

Date: September 2, 2024

To

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

Scrip Code: 503101

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

NSE Code: MARATHON

Sub: Submission of Business Responsibility and Sustainability Report for the financial year 2023-24.

Dear Sir/Madam,

In compliance with Regulation 34(2)(f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are enclosing herewith the Business Responsibility and Sustainability Report for the financial year 2023-24, which forms part of the Annual Report of the Company for the financial year 2023-24.

This is for your information and records.

Yours Truly,

Marathon Nextgen Realty Limited

YOGESH
ASHOK PATOLE

Digitally signed by
YOGESH ASHOK PATOLE
Date: 2024.09.02
18:51:06 +05'30'

Yogesh Patole

Company Secretary and Compliance Officer

Membership No.: A48777

2023-2024



MARATHON NEXTGEN REALTY LIMITED

Business Responsibility and Sustainability
Report



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

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

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

In this report, the words- 'We', 'Our', 'the Company' are used interchangeably to denote Marathon Nextgen Realty Limited.

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity:

1. **Corporate Identity Number (CIN) of the Listed Entity** - L65990MH1978PLC020080
2. **Name of the Listed Entity** – Marathon Nextgen Realty Limited
3. **Year of incorporation** - 1978
4. **Registered office address** – Marathon FutureX N. M. Joshi Marg, Lower Parel Mumbai 400013
5. **Corporate address** – 702, Marathon Max, Mulund-Goregaon link road, Mulund (W), Mumbai - 400013
6. **E-mail** – cs@marathonnextgen.com
7. **Telephone** - 022 – 6772 8484
8. **Website** - www.marathon.in/nextgen/
9. **Financial year for which reporting is being done** – 2023-24
10. **Name of the Stock Exchange(s) where shares are listed :**

Name of the Exchange	Stock Code
BSE Ltd.	503101
National Stock Exchange of India Ltd.	MARATHON

11. **Paid-up Capital** – INR 25,60,40,700
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. Yogesh Patole
Contact details: 022 – 6772 8484
Email address: yogesh.patole@marathonrealty.com
13. **Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).**

The disclosures under this report are made on Standalone basis for Marathon Nextgen Realty Limited. The statements within the report offer insights into the Company's performance, and thus, information about the holding company and its subsidiaries has not been included.
14. **Name of assurance provider** – Not Applicable for the reporting period as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 date- 12 July, 2023.
15. **Type of assurance obtained** – Not Applicable for the reporting period as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 date- 12 July, 2023.

II. Products/services

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

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

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

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

III. Operations

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

Location*	Number of plants	Number of offices	Total
National	0	5	5
International	0	0	0

*Since the Company operates on Project-to-project basis – the Company, during FY 23-24 has a registered & a corporate office and had 3 active project sites.

19. Markets served by the entity:

a. Number of locations

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

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

Considering that the Company's business operations are primarily located in the Mumbai region, from the percentage of exports is Nil.

c. A brief on types of customers:

As the Company caters to both the segments, commercial as well as residential, it has different types of customers viz., corporate entities and individual buyers in both premium and affordable house segment.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	64	51	79.69	13	20.31
2.	Other than Permanent (E)	0	0	0.00	0	0.00
3.	Total employees (D + E)	64	51	79.69	13	20.31

WORKERS		
4.	Permanent (F)	No permanent workers are employed and the Company hires workers on the basis of project undertaken, which are not quantifiable.
5.	Other than Permanent (G)	
6.	Total workers (F + G)	

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)	The Company does not have differently abled employees				
2.	Other than Permanent (E)					
3.	Total differently abled employees (D + E)					
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	The Company does not have differently abled workers				
5.	Other than permanent (G)					
6.	Total differently abled workers (F + G)					

Being into construction industry, non-inclusion of differently abled workforce into our operations is for ensuring the safety & welfare of workforce engaged in the business operations. However, the Company continues exploring avenues where it can employ the differently abled resources.

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	7	2	28.57
Key Management Personnel	2	0	0.00

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

	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	17.82	8.33	16.00	9.52	27.59	13.43	14.58	20.69	16.00
Permanent Workers	Nil as No permanent workers are employed and the Company hires workers basis the projects.								

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

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

S. No.	Name of the holding/ subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Marathon Realty Private Limited	Holding	-	No
2.	Marathon Nextgen Townships Private Limited	Subsidiary	100.00	No
3.	Terrapolis Assets Private Limited	Subsidiary	100.00	No
4.	Sanvo Resorts Private Limited	Subsidiary	91.00	No
5.	Nexzone Fiscal Services Private Limited*	Subsidiary	90.00	No
6.	Swayam Realtors And Traders LLP	Joint Venture	40.00	No
7.	Columbia Chrome (India) Private Limited	Joint Venture	40.00	No

* became subsidiary after acquisition of 90% equity shares in the Company w.e.f October 6, 2023.

