Thanking you,

For UTI Asset Management Company Limited

Arvind Patkar

Company Secretary and Compliance Officer