



August 29, 2024

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 2023-24

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 2023-24.

Kindly note that the Business Responsibility and Sustainability Report for the Financial Year 2023-24 also forms part of the Annual Report 2023-24 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

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

Business Responsibility and Sustainability Reporting (BRSR) is a mandatory reporting requirement by the Securities & Exchange Board of India (SEBI) for top 1000 listed companies by market capitalization.

The BRSR principles, based on the National Guidelines on Responsible Business Conduct (NGRBC - set of guidelines introduced by India's Ministry of Corporate Affairs on March 15, 2019, steering Companies towards responsible business practices) advocate for listed companies to embrace sustainable business methods and divulge information on their environmental, social and governance (ESG) performance.

The Company and its subsidiaries aim to progress in its ESG journey to further its objectives of becoming a sustainable and responsible corporate and hereby presents the consolidated BRSR for the financial year 2023-24, pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations & Disclosure Requirements) Regulations, 2015. The numbers mentioned in the Report have been rationalized wherever required.

SECTION A: GENERAL DISCLOSURES

I. DETAILS OF THE LISTED ENTITY:

1. Corporate Identity Number (CIN) of the Listed Entity	L50100GJ2006PLC058553
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	2023-24

10. Name of the Stock Exchange(s) where shares are listed :

Name of the Exchange	Stock Code
BSE Limited	543714
National Stock Exchange of India Limited	LANDMARK

11. Paid-up Capital – ₹ 20,64,66,410

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 Rajee

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.

14. Name of assurance provider – Not Applicable for the reporting period as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dt.- July 12, 2023

15. Type of assurance obtained – Not Applicable for the reporting period as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dt.- July 12, 2023

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

II. PRODUCTS/SERVICES

16. 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

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

S. No.	Product / Service	NIC Code	% of Turnover contributed
1.	The wholesale and retail distribution of new vehicles, including passenger motor vehicles, ambulances, minibuses, jeeps, trucks, trailers, and semi-trailers.	45101	33.89
2.	The wholesale and retail trading of pre-owned motor vehicles.	45102	12.90
3.	The servicing and maintenance of motor vehicles.	45200	15.05
4.	Retailing motor vehicle parts and accessories.	45300	38.15

III. OPERATIONS

18. Number of locations where plants and / or operations / offices of the entity are situated:

Location	Number of plants	Number of offices	Total
National	0	21*	21*
International	0	0	0

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

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States & UTs)	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 there were no exports conducted in the current fiscal year.

c. A brief on types of customers:

The Company prides itself on being a B2C enterprise focused on customer needs, serving a varied clientele with automotive services. Our top priority is customer satisfaction, and we are committed to enriching their lives through our extensive range of products and exceptional service.

IV. EMPLOYEES

20. 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)	884	749	84.73	135	15.27
2.	Other than Permanent (E)	0	0	0.00	0	0.00
3.	Total employees (D + E)	884	749	84.73	135	15.27
WORKERS						
4.	Permanent (F)	Not Applicable, as the Company has not employed any workers				
5.	Other than Permanent (G)					
6.	Total workers (F + G)					

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

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)	0	0	0	0	0
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total differently abled employees (D + E)	0	0	0	0	0
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	Not Applicable, as the Company has not employed any workers				
5.	Other than permanent (G)					
6.	Total differently abled workers (F + G)					

The Company does not have any differently abled employees.

21. Participation / Inclusion / Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	7	1	14.00
Key Management Personnel	2	0	0.00

22. Turnover rate for permanent employees and workers (in %)

	2023-24			2022-23			2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	22.11	45.06	33.59	22.21	50.00	36.10	19.19	46.26	32.72
Permanent Workers	Not Applicable, as the Company has not employed any workers								

82 V. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)

23. (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	100.00	No
2.	Landmark Automobiles Limited	Subsidiary	100.00	No
3.	Landmark Commercial Vehicles Private Limited	Subsidiary	100.00	No
4.	Landmark Lifestyle Cars Private Limited	Subsidiary	100.00	No
5.	Benchmark Motors Private Limited	Subsidiary	100.00	No
6.	Watermark Cars Private Limited	Subsidiary	100.00	No
7.	Aeromark Cars Private Limited	Subsidiary	100.00	No
8.	Landmark Mobility Private Limited	Subsidiary	100.00	No
9.	Landmark Cars (East) Private Limited	Subsidiary	83.00	No
10.	MotorOne India Private Limited	Subsidiary	100.00	No

VI. CSR DETAILS

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: **Yes**

(ii) Turnover (in ₹) – **5,989.89 million**

(iii) Net worth (in ₹) – **5,194.18 million**

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

VII. TRANSPARENCY AND DISCLOSURES COMPLIANCES

25. Complaints / Grievance 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)	2023-24			2022-23		
		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	The Company has established a grievance redressal mechanism in accordance with legal requirements, enabling stakeholders to reach out to the designated individuals to expedite the resolution of their concerns. Web link: https://www.landmarkcarsmumbai.mercedes-benz.co.in/passengercars/about-us/contact/contact-form.html	0	0	NIL	0	0	NIL
Investors (other than shareholders)		0	0	NIL	37	0	NIL
Shareholders	Shareholders can lodge their grievance through COMPANYsecretary@landmarkindia.net	2	0	Complaints were resolved in a time bound manner	0	0	Complaints were resolved in a time bound manner
Employees and workers	Certainly, the Company has implemented a grievance redressal mechanism. The HR department is the point of contact for individuals seeking resolution of their grievances.	0	0	NIL	0	0	NIL
Customers	The Company has established a grievance redressal mechanism in compliance with legal requirements, allowing stakeholders to approach designated individuals for the expeditious resolution of their grievances. Weblink: https://www.landmarkcarsmumbai.mercedes-benz.co.in/passengercars/about-us/contact/contact-form.html	56	0	NIL	58	0	NIL
Value Chain Partners		0	0	NIL	0	0	NIL

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

26. Overview of the entity’s material responsible business conduct 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 implications¹

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	Businesses in this sector necessitate substantial energy usage for their warehouse operations. With the rise of regulations targeting greenhouse gas emissions (GHG Emissions) and incentives promoting energy efficiency and renewable resources, traditional electricity costs may escalate, while alternative energy sources become more cost-competitive.	Decisions regarding energy sourcing often involve balancing costs and operational reliability, presenting trade-offs. Consequently, the effective management of overall energy efficiency and the availability of alternative energy sources are becoming more crucial for organisations. At present, we are in the early stages of negotiations with a small group of suppliers concerning the shift towards renewable energy. The Company is exploring the installation of rooftop solar panels with these suppliers.	Negative *There were no negative financial impact in the FY 2023-24
2.	Labour Practices	Risk	Maintaining cordial labour relations is a challenge in the industry in which the Company operates. High workforce turnover rate due to comparatively lower average wage is a growing risk in this industry. Since customers regularly interact directly with retail employees, entities may experience decreased market share and revenue from negative consumer sentiment because of poor labour relations.	Landmark understands that adopting sound Labour practices and taking measures to improve labour productivity can improve our reputation, reduce cost of capital and help us mitigate this risk. The Company strives to take measures in terms of employee welfare and employee engagement activities to ensure the same.	Negative *There were no negative financial impact in the FY 2023-24

