



August 26, 2023

To,
The Secretary,
BSE Limited,
P. J. Towers,
Dalal Street,
Mumbai- 400 001
Scrip Code – **543714**

To,
The Secretary,
National Stock Exchange of India Limited
Exchange Plaza, C-1, Block- G,
Bandra Kurla Complex, Bandra(E)
Mumbai – 400 051
Symbol – **LANDMARK**

Dear Sir/ Madam,

Subject: Business Responsibility & Sustainability Report for the Financial Year 2022-23

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended, please find enclosed herewith the Business Responsibility and Sustainability Report for Financial Year 2022-23.

Kindly note that the Business Responsibility and Sustainability Report for the Financial Year 2022-23 also forms part of the Annual Report 2022-23 and has been submitted to the Stock Exchanges as part of the Annual Report.

This is for your information, and you are requested to bring this to the notice of your constituents and take the above information on your record.

For Landmark Cars Limited

Mr. Amol Arvind Raje
Company Secretary and Compliance Officer
(A19459)

Place: Mumbai

Encl: A/a

Landmark Cars Limited.
(formerly known as Landmark Cars Private Limited)
CIN : U50100GJ2006PLC058553 | GSTIN : 24AABCL1862B1Z2

Registered Office : Landmark House, Opp. AEC, Near Gurudwara, S.G. Highway, Thaltej, Ahmedabad -380059 | Tel : +91-7966185555
Email: info@landmarkcars.in | Website : www.grouplandmark.in

LANDMARK CARS LIMITED

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

About us:

Landmark Cars Limited operates into automotive retail business in India as the authorized dealer for Mercedes-Benz passenger cars in the states of Gujarat, Madhya Pradesh, and Mumbai (Thane and Kandivali).

Embracing a multifaceted approach, we thrive in various domains, encompassing:

- i. Exclusive representation as an authorized agent, devoted to the sales of the prestigious “Mercedes-Benz” brand, symbolizing luxury and excellence.
- ii. A well-established network of workshops and garages, dedicated to the meticulous repair and servicing of automobiles, ensuring peak performance and utmost satisfaction for valued customers.
- iii. Holding the mantle of a direct selling agency and marketing agency, acting on behalf of prominent institutions such as banks and non-banking financial companies. This esteemed role entails the promotion of their financing schemes, catering to the diverse needs of discerning customers.
- iv. Beyond automobiles, we showcase our versatility by offering a curated selection of accessories provided by the esteemed Mercedes-Benz India Private Limited augmenting the driving experience with a touch of elegance.
- v. Further strengthening our portfolio, the company engages in the insurance commission business, a vital connection to its ventures in automobile sales and repair, enhancing overall customer protection and peace of mind.

As a responsible corporate, we welcome the Business Responsibility & Sustainability Report as mandated by SEBI through its Listing Regulations and adopt it mandatorily.

In this report, the words – ‘Landmark Cars’, ‘We’, ‘Company’, ‘Our’, are used interchangeably to denote Landmark Cars Limited.

“Empower, Innovate, Elevate: Unleashing the Power of Our People!”



- Landmark Development Programme
- Landmark CUB Programme
- Glimpses - You Drive Us Appreciation Programme





“Date with Merc”

A special program where the Company wholeheartedly recognizes the remarkable efforts of its esteemed team members. As a token of appreciation, an enchanting full-day trip was organised exclusively for them and their beloved family members.



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the Listed Entity

1.	Corporate Identity Number (CIN) of the Listed Entity	U50100GJ2006PLC058553
2.	Name of the Listed Entity	Landmark Cars Limited
3.	Year of Incorporation	2006
4.	Registered office address	Landmark House, Opp. AEC, Near Gurudwara, S.G Highway, Thaltej, Ahmedabad – 380059
5.	Corporate address	Landmark, 2nd Floor, Next to Mahindra Towers, Worli, Mumbai - 400018
6.	E-mail	companysecretary@landmarkindia.net
7.	Telephone	+91 79 6618 5555
8.	Website	https://www.grouplandmark.in/
9.	Financial year for which reporting is being done	2022-23
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited National Stock Exchange of India Limited
11.	Paid-up Capital as on March 31, 2023	₹ 19,81,23,730

12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report –

Mr. Amol Raje

Company Secretary

Contact details: +91 22 6271 9040

E-mail: companysecretary@landmarkindia.net

13. 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). –

The disclosures under this report are made on a standalone basis, unless otherwise specified.

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.	Trade	Retail Trading	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	Wholesale and retail sale of new vehicles (passenger motor vehicles, ambulances, minibuses, jeeps, trucks, trailers and semi-trailers)	45101	32.9%
2	Wholesale and retail sale of used motor vehicles	45102	5.3%
3	Maintenance and repair of motor vehicles	45200	17.1%
4	Sale of motor vehicle parts and accessories	45300	44.7%

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)

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	-	21	21*
International	-	-	-

* Note: Number of offices denotes Company's outlets (8 showrooms and 13 workshops)

17. Markets served by the entity:

a. Number of locations

Location	Number
National (No. of States)	3
International (No. of Countries)	0

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

Not applicable, as no exports were made during the current financial year.

c. A brief on types of customers

The Company takes pride in being a customer-centric B2C business, catering to a diverse range of clientele with an array of automotive needs. Customer satisfaction is our priority, and we are dedicated to enhancing their lifestyle with our wide array of offerings and unparalleled customer service.

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)
EMPLOYEES						
1	Permanent (D)	790	672	85.06%	118	14.94%
2	Other than Permanent (E)	NIL	NIL	NIL	NIL	NIL
3	Total employees (D + E)	790	672	85.06%	118	14.94%
WORKERS						
4	Permanent (F)	NIL	NIL	NIL	NIL	NIL
5	Other than Permanent (G)	NIL	NIL	NIL	NIL	NIL
6	Total workers (F + G)	NIL	NIL	NIL	NIL	NIL

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1	Permanent (D)	NIL	NIL	NIL	NIL	NIL
2	Other than Permanent (E)	NIL	NIL	NIL	NIL	NIL
3	Total employees (D + E)	NIL	NIL	NIL	NIL	NIL
DIFFERENTLY ABLED WORKERS						
4	Permanent (F)	NIL	NIL	NIL	NIL	NIL
5	Other than Permanent (G)	NIL	NIL	NIL	NIL	NIL
6	Total workers (F + G)	NIL	NIL	NIL	NIL	NIL

The Company does not have any differently abled employees or workers.



