

**Date: September 5, 2023**

To,  
BSE Limited,  
Listing Department,  
P.J. Towers, Dalal Street,  
Mumbai - 400001.

NSE Limited,  
Listing Department,  
Exchange Plaza, Plot No. C/1, G Block,  
BKC, Bandra (East), Mumbai - 400051.

**Scrip Code: 503101**

**NSE Code: MARATHON**

**Sub: Business Responsibility and Sustainability Report for FY 2022-23.**

Dear Sir/Madam,

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed, the Business Responsibility and Sustainability Report ("BRSR") of the Company for FY 2022-23, which also forms part of the Annual Report for FY 2022-23 submitted to the exchanges vide our letter dated September 4, 2023.

This is for your information and record.

Yours Truly,

**Marathon Nextgen Realty Limited**



K Raghavan

Company Secretary and Compliance Officer

Membership No.: A8269

**MARATHON NEXTGEN REALTY LIMITED**

**BUSINESS RESPONSIBILITY AND SUSTAINABILITY  
REPORT- 2022- 2023**



**SECTION A: GENERAL DISCLOSURES**

**I. Details of the listed entity**

<b>1.</b>	<b>Corporate Identity Number (CIN) of the Listed Entity</b>	<b>L65990MH1978PLC020080</b>							
<b>2.</b>	<b>Name of the Listed Entity</b>	Marathon Nextgen Realty Limited							
<b>3.</b>	<b>Year of incorporation</b>	1978							
<b>4.</b>	<b>Registered office address</b>	Marathon FutureX N. M. Joshi Marg, Lower Parel Mumbai 400013							
<b>5.</b>	<b>Corporate address</b>	Marathon FutureX N. M. Joshi Marg, Lower Parel Mumbai 400013							
<b>6.</b>	<b>E-mail</b>	<a href="mailto:shares@marathonnextgen.com">shares@marathonnextgen.com</a>							
<b>7.</b>	<b>Telephone</b>	022 – 6772 8484							
<b>8.</b>	<b>Website</b>	<a href="http://www.marathonnextgen.com/">http://www.marathonnextgen.com/</a>							
<b>9.</b>	<b>Financial year for which reporting is being done</b>	2022-23							
<b>10.</b>	<b>Name of the Stock Exchange(s) where shares are listed</b>	<table border="1"> <thead> <tr> <th><b>Name of the Exchange</b></th> <th><b>Stock Code</b></th> </tr> </thead> <tbody> <tr> <td>Bombay Stock Exchange</td> <td>503101</td> </tr> <tr> <td>National Stock Exchange</td> <td>MARATHON</td> </tr> </tbody> </table>		<b>Name of the Exchange</b>	<b>Stock Code</b>	Bombay Stock Exchange	503101	National Stock Exchange	MARATHON
<b>Name of the Exchange</b>	<b>Stock Code</b>								
Bombay Stock Exchange	503101								
National Stock Exchange	MARATHON								
<b>11.</b>	<b>Paid-up Capital</b>	INR 23,18,56,485/-							
<b>12.</b>	<b>Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report</b>	Mr. K.S. Raghavan, Email ID: <a href="mailto:krishnamurthy.raghavan@marathonrealty.com">krishnamurthy.raghavan@marathonrealty.com</a> Contact No: 022 – 6772 8484							
<b>13.</b>	<b>Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).</b>	The disclosures under this report are made on Standalone basis for Marathon Nextgen Realty Limited. The statements mentioned in the report would provide insight of the Company's performances and therefore information regarding the holding company and subsidiaries is not considered							

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Real Estate	Real estate activities with own or leased property	100.00

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Real Estate & Construction	70	100.00

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	0	1	1
International	0	0	0

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	1
International (No. of Countries)	0

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

**Considering the business operations of the Company, the percentage of exports is NIL.**

c. A brief on types of customers

**The Company is engaged with various types of customers, but mostly it caters to corporate entities**

IV. Employees

18. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b><u>EMPLOYEES</u></b>						
1.	Permanent (D)	62	50	80.65	12	19.35
2.	Other than Permanent (E)	0	0	0	0	0
3.	<b>Total employees (D + E)</b>	62	50	80.65	12	19.35
<b><u>WORKERS</u></b>						
4.	Permanent (F)	No permanent workers are employed and the Company hires workers basis the project which is not quantifiable.				
5.	Other than Permanent (G)					
6.	<b>Total workers (F + G)</b>					

b. Differently abled Employees and workers:

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b><u>DIFFERENTLY ABLED EMPLOYEES</u></b>						
1.	Permanent (D)	The Company has not employed any differently abled employees				
2.	Other than Permanent (E)					
3.	<b>Total differentlyabled employees (D + E)</b>					
<b><u>DIFFERENTLY ABLED WORKERS</u></b>						
4.	Permanent (F)	The Company has not employed any differently abled workers				
5.	Other than permanent (G)					
6.	<b>Total differentlyabled workers (F + G)</b>					

19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	2	0	0.00
Key Management Personnel*	12	0	0.00

\*Managers and above are considered here

20. Turnover rate for permanent employees and workers

	FY 2022-23			FY 2021-22			FY 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	8.00	18.18	9.84	5.66	25.81	10.22	2.15	0.00	1.64
Permanent Workers	NIL								

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

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

S. No.	Name of the holding/ Subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% Of shares held by listed entity	Does the entity indicated at column A participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Marathon Realty Private Limited	Holding	-	No
2	Marathon Nextgen Townships Private Limited	Subsidiary	100.00	No
3	Terrapolis Assets Private Limited	Subsidiary	100.00	No
4	Sanvo Resorts Private Limited	Subsidiary	91.00	No
5	Swayam Realtors And Traders LLP	Joint Venture	40.00	No
6	Columbia Chrome (India) Private Limited	Joint Venture	40.00	No

VI. CSR Details

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: **Yes**  
(ii) Turnover (in Rs.) – **47,252.12 lacs**  
(iii) Net worth (in Rs.) – **80,349.34 lacs**

