



MAN INFRACONSTRUCTION LIMITED

Date: July 13, 2023

To,
The Listing Department
National Stock Exchange of India Limited
Exchange Plaza, Bandra Kurla Complex,
Bandra (E), Mumbai- 400051

To,
The Corporate Relationship Department
BSE Limited
P. J. Towers, Dalal Street,
Mumbai - 400 001

Symbol: MANINFRA

Script Code: 533169

Sub.: Submission of Business Responsibility and Sustainability Reporting for the financial year 2022-2023.

Dear Sir/Madam,

With reference to the captioned subject, please find enclosed Business Responsibility and Sustainability Reporting for the financial year 2022-2023 for your information and records.

Thanking you.

Yours truly,
For Man Infraconstruction Limited

Durgesh Dingankar
Company Secretary
Membership No: F7007



Encl.: as above

L I V E B E T T E R

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(CIN: L70200MH2002PLC136849)



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BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORTING

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

- 1 **Corporate Identity Number (CIN) of the Listed Entity**
L70200MH2002PLC136849
- 2 **Name of the Listed Entity**
Man Infraconstruction Limited
- 3 **Year of incorporation**
2002
- 4 **Registered office address**
12th Floor, Krushal Commercial Complex, G. M. Road, Chembur (West), Mumbai - 400089
- 5 **Corporate address**
12th Floor, Krushal Commercial Complex, G. M. Road, Chembur (West), Mumbai - 400089
- 6 **E-mail**
investors@maninfra.com
- 7 **Telephone**
+91 22 42463999
- 8 **Website**
www.maninfra.com
- 9 **Financial year for which reporting is being done**
FY 2022-2023
- 10 **Name of the Stock Exchange(s) where shares are listed**
 - a) National Stock Exchange of India Limited (NSE)
 - b) BSE Limited (BSE)
- 11 **Paid-up Capital (in Rs.)**
74,25,00,810
- 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. Vinay Kamat
vkamat@maninfra.com
+91 22 42463999
- 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 the BRSR Report are on a standalone basis.

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Engineering, Procurement and Construction (EPC)	Construction of buildings & infrastructure carried out on own account basis or on a fee or contract basis.	100%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Construction of residential, commercial & industrial projects.	41001	100%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	4	1	5
International	0	0	-

17. Markets served by the entity:

a. Number of locations

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

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

Not Applicable, since the company does not serve international markets

c. A brief on types of customers

The company is in the business of Engineering, Procurement and Construction (EPC). Some of its major clients include real estate developers and port authorities.

IV. Employees

18. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	239	230	96%	9	4%
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total employees (D + E)	239	230	96%	9	4%
WORKERS						
4.	Permanent (F)	115	115	100%	-	-
5.	Other than Permanent (G)	725	725	100%	-	-
6.	Total workers (F + G)	840	840	100%	-	-

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)	1	1	100%	-	-
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total differently abled employees (D + E)	1	1	100%	-	-
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	-	-	-	-	-
5.	Other than permanent (G)	-	-	-	-	-
6.	Total differently abled workers (F + G)	-	-	-	-	-

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19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	7	1	14%
Key Management Personnel (Excluding KMP already covered under BoD)	1	-	0%

20. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 23			FY 22			FY 21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	6.50%	0.00%	6.50%	4.30%	0.00%	4.30%	5.10%	0.00%	5.10%
Permanent Workers	5.50%	0.00%	5.50%	11.60%	0.00%	11.60%	12.20%	0.00%	12.20%

V. Holding, Subsidiary and Associate Companies (including Joint Ventures)

21. (a) Names of Holding / Subsidiary / Associate Companies / Joint Ventures

S. No.	Name of the Holding /Subsidiary/ Associate Companies/ Joint Ventures (A)	Indicate whether Holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Man Realtors & Holding Pvt. Ltd	Subsidiary	62.79%	No
2	Man Vastucon LLP	Subsidiary	99.99%	No
3	Starcrete LLP	Subsidiary	75.00%	No
4	MICL Builders LLP	Subsidiary	52.10%	No
5	Man Infra Contracts LLP	Subsidiary	70.00%	No
6	MICL Creators LLP	Subsidiary	99.99%	No
7	Man Projects Limited	Subsidiary	100.00%	No
8	Manaj Infraconstruction Limited	Subsidiary	64.00%	No
9	Man Aaradhya Infraconstruction LLP	Subsidiary	98.00%	No
10	Manaj Tollway Pvt. Ltd.	Subsidiary	100.00%	No
11	Manmantra Infracon LLP	Subsidiary	60.00%	No
12	MICL Developers LLP	Subsidiary	99.99%	No
13	MICL Realtors Pvt. Ltd.	Subsidiary	100.00%	No
14	MICL Global Inc.	Subsidiary	100.00%	No
15	MICL Properties LLP	Subsidiary	99.99%	No
16	MICL Estates LLP	Subsidiary	99.99%	No
17	MICL Homes LLP	Subsidiary	99.99%	No
18	Atmosphere Realty Pvt. Ltd.	Associate	17.50%	No
19	MICL Realty LLP	Associate	46.00%	No
20	Platinumcorp Affordable builders Pvt. Ltd.	Associate	33.33%	No
21	Man Chandak Realty LLP	JV Entity	50.00%	No