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)

19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	7	1	14.00%
Key Managerial Personnel	3	0	0.00%

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	22.21%	50.00%	36.10%	19.19%	46.26%	32.72%	23.59%	62.96%	43.28%
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	Automark Motors Private Limited	Subsidiary	100%	No
2	Benchmark Motors Private Limited	Subsidiary	100%	No
3	Landmark Automobiles Limited (Formerly known as Landmark Automobiles Private Limited)	Subsidiary	100%	No
4	Landmark Commercial Vehicles Private Limited	Subsidiary	100%	No
5	Landmark Lifestyle Cars Private Limited	Subsidiary	100%	No
6	Landmark Cars (East) Private Limited	Subsidiary	83%	No
7	Watermark Cars Private Limited	Subsidiary	100%	No
8	Motorone India Private Limited (Formerly known as Landmark Pre-Owned Cars Private Limited)	Subsidiary	100%	No

VI. CSR DETAILS

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

(ii) Turnover (in ₹) – 4,840.03 Millions

(iii) Net worth (in ₹) – 4,757.79 Millions

VII. TRANSPARENCY AND DISCLOSURES COMPLIANCES

23. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 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
Employees and workers	Yes, the Company has grievance redressal mechanism. The concerned person can be reach out to HR.	NIL	NIL	NIL	NIL	NIL	NIL

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 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
Shareholders	Shareholders can lodge their grievance through companysecretary@landmarkindia.net	NIL	NIL	NIL	NIL	NIL	NIL
Investors (other than shareholders)	The Company has a grievance redressal mechanism in line with statutory mandates, wherein the relevant stakeholders can contact the concerned persons to have their grievances promptly resolved. Weblink: https://www.landmarkcarsmumbai.mercedes-benz.co.in/passengercars/about-us/contact/contact-form.html	37	NIL	Routine grievances	NIL	NIL	NIL
Communities		NIL	NIL	NIL	NIL	NIL	NIL
Customers		58	NIL	Routine grievances	122	NIL	Routine grievances
Value Chain Partners		NIL	NIL	NIL	NIL	NIL	NIL

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

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Energy Management	Risk	Entities in this industry require significant amount of energy for warehouses. An increasing number of greenhouse gas (GHG) emissions regulations and incentives for energy efficiency and renewable energy may result in price increases for conventional electricity sources while making alternative sources more cost-competitive.	Energy sourcing decisions can lead to trade-offs concerning energy supply costs and the operational reliability. As a result, overall energy efficiency and access to alternative energy sources are becoming increasingly vital for entities to manage effectively. Currently, we are at the initial stage of discussion with a select few vendors regarding the transition to renewable energy. The Company is actively engaged in talks with these vendors for the installation of rooftop solar panels.	Negative

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2	Employee Engagement, Diversity & Inclusion	Opportunity	The Company being into consumer-facing and relies on the ability to communicate effectively with customers during the sales process and adapt to changing consumer demands for products. As the populations of many developed markets undergo a massive demographic shift, entities in this industry can benefit. Since the Company maintains an equal opportunity at workplace policy, which enables them to adapt to the demographic shift and employ diverse staff capable of understanding the needs of various populations. This approach allows us to better cater to large segments of the society providing entity with a competitive advantage.	Not Applicable	Positive
3	Data Security	Risk	The Company's heavy reliance on digital platforms exposes us to potential disruptions or failures of technology due to various reasons such as software or hardware malfunctions, system implementations or upgrades, computer viruses, third-party security breaches, employee errors, misuse, power disruptions, and other causes. Such events could result in significant interruptions of the operations, leading to a corresponding loss of revenue and profits. Furthermore, they may pose risks like breaches of data security, loss of critical data, and the inadvertent release and misuse of sensitive information, ultimately impairing our overall business operations.	We are continually dedicated to fortifying our digital infrastructure through the implementation of robust technical safeguards and vigilant monitoring of both emerging and existing threats. Our primary focus remains on mitigating data security risks and ensuring that any potential impact on our operations is kept to a minimum. By proactively addressing these challenges, we strive to maintain a secure and resilient environment for our Company and its stakeholders.	Negative
4.	Restrictions imposed by OEMs	Risk	The Company is subject to the significant influence of, and restrictions imposed by OEMs pursuant to the terms of our dealership or agency agreements that may adversely impact our business, results of operations, financial condition and prospects, including our ability to expand into new territories and acquire additional dealerships.	We function as an authorized agent for Mercedes-Benz, and the substantial influence and limitations imposed by Original Equipment Manufacturers (OEMs) and vendors may have an impact on our business, financial condition, results of operations, and future prospects, thereby we are in continuous process to counter such risk.	Negative

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)

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
Policy and management processes									
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:									
Web-links for the policies available:									
- Dividend Policy: Microsoft Word - LCL Dividend Policy v1 (grouplandmark.in) IP3, P4									
- Stakeholder Relationship and Shareholder Policy: Stakeholders-Relationship-and-Share-Transfer-Policy.pdf (grouplandmark.in) IP4									
- Policy and procedure for dealing with Leak of UPSI: Microsoft Word - Leak of UPSI Policy (grouplandmark.in) P1									
- Corporate Social Responsibility Policy: CSR-Policy-LCL.pdf (grouplandmark.in) P4, P8									
- Nomination & Remuneration Policy: Nomination-and-Remuneration-Policy.pdf (grouplandmark.in) P3, P4									
- Archival Policy: Microsoft Word - 9. Website-Archival-Policy (grouplandmark.in) P1									
- Policy on Related Party Transactions: Related-Party-Transactions-Policy.pdf (grouplandmark.in) P1, P4, P7									
- Familiarization Program: Microsoft Word - 1. Familiarization-Programme (grouplandmark.in) P1									
- Vigil Mechanism- Whistle Blower Policy: Vigil-Mechanism-Policy.pdf (grouplandmark.in) P1									
- Website Content Archival Policy: Microsoft Word - 9. Website-Archival-Policy (grouplandmark.in) P1									
- Performance Evaluation Policy: Microsoft Word - 10. Policy-for-evaluation-of-performance-of-ID & Dire (grouplandmark.in) P1, P4, P7									
- Materiality Policy: Microsoft Word - LCL Materiality Policy_v1 (grouplandmark.in) P1									
- Policy for Determining Material Subsidiary: Microsoft Word - 6. Policy for determination of Materiality (grouplandmark.in) P1									
Few of the company's policies form the part of HR manual accessible to all employees which covers all the Principles of NGRBC.									
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.	Currently, the company has not acquired any certifications. However, the same are under plans to be acquired in the coming future.								