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

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)
3.	Employee Engagement, Diversity & Inclusion	Opportunity	The Company operates in consumer-facing industries and depends on effective communication with customers throughout the sales process, as well as the ability to adjust to evolving consumer preferences. With significant demographic changes occurring in many developed markets, businesses in this sector stand to gain. Due to the Company's commitment to an equal-opportunity workplace policy, it can effectively adapt to demographic shifts and hire a diverse workforce capable of comprehending the needs of different populations. This strategy enables us to better serve large segments of society, giving the Company a competitive edge.	Not Applicable	Positive
4.	Data Security	Risk	The Company's dependence on digital platforms exposes it to potential disruptions or failures in technology for various reasons, including software or hardware malfunctions, system implementations or upgrades, computer viruses, third-party security breaches, employee errors, misuse, power disruptions, and other factors. These events could cause significant interruptions in operations, resulting in corresponding revenue and profit losses.	We are consistently committed to strengthening our digital infrastructure by implementing strong technical protections and closely monitoring both emerging and current threats. Our main priority is to reduce data security risks and minimise any potential impact on our operations. Through proactive measures to tackle these challenges, we aim to uphold a secure and resilient environment for our Company and its stakeholders.	Negative *There were no negative financial impact in the FY 2023-24
5.	Restrictions imposed by OEMs	Risk	The Company is heavily affected by the considerable influence and limitations imposed by Original Equipment Manufacturers (OEMs) as per the terms of our dealership or agency agreements. These conditions could negatively affect our business, financial performance, and prospects, including our capacity to enter new markets and obtain additional dealerships.	As an authorised agent for Mercedes-Benz, our operations are influenced significantly by restrictions and agreements entered into with Original Equipment Manufacturers (OEMs) and vendors and subject to dealership terms we strive to ensure to arrive at mutual decisions causing minimum impact of the risk identified.	Negative *There were no negative financial impact in the FY 2023-24

¹ Material issues identified are referred from the Sustainability Accounting Standards Board (SASB) 2023-24 version. SASB Standards are maintained and enhanced by the International Sustainability Standards Board (ISSB). This follows the SASB's merger with the International Integrated Reporting Council (IIRC) into the Value Reporting Foundation (VRF) and subsequent consolidation into the IFRS® Foundation in 2022.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (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	P1	P2	P3	P4	P5	P6	P7	P8	P9
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	Kindly see the details below								

Sr. No.	Name of policy	Link to Policy	Which Principles each policies goes into
1	Dividend Policy	https://grouplandmark.in/media/investorrelationship/Dividend-Policy.pdf	P3, P4
2	Stakeholders Relationship and Shareholder Policy	https://grouplandmark.in/media/investorrelationship/Stakeholders-Relationship-and-Share-Transfer-Policy.pdf	P4
3	Policy and procedure for dealing with Leak of UPSI	https://grouplandmark.in/media/investorrelationship/Fair-disclosure-of-UPSI.pdf	P1
4	Corporate Social Responsibility Policy	https://grouplandmark.in/media/investorrelationship/CSR-Policy-LCL.pdf	P4, P8
5	Nomination & Remuneration Policy	https://grouplandmark.in/media/investorrelationship/Nomination-and-Remuneration-Policy.pdf	P3, P4
6	Archival Policy	https://grouplandmark.in/media/investorrelationship/Website-Content-Archival-Policy.pdf	P1
7	Policy on Related Party Transactions	https://grouplandmark.in/media/investorrelationship/Related-Party-Transactions-Policy.pdf	P1, P4, P7
8	Familiarisation Program	https://grouplandmark.in/media/investorrelationship/Familiarisation-Policy.pdf	P1
9	Vigil Mechanism- Whistle Blower Policy	https://grouplandmark.in/media/investorrelationship/Vigil-Mechanism-Policy.pdf	P1
11	Performance Evaluation Policy	https://grouplandmark.in/media/investorrelationship/PERFORMANCE-EVALUATION-POLICY.pdf	P1, P4, P7
12	Materiality Policy	https://grouplandmark.in/media/investorrelationship/Determination-of-Materiality-Policy.pdf	P1
13	Policy for Determining Material Subsidiary	https://storage.googleapis.com/landmark-website-398707.appspot.com/media/investorrelationship/Policy%20for%20Determining%20Material%20Subsidiaries.pdf	P1
14	Stationary Monitoring Policy	https://grouplandmark.in/media/investorrelationship/Stationary-Monitoring-Policy.pdf	P1
15	Policy for Determination of Materiality	https://grouplandmark.in/media/investorrelationship/Determination-of-Materiality-Policy.pdf	P1
16	Policy on Board Diversity	https://grouplandmark.in/media/investorrelationship/POLICY-ON-BOARD-DIVERSITY.pdf	P1
17	Policy on Preservation of Documents	https://grouplandmark.in/media/investorrelationship/POLICY-ON-PRESERVATION-OF-DOCUMENTS.pdf	P1
18	POSH policy	https://grouplandmark.in/media/investorrelationship/Policy-on-Prevention-on-Sexual-Harresment.pdf	P5
19	Risk Management Policy	https://grouplandmark.in/media/investorrelationship/Risk-Managment-Policy.pdf	P1, P2
20	Privacy Policy	https://www.grouplandmark.in/privacy-policy.html	P9

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

Few of the Company's policies form a 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								
4. Name of the national and international codes / certifications / labels / standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	At present, the Company has not obtained any certifications. However, there are plans in place to acquire them in the near future.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company endeavours to begin its journey in ESG (Environmental, Social, and Governance) by developing a concrete, data-driven ESG strategy. Additionally, it intends to share the progress made in this endeavour with key stakeholders. This proactive stance illustrates the Company's ability to manage risks effectively, sustain profitability, and operate with a firm commitment to 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 deeply committed to integrating ESG principles into our operations. As a conscientious corporate entity, we acknowledge our pivotal role in preserving the environment, supporting communities, and upholding robust governance standards. In terms of Environmental initiatives, we are planning to implement rooftop solar panels to reduce our electricity consumption. Furthermore, we are exploring the transition from conventional washing methods to steam washing with select vendors, aiming to conserve 70% of water usage across all our locations.

On the Social front, we prioritise the well-being and development of our employees and stakeholders. We foster an inclusive workplace culture that promotes equal opportunities and invests in the professional growth and safety of our workforce.

Lastly, Governance is foundational to our operations. We maintain transparency, accountability, and adhere to stringent standards for compliance, ethical conduct, and prudent resource management.

By embracing ESG principles, we not only enhance our business practices but also contribute to a sustainable and prosperous future for the environment, society, and all stakeholders involved.

Mr. Aryaman Sanjay Thakker
Executive Director

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 Board of Directors of the Company holds the responsibility for making decisions regarding sustainability matters.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

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)								
		P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	The Company consistently assesses its performance in relation to sustainability policies. Quick action is taken in the event of deviations or non-compliance are found.	Annually								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	No significant instances of material non-compliance have been reported. Operational issues are promptly addressed as soon as they are identified. Each department head is responsible for monitoring and ensuring compliance with regulations pertinent to their specific functions.	Quarterly / Annually wherever applicable.								

	P1	P2	P3	P4	P5	P6	P7	P8	P9
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.	In addition to routine internal assessments performed at the Board and Committee levels, the Company seeks further validation of its policies and procedures through periodic audits conducted by external organisations. For this report, an extensive evaluation of the implementation and effectiveness of the policies outlined in this section was conducted by Dhir and Dhir Associates, a well-reputed Law Firm. Their expertise and meticulous examination enhances the credibility of this evaluation.								

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12. If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated:									
Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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)									

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1: BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY, AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE.



