

June 21, 2024

To,
Asst. General Manager,
Dept. of Corporate Services.
BSE Limited,
14th Floor, P.J. Towers, Dalal Street,
Fort, Mumbai: 400 001, Maharashtra, Mumbai

Subject: Business Responsibility and Sustainability Report for the F.Y. 2023-24
Scrip code: 538891 | Script ID: M CLOUD

Dear Sir/ Madam,

We wish to inform you that, pursuant to Regulations 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith the Business Responsibility and Sustainability Report for the financial year 2023-24 which also forms part of the Integrated Annual Report FY 2023-24, submitted to the Exchanges vide letter dated June 21, 2024.

We request you to take the same on your records.

Thanking you,

FOR MAGELLANIC CLOUD LIMITED
(Formerly known as South India Projects Ltd)

JOSEPH SUDHEER REDDY THUMMA
(MANAGING DIRECTOR)
DIN: 07033919
Encl: As above

Business Responsibility and Sustainability Report



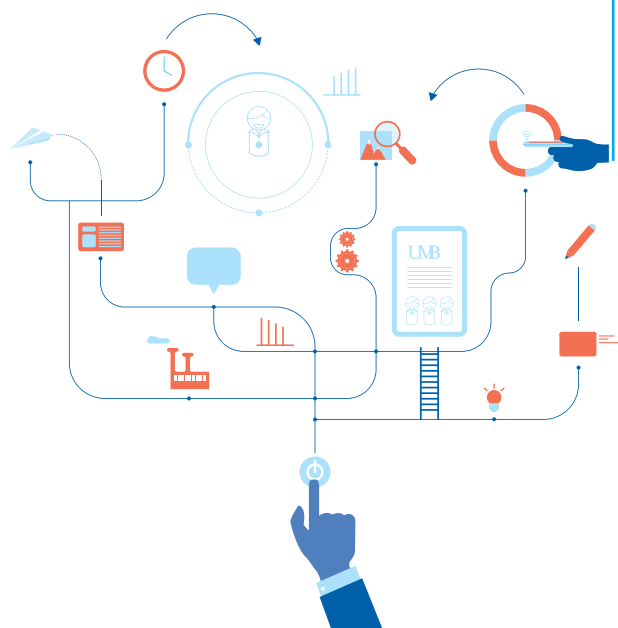
At Magellanic, the ESG's Principles and Core elements are deeply integrated into practices and processes. During the reporting year, we assessed our position with the new NGRBC guidelines, a brief of which is given below:

As early adopters of GRI (Global Reporting Initiative) and IR (Integrated Reporting), our policies and processes cover most elements of the NGRBC— which include identification and engagement with key stakeholders, materiality determination and adopting a comprehensive approach that makes responsible business conduct an integral part of our strategy.

Our policies like the Health and Safety Policy, Human Right Policy, Code of Business Conduct, Supplier Code of Conduct, Data Privacy and CSR policy are implemented by specific operational guidelines and procedures under a cross functional charter which includes the Risk function, Legal and Compliance, Human Resources, Information Security, Operations, Procurement and Ombuds, among others. The tenets of Protect-Respect-Remedy are also integrated in implementation. We ensure appropriate due diligence of these programs through process and performance audits.

The details of governance by sub-committees of the Board are provided as part of our Corporate Governance Report as per **ANNEXURE XI** of this Annual Report. In addition, leadership actively evangelizes these values-based approaches through regular forums. We have robust internal processes to track performance of different elements at multiple levels of detail and coverage – many of which are covered in our public disclosures. We strive to position ourselves as a prominent player in the global sustainable environmental transition. As a responsible business, we readily embraced our commitment to integrate environmental, social and governance (ESG) factors into our operations.

Magellanic has adopted the Business Responsibility and Sustainability Report (BRSR) for fiscal 2024 to provide enhanced disclosures of our ESG practices and priorities. Our BRSR includes our responses to questions about our practices and performance on key principles defined by Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations 2015, as amended from time to time, which cover topics across the ESG dimensions.



SECTION A: GENERAL DISCLOSURES**I. Details of the listed entity**

Corporate Identity Number (CIN) of the Listed Entity:	L72100TG1981PLC169991
Name of the Listed Entity:	Magellanic Cloud Limited
Year of incorporation:	December 04, 1981
Registered office address:	6th Floor, Dallas Center, 83/1, Plot No A1, Knowledge City, Rai Durg, Hyderabad, Telangana, 500032
Corporate address:	6th Floor, Dallas Center, 83/1, Plot No A1, Knowledge City, Rai Durg, Hyderabad, Telangana, 500032
E-mail:	compliance@magellanic-cloud.com
Telephone:	040-46515454
Website:	www.magellanic-cloud.com
Financial year for which reporting is being done:	April 1, 2023 to March 31, 2024
Name of the Stock Exchange(s) where shares are listed:	BSE Limited (BSE) Code: 538891
Paid-up Capital:	₹ 116,87,90,240
Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report:	<ul style="list-style-type: none"> Name: Mr. Jagan Mohan Reddy Thumma Designation: Managing Director Telephone Number: 040-43366058 E-mail ID: compliance@magellanic-cloud.com
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):	Disclosures made in this report are on a standalone basis and pertain only to Magellanic Cloud Limited.

