



SUSTAINABILITY REPORT

(Based on relevant Global Reporting Initiatives Standards)







INTRODUCTION




The company's social and environmental performance lies at the heart of its sustainable development policy. EGIS has developed Sustainability Reporting Guidelines on GRI Reporting guidelines which indicates on broad level the economic, environmental, and social performance of the company.









GENERAL COMPANY DISCLOSURES

1. Organisational Profile

1	Name of the organization	Egis India Consulting Engineers Private Limited (Egis India)
2	Activities, brands, products and services	Project Management Consultancy and Infrastructure Advisory Services
3	Location of Headquarters	Registered Office situated at T-305, TF, Tirupati Plaza, Sector XI, (MLU) Pkt-4, Plot No.11, Dwarka, New Delhi – 110075 Corporate Office situated at Plot No 80, Sector 32, Gurgaon, Haryana - 122001
4	Location of operations	Corporate Office situated at Plot No 80, Sector 32, Gurgaon, Haryana - 122001 Branch Office and Project Office located PAN India and a Branch Office is located in Dhaka, Bangladesh
5	Ownership and legal form	Egis India is a Private Limited Company incorporated under the Companies Act, 1956 100% shareholding of the Company is owned by Egis Ingenierie SAS, a Company incorporated in France and ultimate parent company is Egis SA
6	Markets Served	India and South East Asia
7	Scale of Organisation	344 CR
8	Information on Employees and other workers	2270
9	External Initiatives	Initiatives on various Corporate Social Responsibility (CSR) Activities
10	Membership of associations	Confederation of India Industry (CII), Indo French Chamber of Commerce, Consulting Engineers Association of India
2 Strategy		

1	Statement from senior decision maker	 Egis SA Business Strategy_2025.pdf
3 Ethics and Integrity		
1	Values, principles, standards and norms of behaviour	 Code of Ethics_English.pdf
4 Governance		
1	Governance Structure	 Governance Structure.pdf
2	Delegating Authority	 DelegationofAuthorityManual.pdf
3	Risk Management Process	 F4.03 PRO_MS_02_v1.5 Risk
4	Whistle-blower Mechanism	 WBPMannual.pdf
5 Stakeholder Engagement		
1	List of stakeholder groups	Board of Directors: <ol style="list-style-type: none"> 1. Mr. Sandeep Gulati – Managing Director 2. Mr. Alaa ABUSIAM Shareholders: Egis Ingenierie – 99.99% IPS – 0.01%
2	Identifying and selecting shareholders	Annual Report, Directors Reports circulated every year Financial reporting done to the stakeholders on periodic basis
3	Key topics and concern raised	Key topics and concerns are raised to the Stakeholders (Board of Directors and Shareholders) on time-to-time basis through Board Meetings and General Meetings. Meetings are convened on periodic basis and various

		operational, statutory and other items are deliberated by the Stakeholders and accordingly, decisions are taken. The Company has compliant structure of Board and its committees.
6 Reporting Practice		
1	Entities Included in the consolidated financial statements	NIL. The Company doesn't have any subsidiary company.
2	Reporting period	Financials are reported for the financial year as April 1 to March 31 of every year
3	Date of most recent report	Last audited financials and Annual Report – 31 st March, 2024
4	Reporting Cycle	Annual
5	Contact point for questions regarding the report	CFO and Financial Controller
6	External assurance	SN Dhawan & Co. LLP (Mazars) are Statutory Auditors of the Company
STANDARDS FOR SUSTAINABILITY REPORTING – ECONOMIC, ENVIRONMENTAL AND SOCIAL		
A Economic		
1	Financial Performance	 EGIS India FS FY 2023-24.pdf
2	Market Presence	Geographically, Egis India is having presence in whole of India and Parts of South East Asia
3	Financial Implications	This is part of Risk mapping under various heads
4	Procurement Practices	 Purchasing.pdf
5	Anti-Corruption Policies	 Code of Integrity_English.pdf
6	Communication and training about anti-corruption policies and procedures	We have regular communications and training sessions about Ethics and Compliances.
B Environmental		

1	Environmental Guidelines/Compliance	 F4.03 GUD_EHS_01_v1.4 En
C Social		
1	Occupational Health & Safety	 F4.03 GUD_EHS_01_v1.4 En
2	Diversity in Recruitment Policy	 DEI Policy.pdf
3	Diversity & Inclusion Policy	 DEI Policy.pdf
4	Non-Discrimination	  DEI Policy.pdf POSH Policy.pdf
5	Training & Education	 Learning & Development Policy.p
11 Social Compliance		
Corporate Social Responsibility		 CSR policy - Egis india.pdf