VI. CSR Details

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)

Yes

(ii) Turnover (Rs. In Crs)

797.79

(iii) Net worth (Rs. In Crs)

1,136.11

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 23			FY 22		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes - https://www.maninfra.com/codes-and-policies/#ir	-	N/A	-	-	N/A	
Investors (other than shareholders)		-	N/A	-	-	N/A	
Shareholders		3	Nil	-	-	N/A	
Employees and workers		-	N/A	-	-	N/A	
Customers		-	N/A	-	-	N/A	
Value Chain Partners		-	N/A	-	-	N/A	
Other - Govt./Regulatory bodies		-	N/A	-	-	N/A	

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

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

S. No.	Material issue identified	Indicate whether risk/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	Green building & Infra projects	Opportunity	Green building & infra projects help reduce emissions, waste and negative impact on the environment. Green building projects also get additional benefits from regulatory authorities. With increasing focus on sustainability and increasing preference for green buildings amongst corporates - this also represents an area of increasing market opportunity for us.	N/A	Positive
2	Occupational Health & Safety	Risk	Unhygienic working conditions can lead to illness among workers and employees. Safety related hazards can cause injuries, accidents, deaths.	The company firmly believes in providing a healthy and safe work environment to all its employees and workers. Being an ISO 45001:2018 OH&S Management System certified company, all necessary measures are in place to ensure the same.	Negative

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S. No.	Material issue identified	Indicate whether risk/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	Human Rights and labor conditions	Risk	Violation of human rights or poor labour conditions can cause reputational damage and also lead to fines and penalties.	The company is fully committed to protect and fulfil human rights as laid down in the Constitution of India, relevant national laws and policies, and the International Bill of Human Rights and their application to businesses as outlined in the United Nations Guiding Principles for Business and Human Rights. Policies such as 'MICL Code of Conduct', 'MICL Equal Opportunity Policy', 'MICL Human Rights Policy' and 'Policy for Prevention of Sexual Harassment' are in place.	Negative
4	Anti-bribery & anti-corruption	Risk	Bribery & corruption can lead to imprisonment.	The company has zero tolerance in case of bribery and corruption. Mechanism to deal with the same is laid down in the 'Anti-bribery and Anti-corruption policy'.	Negative
5	Corporate Governance	Risk	Failure to comply with the law or meet stakeholder obligations, corruption & bribery, etc.	The company's policies provide guidance for transparency & disclosure, compliance towards statutory obligations, conflict of interest, anti-bribery & anti-corruption, whistle blower policy, etc.	Negative
6	Data Security	Risk	MICL recognizes that, in this complex digital world, a single security breach can have far-reaching consequences, including operational difficulties, financial loss and loss of customer trust.	'MICL Cyber-Security Policy' details all the measures taken for ensuring data security and protection, including purchase of legal softwares, virus protection softwares, etc. We have a fully protected data server. The company's IT Team ensures that all data protection and security systems are effective, updated and functional at all times.	Negative

S. No.	Material issue identified	Indicate whether risk/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)
7	Extreme weather conditions	Risk	Heavy rainfall can lead to unfavorable working conditions in terms of safety and health.	Work activities are planned and scheduled in such a way to ensure safe working. Certain additional measures are also initiated during the rainy season to take care of the health and safety of the workers.	Negative
8	Participation in Government Infrastructure Development Projects / Programs	Opportunity	The techno-commercial competency gained by the Company in the EPC segment enables us to bid / participate in various Government Infrastructure Development Programs / Projects like Pradhan Mantri Awas Yojana (PMAY) for quality affordable housing for the economically weaker section of the society, SagarMala Project etc.	N/A	Positive
9	Skill Development of Workforce	Opportunity	MICL firmly believes in enabling a large number of Indian youth to take up construction-relevant skill training that will help them in securing a better livelihood. We are actively exploring the possibility of participating in the Pradhan Mantri Kaushal Vikas Yojana (PMKVY), a flagship scheme of the Ministry of Skill Development & Entrepreneurship (MSDE) implemented by National Skill Development Corporation.	N/A	Positive

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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.