Essential Indicators

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

Segment	Total Number of training and awareness programmes held	Topics/ principles covered under the training and its impact	Percentage of persons in respective category covered by the awareness programmes
Board of Directors	1	<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 	100.00
Key Managerial Personnel	1	<ul style="list-style-type: none"> Program on Listing Regulations Insider Trading Related Party Transactions Secretarial standards Shareholder activism 	100.00
Employees other than BoD and KMPs	4	<ul style="list-style-type: none"> Leadership development program Product training POSH Fire training 	100.00
Workers	Not Applicable, the Company has not employed any workers		

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 (basis the 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 ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine	Not Applicable, as there were no Monetary fines imposed on the Company				
Settlement					
Compounding Fee					
Non-Monetary					
Imprisonment	Not Applicable, as there were on Non-Monetary punishments imposed on the Company				
Punishment					

Note: The Company, its Directors and/or KMPs have not been subjected to any thresholds of the materiality policy to pay any fines, penalties, punishments, awards, compounding fees, or settlement amounts in the financial year

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

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

Case Details	Name of the regulatory/enforcement agencies/judicial institutions
Not Applicable, as there were no such instances	

- 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 established policies addressing ethics, bribery, and corruption. Moreover, its Whistleblower policy sets forth a framework allowing employees and directors to report instances of unethical conduct, suspected or actual fraud, and breaches of Company policies. This Vigil Mechanism is designed to uphold standards of professionalism, honesty, integrity, and ethical behavior.

The Whistleblower Policy/Vigil Mechanism is available for reference on the Company's website. (<https://grouplandmark.in/media/investorrelationship/Vigil-Mechanism-Policy.pdf>)

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

	2023-24	2022-23
Directors	There have been no instances of disciplinary action taken by any law enforcement agency against any Directors, Key Managerial Personnel (KMPs), employees, or workers of the Company for charges of bribery or corruption.	
KMPs		
Employees		
Workers		

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

	2023-24		2022-23	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of conflict of interest of the Directors	There have been no complaints regarding conflicts 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.**

Throughout the current reporting period, the Company has not faced any penalties or fines from regulators. To uphold transparency, the Company has instituted a proactive mechanism. At the beginning of each year, every director is required to disclose their interests in other entities to the Company. If any business involves these entities of interest, the respective director refrains from participating in discussions and approvals related to the matter.

- 8. Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured) in the following format:**

	2023-24	2022-23
Number of days of accounts payables	32	37

- 9. Openness of Business**

Provide details of concentration of purchases and sales with trading houses, dealers and related parties along-with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	2023-24	2022-23
Concentration of Purchases	a. Purchases from Trading houses as % of total purchases	0.00	0.00
	b. Number of trading houses where purchases were made from	0.00	0.00
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	0.00	0.00

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

Parameter	Metrics	2023-24	2022-23
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	0.00	0.00
	b. Number of dealers/distributors to whom sales were made	0.00	0.00
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	0.00	0.00
Share of RPTs in	a. Purchases (Purchases with related parties/Total Purchases)	1.89	5.83
	b. Sales (Sales to related parties/Total Sales)	0.23	0.40
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)	99.96	99.98
	d. Investments (Investments in related parties/Total Investments made)	93.21	91.98

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) that were assessed

NIL, as the Company does not currently organise such programs. However, we intend to initiate them in the upcoming 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 essential component of its code of conduct, the Company has enacted a policy to actively manage conflicts of interest. Such conflicts may emerge when the interests or advantages of an individual or entity diverge from those of the Company. In such cases, the policy requires individuals to disclose all relevant information and details to the appropriate authority for transparency and resolution.

The Policy can be accessed at: <https://grouplandmark.in/media/investorrelationship/Code-of-Conduct-of-Board-of-Directors.pdf>

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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.

	2023-24	2022-23	Details of Improvements in environmental and social impacts
R&D	Given the nature of our activities, we do not currently have any investments related to research and development (R&D) or capital expenditures (Capex).		
Capex			

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

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

While the Company does not currently have formal procedures in place for sustainable sourcing, it is in the process of developing a Standard Operating Procedure (SOP) to ensure the implementation of sustainable sourcing practices in the near future.

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

This does not apply as the Company does not currently possess measurable 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.

Due to the nature of the business, this does not apply.

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.

Due to the nature of the business, this does not apply.

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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Currently, the Company does not perform life cycle assessments. However, there are plans to undertake such assessments in the coming 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
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This does not apply, as no assessments were conducted 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	
	2023-24	2022-23
	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:

	2023-24			2022-23		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	The Company has not measured its waste generation for the reporting year. However, efforts are underway to provide the relevant data in the upcoming years.					
E-waste						
Hazardous Waste						
Other waste (Paper)						

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
NIL	NIL

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (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	749	30	4.00	749	100.00	0	0	0	0	0	0
Female	135	0	0.00	135	100.00	135	100.00	0	0	0	0
Total	884	30	3.39	884	100.00	135	100.00	0	0	0	0
Other than Permanent Employees											
Male	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Female	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Total	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

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

	% of workers 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 Workers											
Male	Not Applicable, as the Company has not employed any workers										
Female											
Total											
Other than Permanent Workers											
Male	Not Applicable, as the Company has not employed any workers										
Female											
Total											

c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format:

	2023-24	2022-23
Cost incurred on well-being measures as a % of total revenue of the Company	0.39	0.35

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

	2023-24			2022-23		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Yes/No/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 (Yes/No/N.A.)
PF	36.43	NIL	Yes	37.34	NIL	Yes
Gratuity	100.00	NIL	NA	100.00	NIL	NA
ESI	20.02	NIL	Yes	22.27	NIL	Yes

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

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 endeavors to foster a culture of diversity and inclusion within its workplace, ensuring accessibility for all individuals. To fulfill this commitment, the premises are equipped with lifts and ramps to accommodate differently-abled employees and workers, aligning with the stipulations outlined in 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 offers fair employment opportunities, irrespective of caste, religion, race, nationality, disability, marital status, gender, sexual orientation, age, or any other distinguishing features. Adhering strictly to the equal employment opportunity policy ingrained within its code of conduct, the Company ensures a workplace environment that upholds dignity and is free from harassment for all 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	0.00	0.00	NA	NA
Female	100.00	100.00	NA	NA
Total	100.00	100.00	NA	NA

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 implemented a reliable system for handling grievances. If employees have any concerns, they can choose to communicate them by submitting written grievances to the Human Resources department at their respective locations.
Other than Permanent Employees	NA, as the Company do not have such employees in place

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

Category	2023-24			2022-23		
	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	884	0	0.00	790	0	0.00
Male	749	0	0.00	671	0	0.00
Female	135	0	0.00	119	0	0.00
Total Permanent Worker	Not Applicable, as the Company has not employed any workers					
Male						
Female						

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

Category	2023-24					2022-23				
	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	749	0	0.00	0	0.00	671	0	0.00	0	0.00
Female	135	0	0.00	0	0.00	119	0	0.00	0	0.00
Total	884	0	0.00	0	0.00	790	0	0.00	0	0.00
Workers										
Male	Not Applicable, as the Company has not employed any workers									
Female										
Total										

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

Category	2023-24			2022-23		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	749	749	100.00	671	671	100.00
Female	135	135	100.00	119	119	100.00
Total	884	884	100.00	790	790	100.00
Workers						
Male	Not Applicable, as the Company has not employed any workers					
Female						
Total						

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 of such system?

The Company places a high emphasis on the health and safety of its employees within its code of conduct. All employees receive thorough training and are provided with safety measures to ensure their well-being and promote responsible decision-making. These standards extend to all Company premises, offsite locations, business and social gatherings, or any instance where an individual 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 a service industry Company, the Company might not come across work-related risks, thus this does not apply.

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

As the Company functions within the service industry, there are typically no work-related risks. However, the Company still requires all employees to use sound judgment to safeguard their own safety and well-being.

