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ACCEL FRONTLINE

GLOBAL IT SERVICES

23rd Annual Report
2017 - 18

Company Information

Board of Directors

Mr. Malcolm F. Mehta	- Chairman & Chief Executive Officer
Mr. Bin Cheng	- Non-Executive & Non-Independent
Mrs. Ruchi Naithani	- Independent Director
Mr. Raj Khalid	- Independent Director
Mr. Rajesh R. Muni	- Independent Director
Mr. R. Ramaraj	- Independent Director (upto 10 th October, 2017)

Committees

Audit Committee

Mr. Rajesh R. Muni	- Chairman
Mr. Bin Cheng	- Member
Mrs. Ruchi Naithani	- Member
Mr. Raj Khalid	- Member
Mr. R. Ramaraj	- Member (upto 10 th October, 2017)

Stakeholders Relationship Committee

Mr. Raj Khalid	- Chairman
Mr. Bin Cheng	- Member
Mr. Rajesh R. Muni	- Member (w.e.f. 04th November, 2017)
Mr. R. Ramaraj	- Member (upto 10 th October, 2017)

Nomination and Remuneration Committee

Mrs. Ruchi Naithani	- Chairperson
Mr. Bin Cheng	- Member
Mr. Raj Khalid	- Member

Management Team

Mr. Maqbool Hassan	(President - Practice & Delivery)
Mr. Milind Kalurkar	(President - Overseas Sales)
Mr. Jayesh Ahluwalia	(President - Sales)
Mr. Satyen Parikh	(President - Corporate)
Mr. Murali Gopalakrishnan	(Chief Financial Officer - w.e.f. 7th December, 2017)
Mr. S. Sundaramurthy	(Company Secretary)
Mr. B. Chandramouli	(Vice President - WMS)
Mr. Vibhuti Pandey	(Vice President - HR & Admin)
Mr. R. Neelakantan	(Chief Financial Officer - upto 29th November, 2017)

Statutory Auditors

M/s. Walker Chandiok & Co LLP
Chartered Accountants, Chennai.

Internal Auditors

M/s. Sudit K. Parekh & Co.
Chartered Accountants, Mumbai.

Secretarial Auditors

Mr. M. Alagar
Practicing Company Secretary,
M/s. M. Alagar & Associates, Chennai.

Legal Advisors

M/s. Economic Laws Practice (ELP),
Advocates & Solicitors, Mumbai.

Principal Bankers

Mizuho Bank Ltd.
Sumitomo Mitsui Banking Corporation

Registrars & Share Transfer Agents

M/s. Link Intime India Pvt. Ltd.
Mumbai.

Stock Exchanges where Company's shares are listed

National Stock Exchange of India Limited,
(Stock Code - AFL)
BSE Limited (Stock Code - 532774)

Registered & Corporate Office

First Floor, Dowlath Towers,
New Door Nos 57, 59, 61 & 63,
Taylors Road, Kilpauk, Chennai - 600 010.

Company's Website

www.accelfrontline.com

Corporate Identity Number

L30006TN1995PLC031736
ISIN: INE020G01017

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NOTICE OF THE TWENTY THIRD ANNUAL GENERAL MEETING

Accel Frontline Limited

Registered Office: 57, 59, 61, 63,
Taylors Road, Dowlath Towers,
First Floor, Kilpauk, Chennai - 600 010.
CIN: L30006TN1995PLC031736

TO

THE MEMBERS OF ACCEL FRONTLINE LIMITED

NOTICE is hereby given that the Twenty-Third Annual General Meeting of the members of Accel Frontline Limited will be held on Wednesday, the 19th September, 2018 at "The Music Academy Mini Hall, TTK Road, Alwarpet, Chennai - 600 014" at 10:30 A.M. to transact the following businesses:

Ordinary Business:

1. To consider and adopt the Standalone and Consolidated Audited Financial Statements of the Company as at 31st March, 2018 together with the reports of the Board of Directors and Auditors thereon.
2. To appoint a Director in place of Mr. Bin Cheng, (DIN: 06913491) who retires by rotation and, being eligible, offers himself for re-appointment.