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company strives to embark on its ESG (Environmental, Social, and Governance) journey by formulating a concrete, data-driven ESG strategy. Furthermore, it aims to communicate the advancements made in this journey with its essential stakeholders. This proactive approach demonstrates the Company's capacity to effectively handle risks, maintain profitability, and operate with a strong sense of responsibility.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.									

Governance, Leadership and Oversight
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements

At Landmark Cars Limited, we are firmly committed to upholding ESG principles in our operations. As a responsible corporate entity, we recognize our critical role in safeguarding the environment, empowering communities, and maintaining strong governance.

For the Environment, we are planning to install rooftop solar panels to reduce our electricity consumption. Additionally, we are in talks with a few vendors and evaluating transition from conventional washing to steam washing, thereby conserving 70% of water across all locations.

On the Social front, we prioritize employee and stakeholder well-being and development. We foster an inclusive workplace with equal opportunities and invest in the professional growth and safety of our workforce.

Lastly Governance, transparency and accountability are paramount. We adhere to rigorous standards for compliance, ethical behavior, and prudent resource management.

Embracing ESG principles benefits not only our business but also ensures a sustainable and prosperous future for the environment, society, and all stakeholders

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Aryaman Sanjay Thakker Executive Director aryaman@landmarkindia.net
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's Board of Directors are responsible for making decision on sustainability related issues.

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee	Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
		P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	Yes	Annual								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	There have been no significant instances of material non-compliance reported. Operational issues are diligently addressed on an ongoing basis as soon as they are identified. Each functional head takes on the responsibility of monitoring and ensuring compliance with regulations relevant to their respective functions.	Quarterly/ Annually wherever applicable.								

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	Apart from regular internal evaluations conducted at the Board and Committee levels, the Company seeks additional assurances and confidence in its policies and procedures through periodic audits conducted by external agencies. For the purpose of this report, a comprehensive assessment of the operationalization and effectiveness of the policies mentioned in this section has been carried out by Dhir and Dhir Associates, a reputed Law Firm. Their expertise and thorough examination contribute to the robustness of this evaluation.								

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)									
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

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

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

Essential Indicators

1. Percentage coverage by training and awareness 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	2	<ul style="list-style-type: none"> • Overview about the Company and its businesses • Presentation on Sales & After Sales business of the Company Industry / Market and Technology trends • Competition • Future outlook • Roles and Responsibilities of Independent Directors 	100%

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)

Segment	Total Number of training and awareness programmes held	Topics/principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Key Managerial Personnel	5	<ul style="list-style-type: none"> Program on Listing Regulations Insider Trading Related Party Transactions Secretarial standards Shareholder activism 	100%
Employees other than BoD and KMPs	233	<ul style="list-style-type: none"> Leadership development program Product Training POSH Fire Training 	100%
Workers	NA	NA	NA

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format

(Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and as disclosed on the entity's website):

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

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

Case Details	Name of the regulatory/enforcement agencies/ judicial institutions
NA, since no such instance occurred during the reporting period.	

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

Yes, the Company has policies related to ethics, bribery, and corruption. Additionally, the company's Whistleblower policy establishes a mechanism through which employees and directors can report unethical behavior, suspected or actual fraud, and violations of the policies of Company. The Vigil Mechanism ensures adherence to standards of professionalism, honesty, integrity, and ethical behavior.

The Whistle Blower Policy/ Vigil Mechanism is uploaded on the Company's website:

Vigil-Mechanism-Policy.pdf (grouplandmark.in)

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)
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	NIL	NIL
KMPs	NIL	NIL
Employees	NIL	NIL
Workers	NIL	NIL

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	NIL	NIL	NIL	NIL
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	NIL	NIL	NIL	NIL

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.

During the current reporting period, the Company has not incurred any penalties or fines from regulators. To ensure transparency, the company has implemented a proactive mechanism. At the start of each year, every director must disclose their interests in other entities to the company. If any business involves these interested entities, the concerned director abstains from discussions and approvals pertaining to the matter.

Leadership Indicators
1. Awareness programs conducted for value chain partners on any of the Principles during the financial year:

Total number of awareness programs held	Topic/ principles covered under the training	% age of value chain partners covered (by value of business done with such partners) under the awareness programs
Nil, since the Company currently do not arrange such programs nevertheless, we are in plans to undertake the same in forthcoming years.		

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.

As an integral part of its code of conduct, the Company has implemented a policy to proactively address conflicts of interest. These conflicts may arise when the interests or benefits of an individual or entity clash with those of the Company. In such situations, the policy mandates individuals to disclose all pertinent facts and circumstances to the relevant authority for transparency and resolution.

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 2021-22	Details of improvements in the environmental and social impacts
R&D	Considering the nature of activity involved, we currently do not have any R&D and Capex related investments.		
Capex			



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)

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

Although the Company currently lacks established protocols for sustainable sourcing, it is actively involved in formulating a Standard Operating Procedure (SOP) to ensure the adoption of sustainable sourcing practices.

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

Not applicable, as the Company currently lacks quantifiable data for this aspect.

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.

Given the nature of the business, this is not applicable.

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

Given the nature of the business, this is not applicable.

Leadership Indicators

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

NIC Code	Name of Product/ Service	% of total Turnover Contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/ No) If yes, provide the web-link.
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At present, the Company does not conduct life cycle assessment; nevertheless, it has plans to undertake the same in forthcoming years.