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

At present, the Company's employees do not have access to medical and healthcare services beyond occupational needs. However, the Company continues to explore the ways to introduce these services in the coming years.

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

Safety Incident/Number	Category	2023-24	2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one Million-person hours worked)	Employees	Nil, no such safety related incidents occurred 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		

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

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

The Company's code of conduct prioritises workplace safety as a fundamental aspect. All employees must adhere to applicable health and safety protocols. Furthermore, the Company encourages employees to use sound judgment to uphold the safety and well-being of all individuals, including officers, directors, agents, and contractors. This fosters a collaborative, efficient, positive, harmonious, and productive work atmosphere.

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

Category	2023-24			2022-23		
	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, no such complaints received on health and safety & working conditions for both the reporting years					
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	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.

Leadership Indicators

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1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Yes/No) (B) Workers (Yes/No).

Currently, the Company does not extend any life insurance or compensatory package in the event of the death of employees. However, efforts are being made to explore and implement such benefits in the future to ensure the well-being and security of our employees and their families.

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 maintains adherence to legal requirements through the Software (LIS +) based system. Prior to commencement, vendors must register by furnishing requisite details in the designated format, along with essential documents like Vendor PAN, GST, Cancelled Cheque, MSME Certificate, and e-Invoice Declaration. On boarding of vendors is contingent upon the submission of these particulars. The Company aims to implement a reliable mechanism to verify third-party vendor compliance with labour laws.

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	
	2023-24	2022-23	2023-24	2022-23
Employees	Not Applicable, as no such incidents occurred			
Workers				

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)

At present, the Company does not offer this service to employees. Nonetheless, there are intentions to provide it in the near future.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	NIL, the Company currently does not undertake such assessments. However, as a standard practice, we ensure health and safety measures when our 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.

This doesn't apply as no assessment was carried out during the current reporting period.

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 identified its key stakeholder groups by acknowledging both its internal and external stakeholder interests. Currently, the stakeholders who exert significant influence on the Company's operations and functioning include Employees, Shareholders, Customers, Vendors, and Statutory Authorities. The process of identifying these groups involves assessing their impact on and interest in the Company's activities, as well as their ability to affect or be affected by the Company's decisions. By engaging with these stakeholders, the Company ensures that their concerns, expectations, and contributions are considered in the decision-making process, fostering a collaborative and transparent environment.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community, Meetings, Notice Board, Website, Other)	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – 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 Prospectus 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

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community, Meetings, Notice Board, Website, Other)	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Vendors	No	<ul style="list-style-type: none"> E-mail Telephone 	Ongoing	<ul style="list-style-type: none"> Business operations and transactions
Customers	No	<ul style="list-style-type: none"> E-mail WhatsApp Social Media Website 	Ongoing	<ul style="list-style-type: none"> Information about services After sale service Customer Satisfaction survey
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
Communities	Yes	<ul style="list-style-type: none"> E-mail Physical Meetings 	Need Basis	<ul style="list-style-type: none"> Through our CSR activities

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.**

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The Company adheres to a systematic process wherein various departments, each with defined roles and responsibilities, regularly engage with key stakeholders including shareholders, customers, vendors, employees, and statutory authorities. Along with this, a specialised stakeholders relationship committee ensures that the management remains updated on developments and actively solicits feedback. This proactive strategy promotes efficient communication and cooperation between the Company and its stakeholders.

- 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.**

Continuous interaction with stakeholders is crucial for ensuring that the Company understands and fulfills their needs effectively. Our personnel are actively involved in engaging with a diverse range of stakeholders to gain valuable insights into their expectations. These engagements enable us to identify and prioritise key issues pertaining to economic, environmental, and social aspects. Given the dynamic nature of this process, the valuable suggestions provided by stakeholders undergo thorough evaluation through various procedures.

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

As of now, the Company has not encountered any specific instances requiring direct engagement with vulnerable or marginalized stakeholder groups. However, through its CSR activities, the Company actively engages with these groups, offering meaningful support and initiatives tailored to their needs.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

PRINCIPLE 5: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS



Essentials Indicator

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

Category	2023-24			2022-23		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	884	884	100.00	790	790	100.00
Other than permanent	0	0	0.00	0	0	0.00
Total Employees	884	884	100.00	790	790	100.00
Workers						
Permanent	Not Applicable, as the Company has not employed any workers					
Other than permanent						
Total Workers						

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

Category	2023-24					2022-23				
	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	884	0	0.00	884	100.00	790	0	0.00	790	100.00
Male	749	0	0.00	749	100.00	672	0	0.00	672	100.00
Female	135	0	0.00	135	100.00	118	0	0.00	118	100.00
Other than Permanent	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
Workers										
Permanent	Not Applicable, as the Company has not employed any workers									
Male										
Female										
Other than Permanent										
Male										
Female										

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

a. Median remuneration/wages:

Gender	Male		Female	
	Number	Median remuneration/ Salary/ Wages of respective category (In ₹/ year)	Number	Median remuneration/ Salary/ Wages of respective category (In ₹/ year)
Board of Directors (BoD)	3	1,81,28,400	0	NIL

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

Gender	Male		Female	
	Number	Median remuneration/ Salary/ Wages of respective category (In ₹/ year)	Number	Median remuneration/ Salary/ Wages of respective category (In ₹/ year)
Key Managerial Personnel	2	67,56,512	0	NIL
Employees other than BoD and KMP	744	3,89,167	135	3,48,688
Workers	NA			

*Note: Out of 7 Directors on the Board 4 are Independent Directors who receive only sitting fees. The data presented in the table represents remuneration drawn by the 3 Executive Directors on the pay-roll of the Company.

b. Gross wages paid to females as % of total wages paid by the entity, in the following format:

	2023-24	2022-23
Gross wages paid to females as % of total wages	12.33	10.89

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 conscientious corporate entity, the Company places a high priority on promptly addressing all concerns and complaints raised by our stakeholders. The HR department is specifically tasked with managing human rights issues, employing a thorough and compassionate approach to their resolution.

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

Human rights concerns are of paramount importance at our Company. In order to promote awareness and comprehension, our Human Resources team conducts frequent sessions on this subject. Furthermore, employees have the opportunity to express their concerns by emailing the dedicated address provided by HR. The Company places great value on fostering a culture of transparent and open communication and endeavours to handle all human rights issues with care and attentiveness.

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

Category	2023-24			2022-23		
	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	Not Applicable, as the Company has not received any complaints on the mentioned human rights matters for both the reporting years					
Discrimination at workplace						
Child Labour						
Forced Labour/ Involuntary Labour						
Wages						
Other Human Rights related issues						

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:

Category	2023-24	2022-23
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil. No POSH complaints received in both the reporting years	
Complaints on POSH as a % of female employees / workers		
Complaints on POSH upheld		

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

The main objective of the Company is to cultivate a positive work environment for its employees. To accomplish this, the Company has implemented thorough policies and protocols to detect and prevent occurrences of discrimination and harassment. Furthermore, the Company takes firm steps to protect the privacy and confidentiality of any employee lodging a complaint and guarantees that they will not face any negative repercussions for raising the issue.

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

Yes, the Company places considerable importance on the protection of human rights. Consequently, it integrates clauses related to the adherence of human rights into all its business agreements and contracts. This dedication underscores the Company's commitment to advocating for and honouring human rights across all facets of its operations.

10. Assessments for the year:

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

11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above.

This doesn't apply as no assessment was carried out during the current reporting period.