Special Business:

3. To consider and, if thought fit, to pass with or without modification(s), the following resolution as a Special Resolution:

To adopt new Articles of Association of the Company.

"RESOLVED THAT pursuant to the provisions of Section 14 and all other applicable provisions of the Companies Act, 2013 read with Companies (Incorporation) Rules, 2014 or any other law for the time being in force (including any statutory modification(s) or re-enactment thereof, for the time being in force), the draft regulations contained in the Articles of Association submitted to this meeting be and are hereby approved and adopted in substitution, and to the exclusion, of the regulations contained in the existing Articles of Association of the Company."

"RESOLVED FURTHER THAT the Board of Directors of the Company be and is hereby authorised to do all acts and take all such steps as may be necessary, proper or expedient to give effect to this resolution.

**By order of the Board of Directors
For Accel Frontline Limited**

Place: Chennai

Date: 07th August, 2018

Malcolm F. Mehta

Chairman & Chief Executive Officer

NOTES:

1. Pursuant to Section 91 of the Companies Act, 2013, the Register of Members and the Share Transfer Register of the Company will remain closed from Thursday, 13th September, 2018 to Wednesday, 19th September, 2018 (both days inclusive).
2. The Explanatory Statement pursuant to Section 102 of the Companies Act, 2013, which sets out details relating to Special Business at the Meeting is annexed hereto.
3. **A member entitled to attend and vote at the Meeting is entitled to appoint a Proxy to attend and vote on a poll instead of himself / herself and such proxy need not be a member of the Company.**
4. **A person can act as proxy on behalf of members not exceeding fifty and holding in the aggregate not more than 10% of the total share capital of the Company carrying voting rights. Provided that a member holding more than 10% of the total share capital of the Company carrying voting rights may appoint a single person as proxy and such person shall not act as proxy for any other person or member.**
5. **Proxies, in order to be effective should be duly stamped, completed, signed and must be sent to the Company so as to receive at its Registered Office not later than 48 hours before the commencement of the AGM.**
6. Corporate members intending to send their authorized representatives to attend the AGM are requested to send a duly certified copy of the Board Resolution authorizing their representatives to attend and vote on their behalf at the AGM.
7. The members are requested to bring duly filled attendance slip along with their copy of Annual Report at the AGM.
8. Register of Directors and Key Managerial Personnel of the Company and their shareholding maintained under Section 170 of the Companies Act, 2013 will be available for inspection by the members at the AGM.
9. The Register of Contracts and Arrangements in which the Directors are interested maintained under Section 189 of the Companies Act, 2013 will be available for inspection by the members at the AGM.
10. The Notice of 23rd AGM, details and instructions for e-voting and the Annual Report of the Company for the year ended 31st March, 2018 is uploaded on the Company's website www.accelfrontline.com and may be accessed by the members. The physical copies of the aforesaid documents will also be available at the Company's registered office for inspection on all working days (except Saturday & Sunday) from 11:00 A.M. to 04:00 P.M. Copies of the above documents are being sent by electronic mode to the members whose email addresses are registered with the Company/Depository Participant(s) for communication purposes unless any member has requested for a hard copy of the same. For members who have not registered their email addresses, physical copies of the aforesaid documents are being sent by the permitted mode.