P1 - Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable

P2 - Businesses should provide goods and services in a manner that is sustainable and safe

P3 - Businesses should respect and promote the well-being of all employees, including those in their value chains.

P4 - Businesses should respect the interests of and be responsive to all its stakeholders

P5 - Businesses should respect and promote human rights

P6 - Businesses should respect and make efforts to protect and restore the environment

P7 - Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.

P8 - Businesses should promote inclusive growth and equitable development

P9 - Businesses should engage with and provide value to their consumers in a responsible manner

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	https://www.maninfra.com/codes-and-policies/#ir								
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)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
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.	The policies are in compliance with applicable laws. The company always endeavors to incorporate best practices in its policies. The Policy framework is guided by ISO 9001:2015 Quality Management, ISO 14001:2015 Environment Management, ISO 45001:2018 Occupational Health & Safety Management and ISO 26000: 2010 Social Responsibility Standards								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	No	No	No	No	No	No	No	No	No
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A



Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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)	<p>Doing business in a responsible and sustainable manner is a key imperative for the Company and it firmly believes that sound principles of governance are a necessary tool for creating long-term value for all stakeholders and promoting sustainability.</p> <p>The Company has instituted good governance practices and follows a comprehensive code of conduct to carry out business activities in an ethical and sustainable manner. The organisation has been built on the founding principles of kindness, fairness, effectiveness and efficiency.</p> <p>The Company also has various measures in place to protect the environment. These include reducing carbon footprint, following standard operation procedures for dust control, monitoring consumption of resources and taking targets towards reduction in consumption of electricity, fuel, etc. The Company also adopts best practices for waste management to recycle/reuse maximum waste generated from their operations, to ensure minimal diversion to landfill or incineration. The company demonstrates care towards it's employees by ensuring their health and well-being along with empowering them. The company continues to support the weaker sections of the society through their CSR and Social activities.</p> <p>The Company shall constantly endeavor to improve its existing practices.</p>								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Ashok M. Mehta, Director ashok@maninfra.com DIN : 03099844								
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.	Yes, the company has an ESG committee which is responsible for addressing sustainability related as well as human rights impacts or issues. The committee consists of Mr. Ashok M. Mehta and Senior Management Members from various departments.								
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	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action.	All the policies of the company are approved by the Board and reviewed periodically or on need basis by the ESG committee as a part of ESG review.																	
Compliance with statutory requirements of relevances to the principles, and, rectification of any non-compliances.	During the review, the effectiveness of the policies is evaluated and necessary amendments to policies and procedures are implemented. The company complies with all external regulations and principles as 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.	Yes. Being an Integrated Management System Certified Company covering ISO 9001:2015 Quality Management System, ISO 14001:2015 Environment Management System and ISO 45001:2018 Occupational Health and Safety Management System, most of the elements detailed in the policies gets assessed during the Annual Audits conducted by TUV, Nord.								

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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	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
The entity does not have the financial or/ human and technical resources available for the task (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
It is planned to be done in the next financial year (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Any other reason (please specify)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

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	% of persons in respective category covered by the awareness programmes
Board of Directors	1	A preliminary understanding of the nine principles of NGRBC	100%
Key Managerial Personnel	1		100%
Employees other than BoD and KMPs	1		100%
Workers	52	Environmental, health & safety training	100%

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.

There are no fines/ penalties / punishments / etc. in the current financial year.

Monetary

	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/ No)
Penalty/ Fine	-	-			
Settlement	-	-	-	-	-
Compounding fee	-	-	-	-	-

Non-Monetary

	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/ No)
Imprisonment	-	-	-	-
Punishment	-	-	-	-

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
-	-
-	-

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 an anti-corruption & anti-bribery policy in place. The policy is intended to serve as a guide for all Company personnel and associated persons in order to ensure compliance with applicable the anti-bribery & anti-corruption laws, rules & regulations.

The policy currently covers all individuals at all levels, including board members & senior management, employees, interns, contractors, consultants, agents and any other person associated with the company and it also covers any such person acting on behalf of the company. The company has zero tolerance for any practices that may be classified as corruption or bribery and undertakes periodic review/assessment of operations to ensure strict compliance with the anti-corruption and anti-bribery policy and undertake proactive corrective measures if required.

The weblink to the policy: <https://www.maninfra.com/codes-and-policies/#ir>

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

No disciplinary action has been taken by any law enforcement agency for the charges if bribery / corruption against any Directors/KMPs/employees/workers.