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

The Company prioritises the welfare of its employees, evident through its specialised HR team tasked with handling human rights grievances and complaints. However, there were no human rights issues reported during the reporting period, indicating the Company's steadfast adherence to the core principles of human rights across all its activities.

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

This doesn't apply as no formal due-diligence was conducted during the current reporting period.

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 nurtures a culture that embraces diversity and inclusivity, guaranteeing equal opportunities for all individuals in the workplace. Aligning with the Rights of Persons with Disabilities Act, 2016, the Company has ensured accessibility in its premises for visitors with disabilities, affirming its dedication to fostering an inclusive atmosphere.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

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.

This doesn't apply as no such assessment for Value Chain Partners was carried out during the current reporting period.

PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT



Essential Indicators

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

Parameter	2023-24 (In Gigajoules)	2022-23 (In Gigajoules)
From renewable sources		
Total electricity consumption (A)	0.00	0.00
Total fuel consumption (B)	0.00	0.00
Energy consumption through other sources (C)	0.00	0.00
Total Energy consumption from renewable sources (A+B+C)	0.00	0.00
From non-renewable sources		
Total electricity consumption (D)	10,271.05	8,164.20
*Total fuel consumption (E)	9,955.99	7,954.35
Energy consumption through other sources (F)	0.00	0.00
Total Energy consumption from non-renewable sources (D+E+F)	20,227.04	16,118.55
Total energy consumed (A+B+C+D+E+F)	20,227.04	16,118.55
Energy intensity per rupee of turnover (Total energy consumption/ Revenue from Operations) - GJ/₹	0.0000034	0.0000033
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP) - GJ/₹	0.000076	0.000074
Energy intensity in terms of physical output	-	-

*Note: To calculate fuel consumption for FY 22-23 and FY 23-24, we assumed an average rate and gross calorific value for Diesel and Petrol due to the unavailability of the required bifurcated data.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/No) If yes, name of the external agency.

There hasn't been an external review or analysis conducted to assess various aspects of our operations, performance, or compliance with standards or regulation.

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? (Yes/No) 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

Our facilities at Landmark Cars Limited are not included within the ambit of the Perform, Achieve, and Trade (PAT) Scheme initiated by the Government of India.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

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

Parameter	2023-24	2022-23
Water withdrawal by source (in kilolitres)*		
(i) Surface water	0.00	0.00
(ii) Groundwater	19,720.01	10,829.70*
(iii) Third party water	5,263.16	4,641.30
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	24,983.17	15,471.00
Total volume of water consumption (in kilolitres)	21,039.17	12,376.80
Water intensity per rupee of turnover (Water consumed / Revenue from operations) - Kilolitres/₹	0.000004	0.000003
Water Intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)- Kilolitres/₹	0.000079	0.000057
Water intensity in terms of physical output	-	-

*Bifurcation of Groundwater data in 21 locations was not available in the FY 22-23. Therefore, only 9 locations were taken into consideration that shows the difference in the data for both the years.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/No) If yes, name of the external agency.

There hasn't been an external review or analysis conducted to assess various aspects of our operations, performance, or compliance with standards or regulations.

4. Provide the following details related to water discharged

Parameter	2023-24	2022-23
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	0.00	0.00
- No treatment		
- With treatment – please specify level of treatment		
(ii) To Groundwater	0.00	0.00
- No treatment		
- With treatment – please specify level of treatment		
(iii) To Seawater	0.00	0.00
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment	3,944.00	3,058.20
- With treatment – please specify level of treatment		
(v) Others	0.00	0.00
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)	3,944.00	3,058.20

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/No) If yes, name of the external agency.

There hasn't been an external review or analysis conducted to assess various aspects of our operations, performance, or compliance with standards or regulations.

5. 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 manage the wastewater generated by car washing. However, domestic water discharge is managed through municipal sewage systems. Additionally, we are proposing to shift from conventional washing methods to steam washing, which will allow the company to conserve 70% of water across all our locations.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

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

Parameter	Please specify unit	2023-24	2022-23
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)	-		
Others – please specify	-		

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/No) If yes, name of the external agency.

There hasn't been an external review or analysis conducted to assess various aspects of our operations, performance, or compliance with standards or regulations.

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

Parameter	Unit	2023-24	2022-23
Total Scope 1 emissions* (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	714.27	570.33
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	2,339.52	1609.58
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes of CO2 equivalent / ₹	0.00000051	0.00000045
Total Scope 1 and Scope 2 emissions per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Metric tonnes of CO2 equivalent / ₹	0.000011	0.000010
Total Scope 1 and Scope 2 emissions intensity in terms of physical output		-	-

**Note: The calculations exclude emissions from owned vehicles and refrigerants (FY 22-23) due to unavailability of quantifiable data at present. For FY 23-24, the Company owned vehicles data was not available due to the aforementioned reason.*

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/No) If yes, name of the external agency.

There hasn't been an external review or analysis conducted to assess various aspects of our operations, performance, or compliance with standards or regulations.

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

In FY 2023-24, the Company under ROAR Programme entered into a tripartite agreement with Grow Billion Trees and Acacia Eco Trust to establish a Miyawaki Plantation comprising 17,000 diverse plant species in Ahmedabad, Gujarat. Additionally, the Company has made significant strides in its commitment to sustainability by installing a 129 kW solar power plant at its corporate office in Ahmedabad. The project was commissioned by the end of Financial Year.

The Company is dedicated to accelerating its decarbonisation efforts, with a pledge to reduce carbon emissions by 50% by 2030 and to achieve complete carbon neutrality by 2035, focusing on Scope 1 and Scope 2 emissions. This commitment reflects the Company's determination to lead by example in the journey towards a sustainable and environmentally responsible future.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

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

Parameter	2023-24	2022-23
Total Waste generated (in metric tonnes)		
Plastic waste (A)	0.11	The company has not quantified its waste generation for reporting year 2022-23.
E-waste (B)	0.00	
Bio-medical waste (C)	0.00	
Construction and demolition waste (D)	0.00	
Battery waste (E)	1.39	
Radioactive waste (F)	0.00	
Other Hazardous waste. Please Specify, if any. (G)	50.70	
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	0.00	
Total (A+B + C + D + E + F + G + H)	52.20	
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)- Metric tonnes / ₹	0.00000001	
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP) - Metric tonnes / ₹	0.00000020	
Waste intensity in terms of physical output	0.00	
Waste intensity (optional) - the relevant metric may be selected by the entity	0.00	
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste - Battery waste		
(i) Recycled Buyback	1.39	The Company has not assessed its waste generation for the reporting year.
(ii) Re-used	0.00	
(iii) Other recovery operations	0.00	
Total	1.39	
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 assessed its waste disposal for the reporting year.	
(ii) Landfilling		
(iii) Other disposal operations		
Total		

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/No) If yes, name of the external agency.

There hasn't been an external review or analysis conducted to assess various aspects of our operations, performance, or compliance with standards or regulations.

10. 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's operational procedures are designed to avoid any handling of hazardous or toxic chemical waste. For waste that is classified as non-hazardous, the Company ensures that it is responsibly sorted and sent to recycling facilities. This approach not only ensures compliance with regulatory requirements but also promotes sustainability by minimizing the environmental impact and enhancing resource recovery through recycling.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

11. 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? (Yes/No) If no, the reasons thereof and corrective action taken, if any.
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The Company refrains from conducting its operations in environmentally fragile or ecologically sensitive regions. This strategic decision underscores the Company's commitment to responsible business practices and environmental stewardship, avoiding potential harm to delicate ecosystems. By deliberately choosing locations that are not ecologically sensitive, the Company aims to minimize its environmental impact and contribute to the preservation of biodiversity and natural habitats.