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)	FY 2022-23			FY 2021-22		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Open Door System	<b>No such complaints received in both the reporting years</b>					
Investors (other than shareholders)	Open Door System						
Shareholders	The Company has redressal mechanism for Shareholders - shares@marathonnextgen.com and SCORES (SEBI) for Customers Complaints						
Employees and workers	Open Door System						
Customers	Open Door System						
Value Chain Partners	Open Door System						





24. Overview of the entity’s material responsible business conduct issues environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format:

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Energy Management	Risk	The Company consumes significant amounts of energy for space heating, ventilating, air conditioning, water heating, lighting and using equipment and appliances. The Company understands type and magnitude of energy used and strategies for energy management are dependent upon the real estate asset class, among other factors. The Company uses grid electricity which is the predominant form of consumed energy, through on-site fuel combustion.	The Company assesses the ecological consequences resulting from significant energy consumption and subsequently implements essential measures to reduce these risks. However, enhancing energy efficiency relies on specific factors like property characteristics and location, adherence to local construction regulations, viable options for implementing decentralized renewable energy, the capacity to monitor energy usage, and the current inventory of buildings, among various other considerations.	Negative
2	Water Management	Risk	The Company's buildings utilize substantial volumes of water during their operations, primarily for water fixtures, building machinery, appliances. The expenses associated with water consumption are contingent upon the type of property, the geographical location, and other determining factors.	The Company has a well-built system of water management which helps the Company to achieve sustainable usage and consumption of water: <ul style="list-style-type: none"> <li>• Water Efficient Chrome Plated Fittings that are used during its construction activities</li> <li>• Sewage Treatment and Rain Water Harvesting that maximizes reuse and recycling of water</li> </ul>	Negative

				<ul style="list-style-type: none"> <li>As a part of sustainable sourcing the Company tries to reduce dependency on external water sources through concentrated efforts on ground water replenishment by rain water harvesting and planned bore well digging</li> </ul>	
3	Impacts of Climate Change	Risk	The impact of climate change on the Company's operations is evident through recurring or severe extreme weather occurrences and shifts in climate patterns. Impact of climate change can affect the increasing usage of heat and water resistant construction material which may incur environmental, labour and monetary cost.	<p>The Company recognizes the significant impact of the Climate Change being in a business that readily uses materials that could lead to negative climatic changes. However, the Company is taking few steps to try and curb such impacts:</p> <ul style="list-style-type: none"> <li>Usage of Sustainable HVAC (Heating, Ventilation and Air Conditioning) system that provide comfort and ample amount of fresh air that even helps reducing CO2</li> <li>By using solar panels the Company has saved around 20-22% in their projects with almost 50% reduction in potable water consumption.</li> </ul>	Negative
4	Adherence to Labour Legislations	Risk	Considering the Company's operations, it faces various complexities and legal challenges with respect to adherence of Labour Legislations. Labour law-related risks in this industry are significant due to the high dependency on a diverse and often transient workforce, as well as the potential for accidents and workplace hazards.	The Company follows all the necessary legal compliances with respect to the Labour laws. It ensures to maintain a safe & healthy workplace, takes strict actions against human right violence, maintains proper record keeping along and redresses grievances of their stakeholders.	Negative
5	Economic Uncertainties	Opportunity	India's economy is predominantly focused on domestic factors, making it relatively less	NA	Positive



			vulnerable to the effects of a global economic slowdown. This is clearly evident in the current context, where India is driving global economic growth. Furthermore, the Indian real estate sector is supported by robust underlying drivers. These include rising incomes, favorable demographic trends, urbanization, and the preference for nuclear families.		
6	Land Acquisition	Risk	Land stands as the paramount foundational resource for the Company's operations. The lack of availability of land with reasonable valuation in lesser-represented micro-markets might influence the Company's expansion prospects.	The Company enters into the Memorandum of Understanding and make advances for the land or land development rights prior to entering into any definitive agreement with the party. The Company ensures that negotiations might result in either a transaction for the Land Acquisition or Land Development Rights or revenue sharing.	Negative

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>Policy and management processes</b>									
1. a. Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available									
<b>Following are the policies available on the Company's Website:</b>									
Name of the Policy	Link of the Policy								Principles
Dividend Distribution	<a href="https://marathon.in/nextgen-corporate-governance/#1664350071507-f6f3e482-d125">https://marathon.in/nextgen-corporate-governance/#1664350071507-f6f3e482-d125</a>								P3, P4
Business Responsibility Report	<a href="https://www.marathonnextgen.com/downloads/corporateopportunities/BRRPolicy.pdf">https://www.marathonnextgen.com/downloads/corporateopportunities/BRRPolicy.pdf</a>								P1 to P9
Preservation of Documents Policy	<a href="https://www.marathonnextgen.com/downloads/corporateopportunities/PreservationofDocumentsPolicy.pdf">https://www.marathonnextgen.com/downloads/corporateopportunities/PreservationofDocumentsPolicy.pdf</a>								P1
Internal Control Policy	<a href="https://www.marathonnextgen.com/downloads/corporateopportunities/InternalControlPolicy.pdf">https://www.marathonnextgen.com/downloads/corporateopportunities/InternalControlPolicy.pdf</a>								P1, P2
Code For Corporate Disclosure	<a href="https://www.marathonnextgen.com/downloads/corporateopportunities/CodeForCorporateDisclosure.pdf">https://www.marathonnextgen.com/downloads/corporateopportunities/CodeForCorporateDisclosure.pdf</a>								P1, P9
Archival Policy	<a href="https://www.marathonnextgen.com/downloads/corporateopportunities/ArchivalPolicy.pdf">https://www.marathonnextgen.com/downloads/corporateopportunities/ArchivalPolicy.pdf</a>								P1
Events or Information Policy For Determining Materiality	<a href="https://www.marathonnextgen.com/downloads/corporateopportunities/Materialiy.pdf">https://www.marathonnextgen.com/downloads/corporateopportunities/Materialiy.pdf</a>								P4
Code of Insider Trading Practice	<a href="https://www.marathonnextgen.com/downloads/corporateopportunities/Corporate_Disclosure_Policy.pdf">https://www.marathonnextgen.com/downloads/corporateopportunities/Corporate_Disclosure_Policy.pdf</a>								P1
Remuneration and Nomination policy	<a href="https://www.marathonnextgen.com/downloads/corporateopportunities/RemunerationandNomitnationcoppolicy.pdf">https://www.marathonnextgen.com/downloads/corporateopportunities/RemunerationandNomitnationcoppolicy.pdf</a>								P5
CSR Policy	Downloadable file available on the Company's Website								P6, P2
Related Party Transactions & Corporate Opportunities Policy	<a href="https://www.marathonnextgen.com/downloads/corporateopportunities/RelatedPartyTransactions&amp;CorporateOpportunitiesPolicy.pdf">https://www.marathonnextgen.com/downloads/corporateopportunities/RelatedPartyTransactions&amp;CorporateOpportunitiesPolicy.pdf</a>								P1, P4, P7
Risk Management Policy	<a href="https://www.marathonnextgen.com/downloads/corporateopportunities/RiskManagementPolicy.pdf">https://www.marathonnextgen.com/downloads/corporateopportunities/RiskManagementPolicy.pdf</a>								P1, P2
Whistle Blower Policy	<a href="https://www.marathonnextgen.com/downloads/corporateopportunities/WhistleBlowerPolicy.pdf">https://www.marathonnextgen.com/downloads/corporateopportunities/WhistleBlowerPolicy.pdf</a>								P1