	FY 2022-23	FY 2021-22
Directors	-	-
KMPs	-	-
Employees	-	-
Workers	-	-

6 Details of complaints with regard to conflict of interest:

No complaints regarding conflict of interest have been received during the year.

	FY 2022-23		FY 2021-22	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	-	-	-	-
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.

There have been no cases of corruption and conflicts of interest during FY23 and therefore no corrective action has been required to be taken

Principle 2: Businesses should provide goods and services in a manner that is sustainable and safe

Essential Indicators

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

	FY 2022-23	FY 2021-22	Details of Improvement in environmental & social impacts
R&D	-	-	No such instances
Capex	-	-	No such instances

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

Yes. Preference is given to suppliers from nearby locations/districts to reduce carbon footprint of the transport activity. The company will continue to explore all options for increasing the scope of sustainable sourcing.

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

Nearly 90% of raw materials are purchased from local providers, reducing the distance of transportation of materials to reach the sites, cutting back on mileage and fuel consumption, reducing the carbon footprint.

3 Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) Other waste.

The company's waste mainly consists of the following -

Construction & demolition waste - It is generated during construction and is segregated and disposed off to designated agencies at regular intervals during the construction phase.

Steel waste - Steel waste is mainly from tracks cut-outs, which is stacked and later sold to third party vendors. Steel scrap is sold to authorised dealers for further processing and recycling.

E-waste - The quantity of e-waste generated is not significant. However, all end of life electric equipments are sold to authorized third party vendors.

Sewage waste - Septic tanks are installed at all construction sites to treat waste water. The capacity of the septic tanks is based on the number of workforce employed at the particular site.

Packaging/Plastic waste - are segregated and disposed off to designated agencies at regular intervals during the construction phase.

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.

EPR rules are not applicable to the company given the nature of services.

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	230	230	100%	230	100%	N/A	-	230	100%	-	-
Female	9	9	100%	9	100%	9	100%	N/A	-	-	-
Total	239	239	100%	239	100%	9	100%	230	100%	-	-
Other than Permanent employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

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

Category	% 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	115	115	100%	115	100%	N/A	-	115	100%	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	115	115	100%	115	100%	-	-	115	100%	-	-
Other than Permanent workers											
Male	725	-	-	725	100%	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	725	-	-	725	100%	-	-	-	-	-	-

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

Benefits	FY 2022-23			FY 2021-22		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	87%	95%	Y	90%	94%	Y
Gratuity	100%	100%	N	100%	100%	N
ESI	9%	25%	Y	3%	31%	Y
Others - please specify	N/A	N/A	N/A	N/A	N/A	N/A

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.

No, currently the company's premises / offices are not accessible to differently abled persons in accordance with the requirements of the Rights of Persons with Disability Act, 2016. As with the case of one existing employee, the company tries to accommodate differently-abled employees in management roles which involve minimal manual work. The company will also try to prioritise providing for wheelchair ramps, braille signage, accessible restrooms and digital accessibility etc. depending on business requirements.

4 Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

Yes, the Company has Equal Opportunity Policy as per the Rights of Persons with Disabilities Act, 2016. The company does not discriminate based on race, caste, religion, colour, ancestry, marital status, gender, sexual orientation, age, nationality, ethnic origin, disability, or any other category protected by applicable law. The weblink of the Policy: <https://www.maninfra.com/codes-and-policies/#ir>

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	100%	100%	N/A	N/A
Female	N/A	N/A	N/A	N/A
Total				

No female employee had taken parental leave in FY 23.

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.

Category	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes. Permanent Employees and Permanent Workers can raise their grievance to Departmental Head / Site Head who resolves the issue or forwards it to HR Department. HR Department facilitates the resolution. The Other than Permanent Workers (Contract Labor) raise their concern with their Site Officer (of the respective Contractor). The Site Officer takes up the matter with the Site Head for resolution. It is encouraged to raise all concerns through email or letter. We endeavour to resolve all the grievances within 15 days.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Currently no employees or workers are covered under any associations or unions.