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

Name of Product/ Service	Description of the risk/ concern	Action Taken
--------------------------	----------------------------------	--------------

Not applicable, as no assessments were carried out during the reporting period.

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2022-23	FY 2021-22
	NIL	NIL

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
Plastics (including packaging)	The company has not quantified its waste generation for the reporting year. However, it is working towards providing the relevant data in the upcoming years.					
E-waste						
Hazardous Waste						
Other waste						

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
NIL	NIL

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)

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:

% of employees covered by											
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	672	NIL	NIL	672	100.00	NIL	NIL	NIL	NIL	NIL	NIL
Female	118	NIL	NIL	118	100.00	118	100.00	NIL	NIL	NIL	NIL
Total	790	NIL	NIL	790	100.00	118	14.93	NIL	NIL	NIL	NIL
Other than Permanent Employees											
Male	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
Female	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
Total	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL

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

% of employees covered by											
	Total (A)	Health Insurance		Accident Insurance		Maternity Insurance		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
Female	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
Total	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
Other than Permanent Employees											
Male	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
Female	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
Total	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL

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	37.34	NIL	Yes	40.56	NIL	Yes
Gratuity	100.00	NIL	NA	100.00	NIL	NA
ESI	22.27	NIL	Yes	27.54	NIL	Yes

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 aims to promote a culture of diversity and inclusion for all in its workplace. To achieve this, the premises are equipped with lifts and ramps to ensure accessibility for differently-abled employees and workers, in accordance with the requirements of the Rights of Persons with Disabilities Act, 2016.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)
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 provides equal employment opportunities, disregarding caste, religion, race, nationality, disability, marital status, gender, sexual orientation, age, and other characteristics. The company strictly complies with equal employment opportunity policy as part of its code of conduct, ensuring dignity, and a harassment-free environment for employees.

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	NIL	NIL	NIL	NIL
Female	NIL	NIL	NIL	NIL
Total	NIL	NIL	NIL	NIL

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	NA, as the company do not have workers in place
Other than Permanent Workers	NA, as the company do not have workers in place
Permanent Employees	Yes, the Company has established an effective mechanism to address grievances. In case of any concerns, employees have the option to communicate their grievances by writing to the Human Resources department at their respective locations.
Other than Permanent Employees	NA, as the company do not have employees in place

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

Benefits	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	790	NIL	NIL	737	NIL	NIL
Male	672	NIL	NIL	641	NIL	NIL
Female	118	NIL	NIL	96	NIL	NIL
Total Permanent Worker	NIL	NIL	NIL	NIL	NIL	NIL
Male	NIL	NIL	NIL	NIL	NIL	NIL
Female	NIL	NIL	NIL	NIL	NIL	NIL

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)
Employees										
Male	672	672	100.00	672	100.00	641	641	100.00	641	100.00
Female	118	118	100.00	118	100.00	96	96	100.00	96	100.00
Total	790	790	100.00	790	100.00	737	737	100.00	737	100.00
Workers										
Male	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
Female	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
Total	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)
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)
Employees						
Male	672	672	100.00	641	641	100.00
Female	118	118	100.00	96	96	100.00
Total	790	790	100.00	737	737	100.00
Workers						
Male	NIL	NIL	NIL	NIL	NIL	NIL
Female	NIL	NIL	NIL	NIL	NIL	NIL
Total	NIL	NIL	NIL	NIL	NIL	NIL

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?

The Company prioritizes employee health and safety in its code of conduct. Comprehensive training and safety measures are provided to all employees, promoting good judgment for their welfare. These standards apply to company premises, offsite locations, business and social events, or any situation where the person represents the Company.

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

As Company in the service industry, the company may not necessarily encounter work-related hazards, hence not applicable.

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

Since the Company operates in the service industry, work-related hazards are not involved. Nonetheless, the company still expects all employees to exercise good judgment to ensure the safety and welfare of themselves.

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

Currently, the Company's employees do not have access to non-occupational medical and healthcare services. Nevertheless, there are plans in place to provide such services in the upcoming years. This proactive step reflects the Company's commitment to the well-being and welfare of its employees, enhancing their overall health and work-life balance in the future.

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	NIL	NIL
	Workers	NIL	NIL
Total recordable work-related injuries	Employees	NIL	NIL
	Workers	NIL	NIL
No. of fatalities	Employees	NIL	NIL
	Workers	NIL	NIL
High consequence work-related injury or ill-health (excluding fatalities)	Employees	NIL	NIL
	Workers	NIL	NIL



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)

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

The Company's code of conduct emphasizes the safety of people at the workplace as a primary concern. All employees are required to comply with relevant health and safety measures. Additionally, the company expects employees to exercise good judgment to ensure the safety and welfare of everyone, including officers, directors, agents, and contractors, fostering a cooperative, efficient, positive, harmonious, and productive work environment.

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

Category	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	NIL	NIL	NIL	NIL	NIL	NIL
Health & Safety	NIL	NIL	NIL	NIL	NIL	NIL

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	NIL
Working Conditions	NIL

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, since during the current reporting period, no significant risks or concerns were reported.

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).**

The Company plans to offer this facility in the future to its employees.

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

The Company ensures compliance with statutory regulations through the Software (LIS +) based system. Prior to on-boarding, vendors are required to register themselves by providing necessary details in the specified format, accompanied by essential documents such as Vendor PAN, GST, Cancelled Cheque, MSME Certificate, and e-Invoice Declaration. The organization proceeds with on-boarding based on these submitted details. The Company plans to establish a robust mechanism to ensure labour law compliance by the third party vendors.

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
Employees	NIL	NIL	NIL	NIL
Workers	NIL	NIL	NIL	NIL

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)

As of now, the Company does not provide such a facility to employees. However, it has plans to offer the same in near future.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	Nil, the Company currently do not conduct such assessment, however as a general practice we ensure health & safety measures when the value chain partners are working on our site.
Working Conditions	

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

Not applicable, since during the reporting period no assessment was conducted.