<p><b>Few policies are present in the Company's Intranet such as: Leave Policy, Code of Conduct for the Directors, Senior Managerial Personnel, IT, Account Management, Email, ERP Change management, Internet Usage, IT, Whatsapp Web.</b></p>									
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	No	No	No	No	No	No	No	No	No
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.	<p>The Company strives to be ahead of the curve in its ESG journey and as a part of it, considering to obtain global mark of approval by way of relevant national/ international certifications</p>								
5. Specific commitments, goals, and targets set by the entity with defined timelines, if any.	<p>As part of its ESG endeavors, the Company is eager to define short, medium, and long-term objectives for sustainability KPIs related to climate change, energy usage, water management, waste handling, air emission reduction, GHG emissions reduction, and biodiversity conservation. These targets highlight the Company's dedication to fostering responsible and sustainable practices across its operations.</p>								
6. Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met.									
<p><b>Governance, leadership and oversight</b></p>									
<p>7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements</p> <p><i>As the director overseeing our Business Responsibility and Sustainability Report (BRSR), I am proud to emphasize our Company's unwavering commitment to ESG principles. We have embraced a holistic approach, addressing environmental impact through sustainable designs and materials, prioritizing employee well-being and safety, and engaging with local communities. Our targets include further reduction of carbon footprint, enhanced diversity in our workforce, and continued community upliftment. Achieving a significant reduction in waste and water consumption, along with successful community development projects, underscores our dedication. We remain dedicated to realizing a future where responsible business practices drive every facet of our operations.</i></p>									
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	<p><b>Mr. S. Ramamurthy</b>  <b>Whole Time Director and CFO</b></p>								

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.	The Company is in process of identifying mechanism which would lead to effective decision making on sustainability related issues.									
10. Details of Review of NGRBCs by the Company:										
<b>Subject for Review</b>	<b>Indicate whether review was undertaken by Director/ Committee of the Board/ Any other Committee</b>									
	<b>P1</b>	<b>P2</b>	<b>P3</b>	<b>P4</b>	<b>P5</b>	<b>P6</b>	<b>P7</b>	<b>P8</b>	<b>P9</b>	
Performance against above policies and follow up action  Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Compliance with the laws of land are the first step in responsible business conduct. The compliance review with all the statutory requirements of relevance to the principles of National Guidelines on Responsible Business Conduct has been done by the respective committees of the Board.									
	<b>P1</b>	<b>P2</b>	<b>P3</b>	<b>P4</b>	<b>P5</b>	<b>P6</b>	<b>P7</b>	<b>P8</b>	<b>P9</b>	
Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)	Need Basis									
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.	<b>P1</b>	<b>P2</b>	<b>P3</b>	<b>P4</b>	<b>P5</b>	<b>P6</b>	<b>P7</b>	<b>P8</b>	<b>P9</b>	
	Yes, Dhir & Dhir Associates, a legal firm, conducted an evaluation to assess the implementation and adequacy of policies. The evaluation primarily focused on the effectiveness of policy execution. Moreover, the policies undergo periodic evaluations and revisions led by department heads and business heads, followed by approval from the management or board. It is important to mention that internal auditors and regulatory bodies may review the processes and compliance measures, as necessary.									

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 (please specify)									

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

- 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	One Meeting of Independent directors held during the year	Upon induction, the Directors are provided with an induction kit which, <i>inter alia</i> , includes the Company's Memorandum and Articles of Association, Corporate Governance Policies, Terms of references of Board Committees, and Code of Conduct for Prevention of Insider Trading, Prevention of Sexual Harassment Policy and other policies along with the last 2 years' Annual Reports	50% (Four Independent directors had attended the meeting)
Key Managerial Personnel	NIL		
Employees other than BoD and KMPs	At the time of joining, therefore number is not quantified	On the job training and awareness imparted	100%
Workers	Not Applicable		

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



Monetary					
	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Amount (in INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine	NIL. No such monetary fines were imposed on the Company for the reporting year.				
Settlement					
Compounding Fee					
Non-Monetary					
Imprisonment	NIL. No such non-monetary fines were imposed on the Company for the reporting year.				
Punishment					

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.

No such monetary and non-monetary fines were imposed on the Company for the reporting year.

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.

The Code of Conduct of the Company is applicable to all its stakeholders. This code offers direction for upholding the utmost levels of ethical behaviour, cultivating an environment of integrity and responsibility, and also steering clear of situations that could lead to conflicting interests. By adhering to these principles, the company strives to promote and safeguard its own interests without being swayed by external forces. Both the Code of Business Ethics and Supplier Code of Conduct outline the Company's ethical expectations.