Category	FY 2022-23			FY 2021-22		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	239	-	0%	186	-	0%
- Male	230	-	0%	178	-	0%
- Female	9	-	0%	8	-	0%
Total Permanent Workers	115	-	0%	107	-	0%
- Male	115	-	0%	107	-	0%
- Female	0	-	-	0	-	-

8 Details of training given to employees and workers:

Category	FY 2022-23					FY 2021-22				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	230	230	100%	160	70%	178	178	100%	107	60%
Female	9	9	100%	7	78%	8	8	100%	6	75%
Total	239	239	100%	167	70%	186	186	100%	113	61%
Workers										
Male	840	840	100%	-	0%	807	807	100%	-	0%
Female	-	-	-	-	-	-	-	-	-	0%
Total	840	840	100%	-	0%	807	807	100%	-	0%

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	230	230	100%	178	178	100%
Female	9	9	100%	8	8	100%
Total	239	239	100%	186	186	100%
*Workers						
Male	115	115	100%	107	107	100%
Female	-	-	-	-	-	-
Total	115	115	100%	107	107	100%

*Only permanent workers included

10 Health and safety management system:

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

Yes, the Company is an Integrated Management System Certified Company meeting the requirements specified in ISO 45001:2018 Occupational Health and Safety Management System. The company is certified by TUV Nord. The company conducts safety programs at all sites to ensure safety of all the laborers/workers on site. National safety week is celebrated every year from 4th March at all the sites. Health office is also maintained at all sites to take care of the occupational health of it's workforce & it is managed by health professionals. All sites have tie-ups with nearby hospitals to take care of any medical emergencies. Safety shoe, jackets, helmets, gloves are mandatory for onsite workforce - periodic safety assessment are undertaken to ensure compliance

- 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 required by ISO 45001:2018 Occupational Health and Safety Management System, at the start of every Project and at the start of every activity, the company has a process of Hazard Identification and Risk Assessment wherein the Safety and Execution team together identify the hazards associated with these activities and evaluates the risks vis a vis the control measures in place. This is done for all routine and non-routine activities.

The company also has health & safety professionals on site to regularly keep a check on the activities carried out and a regular check of all the safety equipments takes places.

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

Yes, various forums such as Daily Tool Box Talk, Weekly Safety Review Meetings are made available for workers to express their safety concerns and work related hazards. Appropriate proactive action is undertaken to mitigate all work related hazards based on worker inputs. The company also adheres to all other health & safety related requirements specified in ISO 45001:2018 Occupational Health and Safety Management Standard.

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

Yes, the employees and workers (other than contractual workers) of the entity have access to non-occupational medical and healthcare services in the form of Mediclaim Policy Premium reimbursement based on the grade and number of years of association with the Company.

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

Safety Incident/Number	Category	FY 2022-23	FY 2021-22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.73	0.69
	Workers	0.28	-
Total recordable work-related injuries	Employees	1.00	1.00
	Workers	2.00	-
No. of fatalities	Employees	-	-
	Workers	1.00	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-

Note - LTIFR is taken as a simple average across all four sites.

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

There are various measures undertaken by the entity so as to ensure a safe and healthy work place, namely, the company has a standard operating procedure (SOP) of each construction activities; the company undertakes hazard identification and risk assessment (HIRA) of each activity undertaken; audio - video induction of new workers is done; daily tool box talk is carried out before the starting of an assigned job; trade specific training is carried out; barricading is done of openings, lift shafts or any cutouts; duct openings are covered; horizontal and vertical safety netting is done; jumping/working platforms (wind/ safety screen) is provided; employees and workers are motivated by way of motivational programs; fitness test and medical check is conducted by the site doctors for all new workers, operators & signal-man.

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Regular health check-up campaigns are arranged, camps are regularly cleaned and health & hygiene standards are maintained; tested drinking water is provided; malaria & dengue screening as per applicable guidelines is done regularly; all equipments are checked and maintained as per guidelines specified in equipment manual; Equipments are certified for fitness by professional in-house and external agencies.

Tie-ups are also arranged with nearby hospitals for prompt response in case of injuries/ hospital admission; adequate safety & medical staffing at sites; Cross site safety group is formed to share occupational health & safety improvement measures; celebration of 'safety week' every year at all sites starting 4th of March.

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

Any health & safety and working conditions related concerns of the employees and workers are addressed during the weekly review meetings. These are documented as part of the minutes of the meetings. No other formal complaints have been received from the employees or workers during the year.

Category	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	-	-		-	-	
Health & Safety	-	-		-	-	

14 Assessments for the year:

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

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.

Safety related incidents and their causes were assessed in great detail and the following corrective actions have been undertaken by the company to prevent the occurrence of such accidents in the future:

- i) Blinker lights are provided for helmets during night shifts,
- ii) Public Address systems are provided at yard area or controlling movement,
- iii) Mega phone provided at yard and six entry points for drivers,
- iv) Posters are displayed for drivers awareness,
- v) Monitoring of activities by traffic marshal,
- vi) Whistle provided to workmen working in yard activity,
- vii) Tool box talk and awareness sessions conducted for drivers on safe unloading material at unloading point,
- viii) Proper lane divider and identification are provided,
- ix) 'Go Slow' and '20 km' speed limit sign boards are provided,
- x) Instruction to all contractors to not start heightened work without permission,
- xi) Compulsory deputation of supervisor for all height work,
- xii) inspection of scaffold before issue of work permit,
- xiii) Increase in frequency of tool box talk,
- xiv) Horizontal net installed below the jumping working platform to stop the fall of small objects to the ground below.