12. 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
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N/A. In accordance with the Ministry of Environment, Forest & Climate Change (MoEF) guidelines, the industry/ operations are exempt from the requirement to furnish environmental clearance or undergo an Environmental Impact Assessment (EIA).

13. 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 (Yes/No). 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
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The company adheres to all relevant environmental laws and regulations.

Leadership Indicators

1. 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	2023-24	2022-23
Water withdrawal by source (in kilolitres)		
(i) Surface water	Our offices are situated in regions where water availability is not a concern.	
(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 REPORT (Contd.)

Parameter	2023-24	2022-23
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	Our offices are situated in regions where water availability is not a concern.	
- 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? (Yes/No) If yes, name of the external agency.

There hasn't been an external review or analysis conducted to assess various aspects of our operations, performance, or compliance with standards or regulations.

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

Parameter	Please specify unit	2023-24	2022-23
Total Scope 3 emissions	Metric tonnes of CO2 equivalent	The Company did not measure its Scope 3 emissions in the reporting years. However, it is working towards providing the relevant data in the upcoming years.	
(Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)			
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? (Yes/No) If yes, name of the external agency.

There hasn't been an external review or analysis conducted to assess various aspects of our operations, performance, or compliance with standards or regulations.

3. With respect to the ecologically sensitive areas reported at Question 11 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.

The Company refrains from conducting its operations in environmentally fragile or ecologically sensitive regions. This strategic decision underscores the company's commitment to responsible business practices and environmental stewardship, avoiding potential harm to delicate ecosystems. By deliberately choosing locations that are not ecologically sensitive, the Company aims to minimize its environmental impact and contribute to the preservation of biodiversity and natural habitats.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

4. 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
1.	The Company entered into a tripartite agreement with Grow Billion Trees and Acacia Eco Trust to establish a Miyawaki Plantation comprising 17,000 diverse plant species in Ahmedabad, Gujarat resulting in sequestration of CO2.		
2.	Additionally, the Company has made significant strides in its commitment to sustainability by installing a 129 kW solar power plant at its registered office in Ahmedabad.		

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

The organisation has implemented a Risk Management Policy aimed at identifying internal and external risks that could potentially disrupt business continuity. To mitigate these risks, the organisation has established a dedicated Risk Management Committee responsible for continuously developing and implementing countermeasures. These measures are periodically identified by the Company's Risk Management Committee.

6. 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?

The Company has not undertaken any mitigation or adaptation measures as of yet.

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

The Company has not undertaken any mitigation or adaptation measures as of yet.

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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 National and one State Associations.

- 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	Federation of Automobile Dealers Association (FADA)	National
2	Entrepreneurs Organisation Gujarat	State

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.		

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

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
Not Applicable					

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 does not come under the requirements of Right to Fair Compensation and Transparency in Land Acquisition, Rehabilitation and Resettlement (Social Impact Assessment and Consent) Rules, 2014					

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)	5 of PAFs covered by R&R	Amounts paid to PAFs in the FY (in ₹)
Not Applicable						

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

The Company is dedicated to promoting inclusive and fair development within the local community. In pursuit of this goal, the Company has implemented a system for individuals to voice their concerns. In case of any concerns, they can conveniently register the grievances 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:

	2023-24	2022-23
Directly sourced from MSMEs/ small producers	50.00	48.00
Sourced from directly within India	50.00	51.00

5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost

Location	2023-24	2022-23
Rural	0.00	0.00
Semi-Urban	0.00	0.00
Urban	0.00	0.00
Metropolitan	100.00	100.00

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

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
This does not apply, as the Company has not initiated any projects of this kind.	

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 ₹)
The Company has conducted eight (8) medical camps in Khandwa, an aspirational district in Madhya Pradesh.			

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

Given the industry type, the Company presently does not procure from suppliers consisting of marginalised or vulnerable groups.

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

This does not apply, as the Company does not procure from marginalised or vulnerable groups.

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

Not applicable, since the Company do not procure from marginalised/ 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
This does not apply, as the entity did not obtain 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
This does not apply, as the entity did not obtain any Intellectual Property.		

6. Details of beneficiaries of CSR Projects:

S. No	CSR Project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalised groups
1	Miyawaki Plantation	Society at large	-
2	Education Programme in Rajkot - Child Rights and You	2,492	100.00
3	Mid - day Meal Programme - Annamrita Foundation	432	100.00
4	Medical camps in Khandwa (Aspirational District).	750	100.00
5	PM Care Fund	Society at large	-

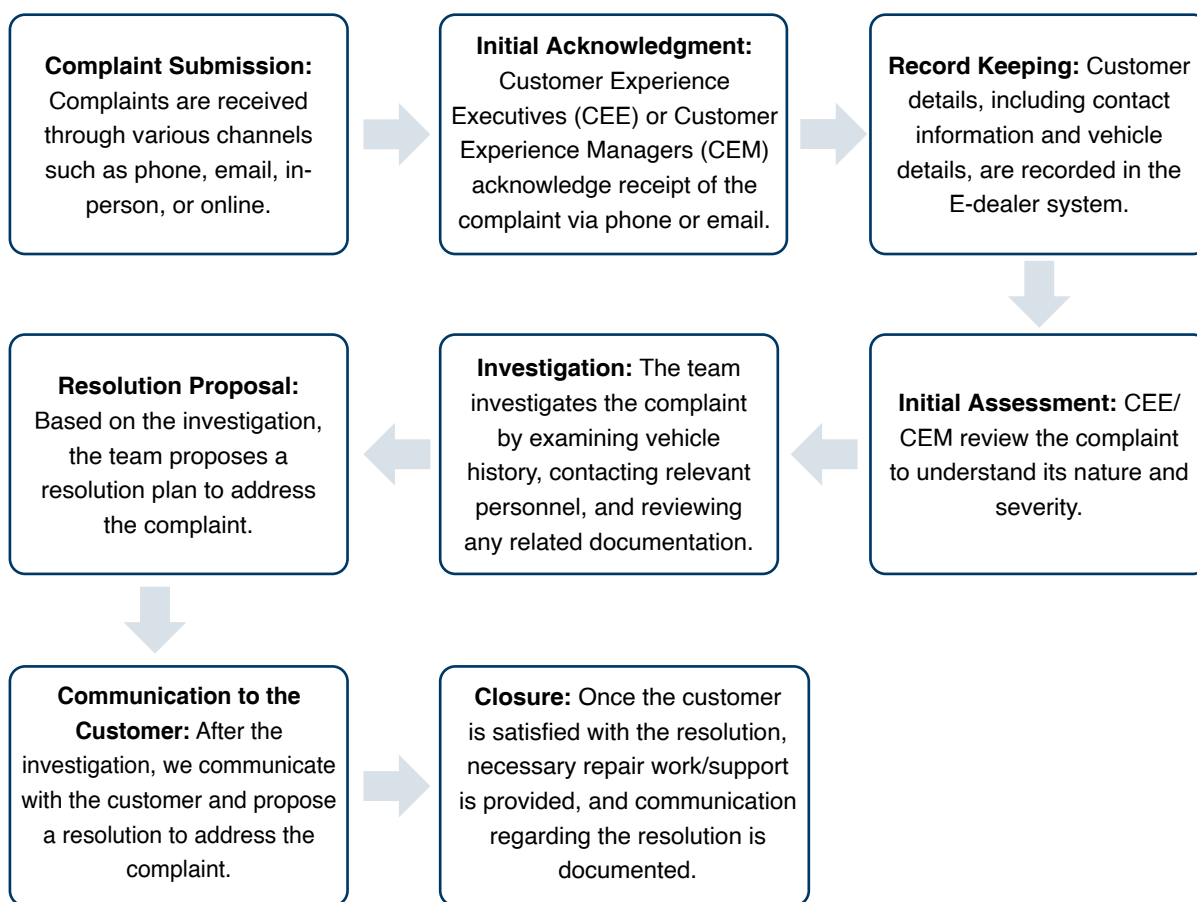
BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

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.