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 2022-23	FY 2021-22
Directors	No disciplinary actions were taken by any law enforcement agency	
KMPs		
Employees		
Workers		

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

	FY 2022-23		FY 2021-22	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of conflict of interest of the Directors	No complaints were filed regarding conflict of interest			
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, as no fines or penalties were imposed on the Company

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	Topic/ principles covered under the training	% age of value chain partners covered (by value of business done with such partners) under the awareness programmes
NIL		

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.

The Company's Code of Conduct deals with cases of Conflict of Interests involving the member of Board with utmost ethical and transparent manner.

**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.

	FY 2022-23	FY 2021-2022	Details of improvements in the environmental and social impacts
R&D	The Company endeavors to improve its environmental and social impact on their products and processes by various activities and is an integral part of its operations. Therefore, the investments are not separable for any specific technology		
Capex			

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)

**Yes. Each site's needs vary and sourcing primarily relies on project requirements. Yet, whenever viable, the Company obtains materials from local vendors. These suppliers are established domestic producers committed to sustainable sourcing. The company also strives to reduce external water reliance by emphasizing rainwater harvesting and strategic bore well placement, aligning with sustainable practices**

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

**Percentage of input material is not quantified as the requirement of input material varies project to project basis**

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.

**The products or the raw materials used is project specific for the Company, thus the percentage is not quantifiable. Therefore, there is no reclamation of products for reuse, recycle and disposal.**

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.

**The Company has not acquired EPR certification. However, the Company acknowledges the environmental impacts that could arise from their projects. The Company has applied for the EPR Certification during the reporting year.**

#### Leadership Indicators

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

**No. Life Cycle Assessment is not being conducted and shall consider the same in future**

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.

**Not applicable, as LCA is not conducted.**

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).

**The percentage for recycling of products or materials used is not quantifiable, as the raw materials used for the Company depends upon the project requirement that the Company has taken over.**

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 2022-23			FY 2021-22		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
<b>Plastics (including packaging)</b>	For the all the plastic wastes generated by the Company is given to a NGO viz. <i>Urja Foundation</i> . The NGO uses this plastic wastes to generate Kerosene.					
<b>E-waste</b>						
<b>Hazardous Waste</b>						
<b>Other waste</b>						

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 percentage of products sold) for each product 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:

<b>% of employees covered by</b>											
	<b>Total (A)</b>	<b>Health Insurance</b>		<b>Accident Insurance</b>		<b>Maternity Insurance</b>		<b>Paternity Benefits</b>		<b>Day Care facilities</b>	
		<b>Number (B)</b>	<b>% (B/A)</b>	<b>Number (C)</b>	<b>% (C/A)</b>	<b>Number (D)</b>	<b>% (D/A)</b>	<b>Number (E)</b>	<b>% (E/A)</b>	<b>Number (F)</b>	<b>% (F/A)</b>
<b>Permanent Employees</b>											
<b>Male</b>	50	50	100.00	0	0	0	0	0	0	0	0
<b>Female</b>	12	12	100.00	0	0	12	100.00	0	0	0	0
<b>Total</b>	62	62	100.00	0	0	12	100.00	0	0	0	0
<b>Other than Permanent Employees</b>											
<b>Male</b>	The Company has no other than permanent employees										
<b>Female</b>											
<b>Total</b>											

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

<b>% of workers covered by</b>											
	<b>Total (A)</b>	<b>Health Insurance</b>		<b>Accident Insurance</b>		<b>Maternity Insurance</b>		<b>Paternity Benefits</b>		<b>Day Care facilities</b>	
		<b>Number (B)</b>	<b>% (B/A)</b>	<b>Number (C)</b>	<b>% (C/A)</b>	<b>Number (D)</b>	<b>% (D/A)</b>	<b>Number (E)</b>	<b>% (E/A)</b>	<b>Number (F)</b>	<b>% (F/A)</b>
<b>Permanent workers</b>											
<b>Male</b>	No permanent workers employed										
<b>Female</b>											
<b>Total</b>											
<b>Other than Permanent workers</b>											
<b>Male</b>	The Company hire workers basis the project but it is not quantifiable.										
<b>Female</b>											
<b>Total</b>											

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

Benefits	FY 2022-23			FY 2021-22		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	58.00	NA	Y	65.00	NA	Y
Gratuity	62.00	NA	Y	69.00	NA	Y
ESI	1.00	NA	Y	2.00	NA	Y

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, the Company's premises is accessible to the employees as they have facilities like ramps and railings. They have wheel chairs placed in each of their floors in their corporate office. The washrooms are easily accessible to the employees. However, the Company do not have any differently abled employees currently, but they adhere to the requirements of the Rights of Persons with Disabilities Act, 2016.**

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 has an internal policy on Equal Opportunity. The Policy covers all the aspects pertaining to preserving the rights of the person and it ensures that no employee in the Company is treated in unfair or unjust manner.**

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

Gender	Permanent Employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	No employee availed the parental leave during the reporting year			
Female				
Total				

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 Employees	The Company has an open door policy, wherein any employee can approach to the Company for any kind of Grievances or queries and raise it directly with the concerned official.
Other than Permanent Employees	

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

Category	FY 2022-23			FY 2021-22		
	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	Not Applicable, since no employees are part of any association/ union and there are no workers employed					
Male						
Female						
Total Permanent Worker						
Male						
Female						



8. Details of training given to employees and workers:

	FY 2022-23					FY 2021-22				
	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)
<b>Employees</b>										
<b>Male</b>	50	50	100.00	0	0	54	54	100.00	0	0
<b>Female</b>	12	12	100.00	0	0	15	15	100.00	0	0
<b>Total</b>	62	62	100.00	0	0	69	69	100.00	0	0
<b>Workers</b>										
<b>Male</b>	Not applicable									
<b>Female</b>										
<b>Total</b>										

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
<b>Male</b>	The Company had a dedicated PMS (Performance Management System) before COVID. They shall resume the same in the coming years					
<b>Female</b>						
<b>Total</b>						
<b>Workers</b>						
<b>Male</b>	Not Applicable					
<b>Female</b>						
<b>Total</b>						

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?