11. A person, whose name is recorded in the register of members or in the register of beneficial owners maintained by the depositories as on the cut-off date i.e. Wednesday, 12th September, 2018 only shall be entitled to avail the remote e-voting facility as well as voting in the AGM.
12. Any person who becomes a member of the Company after dispatch of the Notice of the Meeting and holding shares as on the cut-off date i.e. Wednesday, 12th September, 2018 ("Incremental Members") may obtain the User ID and Password by either sending an e-mail request to evoting@nsdl.co.in or calling on Toll Free No. 1800-222-990. If the member is already registered with NSDL e-voting platform then he can use his existing User ID and password for casting the vote through remote e-voting.
13. The members are requested to intimate to the Company, queries, if any, at least 10 days before the date of the meeting to enable the management to keep the required information available at the meeting.
14. Trading in the shares of the Company can be done in dematerialized form only. Dematerialization would facilitate paperless trading through state-of-the art technology, quick transfer of corporate benefits to members and avoid inherent problems of bad deliveries, loss in postal transit, theft and mutilation of share certificate and will not attract any stamp duty. Hence, we request all those members who have still not dematerialized their shares to get their shares dematerialized at the earliest. Pursuant to SEBI Notification dated 08th June, 2018, it has been mandated by SEBI that transfer of securities of a listed company would be carried out in dematerialized form only as per Regulation 40 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.
15. The members who have not encashed their Dividend Warrants for previous financial years (viz. 2010-11 & 2011-12) are requested to send the same for revalidation to the Company's Registrars & Transfer Agents.
16. Members wishing to claim dividends for previous financial years, which remain unclaimed, are requested to correspond with the Registrar & Transfer Agents. Members are requested to note that dividends not encashed or claimed within seven years from the date of transfer to the Company's Unpaid Dividend Account, will as per Section 124 of the Companies Act, 2013, be transferred to IEPF. The Company has transferred the unpaid or unclaimed dividends declared upto Financial Year 2009-2010 to the Investor Education and Protection Fund (IEPF). Pursuant to the provisions of IEPF, the Company has uploaded the details of Unpaid and Unclaimed amounts lying with the Company as on the 15th September, 2017 (date of the last Annual General Meeting on the website of the Company and also on the website of the Ministry of Corporate Affairs).
17. Pursuant to Section 72 of the Companies Act, 2013, members holding shares in physical form may file nomination in the prescribed Form SH-13 and for cancellation / variation in nomination in the prescribed Form SH-14 with the Company's Registrar & Transfer Agents. In respect of shares held in Electronic / Demat form, the nomination form may be filed with the respective Depository Participant.
18. As required in terms of SEBI (LODR) Regulations, 2015, the information (including profile and expertise in specific functional areas) pertaining to Directors recommended for appointment / reappointment in the AGM is forming part of the Explanatory Statement given below.
19. The Securities and Exchange Board of India (SEBI) has mandated the submission of Permanent Account Number (PAN) by every participant in securities market. Members holding shares in electronic form are therefore, requested to submit the PAN to their DPs with whom they are maintaining their Demat accounts and members holding shares in physical form to the Company / Registrar & Transfer Agents.
20. All documents referred to in the accompanying Notice and the Explanatory Statement shall be open for inspection at the Registered Office of the Company on all working days (except Saturday & Sunday) from 11:00 A.M. to 04:00 P.M., up to the date of the AGM of the Company.
21. Members, who have not registered their e-mail addresses so far, are requested to register their e-mail address with the Company / Depository Participant(s) for receiving all communication including Annual Report, Notices, Circulars, etc. from the Company electronically.
22. Voting through electronic means:
 - I. In compliance with provisions of Section 108 of the Companies Act, 2013, Rule 20 of the Companies (Management and Administration) Rules, 2014 as amended by the Companies (Management and Administration) Amendment Rules, 2015 and Regulation 44 of SEBI (Listing Obligation and Disclosure Requirements), Regulations, 2015, the Company is pleased to provide members facility to exercise their right to vote on resolutions proposed to be considered at the Annual General Meeting (AGM) by electronic means and the business may be transacted through e-Voting Services. The facility of casting the votes by the members using an electronic voting system from a place other than venue of the AGM ("remote e-voting") will be provided by National Securities Depository Limited (NSDL).
 - II. The facility for voting through ballot or polling paper or e-voting shall be made available at the AGM and the members attending the meeting

who have not cast their vote by remote e- voting shall be able to exercise their right at the meeting through any means made available at the venue