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.

Stakeholders are critical to our business and their interests are key enablers for our business strategy. The company's business is mainly EPC - Engineering, Procurement & Construction. Hence, in accordance with the business activities, the company has identified the following stakeholder groups

	Stakeholder group	Identification Process
1	Supplier/ Contractors	EPC has significant dependency on supply chain partners for - (i) Sourcing of key raw materials (ii) Outsourcing of business activities (iii) Contractors for civil and MEP services
2	Customers	The customers of the company are the founding cornerstones of MICL and play a very important role in the overall functioning and growth of the company. Customer relationships, both long-term and new, help the company to better its ESG initiatives and offer new avenues and opportunities for the company to offers its products & services.
3	Shareholders & investors	Shareholders and investors make an important contribution to the growth of the company by providing financial resources for short term i.e., working capital and long term i.e., capital expenditure and investments. They also play an important role through exercise of their voting rights with respect to important plans of the Company.
4	Employees & Workers	Construction is a labour-intensive activity. Hence, skill development, health and well-being of employees and workers are important for the Company's ongoing and future operations.
5	Communities	MICL has measures in place to ensure sufficient rehabilitation & resettlement of communities that may be impacted by the projects it undertakes, as applicable. The company endeavours to take measures to organise & improve the socio-economic & overall development of communities around the worksites of the projects it undertakes at various locations in the state. Through its CSR & Social efforts, the company places a lot of emphasis and focus is on the under-privileged and marginalized sections of society to enable and empower them to lead overall better lives.
6	Govt./ Regulatory bodies	The Company operates in the EPC sector and its operations are governed by various regulatory bodies. It becomes important to understand priorities of these agencies and address their concerns, if any, to maintain compliance levels and establish benchmark performance levels.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Suppliers / Contractors	No	Emails, Personal Interactions	Ongoing	Expectations, delivery & supply chain matters & issues, regulatory compliance, sustainable sourcing opportunities & products, EHS initiatives & opportunities, etc
Customers	No	Emails, Personal Interactions, Meetings, Website	Ongoing	Project delivery & execution timelines, customer satisfaction and feedback, challenges faced during execution, customer expectations & complaints if any, etc.
Shareholders / investors	No	Meeting, Conference Calls, Email, Website	Annually, Quarterly	Financial performance, investor updates, expectation of shareholders & investors, grievances & complaints, ESG updates, etc.
Employees/ Workers	No	Email, meetings, notice board	Ongoing	Employee skills & training, employee performance, Health & Safety Issues, growth opportunities, etc.
Communities	Yes	Meetings, Notices in Media	As and when required	Success of CSR & Social initiatives, complaints & grievances if any
Govt / Regulatory Bodies	No	Emails, Personal Interactions, Meetings	Ongoing	Permissions & clearances from authorities, reporting & statutory compliance, fines & penalties if any, policy formulation & discussions if so applicable

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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 2022-23			FY 2021-22		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	239	239	100%	186	-	-
Other than Permanent	-	-	-	-	-	-
Total Employees	239	239	100%	186	-	-
Workers						
Permanent	115	115	100%	107	-	-
Other than Permanent	725	725	100%	700	-	-
Total Workers	840	840	100%	807	-	-

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

Category	FY 2022-23					FY 2021-22				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
<i>Permanent</i>	239	-	-	239	100%	186	-	-	186	100%
Male	230	-	-	230	100%	178	-	-	178	100%
Female	9	-	-	9	100%	8	-	-	8	100%
<i>Other than Permanent</i>										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Workers										
<i>Permanent</i>	115	-	-	115	100%	107	-	-	107	100%
Male	115	-	-	115	100%	107	-	-	107	100%
Female	-	-	-	-	-	-	-	-	-	-
<i>Other than Permanent*</i>	725					700				
Male	725					700				
Female										

* The Other than Permanent workers are engaged by Contractors who are paid equal to / more than minimum wages. Break up is not available.