Currently, the Company does not have an Occupational Health and Safety (OHS) policy. However, there is a commitment to explore and implement an OHS policy in the future. This policy will comprehensively outline guidelines and measures to ensure the health, safety, and well-being of employees while detailing the Company's approach towards mitigating workplace risks.

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

**The Company ensures to provide safety related measures at the project sites. The Company also makes sure that all the people involved in the projects are skilled and well-versed with possible hazard that might arise in the operation.**

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

**No. The Company does not have any such processes in place as no permanent workers identified for the Company. However, workers are hired for various projects and are provided a detailed walkthrough before the project starts to make sure that the workers are well acknowledged with the possible operation related hazards.**

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

**The company is committed to ensuring the well-being and health of its employees. As part of these efforts, the company is actively working to provide access to non-occupational medical and healthcare services. By offering these services, employees can receive comprehensive healthcare support that goes beyond their occupational needs. This initiative reflects the company's dedication to the holistic health of its workforce and underscores its commitment to creating a supportive and healthy working environment.**

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

Safety Incident/Number	Category	FY 2022-23	FY 2021-22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	No such safety related incidents were identified for the Company in both the reporting years	
	Workers		
Total recordable work-related injuries	Employees		
	Workers		
No. of fatalities	Employees		
	Workers		
High consequence work-related injury or ill-health (excluding fatalities)	Employees		
	Workers		

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

The Company prioritizes the safety and well-being of its employees, and as such, it takes several necessary measures to ensure a safe and healthy workplace. These measures are implemented to create a positive working environment, minimize risks, and promote the physical and mental health of its workforce. The Company complies with Health and Safety Regulations that are mandated under the law. The Company ensures to adhere to their risk management policy that identifies potential hazards and risks.

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

	FY 2022-23			FY 2021-22		
	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	No such complaints received for the reporting year			No such complaints received for the previous reporting year		
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	100%
Working Conditions	100%

Note: During the reporting year, a third-party Audit had taken place

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, as no such safety related incidents were identified for the Company

**Leadership Indicators**

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

**Employees are covered under company's provident fund and it is processed in case of event of death**

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

**At present there is no such mechanism in place to ensure that statutory dues have been deducted and deposited by the value chain partners, however, the Company shall consider the same in coming years**

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:

	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 2022-23	FY 2021-22	FY 2022-23	FY 2021-22
<b>Employees</b>	NIL			
<b>Workers</b>	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? (Yes/ No)

**The Company is committed to continuously reviewing and improving its employee support programs, and it may consider implementing such programs in the future to better assist its employees during career transitions.**

5. Details on assessment of value chain partners:

	<b>% of value chain partners (by value of business done with such partners) that were assessed</b>
<b>Health and safety practices</b>	NIL
<b>Working Conditions</b>	

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, as no such concerns identified**

**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 has diligently identified and mapped all essential internal and external stakeholders, including Employees, Suppliers, Vendors, Customers, Communities, Investors, and Government Regulators. This strategic approach ensures effective communication, engagement, and collaboration with these stakeholders, fostering strong relationships and enabling the Company to address their needs and concerns while achieving its organizational goals.

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 & Marginalized Group (Yes/No)	Channels of Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community, Meetings, Notice Board, Website, Other)	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	E-Mails, Calls, Meetings	Need Basis	The Company has an open door system that fosters transparent communication and collaboration within a company. It encourages stakeholders at all levels to share ideas, concerns, and feedback directly with management, promoting a culture of trust, swift issue resolution, and innovation.
Suppliers	No	E-Mails, Calls, Meetings	Need Basis	
Employees	No	E-Mails, Calls, Meetings	Need Basis	
Investors (Other than Shareholders)	No	E-Mails, Calls, Meetings	Need Basis	
Shareholders	No	E-Mails, Calls, Meetings, Website	Need Basis	
Government and Regulatory Bodies	No	E-Mails, Meetings. Statutory filings	Need Basis	

### 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.

The Company conducts regular board meetings wherein the stakeholders raise their queries and concerns regarding various economic, social and environmental impacts. The valuable suggestions by the stakeholders are heard and are taken into consideration whenever required. Furthermore, the Company has an Open Door system where in the stakeholders are open to offer suggestions and ideas, provide solicit feedbacks and address their concerns within the Company.

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

Yes, stakeholder consultation is used to support the identification and management of environmental and social topics. The Company actively engages with stakeholders through surveys, meetings, and feedback mechanisms to gather input on sustainability concerns. Inputs received are carefully analyzed and incorporated into the development of policies and activities, ensuring alignment with stakeholders' expectations.

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

The Company actively interacts with vulnerable, and marginalized stakeholders on a consistent basis. The Company's efforts centre around meeting the fundamental requirements of these beneficiaries through initiatives such as Mid-day meal programs, supplying stationery to underprivileged students, vocational training for differently abled individuals, and establishing educational infrastructure. Additionally, the Company extends healthcare support to underprivileged communities.

## PRINCIPLE 5: Businesses should respect and promote human rights

### Essentials Indicators

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	62	62	100.00	69	69	100.00
Other than permanent	0	0	0	0	0	0
<b>Total Employees</b>	62	62	100.00	69	69	100.00
<b>Workers</b>						
Permanent	Not Applicable					
Other than permanent						
<b>Total Workers</b>						

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

Category	FY 2022-23					FY 2021-22				
	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)
<b>Employees</b>										
Permanent	62	0	0.00	62	100.00	69	0	0.00	69	100.00
Male	50	0	0.00	50	100.00	54	0	0.00	54	100.00
Female	12	0	0.00	12	100.00	15	0	0.00	15	100.00



<b>Other than Permanent</b>	0	0	0.00	0	0.00	0	0	0.00	0	0.00
Male	0	0	0.00	0	0.00	0	0	0.00	0	0.00
Female	0	0	0.00	0	0.00	0	0	0.00	0	0.00
<b>Workers</b>										
<b>Permanent</b>	Not Applicable									
Male										
Female										
<b>Other than Permanent</b>										
Male										
Female										

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

	Male		Female	
	Number	Median remuneration/ Salary/ Wages of respective category (INR p.a)	Number	Median remuneration/ Salary/ Wages of respective category (INR p.a.)
<b>Board of Directors (BoD)</b>	6	1,24,59,996	2	2,00,000
<b>Key Managerial Personnel (For Managers and Above)</b>	14	34,561,981	0	0
<b>Employees other than BoD and KMP</b>	33	20,488,680	12	7,158,625
<b>Workers</b>	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, HR is the focal point responsible for addressing the Human rights impacts or issues caused or contributed to by the business.