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 recognized both its Internal and External stakeholders. At present, the stakeholders who significantly influence the company's operations and functioning comprise Employees, Shareholders, Customers, Vendors and Statutory Authorities.

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
Shareholders	No	<ul style="list-style-type: none"> • Newspapers • Websites • Stock exchange disclosures • General Meetings • Annual Report • Quarterly financial results 	Ongoing	<ul style="list-style-type: none"> • Financial stability • Growth prospects • Information update, • Share price appreciation/ depreciation • Dividend
Employees	No	<ul style="list-style-type: none"> • E-mail • HR application • Information Board • Employees initiative • WhatsApp 	Ongoing	<ul style="list-style-type: none"> • Working environment, • Career enhancement, • Long-term strategy plans, training and awareness, • Brand communication, • Health, safety and engagement initiatives. • Encouragement to Work
Vendors	No	<ul style="list-style-type: none"> • E-mail • Telephone 	Ongoing	<ul style="list-style-type: none"> • Business operations & transactions
Customers	No	<ul style="list-style-type: none"> • E-mail • WhatsApp • Social media handles • Website 	Ongoing	<ul style="list-style-type: none"> • Information about services • After sales service • Customer satisfaction survey

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)

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
Statutory Authorities	No	<ul style="list-style-type: none"> Return filings Form Filing 	Ongoing	<ul style="list-style-type: none"> Timely contribution to exchequer/ local infrastructure, proactive engagement Statutory requirements

Leadership Indicators

- 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 follows a structured procedure where individual departments with specific roles and responsibilities engage in regular interactions with key stakeholders, such as shareholder, customers, vendors, employees and statutory authorities. Additionally, a dedicated stakeholder relationship committee keeps the management informed about progress and periodically seeks inputs. This proactive approach fosters effective communication and collaboration between the Company and its stakeholders.

- 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.**

Consistent engagement with stakeholders plays a pivotal role in aligning expectations and empowering the Company to meet their needs effectively. Our company personnel actively engage with diverse stakeholders to gain insight into their expectations. These interactions help us identify and prioritize key issues related to economic, environmental, and social aspects. As this is a dynamic process, the stakeholders' valuable suggestions are meticulously filtered through various procedures.

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

Currently, the Company has not encountered any such instances. However, it has established forums to address the concerns of relevant stakeholders from marginalized groups. These forums serve as platforms to ensure their voices are heard and their issues are appropriately addressed.

PRINCIPLE 5: Businesses should respect and promote human rights

Essentials Indicators

- 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)
Employees						
Permanent	790	790	100.00	737	737	100.00
Other than permanent	NIL	NIL	NIL	NIL	NIL	NIL
Total Employees	790	790	100.00	737	737	100.00

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)

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)
Workers						
Permanent	NIL	NIL	NIL	NIL	NIL	NIL
Other than permanent	NIL	NIL	NIL	NIL	NIL	NIL
Total Workers	NIL	NIL	NIL	NIL	NIL	NIL

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)
Employees										
Permanent	790	NIL	NIL	790	100.00	737	NIL	NIL	737	100.00
Male	672	NIL	NIL	672	100.00	641	NIL	NIL	641	100.00
Female	118	NIL	NIL	118	100.00	96	NIL	NIL	96	100.00
Other than Permanent	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
Male	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
Female	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
Workers										
Permanent	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
Male	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
Female	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
Other than Permanent	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
Male	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
Female	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL

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

(₹ in Millions)

	FY 2022-23			
	Male		Female	
	Number	Median remuneration/ Salary/ Wages of respective category	Number	Median remuneration/ Salary/ Wages of respective category
Board of Directors (BoD)	3	16.67	NIL	NIL
Key Managerial Personnel	3	6.43	NIL	NIL
Employees other than BoD and KMP	667	0.43	118	0.40
Workers	NA	NA	NA	NA

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

As a responsible corporate entity, the Company prioritizes addressing all the concerns and grievances raised by our stakeholders promptly. The HR function of the Company is dedicated to handling human rights issues, ensuring a comprehensive and empathetic approach to resolving them.

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

At our Company, human rights issues receive the utmost priority. To foster awareness and understanding, our Human Resources team conducts regular sessions on the topic. Additionally, employees have the option to share their concerns by writing to the dedicated email address provided by HR. The Company values a culture of open communication and strive to address all human rights matters with diligence and sensitivity.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)

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

Category	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	NIL	NIL	NIL	NIL	NIL	NIL
Discrimination at workplace	NIL	NIL	NIL	NIL	NIL	NIL
Child Labour	NIL	NIL	NIL	NIL	NIL	NIL
Forced Labour/ Involuntary Labour	NIL	NIL	NIL	NIL	NIL	NIL
Wages	NIL	NIL	NIL	NIL	NIL	NIL
Other Human Rights related issues	NIL	NIL	NIL	NIL	NIL	NIL

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

The Company's primary goal is to create an excellent working environment for its employees. To achieve this, the company has established comprehensive policies and procedures to monitor and prevent instances of discrimination and harassment. Additionally, the Company takes decisive actions to safeguard the confidentiality of any employee who files a complaint and ensures that they face no adverse consequences for coming forward.

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

Yes, the Company places significant emphasis on upholding human rights. As a result, it incorporates relevant clauses pertaining to the observance of human rights into all its business agreements and contracts. This commitment reflects the Company's dedication to promoting and respecting human rights in all aspects of its operations.

9. Assessments for the year:

	% of your plants and Offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	NIL
Forced/involuntary labour	NIL
Sexual Harassment	NIL
Discrimination at workplace	NIL
Wages	NIL

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, since during the current reporting period no assessment was conducted.

Leadership Indicators

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

The Company is committed to the well-being of its employees, and as a result, it has a dedicated HR team responsible for addressing human rights grievances and complaints. Nevertheless, there were no reported human rights issues during the reporting period, indicating that the Company consistently upholds the fundamental principles of human rights in all its endeavours.

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

Not Applicable, since during the reporting period no formal due-diligence was conducted.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)

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?