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD) (Full time directors)	2	2,25,00,000	0	-
Key Managerial Personnel	1	37,00,000	0	-
Employees other than BoD and KMP	227	6,00,600	9	5,00,000
Workers	115	4,00,000	0	-

Note - The two full time directors are also Key Managerial Persons

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, the company has an ESG committee which is also responsible for addressing human rights impacts or issues caused or contributed to by the business. The committee is headed by Mr. Ashok M. Mehta and consists of Senior Management members from various departments.

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

The grievance redressal mechanism related to human rights issues is included in the Human Rights policy. All stakeholders are encouraged to report any human rights violations. The company is committed to resolving all human rights complaints and taking appropriate action to put an end to any adverse human rights impacts identified as well as prevent any adverse human rights violations.

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

	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	-	-	N/A	-	-	N/A
Discrimination at workplace	-	-	N/A	-	-	N/A
Child Labour	-	-	N/A	-	-	N/A
Forced Labour / Involuntary Labour	-	-	N/A	-	-	N/A
Wages	-	-	N/A	-	-	N/A
Other human rights related issues	-	-	N/A	-	-	N/A

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

The Company has a WhistleBlower Policy wherein the employees can report, without fear of retaliation, any wrong practices, unethical behaviour or non-compliance which may have a detrimental effect on the organisation, including financial damage and impact on brand image. Further, the Company has POSH Policy to safeguard the interest of women at workplace.

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

No, human rights requirements do not explicitly form a specific part of the business agreement & contracts. However, the company has a zero tolerance policy for any human rights violations and adopts best practices while engaging with the employees and workers of the company as well as external customers, suppliers and other value chain partners. 'Supplier Code of Conduct' which has a section on human rights are shared with Suppliers and Contractors and they are expected to abide by the same.

9 Assessments for the year:

The company engaged in continuous assessment of its operations for human rights issues. There have been no adverse findings during the year from any such assessments.

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others – please specify	-

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

There were no significant human rights risks or concerns arising out of the above assessment.

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

Essential Indicators

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

Parameter	FY 2022-23	FY 2021-22
Total electricity consumption in Tera Joules (A)	7.2	6.1
Total fuel consumption in Tera Joules (B)	28.5	8.0
Energy consumption through other sources (C)	-	-
Total energy consumption (in Tera Joules) (A+B+C)	35.7	14.1
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees) (Tera Joule per Crore)	0.045	0.060
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.

No

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

No, the company does not have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India.

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

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	1,41,743	1,12,814
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	1,41,743	1,12,814
Total volume of water consumption (in kilolitres)	1,41,743	1,12,814
Water intensity per rupee of turnover (Water consumed / turnover) (Kilolitre per Crore)	178	477
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.

No

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

No.

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

<i>Parameter</i>	<i>Please specify unit</i>	FY 2022-23	FY 2021-22
BC	Kgs	824	231
NOx	Kgs	20,591	5,782
NO2		-	-
SO2		-	-
Particulate matter (PM) 10	Kgs	1,328	373
Particulate matter (PM) 2.5	Kgs	1,328	373
Persistent organic pollutants (POP)		-	-
Volatile organic compounds (VOC)		-	-
Hazardous air pollutants (HAP)		-	-
Ozone (O3)			
Lead (Pb)			
Carbon Monoxide (CO)	Kgs	6,799	1,909
Ammonia (NH3)			
Benzene			
Benzo Pyrene (BaP)			
Arsenic (As)			
Nickel			

Air emissions other than GHG have been calculated using proxy emissions factors available on EU emissions factors database. These include emissions from fuel consumption only. Air emissions from any other activities are not included. The company will consider use of tech to monitor these on an real time basis going forward.

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.

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

<i>Parameter</i>	<i>Unit</i>	FY 2022-23		FY 2021-22	
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	CO2	2,113.09	CO2	593.36
		CH4	2.14	CH4	0.60
		N2O	5.10	N2O	1.43
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	1,626.89		1,343.09	
Total Scope 1 and Scope 2 emissions per rupee of turnover	Metric tonne per Crore	4.70		8.19	
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity					

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

No

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

The company engages in various initiatives wherever possible in order to reduce its green house gas emissions. One of the key areas of GHG emissions for the company is use of cement for making concrete. In order to reduce these emissions, the company is increasing use of green cement (use of GGBS and fly ash in Ready-mixed concrete), thereby leading to reduction in overall GHG emissions. Additionally, the company is also committed to the reduction of overall GHG emissions by use of low-emission materials (eg. paints, adhesives, etc), sustainable building materials, solar panels and net metering technology, energy efficient machinery/equipment which reduces fuel & energy consumption, etc.