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

The Company effectively handles grievances by employing HR-related policies, including POSH (Prevention of Sexual Harassment), Code of Conduct, and a Whistleblower mechanism. It emphasizes strict adherence to these policies by all employees, assuring that their rights are safeguarded in case of any concerns. Moreover, the Company fosters an open-door culture, promoting a sense of security and approachability for employees to seek assistance from relevant authorities when addressing distress or concerns. This ensures a supportive and transparent work environment.

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

	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual harassment	No such complaints were filed in both the reporting years					
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

The Code of Conduct, POSH Policy and Whistle Blower Policy provides the mechanism to prevent adverse consequences to the complainant in discrimination and harassment cases.

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

At present, the Company's business agreements and contracts do not explicitly incorporate human rights requirements. Nevertheless, the Company acknowledges the significance of human rights considerations in its operations. To address this concern, the Company is actively engaging in internal deliberations and exploring the possibility of including human rights requirements in its future business agreements and contracts. This demonstrates the Company's commitment to integrate human rights principles into its practices going forward.

9. Assessments for the year:

	<b>% of your plants and Offices that were assessed (by entity or statutory authorities or third parties)</b>
<b>Child Labour</b>	<b>The Company shall consider to carry out the assessments in the future</b>
<b>Forced/involuntary labour</b>	
<b>Sexual Harassment</b>	
<b>Discrimination at workplace</b>	
<b>Wages</b>	
<b>Others – please specify</b>	

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. As the assessment is not carried out.**

#### Leadership Indicators

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

**The company recognizes the significance of giving top priority to the safety and well-being of its employees. It is dedicated to making essential changes in the future to guarantee a secure and healthy workplace for everyone. This commitment comes after carefully addressing any human rights grievances, should they arise, to create a conducive and supportive work environment.**

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

**The Company adheres to government regulations and policies, ensuring compliance with relevant laws. Currently, there hasn't been a Human Rights Due Diligence conducted, but the Company recognizes the importance of a systematic process to identify, prevent, and mitigate potential human rights risks and impacts related to its operations.**

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, the Company's premises is accessible to the visitors as they have facilities like ramps and railings. They have wheel chairs placed in each of their floors in their corporate office. The washrooms are easily accessible to the visitors.**

4. Details on assessment of value chain partners:

	<b>% of value chain partners (by value of business done with such partners) that were assessed</b>
<b>Sexual Harassment</b>	<b>Assessments are not carried out. However, the Company shall consider to carry out the assessment in the future</b>
<b>Discrimination at workplace</b>	
<b>Child Labour</b>	
<b>Forced Labour / Involuntary Labour</b>	
<b>Wages</b>	
<b>Others – Please Specify</b>	

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. As the assessment is not carried out.**

**PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment**

**Essential Indicators**

1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

Parameter	FY 2022-23	FY 2021-22
Total electricity consumption (A)	43,859,919.6	36,547,948.8
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
<b>Total energy consumption (A+B+C)</b>	<b>43,859,919.6</b>	<b>36,547,948.8</b>
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0.06	0.13

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency- **Independent assessment/evaluation is not being carried out for the Company**

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 is not identified as the Designated Consumer under PAT Scheme. (According to the Official Gazette of Ministry of Power- National Mission for Enhanced Energy Efficiency – NMEEE)**

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

Parameter	FY 2022-23	FY 2021-22
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	20,400	20,400*
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	20,400	20,400
<b>Total volume of water consumption (in kilolitres)</b>	20,400	20,400
<b>Water intensity per rupee of turnover (Water consumed / turnover)</b>	0.000026	0.000072

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency- **Independent assessment/evaluation is not being carried out for the Company**

**\*The water withdrawal is similar for both reporting years because the difference amount is almost negligible and the average number is taken into consideration**

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

**Zero Liquid Discharge is not applicable to the Company**

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

Parameter	Please specify unit	FY 2022-23	FY 2021-22
NOx	The Company is not quantifying the emission details for the reporting year. However shall consider the same in coming years		
SOx			
Particulate matter (PM)			
Persistent organic pollutants (POP)			
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others – please specify			

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency- **Independent assessment/evaluation is not being carried out for the Company**

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

Parameter	Unit	FY 2022-23	FY 2021-22
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)			
	Scope 1 is not assessed for the both the reporting years, but the Company has started quantifying the same and shall disclose the details in the come years		
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric Tonnes CO2 Equivalent	9,868.48	8,223.29
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b>	Metric Tonnes CO2 Equivalent per rupees	0.000013	0.000029

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency- **Independent assessment/evaluation is not being carried out for the Company**

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

The Company implemented various technological advancements and measures in their designs to enhance energy and resource efficiency. These initiatives include the incorporation of a Sewage Treatment Plant in all commercial buildings, the installation of solar rooftop PV (Photo-Voltaic) panels, and solar-based indoor common area lighting systems. Additionally, the Company promotes the plantation of native trees in their projects, which require less water and contribute to lowering microclimatic temperatures while supporting local flora. Furthermore, the Company commits to tree plantation instead of tree cutting at project sites that has resulted in a high survival rate and preserved the environment, providing cleaner air and cooler climates.