II. Products/services**• 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.	IT Consulting Services	Development and Designing of Software Applications	99.18%

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

S. No.	Product/Service	NIC Code	% of total Turnover Contributed (FY 2023-23)
1.	IT Consulting Services	6201	99.18%

III. Operations**• Number of locations where plants and/or operations/offices of the entity are situated:**

The Company is mainly in the business of Information Technology Space and Digital Transformation and Developers.

Location	Total no. of Plants	Total number of offices
National	NA	1
International	NA	-

• Markets served by the entity:

Locations	Number
National (No. of States)	29
*International (No. of Countries)	1

*The Company serves International Market through its Subsidiary(ies).



- **What is the contribution of exports as a percentage of the total turnover of the entity?**

The contribution of exports as a percentage of total turnover is Nil as the Company provides its services outside India through its Subsidiary(ies).

- **A brief on types of customers**
 - **Business to Business**

IV. Employees

- **Details as at the end of Financial Year: FY 2023-2024**

- **Employees and workers (including differently abled):**

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (B)	% (B / A)
EMPLOYEES						
1.	Permanent (D)	145	111	76.55%	34	23.45%
2.	Other than Permanent (E)					
3.	Total employees (D + E)	145	111	76.55%	34	23.45%

- **Differently abled Employees and workers:**

Sr. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	-	-	-	-	-
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total differently abled employees (D + E)	-	-	-	-	-

- **Participation/Inclusion/Representation of women**

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	1	16.67%
Key Management Personnel*	4	0	-

* Key Management Personnel are Managing Director (MD), Global Chief Executive Officer and Managing Director (CEO & MD), Chief Financial Officer (CFO) and Company Secretary (CS).

- **Turnover rate for permanent employees**

	FY 21-22(In %)			FY 22-23 (in %)			FY 23-24 (In %)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	34.9	66.66		82.45	60		84.33	64	
Other than permanent employees	NA								

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

- (a) **Names of holding / subsidiary / associate companies / joint ventures**

Sl. No	Name of the Holding / Subsidiary / Associate Companies / Joint Ventures	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	JNIT Technologies Inc	Subsidiary	100	No

Sl. No	Name of the Holding / Subsidiary / Associate Companies / Joint Ventures	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)
2	Motivity Labs Inc	Step Down Subsidiary	100	No
3	Motivity India Private Limited	Step Down Subsidiary	100	No
4	Scandron Private Limited	Subsidiary	70	No
5	iVIS International Private Limited	Subsidiary	100	No
6	Provigil Surveillance Limited	Subsidiary	99.99%	No

VI. CSR Details

- (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) Yes
- (ii) Turnover (in ₹.): 21,2202,000
- (iii) Net worth (in ₹.): 1,78,08,83,000
- (iv) Net profit before tax (in ₹.): 10,61,79,836.24
- (v) Total amount spent on CSR for FY 2024 (in ₹.): 11,00,000

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism In Place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY 23-24			FY 22-23		
		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	Yes	-	-	-	-	-	-
Investors (other than shareholders)	Yes	-	-	-	-	-	-
Shareholders	Yes	-	-	-	-	-	-
Employees	Yes	-	-	-	-	-	-
Customers	Yes	-	-	-	-	-	-
Value Chain Partners	Yes	-	-	-	-	-	-
Others (Please Specify)	-	-	-	-	-	-	-

- Stakeholders having grievances can get redressal of their complaints/grievances in the following manner:
- Filing their complaint on SEBI SCORES Portal:- <https://www.scores.gov.in/scores/Welcome.html>
- Writing directly to the Designated Official of the Company for Investor Grievances.
- Filing a complaint with BSE:- <https://bsecrecs.bseindia.com/ecomplaint/frmlInvestorHome.aspx>
- By writing directly to the Registrar and Share Transfer agent of the company



Board's Report

- Vigil Mechanism of the company - send email to dedicated Whistleblower email id.
- Stakeholders can also approach statutory authorities for the redressal of their grievances.
- Employees can file a POSH complaint with the company in the manner prescribed.
- Customers having service quality-related issues can always approach the company.
- The Company policies are placed on the Company's website under Policies and the same can be accessed through the web link: <https://magellanic-cloud.com/investors/#>
- **Overview of the entity's material responsible business conduct issues**

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

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Environment: Climate Change	Risk	Environmental strategy and actions of an organization are under careful scrutiny of conscious investors as well as an area of interest for clients for forging strategic partnerships. A low sustainability quotient can potentially impact the realization of new and augmented revenue lines resulting in negative financial and reputational impacts. Industry leading solutions in Net Zero solutions and environmental impact tracking are emerging opportunity areas of high potential	A holistic approach towards carbon neutrality each year including energy efficiency, renewable energy and carbon offsets.	Negative: Increased operating costs in meeting the environmental standards.
2.	Governance: Data privacy and information management	Risk	Cyber-attacks that breach our information network and / or failure to protect sensitive and confidential information of our stakeholders in accordance with applicable laws and contractual obligations may impact our operations and client satisfaction or result in significant regulatory penalties.	- Continued investment in technology. - Awareness programs and trainings. - Cybersecurity and data privacy frameworks and controls.	Negative: Increased operational cost for technological investments and hiring and training talent