- III. The members who have cast their vote by remote e-voting prior to the AGM may also attend the AGM but shall not be entitled to cast their vote again.
- IV. The remote e-voting period commences on Saturday, 15th September, 2018 (9:00 A.M.) and ends on Tuesday, 18th September, 2018 (5:00 P.M). During this period members of the Company, holding shares either in physical form or in dematerialized form, as on the cut-off date of Wednesday, 12th September, 2018, may cast their vote by remote e-voting. The remote e-voting module shall be disabled by NSDL for voting thereafter. Once the vote on a resolution is cast by the member, the member shall not be allowed to change it subsequently.

V. How do I vote electronically using NSDL e-Voting system?

The way to vote electronically on NSDL e-Voting system consists of "Two Steps" which are mentioned below:

Step 1: Log-in to NSDL e-Voting system at
<https://www.evoting.nsdl.com/>

Step 2: Cast your vote electronically on NSDL e-Voting system.

Details on Step 1 is mentioned below:

How to Log-in to NSDL e-Voting website?

1. Visit the e-Voting website of NSDL. Open web browser by typing the following URL: <https://www.evoting.nsdl.com/> either on a Personal Computer or on a mobile.
2. Once the home page of e-Voting system is launched, click on the icon "Login" which is available under 'Shareholders' section.
3. A new screen will open. You will have to enter your User ID, your Password and a Verification Code as shown on the screen.

Alternatively, if you are registered for NSDL eservices i.e. IDEAS, you can log-in at <https://eservices.nsdl.com/> with your existing IDEAS login. Once you log-in to NSDL eservices after using your log-in credentials, click on e-Voting and you can proceed to Step 2 i.e. Cast your vote electronically.

4. Your User ID details are given below:

Manner of holding shares i.e. Demat (NSDL or CDSL) or Physical	Your User ID is:
a) For Members who hold shares in demat account with NSDL.	8 Character DP ID followed by 8 Digit Client ID For example if your DP ID is IN300*** and Client ID is 12***** then your user ID is IN300***12*****.
b) For Members who hold shares in demat account with CDSL.	16 Digit Beneficiary ID For example if your Beneficiary ID is 12***** then your user ID is 12*****.
c) For Members holding shares in Physical Form.	EVEN Number followed by Folio Number registered with the company For example if folio number is 001*** and EVEN is 101456 then user ID is 101456001***.

5. Your password details are given below:

- a) If you are already registered for e-Voting, then you can use your existing password to login and cast your vote.
- b) If you are using NSDL e-Voting system for the first time, you will need to retrieve the 'initial password' which was communicated to you. Once you retrieve your 'initial password', you need to enter the 'initial password' and the system will force you to change your password.
- c) How to retrieve your 'initial password'?
 - (i) If your email ID is registered in your demat account or with the company, your 'initial password' is communicated to you on your email ID. Trace the email sent to you from NSDL from your mailbox. Open the email and open the attachment i.e. a .pdf file. Open the .pdf file. The password to open the .pdf file is your 8 digit client ID for NSDL account, last 8 digits of client ID for CDSL account or folio number for shares held in physical form. The .pdf file contains your 'User ID' and your 'initial password'
 - (ii) If your email ID is not registered, your 'initial password' is communicated to you on your postal address.

6. If you are unable to retrieve or have not received the "Initial password" or have forgotten your password:
 - a) Click on **"Forgot User Details/Password?"** (If you are holding shares in your demat account with NSDL or CDSL) option available on www.evoting.nsdl.com.
 - b) **"Physical User Reset Password?"** (If you are holding shares in physical mode) option available on www.evoting.nsdl.com.
 - c) If you are still unable to get the password by aforesaid two options, you can send a request at evoting@nsdl.co.in mentioning your demat account number/folio number, your PAN, your name and your registered address.
7. After entering your password, tick on Agree to "Terms and Conditions" by selecting on the check box.
8. Now, you will have to click on "Login" button.
9. After you click on the "Login" button, Home page of e-Voting will open.