Indeed, the Company fosters a culture of diversity and inclusion, ensuring equal opportunities for everyone in the workplace. In line with the Rights of Persons with Disabilities Act, 2016, the company has made its premises accessible to differently-abled visitors, demonstrating its commitment to creating an inclusive environment.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	NIL
Discrimination at workplace	NIL
Child Labour	NIL
Forced Labour / Involuntary Labour	NIL
Wages	NIL

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 no such assessment is currently being undertaken for Value Chain Partners.

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

Essential Indicators

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

Parameter	FY 2022-23 (In GJ)	FY 2021-22 (In GJ)
Total electricity consumption (A)	8,164.20	7,153.69
Total fuel consumption (B)*	8,053.78	4,023.75
Energy consumption through other sources (C)	NIL	NIL
Total energy consumption (A+B+C)	16,217.98	11,177.44
Energy intensity per rupee of turnover (GJ of consumption/ turnover of millions in rupees)	10.89	1.64
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

* **Note:** Last year data is not quantifiable for all locations, thereby based on quantifiable data average value is presented.

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.

No, evaluation is not being conducted by any external agency.

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 a Designated Consumer under the PAT Scheme.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)

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

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)*		
(i) Surface water	NIL	NIL
(ii) Groundwater	1,07,03,700	77,38,500
(iii) Third party water	NIL	NIL
(iv) Seawater / desalinated water	NIL	NIL
(v) Others (Municipal water)	45,87,300	33,16,500
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	1,52,91,000	1,10,55,000
Total volume of water consumption (in kilolitres)	1,52,91,000	1,10,55,000
Water intensity per rupee of turnover (KL of consumption/ turnover of millions in rupees)	10,274.55	1,623.29
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

* **Note:** Water withdrawal calculations is done on the basis of consumption of water for car wash and taking average of water consumed per person, however for last year car wash details are not quantifiable thereby average count of water consumed by personnel is presented.

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.

No, evaluation is not being conducted by any external agency.

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

The Company has installed an Effluent Treatment Plant (ETP) to treat wastewater released by car washing, however for the water discharge by domestic activities are disposed using Municipality sewage. Additionally, we are planning to transition from conventional washing to steam washing. The introduction of steam wash will enable the Company to conserve 70% of water across all our locations.

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		Considering the Company's business operations, it does not emit any of the mentioned air pollutants, hence no evaluation is being conducted of the same.	
SOx			
Particulate matter (PM)			
Persistent organic pollutants (POP)			
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			

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.

No, evaluation is not being conducted by any external agency.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)

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
Total Scope 1 emissions* (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	9.02	10.62
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	1,609.58	1,836.94
Total Scope 1 and Scope 2 emissions per rupee of turnover	Metric tonnes of CO ₂ equivalent/ million	1.24	0.24
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		NIL	NIL

* **Note:** Calculation presented are excluding emission from owned vehicles and refrigerant, since the data currently is not quantifiable there are concrete plans in place to quantify these figures in the upcoming 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

No, evaluation is not being conducted by any external agency.

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

The Company currently doesn't have any such projects however, we are in plans towards taking initiative for reducing our emissions.

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

Parameter	FY 2022-23	FY 2021-22
Total Waste generated (in metric tonnes)		
Plastic waste (A)	The company has not quantified its waste generation for the reporting year. However, it is working towards providing the relevant data in the upcoming years.	
E-waste (B)		
Bio-medical waste (C)		
Construction and demolition waste (D)		
Battery waste (E)		
Radioactive waste (F)		
Other Hazardous waste. Please Specify, if any. (G)		
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)		
Total (A+B + C + D + E + F + G + H)		
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	The company has not quantified its waste generation for the reporting year. However, it is working towards providing the relevant data in the upcoming years.	
(ii) Re-used		
(iii) Other recovery operations		
Total		
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	The company has not quantified its waste generation for the reporting year. However, it is working towards providing the relevant data in the upcoming years.	
(ii) Landfilling		
(iii) Other disposal operations		
Total		

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.

No, evaluation is not being conducted by any external agency.



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)

9. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

The operational procedures of the company steer clear of any involvement with hazardous or toxic chemical waste. Any remaining waste, which is non-hazardous in nature, is conscientiously directed to be sent to recycling facilities.

10. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, 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.
Nil, since none of the Company's entity is located in 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
Nil. Currently, the Company has not undertaken any such assessment. However, we have plans to conduct the same in the upcoming year.					

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:

Serial Number	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
Yes, the organization is compliant with all applicable environmental law/ regulations/ guidelines in India.				

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 (In MJ)	FY 2021-22 (In MJ)
From renewable sources		
Total electricity consumption (A)	NIL	NIL
Total fuel consumption (B)	NIL	NIL
Energy consumption through other sources (C)	NIL	NIL
Total energy consumed from renewable sources (A+B+C)	NIL	NIL
From non-renewable sources		
Total electricity consumption (D)	8,164.20	7,153.69
Total fuel consumption (E)	8,053.78	4,023.75
Energy consumption through other sources (F)	NIL	NIL
Total energy consumed from non-renewable sources (D+E+F)	16,217.97	11,177.44

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.

No, evaluation is not being conducted by any external agency.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)

2. Provide the following details related to water discharged:

Parameter	FY 2022-23	FY 2021-22
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	The Company has established an Effluent Treatment Plant (ETP) to effectively treat wastewater generated from car washing. However, for the water discharged from domestic activities, the Company relies on the Municipality sewage system for proper disposal. Although the Company currently lacks quantifiable data in this regard, there are concrete plans in place to quantify these figures in the upcoming years.	
- No treatment		
- With treatment – please specify level of treatment		
(ii) To Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) To Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		

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.

No, evaluation is not being conducted by any external agency.

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
- (ii) Nature of operations
- (iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)		
(i) Surface water	Not Applicable, since the company does not withdraw, consume, or discharge water in Central Ground Water Board (CGWB) notified areas of water stress.	
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres)		
Total volume of water consumption (in kilolitres)		
Water intensity per rupee of turnover (Water consumed / turnover)		
Water intensity (optional) – the relevant metric may be selected by the entity		

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)

Parameter	FY 2022-23	FY 2021-22
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	Not Applicable, since the company does not withdraw, consume, or discharge water in Central Ground Water Board (CGWB) notified areas of water stress.	
- 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		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		

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.