Board's Report

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3.	Governance: Information Technology Security Practices	Opportunity	Emerging requirements from investors, raters and regulators on ambitious ESG requirements and transparency thereof. The risk is reputational in case of instances of non-compliance with regulations or sectoral norms. In addition, Magellanic has always had a strong bedrock of ethical values and governance.	<p>1.Controls put in place to identify and disable inactive devices.</p> <p>2.Effective security controls implemented to detect, prevent and remediate threats.</p> <p>3.Program to continuously monitor the effectiveness of the controls and sustain the security controls.</p> <p>4.Focus on continuous improvement of the efficacy of the security controls with the adoption of new processes and latest technology solutions.</p>	Positive: Minimize Cyber Security and data privacy breach threats to Magellanic and our customers through advanced cybersecurity solutions and adoption of leading data privacy standards
4.	Carbon Emissions	Risk	Increased business will lead to the need for more offices, resulting in a rise in emissions from the increase in electricity usage.	Implementation of energy-efficient technologies and renewable power will help in reducing emissions and help the company achieve its targets.	Negative - Investments in environmentally friendly technology and processes for reducing emissions will lead to increased operating costs.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web-Link of the Policies, if available	https://magellanic-cloud.com/investors/#								



Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes. The Company's Code of Conduct largely imbibes the above-mentioned principles and the Company expects its stakeholders to adhere to the same in all their dealings.								
4. Name of the national and international codes/certifications/ labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	NA								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	N	N	N	N	N	N	N	N	N
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	NA	NA	NA	NA	NA	NA	NA	NA	NA

Governance, Leadership and Oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)

Our environmental, social, and governance review, as an Information Technology solution service Company, provides a window into how we are approaching our key responsibilities beyond the business needs. The section's goal is to convey how we're accomplishing our mission while staying loyal to our obligations and applying our values throughout the organisation. We are in a unique position to combine our purpose-driven world view with digital innovation to not only drive our own sustainability, but also partner with customers, civil society and governments to lead and shape solutions for a sustainable future,"

ESG Initiatives and focus areas:

Environment- Key focus areas under Environment

- **Energy Efficiency**

Regular lights have been replaced with LEDs, and energy efficient air conditioners have been employed in our offices to cut energy use. We have cloud servers for data storage instead of on-site server. This allows us to not only save energy, but also to contribute in a tiny manner to reducing toxic emissions and improving air quality.

- **Water Management**

At our offices, we have automatic water dispensers for drinking, which help regulate the amount of water flow. Taps in the employee bathrooms and cafeteria feature sensors to prevent water waste and spillage. A dedicated team monitors and maintains track of water consumption and usage on a regular basis so that adequate systems for water recycling and conservation may be implemented.

- **Waste Management**

There is a concentrated attempt to reduce plastic waste and the usage of recyclable paper.

For drinking water and other purposes, we have consciously replaced the use of pet plastic bottles. Visual aids highlighting the negative effects of plastic use and the benefits of recycling were placed in strategic spots throughout the organisation to educate and support waste management processes. Waste disposal Dos and Don'ts have been posted around the organisation to keep people on the lookout for digression. The waste paper shredder is used to recycle the garbage that is generated. Wet and dry wastes are separated into biodegradable and non-biodegradable bins.

Social- Key focus areas under Social

- **Customer Focused**

As one of the leading IT service organizations, we are focused on building an innovative future, one that is driven by quality software solutions. Our product line appeals to a wide range of people.

As a result, we must constantly simulate, evaluate, and test our services to ensure that they are true to end users' interest and engagement.

- **Employee-Centricity**

The Company places a high value on a healthy and pleasant working environment.

The Company's Board of Directors has established policies to promote diversity and gender equality. The value of excellent behaviour and ethical work is paramount in Magellanic. At work, there is a zero-tolerance policy for sexual harassment, and the Prevention of Sexual Harassment (POSH) policy is fully defined. We treat persons of all sexes, castes, and creeds with respect. Employees' and their family members' health and safety are ensured, and medical aid is provided.

- **Communities**

We've always risen to the occasion when it came to the wellbeing of the community.

During difficult times, we have gone above and beyond to assist local welfare organisations and foundations with basic requirements and necessities.

We assisted in raising awareness of the importance of adopting Covid-appropriate behaviour in the most effective way possible.

- **Investors**

We are committed to fostering good two-way communication with our investors and shareholders in general at Magellanic in order to improve transparency and adequate disclosures to stakeholders. The Investor Relations team is dedicated to keeping investors informed and engaged.

Last year the Company has distributed the Dividend to their shareholders, to thank them for their ongoing support via higher returns and to incentivise them to continue holding the stocks.

Any big problem or issue is dealt with ahead of time and accurately. The Company's website publishes all Investor Relations and Corporate Governance information on a time to time basis.

Governance:

- At Magellanic, we strive to maintain high standards of ethical business conduct and compliance of all laws and regulations. The Board of Directors and Management Team promotes sound and well-established corporate governance practices in the interest of its shareholders and other stakeholders including customers, suppliers, employees and the general public. The Company regularly reviews its Governance policies, such that it operates within the periphery of international and local jurisdictions and legal structure.

Looking Forward

The future growth potential of Magellanic relies on sustainability, innovation, talent retention, government regulations and acquisitions. Last year we worked towards acquiring – IMS International Private Limited, Provigil Surveillance Limited, Scandron Private Limited including new line of business i.e. Manufacturing of Drones and allied services.