Details on Step 2 is given below:

How to cast your vote electronically on NSDL e-Voting system?

1. After successful login at Step 1, you will be able to see the Home page of e-Voting. Click on e-Voting. Then, click on Active Voting Cycles.
2. After click on Active Voting Cycles, you will be able to see all the companies "EVEN" in which you are holding shares and whose voting cycle is in active status.
3. Select "EVEN" of company for which you wish to cast your vote.
4. Now you are ready for e-Voting as the Voting page opens.
5. Cast your vote by selecting appropriate options i.e. assent or dissent, verify/modify the number of shares for which you wish to cast your vote and click on "Submit" and also "Confirm" when prompted.
6. Upon confirmation, the message "Vote cast successfully" will be displayed.
7. You can also take the printout of the votes cast by you by clicking on the print option on the confirmation page.
8. Once you confirm your vote on the resolution, you will not be allowed to modify your vote.

General Guidelines for shareholders

1. Institutional shareholders (i.e. other than individuals, HUF, NRI etc.) are required to send scanned copy (PDF/JPG Format) of the relevant Board Resolution/ Authority letter etc. with attested specimen signature of the duly authorized signatory(ies) who are authorized to vote, to the Scrutinizer by e-mail to alagar@geniconsolutions.com with a copy marked to evoting@nsdl.co.in.

2. It is strongly recommended not to share your password with any other person and take utmost care to keep your password confidential. Login to the e-voting website will be disabled upon five unsuccessful attempts to key in the correct password. In such an event, you will need to go through the **"Forgot User Details/Password?"** or **"Physical User Reset Password?"** option available on www.evoting.nsdl.com to reset the password.
3. In case of any queries, you may refer the Frequently Asked Questions (FAQs) for Shareholders and e-voting user manual for Shareholders available at the download section of www.evoting.nsdl.com or call on toll free no.: 1800-222-990 or send a request at evoting@nsdl.co.in

- VI. You can also update your mobile number and e-mail id in the user profile details of the folio which may be used for sending future communication(s).
- VII. The voting rights of members shall be in proportion to their shares of the paid up equity share capital of the Company as on the cut-off date of Wednesday, 12th September, 2018.
- VIII. Any person, who acquires shares of the Company and become member of the Company after dispatch of the notice and holding shares as of the cut-off date i.e. Wednesday, 12th September, 2018, may obtain the login ID and password by sending a request at evoting@nsdl.co.in. However, if you are already registered with NSDL for remote e-voting then you can use your existing user ID and password for casting your vote. If you forgot your password, you can reset your password by using **"Forgot User Details/Password?"** or **"Physical User Reset Password?"** option available on www.evoting.nsdl.com or contact NSDL at the following toll free no.: 1800- 222-990.
- IX. A member may participate in the AGM even after exercising his right to vote through remote e-voting but shall not be allowed to vote again at the AGM.
- X. A person, whose name is recorded in the register of members or in the register of beneficial owner maintained by the depositories as on the cut-off date only shall be entitled to avail the facility of remote e-voting as well as voting at the AGM through e-voting or ballot paper or polling paper.
- XI. Mr. M. Alagar, Practicing Company Secretary (Membership No. F7488 and CoP No. 8196) of M/s. M. Alagar & Associates, Practicing Company Secretaries, Chennai has been appointed as the Scrutinizer for providing facility to the members of the Company to scrutinize the voting and remote e-voting process in a fair and transparent manner.
- XII. The Chairman shall, at the AGM, at the end of discussion on the resolutions on which voting is to be held, allow voting with the assistance of scrutinizer, by use of e-voting or Ballot Paper or Polling Paper for all those members who are present at the AGM but have not cast their votes by availing the remote e-voting facility.