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	As we operate in the service sector, this is not applicable.
Safe and responsible usage	
Recycling and/or safe disposal	

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

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

	2023-24		Remarks	2022-23		Remarks
	Received during the Year	Pending resolution at end of year		Received during the Year	Pending resolution at end of year	
Data Privacy			NIL			
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						
Total						

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

	Number	Reasons for recall
Voluntary recalls	There were no instances of product recalls in the reporting year.	
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

Yes, the Company has implemented a comprehensive cyber security policy covering privacy and data usage. These policies provide directives for managing and mitigating cyber security risks.

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.

This does not apply, as there were no reported instances of this nature during the reporting period.

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches

NIL

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

This does not apply, as there were no reported instances of this nature during the reporting period

c. Impact, if any, of the data breaches

This does not apply, as there were no reported instances of this nature 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).

As a customer-focused organisation, the Company prioritises the accessibility of its products by consistently updating its website with the latest details and information. This approach ensures that customers have easy access to relevant product information, enhancing their overall experience and satisfaction. The web-link for this information is: <https://www.grouplandmark.in/>

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

The Company ensures its website is regularly updated and actively engages in customer education through awareness campaigns on social media platforms. By maintaining a current and informative online presence, the Company strives to keep customers well-informed and aware of relevant issues, fostering a more knowledgeable and engaged community.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

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

The Company employs a proactive approach in engaging with its customers, utilizing both emails and phone calls for communication. This strategy ensures that customers are promptly informed about any potential risks of service disruption or discontinuation, thereby maintaining transparency and trust.

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)

This does not apply, as the Company is engaged in providing services.

UN SDG INITIATIVES



SDG 1: NO POVERTY

GOAL STATEMENT: AN AIM TO ERADICATE POVERTY IN TOTALITY

Landmark, in partnership with Annamrita and Child Rights and You, is offering mid-day meals and complimentary education to disadvantaged children, aligning with Sustainable Development Goal 1, which aims to end poverty in all its forms everywhere. (Principle 4 & 8)



SDG 2: ZERO HUNGER

GOAL STATEMENT: ELIMINATE STARVATION AND DEPRIVATION; SET FOOT TOWARDS NUTRITIONAL HEALTH AND PROMOTE VIABLE

In a significant collaboration, Landmark has teamed up with Annamrita to furnish free, nourishing meals to disadvantaged children, thereby safeguarding their health and contributing to the realization of SDG 2's objectives for a world free of hunger and malnutrition. (Principle 4 & 8)



SDG 3: GOOD HEALTH AND WELL-BEING

GOAL STATEMENT: PROMOTES A BETTER AND A HEALTHY LIFESTYLE ALONG WITH WELL BEING

Landmark, in partnership with the Nagrath Charitable Trust Fund, is initiating medical camps targeting pregnant women, non-pregnant women, and children under 5-6 years old in one of Madhya Pradesh's aspirational districts, Khandwa. These efforts align with Sustainable Development Goal 3, which aims to ensure healthy lives and promote well-being for all at all ages. (Principle 3).

Additionally, the Company's 884 employees actively engage in corporate social responsibility activities across India. Through initiatives such as blood donation camps, providing nutritious meals and clothing to the underprivileged, and disaster relief outreach, Landmark fosters an inclusive society that promotes health and well-being, echoing the principles of SDG 3. (Principle 3)

The Company extends its commitment to employee well-being by providing comprehensive insurance coverage and various benefits, including maternity benefits, thus promoting health and well-being (SDG 3) among its workforce. (Principle 8)



SDG 4: QUALITY EDUCATION

GOAL STATEMENT: GOAL TO ACHIEVE QUALITY LEARNING, THAT IS OPENTO EVERYONE SO THAT THEY CAN HAVE A BETTER FUTURE

Landmark has collaborated with Child Rights and You (CRY) under its Corporate Social Responsibility (CSR) program, aligning with Sustainable Development Goal 4 (SDG 4) which aims to ensure inclusive and equitable quality education for all. (Principle 8)



SDG 6: CLEAN WATER AND SANITATION

GOAL STATEMENT: VALIDATES WATER AVAILABILITY IN ALL AREAS ALONG WITH SANITATION AND UTMOST CLEANLINESS

To address water conservation comprehensively, the Company has installed an Effluent Treatment Plant (ETP) to treat wastewater generated from car washing activities. (Principle 6)

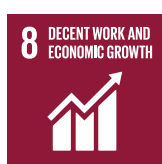
Moreover, plans are underway to transition from conventional washing methods to steam washing, which is projected to save up to 70% of water across all locations. (Principle 6)

UN SDG INITIATIVES (Contd.)

**SDG 7: AFFORDABLE AND CLEAN ENERGY****GOAL STATEMENT: ENSURE ACCESS TO AFFORDABLE, RELIABLE, SUSTAINABLE AND MODERN ENERGY FOR ALL**

The Company has forged a collaboration with BYD to embrace electric vehicles, aligning with the trajectory of sustainable mobility growth under Sustainable Development Goal 7 (SDG 7). (Principle 6)

Additionally, in line with SDG 7, the Company has established a 129 KW capacity solar power plant at its corporate headquarters in Ahmedabad. The project was operationalized in the end of the FY. (Principle 6)

**SDG 8: DECENT WORK AND ECONOMIC GROWTH****GOAL STATEMENT: PROMOTE SUSTAINED, INCLUSIVE AND SUSTAINABLE ECONOMIC GROWTH, FULL AND PRODUCTIVE EMPLOYMENT AND DECENT WORK FOR ALL**

The organization and its leadership have implemented robust internal control mechanisms to guarantee the precision of financial reporting and protect against potential losses or unauthorized asset utilization. (Principle 3)

Continuous improvements and evaluations of internal controls are regularly conducted to ascertain the efficiency of management and operational protocols, all while adhering to accounting standards and guidelines for maintaining accurate books of accounts and financial statement reporting. (Principle 3 & 5)

In assessing the efficacy of internal controls, the Company engages independent internal auditors to perform risk-based audits throughout the year, aligning with Sustainable Development Goal 8, which focuses on promoting inclusive and sustainable economic growth, full and productive employment, and decent work for all. (Principle 3 & 5)

Through initiatives like The CUB Incubation Program, Landmark identifies and nurtures exceptional talent from esteemed B-Schools, aligning with SDG 8's objective of promoting sustained, inclusive, and sustainable economic growth, fostering entrepreneurship, and creating job opportunities for young graduates. (Principle 3 & 5)

**SDG 9: INDUSTRY, INNOVATION AND INFRASTRUCTURE****GOAL STATEMENT: BUILD RESILIENT INFRASTRUCTURE, PROMOTE INCLUSIVE AND SUSTAINABLE INDUSTRIALIZATION AND FOSTER INNOVATION**

Landmark has secured a pioneering position by securing exclusive brand and distribution rights for India in collaboration with esteemed entities like Permagard LLC (USA) and Smart Origins PTY LTD - MotorOne (Australia). (Principle 4)

Moreover, the Company offers car accessories under the brand 'Landmark Genuine Accessories.' Innovatively, Landmark has introduced a platform allowing valued customers to trade in their current vehicles at Landmark workshops and upgrade to newer models of the same brand, thus promoting sustainable consumption and production practices in line with SDG 9. (Principle 4)

Embracing an omnichannel strategy, Landmark operates more than 100 sales outlets while maintaining a robust online presence, aligning with SDG 9's focus on building resilient infrastructure, promoting inclusive and sustainable industrialization, and fostering innovation. Landmark's marketing campaigns, such as 'Landmark 2 Landmark' and 'Vintage Visions,' leverage emotive storytelling and nostalgic themes, enhancing brand recognition and customer engagement while promoting sustainable practices in the automotive industry, thereby contributing to SDG 9's objectives. (Principle 4)

UN SDG INITIATIVES (Contd.)