Magellanic is looking to build a strong IT Solutions, Human Capital, E-Surveillance and Drone Solutions offerings globally. We strongly believe we have very strong team of experts with wide experience of working with customers from myriad Industries, incorporating the most updated technology trends in order to provide most innovative and suitable solutions meeting customer needs. The Company also plans to assist its client in inspection through drones in industries like shipping, civil, agriculture, industrial and infrastructure projects and oil and gas services and hence entered into new line of very promising Drone Industry and looking for more acquisitions in said industries.

<p>8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).</p>	<ul style="list-style-type: none"> • Name: Mr. Jagan Mohan Reddy Thumm • DIN: 06554945 • Designation: Managing Director
<p>9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.</p>	<p>The Board of Directors is responsible for decision-making on BRSR.</p>



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 (A)/ Half yearly (H)/ Quarterly (Q)/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	The Company regularly reviews its BRSR policies either periodically or as needed. This review involves department heads, business heads, and executive directors who assess the effectiveness of the policies and implement any necessary changes. We amend our policies on the basis of recommendation/rectification by management/auditors/consultants/any statutory requirement. We aim to be in forefront in all compliances.																	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company adheres to the existing regulations as applicable, ensuring compliance.																	

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.

Yes, all policies and processes are subject to audits and internal reviews conducted by the Company from time to time. To ensure best practices and manage risks effectively, policies are periodically evaluated and updated.

12. If answer to question (1) above is “No” i.e., not all Principles are covered by a policy, reasons to be stated:

Questions	P 1	P2	P3	P4	P5	P 6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	NA								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/ No)									
Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

PRINCIPLE 1:

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/ principles covered under the training and its impact	% Age of persons in respective category covered by the awareness programmes
Board of Directors	In the reporting period, Magellanic Cloud Limited has conducted several meetings with the Directors, KMPs and Senior Function Heads to discuss updates on the Company performance. During these meetings, the entire range of business activities including macroeconomic and market review, equity performance, earnings outlook, Company's strategy, business model, operations, service and product offerings are discussed.		
Key Managerial Personnel	The Company conducts orientation and on-the-job training programs to enrich employees' understanding of the company's operations and boost job performance. Employees receive training on topics including prevention of sexual harassment (POSH), insider trading awareness, and overall job orientation.		

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

The Company conducts all its operations in ethical and transparent manner. Hence the Company has not incurred any fines / penalties /punishment/ award/ compounding fees/ settlement amount from regulators/ law enforcement agencies/ judicial institutions in the FY 2023-2024.

- 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.**

Not applicable

- 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 covers anti-corruption or anti-bribery policy through its Code of Conduct Policy. The Company has accepted the Code of Business Conduct and Ethics, which outlines the minimum ethical and responsible business standards for employees, agents, suppliers, vendors, non-governmental organisations (NGOs), and business partners. Transparency and best practises are important to the Company. This Code of Conduct Policy ensures that laws against child labour are followed, as well as employees' health and safety is taken into consideration.

The policies can be accessed at <https://magellanic-cloud.com/investors/#>

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

	FY 24-23	FY 22-23
Directors	NIL	NIL
KMPs	NIL	NIL
Employees	NIL	NIL



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

	FY 24-23		FY 22-23	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of Directors	NIL	NIL	NIL	NIL
Number of complaints received in relation to issues of Conflict of the KMPs	NIL	NIL	NIL	NIL

Note: No complaints with regard to conflict of interest have been observed as the Company conducts all its operations in ethical and transparent manner.

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

Not Applicable.

Leadership Indicators

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

The company carries out awareness / training programmes for its value chain partners depending on the business needs, stakeholder feedback and regulatory requirements covering various topics in respect of Principle 3: Awareness on Safe Work at height, Use of Personal Protective equipments, First aid & Medical Emergency, Incident Reporting, Housekeeping Awareness, Slip, trip, Falls, General Briefing on Covid-19, Electrical safety, Material Handling, Chemical Safety, Food Safety, Awareness on Earthing, Lux, Noise and Indoor Air Quality Monitoring, Material Safety Data Sheet, HSE Legal Requirement, Lockout and Tag-out, Permit to Work and Principle 6: Environmental Awareness – Overview, Noise Pollution, Energy Conservation, Waste Disposal, Green IT, Energy Management

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.

Yes, the Company has a code of conduct for Board Members and Senior Management Personnel of the Company pursuant to the Listing Regulations.

Further, the Board Members and KMPs confirms that there was no material, financial and commercial transactions, where they have interest that may have any potential conflict with the interest of the Company, at the beginning of every financial year and as and when there is any change in such interest. The Directors do not participate in agenda items at the Board/Committee Meetings in which they are interested or deemed to be interested party.

PRINCIPLE 2:

Businesses should provide goods and services in a manner that is sustainable and safe

Essential Indicators

1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.

	FY 24-23 (Rs. In Lac.)	FY 22-23 (Rs. In Lac.)	Details of Improvements in environmental and social impacts
R&D	-	-	-
Capex	-	-	-

Given the nature of business of the Corporation, the relevance of the above is largely restricted to Information Technology (IT) Research & Development.

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

Yes, given the nature of business and the industry in which the Company operates, the impact of the Company's operations on the environment/Social Impacts of products and processes etc. is negligible.

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



The Company has a positive relationship with its vendors, and other suppliers, and its business strategies incorporate them in its expansion.

- **Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for:**

Since the Company's business activity is to provide IT solution and there is very limited scope for using recycled material as inputs for various business processes. Nonetheless, the Company continually seeks out opportunities to recycle waste.