XIII. The Scrutinizer shall after the conclusion of voting at the general meeting, will first count the votes cast at the meeting and thereafter unblock the votes cast through remote e-voting in the presence of at least two witnesses not in the employment of the Company and shall make, not later than three days of the conclusion of the AGM, a consolidated scrutinizer's report of the total votes cast in favour or against, if any, to the Chairman or a person authorized by him in writing, who shall countersign the same and declare the result of the voting forthwith.

XIV. The Results declared alongwith the report of the Scrutinizer shall be placed on the website of the Company www.accelfrontline.com and on the website of NSDL immediately after the declaration of result by the Chairman or a person authorized by him in writing. The results shall also be immediately forwarded to the National Stock Exchange of India Limited and BSE Limited, Mumbai.

Explanatory Statement in respect of the Special Business pursuant to Section 102(1) of The Companies Act, 2013.

Item No. 3

Consequent to change in the promoters of the company and also to make suitable changes to be in conformity with the Companies (Amendment) Act, 2017, it is proposed to amend the Articles of Association of the Company.

The Articles of Association of the Company which contains the regulations relating to the promoters needs to be amended consequent to change in the promoters of the company along with other changes to the Articles of Association in line

with the Companies (Amendment) Act, 2017. It is therefore considered desirable to adopt a comprehensive new set of Articles in substitution and to the exclusion of the existing Articles as approved by the Board of Directors meeting held on 07th August, 2018.

In terms of Section 14 of the Companies Act 2013, the consent of the Members by way of a special resolution is required for adoption of new set of AoA of the Company and accordingly, the approval of the shareholders is being sought.

The draft of the new AOA to be adopted is made available for inspection by the members at the registered office of the Company on all working days except Saturday & Sunday (from 11:00 A.M. to 04:00 P.M.) up to the date of closing of voting i.e. 18th September, 2018.

None of the Directors, Key Managerial Personnel of the Company or their relatives is in any way concerned or interested, financially or otherwise in the proposed resolution.

Accordingly, the Board recommends the Special Resolution for approval by the shareholders, as set out in Item No.3 of this notice pursuant to the provisions of the Companies Act, 2013, your Directors recommend and seek the approval of shareholders by way of Special Resolution.

**By order of the Board of Directors
For Accel Frontline Limited**

**Place: Chennai
Date: 07th August, 2018**

**Malcolm F. Mehta
Chairman & Chief Executive Officer**

Annexure to the Notice dated 07th August, 2018
Details of Directors retiring by Rotation / seeking Re-Appointment at the Meeting

Name	Mr. Bin Cheng
Date of Birth	12th November, 1962
Date of Appointment	13th August, 2014
Qualification	Bachelor's Degree in Electrical Engineering. Master's in Applied Electronics from the Tokyo Institute of Technology, Research Assistant majoring Artificial Intelligence at the University of Maryland.
Expertise	Expertise of more than 20 years in CAC, systems development for large international banks, lead CAC Shanghai to significant growth over the last 10 years playing a pivotal role in developing the relationship and the subsequent business alliances with numerous multinational corporations and has been instrumental in creating CAC Shanghai's business strategy for utilizing Chinese Information Technology professionals to meet the technology needs of global clients.
Chairmanship / Membership of the Committees of the Board of Director of the Company	1. Audit Committee – Member. 2. Stakeholders Relationship Committee – Member. 3. Nomination and Remuneration Committee – Member.
Directorship of other Companies (excluding Foreign Companies / Section 8 Companies)	NIL
Chairmanship / Membership of the Committee of other companies in which he is a Director	NIL
Number of Shares held in the Company (both own or held by/for other persons on a beneficial basis) as on 31st March, 2018.	NIL
Relationship with other Directors, Manager and other Key Managerial Personnel of the Company	NIL
Number of meetings attended during the year	Please refer Corporate Governance Section of the 23rd Annual Report 2017-18.