VI. **CSR Details**

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

(ii) Turnover (in Rs.) – 36,406.63 Lakhs

(iii) Net worth (in Rs.) – 98,306.71 Lakhs

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No)	FY 2023-24			FY 2022-23		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
	<i>(If Yes, then provide web-link for grievance redress policy)</i>						
Communities	Yes, there is an open door mechanism available to communities.	No complaints received in the reporting year.			No complaints received in the reporting year.		
Investors (other than shareholders)	The Company has an internal redressal mechanism for Shareholders in addition to the SCORES mechanism provided by SEBI (https://scores.sebi.gov.in/). Shareholders can send their queries to cs@marathonrealty.com , which is managed under the aegis of the Shareholders'/Investors' Grievance Committee. Shareholders can also register their complaints with the Registrar and Share Transfer Agent of the Company i.e. Adroit Corporate Services Private Limited and can write to: info@adroitcorporate.com						
Shareholders							
Employees and workers	Yes, the Company has dual mechanism for grievance redressal of its employees & workers: 1. The employees can approach respective HOD's / HR department for their concerns. 2. The Company's vigil mechanism allows Directors and employees to report concerns about unethical behaviour, actual or suspected fraud, violations of the code of						

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No)	FY 2023-24	FY 2022-23
	<p>conduct/business ethics, and leaks of unpublished price sensitive information. This mechanism is incorporated in the Code of Conduct for Directors and Senior Management, with annual compliance affirmation reported to the Audit Committee/ Board. The “Vigil Mechanism/Whistle Blower” is available on the Company’s website under “whistle blower mechanism,” with provisions for reporting to the Chair of the Audit Committee, investigation, and safeguarding whistle blowers.</p>		
Customers	<p>For customer-related grievances, individuals can access the Company's website at www.marathon.in/nextgen/ or contact us directly via email at sales@marathonrealty.com</p>		
Value Chain Partners	<p>Value Chain Partners of the Company can approach the relevant department heads of the Company for raising their queries/ concerns/ complaints/ grievances</p>		

26. Overview of the entity’s material responsible business conduct issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications.¹

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Energy Management	Risk	The Company consumes significant amount of energy for space heating, ventilating, air conditioning, water heating, lighting and using equipment and appliances. The Company understands type and magnitude of energy used and strategies for energy management are dependent upon the real estate asset class, among other factors. High intensity use of energy causes a risk of high energy cost & increased GHG emissions. Further, fluctuating energy costs & stringent energy related regulations/ legislations add to the operational risks.	The Company endeavours to assess the ecological consequences resulting from its energy consumption and subsequently implements essential measures to reduce the identified risks. Since enhancing energy efficiency depends on specific factors like property characteristics and location, adherence to local construction regulations, viable options for adoption of renewable energy usage etc.	Negative * There was no negative financial impact in the reporting year 2023-24.
2	Water Management	Risk	The Company’s buildings utilize substantial volumes of water during their operations, primarily for water fixtures, building machinery, appliances. The expenses associated with water consumption are contingent upon the type of property, the geographical location and other determining factors and considering the water shortage – it is on an increasing trend. Effluent discharge out of construction adds to the adverse impact on environment and can lead to regulatory costs if not managed well.	The Company has a well-built system of water management which helps the Company to achieve Sustainable usage and consumption of water. The initiatives include: <ul style="list-style-type: none"> • Water Efficient Chrome Plated Fittings that are used during its construction activities • Effective & efficient sewage treatment measures adopted • As a part of sustainable sourcing the Company tries to reduce dependency on external water 	Negative * There was no negative financial impact in the reporting year 2023-24.

¹ Material issues identified are referred from the Sustainability Accounting Standards Board (SASB) 2023-2024 version. SASB Standards are maintained and enhanced by the International Sustainability Standards Board (ISSB). This follows the SASB’s merger with the International Integrated Reporting Council (IIRC) into the Value Reporting Foundation (VRF) and subsequent consolidation into the IFRS Foundation in 2022.