(a) Plastics (including packaging):	Due to the nature of Company's business, scope regarding these parameters is limited. However, the Company recognizes the requirement to effectively handle waste in an environmentally friendly manner. In order to accomplish these goals, the Company promotes reusing and recycling whenever feasible and closely monitors progress in this area.
(b) E-waste:	
(c) Hazardous waste:	
(d) other waste:	

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

The Company does not have any such products hence Extended Producer Responsibility (EPR) is not applicable

Leadership Indicators

- **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?**

The primary business of the Company is IT services. Although the Company has not conducted an LCA for its services, it endeavors to have such assessments in the coming years to the extent possible/ applicable.

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

Not Applicable

- **Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry):** NOT APPLICABLE.
- **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:** NOT APPLICABLE

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

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



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:

Category	% 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	111	76.55%	-	-	-	-	-	-	-	-	-
Female	34	23.45%	-	-	-	34	23.45	-	-	-	-
Total	145	100%	-	-	-	34	24.45	-	-	-	-

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

Benefits	FY 2023-24			FY 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 (Y/N/N.A.)	No. of employees covered as a % Of total employees	No. of workers covered as a % Of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	82.66%	-	Y	77.18%	-	Y
Gratuity	-	-	-	-	-	-
ESI	33.3%	-	Y	36.88%	-	Y
Others – please specify	-	-	-	-	-	-

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

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 follows and encourages equality through its Code of Conduct. It believes in promoting diversity and inclusion in its work culture which allows all employees to bring their authentic selves to work and contribute wholly with their skills, experience and perspective for creating unmatched value for all stakeholders

The Company is committed to the principle of equal opportunity for everyone in employment. It will strive to ensure that access to employment, training, promotion and the treatment of Employees is:

- Free from discrimination on the grounds of gender, sexual orientation, race, colour, caste, creed, religion, marital status, disability, or age.
- Based solely on the objective assessment of ability and job-related criteria.

The Company believes that it is in the organization's best interests to ensure that the people, talents and skills available throughout the community are considered when employment opportunities arise. To this end the company supports, wherever practicable, developing and maintaining a workforce, which broadly reflects the diversity of communities in which, we operate throughout India.

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

Gender	Permanent employees	
	Return to work rate	Retention rate
Male	Nil	Nil
Female	Nil	Nil
Total		

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief.

	Yes/No (If yes, give details of the mechanism)
Permanent Employees	Yes,
Other than Permanent Employees	Yes, through vigil mechanism

7. Membership of employees and worker in association(s) or Unions recognized by the listed entity: NOT APPLICABLE

	FY 23-24			FY 22-23		
	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	While Company doesn't have a labour union, the Company acknowledges and respects its employees' right to engage in peaceful association and collective bargaining. Additionally, the company encourages open communication and direct engagement between management and employees, fostering a healthy work environment.					
-Male						
-Female						
Total Permanent Workers	NA					
-Male						
-Female						

8. Details of training given to employees and workers:

Category	FY 23-24					FY 22-23				
	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	111	-	76.5%	-	-	114	-	77%	-	-
Female	34	-	23.4%	-	-	35	-	23%	-	-
Total	145	-	100%	-	-	149	-	100%	-	-

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

Category	FY 23-24			FY 22-23		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	111	-	76.5%	114	-	77%
Female	34	-	23.4%	35	-	23%
Total	145	-	100%	149	-	100%



10. Health and safety management system:

- **Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?**

No

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

Not Applicable, the Company is service based and hence does not have any work-related hazards. The Company ensures safety of all its employees.

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

Not Applicable.

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

Yes

- **Details of safety related incidents, in the following format:**

<i>Safety Incident/Number</i>	<i>Category</i>	<i>FY 23-24</i>	<i>FY 22-23</i>
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Permanent Employees	0	0
Total recordable work-related injuries			
No. of fatalities			
High consequence work-related injury or ill-health (excluding fatalities)			

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

The Company continues to strive to provide a good, welcoming, safe, and collaborative workplace. The Company will address this in greater detail in the future.

- **Number of Complaints on the following made by employees and workers:**

	<i>FY 23-24</i>			<i>FY 22-23</i>		
	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	0	NA	NA	0	NA	NA
Health & Safety	0	NA	NA	0	NA	NA

- **Assessments for the year:**

	% Of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100%
Working Conditions	100%

- **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

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

Yes

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

Yes. The Company ensures that TDS is deducted for all parties and a review is been conducted by internal and statutory audit team.

3. Provide the number of employees / workers having suffered high consequence work- related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable Employment	
	FY 23-24	FY 22-23	FY 23-24	FY 22-23
Employees	0	0	0	0

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) Not Applicable.

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	NA
Working Conditions	NA

Note: The Company does not conduct audit but all its value chain partners are expected to follow extant regulations, including health and safety practices and 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.

No corrective action plan has been necessitated on the above-mentioned parameters.

PRINCIPLE 4:

Businesses should respect the interests of and be responsive to all its stakeholders

Essential Indicators

- Describe the processes for identifying key stakeholder groups of the entity.

Magellanic engages with a broad spectrum of stakeholders, to deepen its insights into their needs and expectations, and to develop sustainable strategies for the short, medium and long term. Stakeholder engagement also helps to manage risks and opportunities in business operations. The key stakeholders identified in consultation with the company's management are: customers, employees, shareholders, academic institutions, staffing firms, other suppliers, technology partners and collaborators, industry bodies, governments, NGOs, local communities, regulators and society at large. The Company identifies key stakeholder groups based on their significance and potential to bring or add value to the Company's activities, products and services. Maintaining regular communication with the stakeholder is crucial, and inclusiveness is prioritized as a vital element of Company's core business strategy.