DIRECTORS' REPORT

To
THE MEMBERS OF ACCEL FRONTLINE LIMITED

The Directors are pleased to present the 23rd Annual Report of the Company together with Standalone and Consolidated Audited Financial Statements of the Company for the financial year ended 31st March, 2018.

1. FINANCIAL RESULTS

₹ in lakhs

Particulars	Consolidated		Standalone	
	March 2018	March 2017	March 2018	March 2017
Total Revenue	51,804	59,134	40,724	36,550
Earnings before interest, tax, depreciation and amortization (EBITDA)	1,233	3,038	2,109	1,135
Finance costs	1,923	2,490	1,810	2,356
Depreciation and amortization expense and impairment loss	833	1,464	643	890
Profit / (loss) before tax and exceptional items	(1,523)	(916)	(344)	(2,111)
Exceptional items	4,071	(134)	6,661	-
Profit / (loss) before tax	2,548	(1,050)	6,317	(2,111)
Tax expense	1,338	377	1,225	-
Profit / (loss) for the year	1,210	(1,427)	5,092	(2,111)
Other comprehensive income for the year, net of tax	137	(162)	59	43
Total comprehensive income for the year	1,347	(1,589)	5,151	(2,068)
Minority interest	(224)	(1,009)	-	-
Total comprehensive income after Minority Interest	1,123	(2,598)	5,151	(2,068)

2. BUSINESS PERFORMANCE

On a consolidated basis your Company achieved a revenue of ₹ 51,804 for FY 2017-18 as against ₹ 59,134 in the previous year. These are not comparable numbers as the performance for FY 17 includes full 12 months operation of M/s. Accel Systems & Technologies Pte. Ltd. and FY 18 has only 3 months consequent to sale of this subsidiary in July 17. Revenue from standalone operations for the FY 2017-18 stood at ₹ 40,089 which is a growth of 10% over the FY 2016-17 ₹ 36,370. The EBITDA on a consolidated basis was ₹ 1,233 and on a standalone basis stood at ₹ 2,109.

On disposal of M/s. Accel Systems & Technologies Pte. Ltd. (ASTL), a subsidiary company, your Company earned a profit of ₹ 8,227 on a standalone basis and ₹ 5,637 on a consolidated basis during the year.

3. DIVIDEND

In view of the fact the Company has incurred operating losses, the Directors have not recommended dividend for the year ended 31st March, 2018.

4. HUMAN RESOURCES DEVELOPMENT

The Company understands that employees are vital and valuable assets for the Company. It also believes in transforming manpower resources from "Asset" to "Strategic Asset" by increasing their capabilities. The Company recognises people as the primary source of its competitiveness and continues

its focus on people development by leveraging technology. In line with this business philosophy, the Company has initiated training of resources to meet the market requirements and deliver high quality services to our clients. The thrust of Human Resource has been on improvement of the performance of employees through training and development. The Company has rolled out a significant change in the Organisation Structure of the Company which has come into force from April 1, 2018.

Employee relations remained cordial throughout the year and the Company had 2,377 permanent employees on its rolls as on March 31, 2018. The Board places on record its sincere appreciation for the valuable contribution made by the employees across all levels in the growth of the Company.

5. POLICY ON SEXUAL HARASSMENT OF WOMEN AT WORKPLACE

The Company has adopted a Policy on Prevention of Sexual Harassment at Workplace which is in line with the requirements of The Sexual Harassment of Women at the workplace (Prevention, Prohibition & Redressal) Act, 2013. The policy has been formed in order to prohibit, prevent or deter the commission acts of sexual harassment at workplace. Internal Complaints Committee (ICC) has been set up to redress complaints received regarding sexual harassment. All employees are covered under the Policy and the Policy is gender neutral. During the year under review, there were no complaints received by the ICC and no cases were pending for disposal.