SDG 10: REDUCED INEQUALITIES

Goal Statement: Reduce inequality within and among countries

The Company is committed to promoting SDG 10 by affirming a non-discrimination ethos, ensuring fair opportunities in recruitment, advancement, training, and access to job benefits for all individuals. (Principle 7)

Moreover, the Company has a Prevention of Sexual Harassment (POSH) policy, aligning with SDG 10's goal of reducing inequalities, to create a safe working environment for employees, including during official engagements. (Principle 7)

Additionally, the Company has a Whistle-blower Policy, supporting SDG 10's principles, to tackle instances of unethical conduct, fraud, mismanagement, or breaches of the Code of Conduct and relevant regulations. This policy enables individuals to voice concerns and seek resolution, thus contributing to the promotion of equality and fairness within the organization. (Principle 7)



SDG 11: SUSTAINABLE CITIES AND COMMUNITIES

GOAL STATEMENT: MAKE CITIES AND HUMAN SETTLEMENTS INCLUSIVE, SAFE, RESILIENT AND SUSTAINABLE

The Company collaborates with BYD to integrate electric vehicles, aligning with the sustainable mobility objectives outlined in Sustainable Development Goal 11. (Principle 7 & 8)

Additionally, the Company has established a 129 KW solar power plant at its corporate headquarters in Ahmedabad, symbolizing its commitment to sustainable energy practices. The project was operationalized in the end of the FY. (Principle 7 & 8)

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SDG 12: RESPONSIBLE CONSUMPTION AND PRODUCTION

GOAL STATEMENT: ENSURE SUSTAINABLE CONSUMPTION AND PRODUCTION PATTERNS

The Company has implemented an Effluent Treatment Plant (ETP) to manage the wastewater generated from car washing operations. However, wastewater from domestic activities is currently routed through the Municipality sewage system. (Principle 6)

Moreover, the Company is strategizing to shift from conventional washing methods to steam washing, a move that is expected to save 70% of water usage across all its sites. This transition aligns with Sustainable Development Goal (SDG) 12, which promotes responsible consumption and production by enhancing water management practices and reducing water consumption in industrial processes. (Principle 2 & 9)

UN SDG INITIATIVES (Contd.)

**SDG 13: CLIMATE ACTION****GOAL STATEMENT: TAKE URGENT ACTION TO COMBAT CLIMATE CHANGE AND ITS IMPACTS**

Landmark has partnered with GrowBillion Trees to cultivate Miyawaki plantations of 17,000 saplings, emphasizing a shared commitment to environmental sustainability and adopting the Miyawaki method for afforestation. (Principle 6)

·Embracing sustainable mobility, the Company collaborates with BYD for electric vehicles and has installed a 129 KW capacity solar power plant at its corporate headquarters in Ahmedabad, aligning with SDG 13's focus on reducing carbon emissions. (Principle 6)

The Company's efforts also include investing in an Effluent Treatment Plant (ETP) for car washing wastewater treatment, with plans to transition to steam washing to conserve 70% of water across all locations. Moreover, domestic water discharge is routed through Municipality sewage systems, demonstrating a holistic approach to water management and environmental stewardship in line with SDG 13. (Principle 6)

·The Company plans to transition from conventional washing to steam washing, conserving 70% of water across all locations, further contributing to SDG 13's objectives. (Principle 6)

·The Company has installed 129 KW capacity of Solar power plant in their corporate house in Ahmedabad. They have invested approx. 65 lacs in this on-going project, which was commissioned by end of January 2024/February 2024. Aligned with the objectives of SDG 13. (Principle 6)

**SDG 15: LIFE ON LAND****GOAL STATEMENT: GOAL STATEMENT:**

Landmark has forged a collaboration with GrowBillion Trees to advance Miyawaki plantations, demonstrating a shared commitment to environmental sustainability and adopting the Miyawaki method for afforestation, thus contributing to the objectives of SDG 15. (Principle 6)

**SDG 16: PEACE, JUSTICE AND STRONG INSTITUTIONS****GOAL STATEMENT: PROMOTE PEACEFUL AND INCLUSIVE SOCIETIES FOR SUSTAINABLE DEVELOPMENT, PROVIDE ACCESS TO JUSTICE FOR ALL AND BUILD EFFECTIVE, ACCOUNTABLE AND INCLUSIVE INSTITUTIONS AT ALL LEVELS**

In alignment with Sustainable Development Goal 16, Landmark has embraced a range of codes and policies aimed at fostering integrity, transparency, independence, and accountability in its interactions with all stakeholders. The measures mentioned below underscore Landmark's commitment to conducting business ethically and responsibly and they are: (Principle 1) :

Corporate Social Responsibility Policy, Dividend Policy, Materiality Policy, Related Party Transactions Policy, Vigil Mechanism Policy, Nomination and Remuneration Policy, Stakeholder Relationship and Share Transfer Policy, Stationary Monitoring Policy, Familiarization Policy, Leak of UPSI Policy, Performance Evaluation Policy, Policy for Determination of Materiality, Website Content and Archival Policy, Policy for Determining Material Subsidiaries, Policy on Board Diversity, Policy on Preservation of Documents, Policy on Prevention of Sexual Harassment



SDG 17: PARTNERSHIPS FOR THE GOALS

GOAL STATEMENT: STRENGTHEN THE MEANS OF IMPLEMENTATION AND REVITALIZE THE GLOBAL PARTNERSHIP FOR SUSTAINABLE DEVELOPMENT

The Company is associated with the following Non-Governmental Organizations as part of their CSR initiatives :

Grow Billion Trees, Child Rights and You, Annamrita, Nagrath Charitable Trust Fund

·Landmark has forged a collaboration with GrowBillion Trees to advance Miyawaki plantations, demonstrating a shared commitment to environmental sustainability and adopting the Miyawaki method for afforestation, thus contributing to the objectives of SDG 15. (Principle 6)

·Embracing sustainable mobility, the Company collaborates with BYD for electric vehicles and has installed a 129 KW capacity solar power plant at its corporate headquarters in Ahmedabad, aligning with SDG 13's focus on reducing carbon emissions. (Principle 6)

·Landmark has collaborated with Child Rights and You (CRY) under its Corporate Social Responsibility (CSR) program, aligning with Sustainable Development Goal 4 (SDG 4) which aims to ensure inclusive and equitable quality education for all. (Principle 8)

·In a significant collaboration, Landmark has teamed up with Annamrita to furnish free, nourishing meals to disadvantaged children, thereby safeguarding their health and contributing to the realization of SDG 2's objectives for a world free of hunger and malnutrition. (Principle 6)

Landmark, in partnership with the Nagrath Charitable Trust Fund, is initiating medical camps targeting pregnant women, non-pregnant women, and children under 5-6 years old in one of Madhya Pradesh's aspirational districts, Khandwa. These efforts align with Sustainable Development Goal 3, which aims to ensure healthy lives and promote well-being for all at all ages. (Principle3)