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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	As needed: Project-related calls and meetings; project management reviews; relationship meetings and reviews; executive meetings and briefings; customer visits; responses to RFIs/ RFPs; sponsored events; mailers; newsletters; brochures	NA	<ul style="list-style-type: none"> • Understanding client, industry and business challenges • Identifying opportunities to improve • Deciding on investments and capabilities required to fulfil demand • Understanding client's data privacy and security requirements
Govt.	No	As needed	NA	NA
Employees	No	As needed: Town halls; roadshows; project or operations reviews; video conferences; audio conference calls; one-on-one counselling	Daily	Company follows an open-door policy
Shareholders/ Investors	No	As needed: Email, Website & other	NA	<ul style="list-style-type: none"> • Business update • Financial Performance • Statutory Communications
Regulatory and Statutory Authorities	No	Email, Other	NA	Regulatory compliance
Suppliers	No	Email, Other	NA	NA

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.

Ours is an IT services, consulting and business solutions organization with a presence across multiple geographies, industries, services and products. The company consults stakeholders on material topics and also conducts annual materiality assessments to update the list on an ongoing basis. Stakeholder interactions result in the identification of a broad funnel of issues important to each of the constituencies. The Company's Sustainability Council uses discussions with internal and external stakeholders, as well as its own judgment, to prioritize and arrive at a list of material topics with significant economic, environmental, or social impacts on Company's business, reputation, and operations. The management of company shares feedback with the Board on these issues.

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.

Active steps are being taken by the Company's Board to identify and collect data on material ESG factors in amalgamation with employees and stakeholders.

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

The Company is taking initiatives to identify the disadvantaged, vulnerable & marginalised stakeholders and engage with them.

PRINCIPLE 5:

Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 23-24			FY 22-23		
	Total (A)	No. employees/ workers covered (B)	% (B/A)	Total (C)	No. employee/ workers covered (D)	% (D/C)
Employees						
Permanent	145	145	100%	149	149	100%
Other than permanent						
Total Employees	145	145	100%	149	149	100%

Note: The Company provides orientation to every employee that is hired which covers human rights issues and policy(ies). The Company is ensuring to collect more data on the training provided in regards to human rights issues.

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

Category	FY 22-23					FY 21-22				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent										
Male	111	7	6%	104	73%	114	7	5%	107	72%
Female	34	1	2%	33	26%	35	1	1%	34	23%

3. Details of remuneration/salary/wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	6	INR 4.8 Lac	1	-
Key Managerial Personnel (Other than BOD)	2	INR 39.77 Lac	0	-
Employees other than BoD and KMP	114	INR 47.68 Lac	37	14.79Lac

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)

Yes

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

Reporting avenues have been provided for employees, customers, suppliers and other stakeholders to raise concerns or make disclosures when they become aware of any actual or potential violation of the Company Code, policies or



law including human rights violations. Non-permanent employees can raise the grievances via email to the concerned stakeholders. Additionally, anybody can make protected disclosures under the company's Whistle Blower policy. Representations made in the reporting avenues are reviewed and appropriate action is taken on substantiated violations.

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

	FY 23-24			FY 22-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	-	0	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour/Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	-	-	-
Other human Rights related issues	0	0	-	-	-	-

Note: The Company has a 'Policy on Prevention of Sexual Harassment'. There is an Internal Complaints' Committee formed to redress sexual harassment complaints.

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

Concerns on discrimination and harassment are dealt with confidentially. The company does not tolerate any form of retaliation against anyone reporting good faith concerns. Anyone involved in targeting such a person raising such complaints will be subject to disciplinary action. The Company has a POSH policy in place to prevent adverse consequences to the complainant in discrimination and harassment cases.

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

Yes, in all the agreements and contracts, contain clauses on human rights viz non-engagement of child labour, personal hygiene, safety and welfare measures of workers etc.

9. Assessments for the year:

	% Of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	The Company is in compliance with the laws, as applicable. The Company internally monitors compliance for all relevant laws and policies pertaining to these issues.
Forced or Involuntary Labour	
Sexual Harassment	
Discrimination at workplace	
Wages	
Others – please specify	

10. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.

Not Applicable. The Company conducts its business in the most ethical and transparent manner. Hence the Company does not have any corrective actions taken or underway.

Leadership Indicators

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

No. The Company has not witnessed a requirement for its business process to be modified / introduced as the Company has not faced any human rights grievances/complaints.

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

The Company does not conduct any human rights due-diligence but is in the process of collecting more data.

- **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 registered and corporate offices are located in commercial premises which have elevators and infrastructure for differently abled visitors

- **Details on assessment of value chain partners:**

	% Of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	The Company expects its value chain partners to adhere to the same values, principles and business ethics upheld by the Company in all their dealings. No specific assessment in respect of value chain partners has been carried out.
Discrimination at workplace	
Child labour	
Forced Labour/ Involuntary labour	
Wages	
Others – Specify	

- **Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.**

Not Applicable. There were no significant risks / concerns arising from the assessments.