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

Parameter	FY 2022-23	FY 2021-22
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	-	7.012
E-waste (B)	-	-
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	-	-
<b>Total (A+B + C + D + E + F + G + H)</b>	-	7.012
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	NIL	
(ii) Re-used		
(iii) Other recovery operations		
<b>Total</b>		



For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)	
Category of waste	
(i) Incineration	NIL
(ii) Landfilling	
(iii) Other disposal operations	
<b>Total</b>	

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency- **Independent assessment/evaluation is not being carried out for the Company**

- 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

**The Company does not manufacture hazardous or toxic chemicals. Nevertheless, it is dedicated to establish water reduction and recycling systems.**

- If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:

S. No.	Location of operations/offices	Types of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
Not Applicable, as the Company has no such operations or offices near or around ecologically sensitive area			

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
<b>Environmental Impact Assessment is not being conducted for the Company currently</b>					

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, and Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective taken, if any action
<b>NIL. The Company adheres to all applicable environmental laws</b>				

#### Leadership Indicators

1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:

Parameter	FY 2022-23	FY 2021-22
<b>From renewable sources</b>		
Total electricity consumption (A)	NIL	
Total fuel consumption (B)		
Energy consumption through other sources (C)		
<b>Total energy consumed from renewable sources (A+B+C)</b>		
<b>From non-renewable sources</b>		

Total electricity consumption (D)	43,859,919.6	36,547,948.8
Total fuel consumption (E)	0	0
Energy consumption through other sources (F)	0	0
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>43,859,919.6</b>	<b>36,547,948.8</b>

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency- **Independent assessment/evaluation is not being carried out for the Company**

2. Provide the following details related to water discharged:

Parameter	FY 2022-23	FY 2021-22
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) To Groundwater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) To Seawater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties	20,400	20,400
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(v) Others	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
<b>Total water discharged (in kilolitres)</b>	<b>20,400</b>	<b>20,400</b>

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency- **Independent assessment/evaluation is not being carried out for the Company**

3. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):  
 For each facility / plant located in areas of water stress, provide the following information:
- (i) Name of the area – **Not Applicable**
  - (ii) Nature of operations – **Not Applicable**
  - (iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2022-23	FY 2021-22
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	<b>None of the Company's projects took place in a water stress area</b>	
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
<i>Total volume of water withdrawal (in kilolitres)</i>		
<b>Total volume of water consumption (in kilolitres)</b>		
<b>Water intensity per rupee of turnover</b> ( <i>Water consumed / turnover</i> )		
<b>Water intensity</b> ( <i>optional</i> ) – the relevant metric may be selected by the entity		
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) Into Surface water	<b>None of the Company's projects took place in a water stress area</b>	
- No treatment		
- With treatment – please specify level of treatment		
(ii) Into Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) Into Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment		
<b>Total water discharged (in kilolitres)</b>		

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency- **Independent assessment/evaluation is not being carried out for the Company**

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

Parameter	Unit	FY 2022-23	FY 2021-22
<b>Total Scope 3 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)			
<b>Total Scope 3 emissions per rupee of turnover</b>			
<b>Total Scope 3 emission intensity</b> ( <i>optional</i> ) – the relevant metric may be selected by the entity			

Considering the level of quantification required for scope 3 calculation, currently the Company is not evaluating the emission and intensity. However, it shall start assessing the same from the coming years.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency- **Independent assessment/evaluation is not being carried out for the Company**

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 as none of the Company's operations or projects are held in ecologically sensitive areas.**

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, as per the following format:

Sr. No	Initiative undertaken	Details of the initiative ( <i>Web-link, if any, may be provided along-with summary</i> )	Outcome of the initiative
1	Sewage treatment and Rainwater harvesting	The Company has installed sewage treatment plants, to maximise reuse and recycle of waste water. This is treated and reused for gardening, mass cleaning and flushing purposes. The Company has also provided rainwater storage systems and its RO treatment for reuse and minimize the use of fresh water. The Company uses ground water recharge pits to replenish the underground natural water storage.	

2	Sustainable HVAC Systems	The Company has designed their HVAC (Heating, Ventilation and Air Conditioning) to provide comfort and ample amount of fresh air accompanied with CO2 reduction.
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7. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.

**The Company has a robust Succession Plan which is imperative for the sustained growth and stability of the Company and its operations. The Strategic blueprint outlines the transition of leadership to potential successors of the Company. Key aspects encompass developing their skills through mentorship and training, and aligning them with the company's values and vision. It entails a thorough assessment of the company's organizational structure, knowledge transfer, and contingency measures. The plan also ensure that the workplace avoid any kind of disruption to ongoing projects and maintain stakeholder confidence. Regular reviews and adaptations are integral to address changing market dynamics and ensure a successful generational shift.**

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?

**NIL. As no incidents or adverse impact was identified that would arise from the value chain partners to the Company**

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

**NIL**

**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.

**The Company is affiliated with one State industry and two National industries.**

- b) List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

S. No	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Maharashtra Chamber of Housing Industry - Confederation of Real Estate Developers' Associations of India (MCHI-CREDAI)	State
2	Confederation of Indian Industry (CII)	National
3	Federation of Indian Chamber of Commerce and Industry (FICCI)	National

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

Name of authority	Brief of the case	Corrective active taken
Not Applicable		

**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 – please specify)	Web Link, If available
The Company does not have any public advocacy policy.					

**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
Not Applicable					

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

S. No	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (in INR)
1	No such Rehabilitation is undertaken. The Company undertakes Slum Rehabilitation Projects as a part of its business activities. The company undertakes special development drives depends upon the project site/s, necessary basic rehabilitation activities amongst the neighbouring livelihood	Maharashtra	Thane		NIL	



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

The Company upholds an open-door system, recognizing communities as essential stakeholders who can freely communicate their grievances to the relevant authorities within the organization. Ensuring a harmonious workplace and surrounding environment, the Company is dedicated to establishing a safe and fair approach for addressing community grievances. It treats all concerns with equal seriousness, responding promptly based on the urgency and severity of each issue. By fostering transparent communication and accountability, the Company aims to build a mutually beneficial relationship with the communities it serves.

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

	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/ small producers	1%	3%
Sourced directly from within the district and neighbouring districts	0	0

#### 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	

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

S. No	State	Aspirational District	Amount spent (In INR)
NIL			

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)

No

(b) From which marginalized /vulnerable groups do you procure?