No, evaluation is not being conducted by any external agency.

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

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	<i>Metric tonnes of CO₂ equivalent</i>	The company currently did not measure its Scope 3 emissions in the reporting year. However, it is working towards providing the relevant data in the upcoming years	
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity			

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.

No, evaluation is not being conducted by any external agency.

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, since the Company's none of the entity is located in ecologically sensitive area.

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 (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
Nil. During the current reporting period, the Company has not undertaken any initiatives; however, the Company is planning to shift from conventional washing to steam washing and also install rooftop solar panels.			

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)

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

The organization has a Risk Management Policy in place, which involves identifying both internal and external risks, these risks have the potential to disrupt the business's continuity. To address this, the organization has a dedicated risk management committee continuously developing and implementing risk countermeasures. These measures are periodically identified by the Risk Management Committee of the Company.

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, since the Company currently do not access its value chain partners.

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

Not applicable, since during the year, no value chain partners were assessed.

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 currently is not the part of any trade and industry chambers and shall consider it in coming years.

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

Sr. No	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
Nil, the company currently is not associated with any industry chambers.		

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, as no adverse orders from regulatory authorities were received.		

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
During the reporting period, the Company did not receive any complaints on the same.					

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, as the Company has not undertaken any projects of this nature.					

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)

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 ₹)
Not applicable, as the Company does not have any ongoing rehabilitation and resettlement projects.						

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

The Company is committed to fostering inclusive and equitable growth within the local community. To this end, the Company has established a mechanism for individuals to register their concerns. If you have any concerns, you can easily register your grievance on the dedicated 'Get In Touch' page of the Company's website.

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

Sr.	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/ small producers	48.00%	47.00%
Sourced directly from within the district and neighbouring districts	51.00%	52.00%

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, as the Company has not undertaken any projects of this nature.	

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 ₹)
Nil, since none of the Company's CSR projects are undertaken in designated aspirational districts.			

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

Considering the type of industry, the Company currently do not purchase from suppliers comprising marginalized/ vulnerable groups.

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

Not applicable, since the Company do not procure from marginalized/ vulnerable group.

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

Not applicable, since the Company do not procure from marginalized/ vulnerable group

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 the entity did not acquire any Intellectual Property.				

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

Name of authority	Brief of the case	Corrective Action taken
Not applicable, as the entity did not acquire any Intellectual Property.		

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)

6. Details of beneficiaries of CSR Projects:

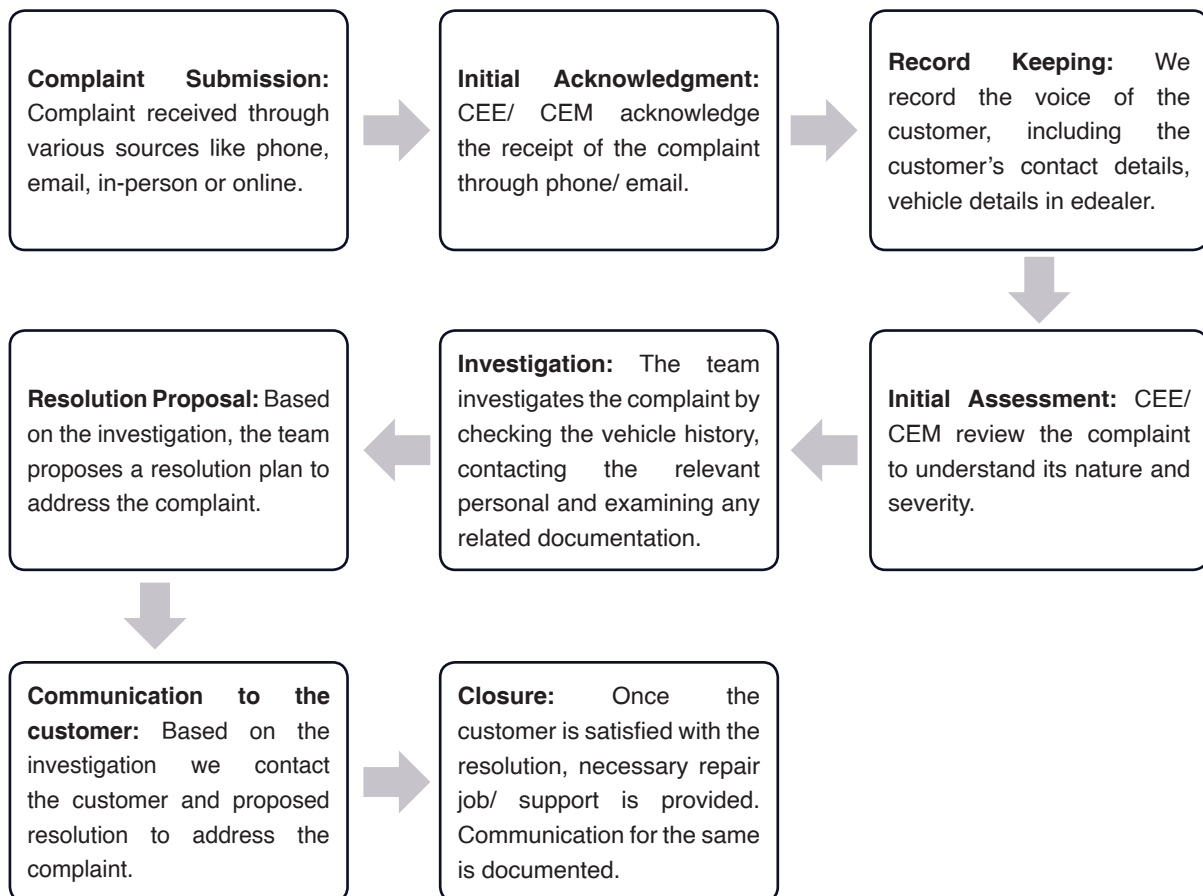
S. No	CSR Project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalized groups
1.	Plantation and/or Social Maintenance Cleaning activities	Society at large	Data for the above is not ascertainable, howsoever the CSR team would endeavour the data collection on the same in the coming years.
2.	Education, Rural development		