PRINCIPLE 6:

Businesses should respect and make efforts to protect and restore the environment

Essential Indicators

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

Parameter	FY 23-24	FY 22-23
Total electricity consumption (A)	925.7 Giga Joules (GJ)	611.6976 Giga Joules (GJ)
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumption (A+B+C)	925.7 Giga Joules (GJ)	611.6976 Giga Joules (GJ)
Energy intensity per rupee of turnover (Total energy consumption GJ/ turnover in rupees)	Rs. 4.36	Rs. 1.19
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

- **Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.**

Not Applicable. The Company belongs to IT service-based industry and does not have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India.



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

Parameter	FY 23-24	FY 22-23
Water withdrawal by source (in kiloliters)		
(i) Surface water	Water consumption within the Company's office premises is exclusively allocated for human use, and the Company has taken measures to promote responsible water usage. While no formal monitoring system for water utilization is currently in place, the Company has implemented energy-efficient faucets and fixtures to encourage mindful consumption. Ongoing endeavors involve the acquisition of data regarding water consumption and minimizing wastage.	
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)		
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		

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. NA

Note: The water usage is restricted to human use only and efforts have been made by the Company to ensure that water is consumed judiciously in the Company's' office premises.

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

No. The Company has not implemented a mechanism for Zero Liquid Discharge.

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

Parameter	Please specify unit	FY 23-24	FY 22-23
NOx	No substantial air emissions have been made by the Company as it is a service sector company. It is however working to collect all the possible relevant data on emissions generated.		
SOx			
Particulate matter (PM)			
Persistent organic pollutants (POP)			
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others – please specify			

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

Note: The Company being in a service sector company does not have significant air emissions.

- **Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & Its intensity, in the following format:**

Parameter	Unit	FY 23-24	FY 22-23
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	-	-
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	-	-
Total Scope 1 and Scope 2 emissions per rupee of turnover	tCO ₂ e/mn ²	-	-

Parameter	Unit	FY 23-24	FY 22-23
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

- **Does the entity have any project related to reducing Green House Gas emission? If yes, then provide details.**
Not Available, the Company currently does not have any projected related to related to reducing Green House Gas emissions.

- **Provide details related to waste management by the entity, in the following format:**

Parameter	FY 23-24	FY 22-23
Total Waste generated (in metric tonnes)		
Plastic waste (A)	In the company, conscious steps to reduce and encourage reuse and recycling whenever possible and monitors progress in this regard. Moreover, the company partners with certified e-waste handlers to ensure proper disposal of electronic waste. Additionally, the company is exploring the possibility of transitioning from plastic garbage bags to biodegradable ones.	
E-waste (B)		
Bio-medical waste (C)		
Construction and demolition waste (D)		
Battery waste (E)		
Radioactive waste (F)		
Other Hazardous waste. Please specify, if any. (G)		
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)		
Total (A+B + C + D + E + F + G + H)		

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)

Category of waste	
(i) Recycled	NIL
(ii) Re-used	
(iii) Other recovery operations	
Total	

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

Category of waste	
(i) Incineration	Nil
(ii) Landfilling	
(iii) Other disposal operations	
Total	

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No. The Company belongs to IT service-based industry and hence doesn't not carry out any independent assessment/ evaluation/assurance through an external agency.

- **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 belongs to IT service-based industry hence the Company does not produce any hazardous and toxic chemicals.

- **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:

No, the Company does not have operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.

- **Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:**

NA. The Company has not conducted any environmental impact assessments of projects as the Company is in the digital products and services business.

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

Yes, given the nature of business, the Company is in compliance with all the applicable laws.

Leadership Indicators

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

Parameter	FY 23-24	FY 22-23
From renewable sources		
Total electricity consumption (A)	NIL	
Total fuel consumption (B)		
Energy consumption through other sources (C)		
Total energy consumed from renewable sources (A+B+C)		
From non-renewable sources		
Total electricity consumption (D)	925.7 Giga Joules (GJ)	611.6976 Giga Joules (GJ)
Total fuel consumption (E)	-	-
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	925.7 Giga Joules (GJ)	611.6976 Giga Joules (GJ)

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. NA

- **Provide the following details related to water discharged:**

Parameter	FY 23-24	FY 22-23
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	NIL	
- No treatment		
- With treatment – please specify level of treatment		
(ii) To Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) To Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. NA

- 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:
 - Name of the area
 - Nature of operations
 - Water withdrawal, consumption and discharge in the following format:

Parameter	FY 23-24	FY 22-23
Water withdrawal by source (in kiloliters)		
(i) Surface water	NA	NA
(ii) Groundwater	NA	NA
(iii) Third party water	NA	NA
(iv) Seawater / desalinated water	NA	NA
(v) Others	NA	NA
Total volume of water withdrawal (in kilolitres)	NA	NA
Total volume of water consumption (in kilolitres)	NA	NA
Water intensity per rupee of turnover (Water consumed / turnover)	NA	NA
Water intensity (optional) – the relevant metric may be selected by the Entity	NA	NA
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(ii) Into Groundwater	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(iii) Into Seawater	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(iv) Sent to third-parties	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(v) Others	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
Total water discharged (in kilolitres)	NA	NA

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. NA

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

Parameter	Unit	FY 23-24	FY 22-23
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	(Metric tonnes of CO ₂ Equivalent)	NA	NA
Total Scope 3 emissions per rupee of turnover		NA	NA



Parameter	Unit	FY 23-24	FY 22-23
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		NA	NA

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

NA, Currently the Company intends to collect data on Scope 3 emissions and report on it in the future.