NIL

(c) What percentage of total procurement (by value) does it constitute?

**Not Applicable**

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

S. No	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
Not Applicable, as no such benefits derived or shared from IP owned or acquired by the Company based on traditional knowledge				

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
No such cases were identified in the reporting year		

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalized groups
	<ul style="list-style-type: none"> <li>The Company supports "Trust for development of the School Project" as their CSR Project/activity wherein the Company spent around 70 lakhs for the same.</li> <li>The Company is committed to create a meaningful impact in the community. As part their CSR efforts, the Company conducts impact assessments of their initiatives. The Company is determined to contribute towards maintaining a greener environment, improving air quality, and advocating for environmental preservation. Moreover, the Company's support to the Ramnikalal Zaverbhai Shah Trust Leadership Institute reflects their dedication to provide high-quality educational opportunities to India's brightest children, regardless of their social class, caste, color, or creed.</li> </ul>		

**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.

The Company has a dedicated support management system that helps the consumers/customers to place their complaints or feedbacks. This systems are secured and highly monitored to maintain the privacy of any customer’s details and make sure to resolve the query raised in a time bound manner.

2. Turnover of products and/ 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	The Company has not quantified detail on product or services regarding to the mentioned matters
Safe and responsible usage	
Recycling and/ or safe disposal	

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

	FY 2022-23		Remarks	FY 2021-22		Remarks
	Received during the Year	Pending resolution at end of year		Received during the Year	Pending resolution at end of year	
Data Privacy			No such complaints received for both the reporting years			Received during the Year
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

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 various policies such as: Account Management, Email, Internet Usage, IT and WhatsApp web policy. These policies help the Company to keep a track of their employee’s data functions on operations on their computers. The Company can internally monitor the usage of websites or portals by the employee which assists the Company to maintain a safe cyber practice and avoid any external virus interference. This even helps to maintain the secured information of its stakeholders and customer’s personal data. The Policies are available on the Company’s Intranet.

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.

No such incidents took place, therefore no penalties were imposed

**Leadership Indicators**

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

All the valid information’s regarding to the Company’s services can be accessed through the Company’s website. Furthermore, the Company has an open door policy that helps their stakeholders to reach out to the concerned person directly.  
Website URL: <https://marathon.in/nextgen/>

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

Considering the business operations of the Company, the same is not required.

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

**Considering the business operations of the Company, the same is not required.**

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)

**In contrast to the manufacturing industry, the Company does not have specific labeling requirements. However, regarding our Real Estate Development endeavors, the Government of India implemented the Real Estate (Regulation and Development) Act 2016 (RERA) on March 26, 2016, becoming effective from May 1, 2017. Under the RERA Act, comprehensive project details are available on the MahaRera website, accompanied by regular quarterly updates on the progress of the project.**

**Furthermore, our primary objective is to achieve customer satisfaction, which drives continuous improvement in our product offerings. We have a well-organized system to gather feedback from customers visiting our sales offices. In residential projects, we conduct inspections before property handover to enhance the overall customer experience. Similarly, for our commercial customers, we regularly conduct customer satisfaction surveys to ensure their needs are met and expectations are fulfilled.**

5. Provide the following information relating to data breaches:

- a) Number of instances of data breaches along-with impact

**Nil**

- b) Percentage of data breaches involving personally identifiable information of customers

**Not Applicable**



*Company's ESG (Environment, Social & Governance)  
mapped with UN SDGs (United Nation Sustainable  
Development Goals*



## ENVIRONMENT

### 6 CLEAN WATER AND SANITATION



The Company has adopted various initiatives for water treatments such as:

- ✚ Water Efficient Chrome Plated Fittings that are used during their construction activities
- ✚ Sewage Treatment and Rain Water Harvesting that maximized reuse and recycling of waste water
- ✚ As a part of sustainable sourcing the Company tries to reduce dependency on external water sources through concentrated efforts on ground water replenishment by rain water harvesting and planned bore well digging

### 13 CLIMATE ACTION



The Company has adopted various initiatives for water treatments such as:

- ✚ Usage of Sustainable HVAC (Heating, Ventilation and Air Conditioning) system that provide comfort and ample amount of fresh air that even helps reducing CO2
- ✚ The Company endeavours to reduce environmental and social impacting footprints by usage of solar panels the Company has saved around 20-22% in their projects with almost 50% reduction in potable water consumption.
- ✚ Organic waste converters have been installed to convert wet and garden waste into manure. This manure is further used for gardening as well as maintaining the green belt in and around in the Company's folder,

## SOCIAL

### 4 QUALITY EDUCATION



- ✚ The Company as part of their CSR (Corporate Social Responsibility) initiative invest in Trust for development of the School Project (Their contribution to R.Z. Shah Trust Leadership Institute aims to provide high quality educational opportunities for India's brightest Children's, no matter their class, caste, colour or creed)
- ✚ The Company also promotes education and skill development for the students as best practice

### 11 SUSTAINABLE CITIES AND COMMUNITIES



- ✚ The Company engages with vulnerable and marginalized stakeholders. They try to focus on fulfilling their basic needs through their projects like Provision of Mid-Day meal providing the stationary to the underprivileged students, vocational trainings for the differently abled people and etc. vocational training, creating infrastructure for educational institutes.
- ✚ They provide healthcare facilities along with medical assistance



## GOVERNANCE

### 16 PEACE, JUSTICE AND STRONG INSTITUTIONS



✚ The Company has various policies in place which binds the Company and its stakeholders to function in ethical and transparent manner, some of them like: Whistle Blower Policy, POSH Policy, Code of Conduct and Prohibition in Insider Trading.

### 17 PARTNERSHIPS FOR THE GOALS



- ✚ The Company is affiliated with three industry/chamber that helps the Company with opportunities and additional exposures in the line of business, those chambers are:
- ✓ Maharashtra Chamber of Housing Industry - Confederation of Real Estate Developers' Associations of India (MCHI-CREDAI)
  - ✓ Confederation of Indian Industry (CII)
  - ✓ Federation of Indian Chamber of Commerce and Industry (FICCI)