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 boasts a robust internal hierarchy that promptly connects with customers, providing necessary explanations, support, and alternative solutions on both technical and logical aspects locally. The following is the hierarchy Company follows:



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)

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	Since we are in the service industry, this does not apply.
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	NIL	NIL	NIL	NIL	NIL	NIL
Advertising	NIL	NIL	NIL	NIL	NIL	NIL
Cyber-security	NIL	NIL	NIL	NIL	NIL	NIL
Delivery of essential services	NIL	NIL	NIL	NIL	NIL	NIL
Restrictive Trade Practices	NIL	NIL	NIL	NIL	NIL	NIL
Unfair Trade Practices	NIL	NIL	NIL	NIL	NIL	NIL

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

S. No	Number	Reasons for recall
Voluntary recalls	NIL	NIL
Forced recalls	NIL	NIL

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

Yes, the Company has a robust cyber security policy encompassing privacy and data application policies. These policies outline guidelines for addressing cyber security risks and their mitigation. The privacy policy is readily available on the Company's website, web-link for the same is: <https://www.grouplandmark.in/privacy-policy/>

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.

Not applicable, as no such instances were reported during the reporting period.

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

The Company, being a customer-driven entity, ensures easy accessibility of its products by consistently updating and making relevant details and information available on its website. The web-link of the same: <https://www.grouplandmark.in/>

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

The Company always ensures to keep its website updated and actively engages in educating customers through awareness campaigns on social media.

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

The company takes a proactive approach to engage with its consumers, reaching out through both emails and phone calls. This communication aims to inform customers promptly about any potential risks of disruption/ discontinuation of essential services.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)

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

Not applicable, since the Company is involved in providing services.

5. **Provide the following information relating to data breaches:**

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

Since no such instance of data breach has occurred during the year, it is not applicable.

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

Not applicable, since no such incidents were reported.



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)

“Take Responsibility & Make an Impact”



The Company is dedicated to making a positive impact on communities, guided by the philosophy of “Take Responsibility & Make an Impact.” Our mission centres around ethical operations, aiming for prosperity while nurturing a healthy planet and community. To further this commitment, we have aligned our initiatives with the United Nations Sustainable Development Goals (UNSDG). Our partnerships with Drishti Foundation, Grow Trees Foundation, Rotary Delhi South End Foundation, and Athlete Development Company reflect our genuine efforts to contribute to a better world.

Environment:

Here are the environmental initiatives we have undertaken:

- **Green Initiative Project:**
Ahmedabad Municipal Corporation initiated “Mission Million Trees,” inspired by the saying, “He who plants a tree plants hope.” In collaboration with Growtrees.com, the Green Initiative Project successfully planted over 1 lakh trees across Gujarat & Madhya Pradesh. This significant effort reflects our commitment to environmental conservation and creating a greener, more sustainable future.
- **Mehsana Stepwell Rejuvenation:**
Mehsana’s Boter Kothani Vav, a 200-year-old stepwell and once a crucial ecosystem supporter, now lies in ruins, contaminated by plastic and debris. As a symbol of our heritage, it merits restoration. With Drishti Foundation Trust’s support, we launched a Cleanliness Drive, rejuvenating the surroundings and preserving its historical value for generations to come.
- **Sujalam Sufalam Abhiyan- Catch the Rain Campaign:**
“Through ‘Catch the Rain,’ aligned with PM Modi’s mission, we created ponds to conserve rainwater, reviving irrigation canals and generating rural employment. Ponds retain water for 8-10 months, increasing crop density, groundwater recharge, and biodiversity protection. Our collaboration with Drishti Foundation has ensured successful achievements.”

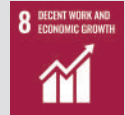


Social

Here are the social initiatives we have undertaken:

- Rotary Skills Development Centre:

We have partnered with Rotary South end and Rotary Skill Development Centre to contribute to the Skill India Mission. Our initiative aims to empower young and inexperienced individuals with essential skills for various industries, including TIG/MIG Welding Operators for the Auto-parts Industry, CNC Machine Operators for the Auto/manufacturing industry, Automated Tailoring/Sewing for Garment exporters, and F&B Stewards for hotels/restaurants. Through this program, we aimed to provide employment opportunities, ensuring access to minimum wages, statutory benefits, gratuities, bonuses, and more for around 3000 to 4000 beneficiaries, positively transforming their lives.



- Landmark2Landmark: A Two-Decade-Long Journey:

We at group level started Landmark 2 Landmark campaign, with Autocar India, drove Mercedes Benz, Honda, Jeep, VW, and Renault cars from Delhi to Hikkim's last inhabited village and back. The purpose was to support people in need, distributing books, notebooks, solar lamps, and necessities. It's been a rewarding journey, witnessing India's incredible beauty.



- Skill Development Program:

At the Digital Transformation Summit in Trivandrum, Company leads the way in empowering villages. Skill development is our focus to foster self-reliant communities. With government support, we invest in impactful programs, funding education at Amrita Vishwa Vidhyapeeth. Immersive projects assess resources, creating innovative solutions for sustainable livelihoods. Our interventions aim to provide quality education, job opportunities, and technical and vocational skills, empowering the local community for long-term independence and self-sufficiency.



Governance

Here are the governance initiatives we have undertaken:

- The Company is committed to a non-discrimination policy, ensuring equal opportunities in hiring, promotion, training, and access to employment benefits for all individuals.
- The company has established various committees, including the stakeholder relationship committee and CSR committee, to oversee the implementation of policies and ensure effective governance.
- The Company has implemented a POSH (Prevention of Sexual Harassment) policy to ensure a safe working environment for all employees, including during official visits.
- The company has a Whistle-blower Policy in place to address instances of unethical behavior, fraud, mismanagement, or violations of the Code of Conduct and applicable laws. This policy provides a mechanism for individuals to raise concerns and seek redressal.
- Furthermore, the company has developed a comprehensive code of conduct for its Directors and employees. This code regulates, monitors, and requires reporting of trading activities by insiders, designated employees, and all other relevant individuals and entities.