- **With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.**

NA. The Company does not have any direct or indirect impact on ecologically biodiverse lands.

- **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.**

No. The Company continues to use innovative technology for the betterment of its digital products and to improve customer's user experience. The Company's products do not have any significant impact on resource efficiency/emissions/effluent discharge/waste generated.

- **Does the entity have a business continuity and disaster management plan? Give details in 100 words/ Web-Link.**

Yes. The Company with the collective agreement of the board of directors and has developed a business continuity and disaster management plan.

- **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?**

NA. The Company belongs to IT service-based industry and does not envisage any adverse impact to the environment from its value chain.

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

NA. The Company belongs to IT service-based industry and hence it has not assessed environmental impacts of value chain partners.

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.**
NA
- 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.** NA

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1.	NA	NA

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

Name of Authority	Brief of the case	Corrective Action Taken
NA	NA	NA

Note: Not Applicable, (No adverse order received in last Financial Year)

Leadership Indicators

- Details of public policy positions advocated by the entity:

S. 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
NA	NA	NA	NA	NA	NA
NA	NA	NA	NA	NA	NA

Note: There is no public policy advocated right now. The Company will address this in the coming future.

PRINCIPLE 8:

Businesses should promote inclusive growth and equitable development

Essential Indicators

- 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
Currently the Company does not have any Social Impact Assessment (SIA) projects in place.					

Note: Currently the Company does not have any Social Impact Assessment (SIA) projects in place.

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
Not applicable, the Company has not undertaken any ongoing Rehabilitation and Resettlement (R&R) projects.						

- Describe the mechanisms to receive and redress grievances of the community.
All agreements between the Company and the stakeholders, contain clauses on handling of grievances, disputes etc. Additionally, The Company has a relevant representative to provide feedback for implementation if required.
- Percentage of input material (Inputs to total inputs by value) sourced from suppliers
Not Applicable. Since the Company is in the IT service industry.

Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (SIA) (Reference: Question 1 of Essential Indicators above):

Details of negative social impact identified	Corrective action taken
NA	NA

Note: The Company's products/services don't have any negative social impacts. The Company puts emphasis on customer satisfaction and social impact.

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

Sr. No	State	Aspirational District	Amount spent (In INR)
NA	NA	NA	NA
NA	NA	NA	NA

Note: The Company has served several people belonging to the marginalized and vulnerable communities. The Company intends to serve more people belonging to aspirational districts as identified by government bodies.



3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No) No
- From which marginalized /vulnerable groups do you procure? NA
 - What percentage of total procurement (by value) does it constitute? NA
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:

Sr. No	Intellectual property based on traditional knowledge	Owned/Acquired (Yes/No)	Benefit Shared (Yes/No)	Basis of calculating benefit share
1.	NA	NA	NA	NA

Note: The Company has acquired several IPs through acquisitions.

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
NA	NA	NA

Note: The Company has never had any corrective actions taken or underway in regards to intellectual property.

6. Details of beneficiaries of CSR Projects: NA

Sr. No.	CSR Project	No. of persons benefited from CSR Projects	% Of beneficiaries from vulnerable and marginalized groups
1.	NA		

PRINCIPLE 9:

Businesses should engage with and provide value to their consumers in a responsible manner

Essential Indicators

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

The Company's customers are provided with multiple mechanisms to report complaints or feedback. Each customer concern is addressed with utmost care at all levels. The Company acknowledges, analyses the incidents and develops an action plan to resolve it. The Company engages with the customer, to validate the action plan and regularly updates customers about the progress of action taken. Any feedback from the customer is taken positively and action plans are refined to ensure utmost customer satisfaction.

2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:

	As a percentage of Total Turnover
Environmental & Social Parameters relevant to the product	Not applicable
Safe & Responsible Usage	Not applicable
Recycling and/or safe disposal	Not applicable

Note: Not applicable, the Company ensures that all its digital products abide the Information Technology Act, 2000 (IT Act) to ensure transparency.

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

	FY 23-24		Remarks	FY 22-23		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	NA	0	0	NA
Advertising	0	0	NA	0	0	NA
Cyber-security	0	0	NA	0	0	NA
Restrictive Trade Practices	0	0	NA	0	0	NA
Unfair Trade Practices	0	0	NA	0	0	NA
Others	NA	NA	NA	NA	NA	NA

Note: The Company addresses all consumer complaints promptly and ensures consumers are satisfied by the Company's services. The Company ensures that all its digital products abide the Information Technology Act, 2000 (IT Act) to ensure transparency.

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

Not Applicable, since the Company is in the IT service industry.

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 put in place appropriate and suitable IT measures to monitor and keep malpractices that involve cybersecurity under control.

Web-Link: <https://magellanic-cloud.com/investors/#>

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.

Please refer to the answer to Q.5 above. All the initiatives explained above has ensured that the Company did not have any incidents leading to regulatory issues / penalties.

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

The information on products and services of the Company can be accessed by the Web-Link: <https://magellanic-cloud.com>

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

Not applicable, the Company does not have any products/services that can entail safety issues or a usage abuse.

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

The Company has a business continuity mechanism in place to handle any disruption of services and a suitable communication plan.

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

Not Applicable

5. Provide the following information relating to data breaches:

- Number of instances of data breaches along-with impact: 0
- Percentage of data breaches involving personally identifiable information of customers: 0%