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

Parameter	FY 2022-23	FY 2021-22
Total Waste generated (in metric tonnes)		
Plastic waste (A)	-	-
E-waste (B)	-	-
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	4,777	2,162
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) - CARDBOARD WASTE	23	6
Total (A+B + C + D + E + F + G+ H)	4,800	2,168
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	-	-
(ii) Re-used**	478	216
(iii) Other recovery operations	-	-
Total	478	216
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations - Authorised agencies	4,322	1,952
Total	4,322	1,952

* *Tonnage of Construction and Demolition Waste derived from Volumetric Value based on theoretical conversion factor.*

** *Estimated*

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

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

MICL is Certified for ISO 14001 : 2015 Environment Management System. Most of the waste generated by the company's operations comprises of construction and demolition waste or packaging waste. Part of the concrete waste from the construction process is used for land filling at site. Other construction and demolition waste is segregated and disposed off to authorised agencies. Some of the waste (such as steel) is sold to authorised dealers or third party vendors.

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

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.

* The Company being an EPC Contractor, the onus of getting environmental approvals/ clearances is on the Principal Employer

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

The Company has not conducted any environmental impact assessments (EIA) of projects in FY23. EIA for construction projects are under the scope of the Principal Employer. For the ongoing construction projects, all the applicable EIAs were duly carried out by the Principal Employer before the construction projects were awarded to the Company.

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
-	-	-	-	-	-

12 Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

The company complies with all applicable environmental law/ regulations/ guidelines in India. Since the company is IMS certified and has to conform to the requirements of ISO 9001:2015 QMS, ISO 14001:2015 EMS and ISO 45001:2018 OH&SMS, there is a formal documented system in place to monitor compliances. However, there has been one instance of non-compliance during the year, presented here.

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts boards or by courts	Corrective action taken, if any
1	The Air (Prevention And Control Of Pollution) Act, 1981	Higher Particulate Matter found in the air due to ongoing land filling material transportation during land reclamation activity - exceeding permissible limits (at BMCT Site).	None	Measures taken towards improvements in air quality - 1. Deployed a team to clear the access route of any spill over of the filling material being transported through dumpers. 2. Ensured that the dumpers are covered. 3. Increase in the frequency of sprinkling of water within site to arrest the dust.

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 has affiliations with 3 (three) trade and industry associations/ chambers.

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	Builders Association of India	National
2	CREDAI - MCHI	State
3	National Real Estate Development Council (NAREDCO)	National

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.

No adverse orders from any regulatory authorities have been received in relation to matter of anti-competitive conduct.

Name of authority	Brief of the case	Corrective action taken
N/A		
N/A		

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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.**

No Social Impact Assessment activities of projects has been undertaken during 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
N/A	N/A		N/A	N/A	N/A

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

No projects undertaken during the current financial year have had any Rehabilitation and Resettlement (R&R).

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)
-	-	-	-	-	-	-

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

The company has a 'Stakeholder Grievance Redressal Form' available on its website, to be filled in case any community members have grievances or complaints. The company aims to resolve each complaint within 15 working days. Necessary actions will be taken by the stakeholder point of contact. In case if the community member is unhappy with the resolution provided, there is provision to escalate the issue to the ESG Committee and engage in mediation/arbitration.

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

	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/ small producers	1.97%	N/A
Sourced directly from within the district and neighbouring districts	90%	N/A

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.**

In case of EPC Projects, the Company is bound to address all concerns raised during the Defect Liability Period. The customer directly communicates with the heads of the respective projects, who then coordinate with all concerned for satisfactory resolution.

- 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	N/A
Safe and responsible	N/A
Safe and responsible usage	N/A
Recycling and/or safe disposal	N/A

Not Applicable, since no such specific products or services.

3 Number of consumer complaints in respect of the following:

No consumer complaints in respect to the below points.

	FY 2022-23		Remarks	FY 2021-22		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	N/A	N/A		N/A	N/A	
Advertising	N/A	N/A		N/A	N/A	
Cyber-security	N/A	N/A		N/A	N/A	
Delivery of essential services	N/A	N/A		N/A	N/A	
Restrictive Trade Practices	N/A	N/A		N/A	N/A	
Unfair Trade Practices	N/A	N/A		N/A	N/A	
Other	N/A	N/A		N/A	N/A	

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

	Number	Reasons for recall
Voluntary recalls	N/A	N/A
Forced recalls	N/A	N/A

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

Yes, the company has a cyber security policy in place, which also addresses various risks related to data privacy. The weblink of the Policy: <https://www.maninfra.com/codes-and-policies/#ir>

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.

During the Financial Year, there have been no issues with respect to advertising and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls within the reporting period. No penalty /action have been taken by any regulatory authorities in this regard.