				sources through concentrated efforts on ground water replenishment by rain water harvesting and planned bore well digging.	
3	Impacts of Climate Change	Risk	The impact of climate change on the Company’s operations is evident through recurring or severe extreme weather occurrences and shifts in climate patterns. Impact of climate change can affect the increasing usage of heat and water resistant construction material which may incur environmental, labour and monetary cost.	<p>The Company recognizes the significant impact of the Climate Change being in a business that uses materials that could lead to negative climatic changes. However, the Company is taking few steps to try and curb such impacts:</p> <ul style="list-style-type: none"> • Usage of Sustainable HVAC (Heating, Ventilation and Air Conditioning) system providing fresh air & reducing CO₂. • Using solar panels, thereby saving around 20-22% in the projects with almost 50% reduction in potable water consumption. 	<p>Negative</p> <p>* There was no negative financial impact in the reporting year 2023-24.</p>
4	Adherence to Labour Legislations	Risk	The Company operates in a labour intensive industry. Considering the Company’s operations, it faces various complexities and legal challenges with respect to adherence of Labour Legislations. Labour law-related risks in this industry are significant due to high dependency on a diverse and often transient workforce, as well as the potential for accidents and workplace hazards.	The Company follows all the necessary legal compliances with respect to the Labour laws. It ensures to maintain a safe & healthy workplace, takes strict actions against human right violence, maintains proper record keeping along and redresses grievances of their stakeholders. This is evident from the fact that there has not been any material labour law non-compliance issue during the year.	<p>Negative</p> <p>* There was no negative financial impact in the reporting year 2023-24.</p>
5	Changing Economic Scenarios	Opportunity	India’s economy is predominantly focused on domestic factors, making it relatively less vulnerable to the effects of a global economic slowdown. This is clearly evident in the current context, where India is driving global economic growth. Furthermore, the Indian real estate sector is supported by robust underlying drivers. These include rising incomes, favourable demographic trends,	NA	Positive

			urbanization, and the preference for nuclear families. The Company looks at it as an opportunity to expand its business operations and upscale.		
6	Land Acquisition	Risk	Land stands as the paramount foundational resource for the Company’s operations. Due to the finite nature of this asset & lack of availability of land with reasonable valuation in lesser-represented micro-markets, it might influence the Company’s expansion prospects.	To mitigate the risks in land acquisitions, the Company enters into the Memorandum of Understanding and make advances for the land or land development rights prior to entering into any definitive agreement with the party. The Company ensures that negotiations might result in either a transaction for the Land Acquisition or Land Development Rights or revenue sharing.	Negative * There was no negative financial impact in the reporting year 2023-24

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes										
1. a. Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)		Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)		Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available		The Link of the Polices are provided below:								
Sr. No.	Name of policy	Link to Policy								Which Principles each policies goes into
1	Dividend Distribution	https://marathon.in/nextgen-corporate-governance/#1664350071507-f6f3e482-d125								P3, P4
2	Preservation of Documents Policy	https://www.marathonnextgen.com/downloads/corp								P1
3	Internal Control Policy	https://www.marathonnextgen.com/downloads/corporateopportunities/InternalControlPolicy.pdf								P1, P2
4	Code For Corporate Disclosure	https://www.marathonnextgen.com/downloads/corporateopportunities/CodeForCorporateDisclosure.pdf								P1, P9
5	Archival Policy	https://www.marathonnextgen.com/downloads/corporateopportunities/ArchivalPolicy.pdf								P1
6	Events or Information Policy For Determining Materiality	https://www.marathonnextgen.com/downloads/corporateopportunities/Materialiy.pdf								P4
7	Code of Insider Trading Practice	https://www.marathonnextgen.com/downloads/corporateopportunities/Corporate_Disclosure_Policy.pdf								P1
8	Remuneration and Nomination policy	https://www.marathonnextgen.com/downloads/corporateopportunities/RemunerationandNomitnationcommpolicy.pdf								P5
9	CSR Policy	https://marathon.in/nextgen-corporate-governance/#1696413617128-145072ae-98e0								P4, P8
10	Related Party Transactions & Corporate Opportunities Policy	https://www.marathonnextgen.com/downloads/corporateopportunities/RelatedPartyTransactions&CorporateOpportunitiesPolicy.pdf								P1, P4, P7
11	Risk Management Policy	https://www.marathonnextgen.com/downloads/corporateopportunities/RiskManagementPolicy.pdf								P1, P2
12	Whistle Blower Policy	https://marathon.in/nextgen-corporate-governance/#1696413617128-145072ae-98e0								P1

13	POSH Policy	https://www.marathonnextgen.com/downloads/corporateopportunities/SexualHarassmentPolicy.pdf	P5						
14	Code of Conduct for Independent Director	https://marathon.in/nextgen-corporate-governance/#1696413617051-31b2126a-8c24	P1						
15	Code of Conduct for Directors and Senior Management	https://marathon.in/nextgen-corporate-governance/#1696413617051-31b2126a-8c24	P1						
16	Leave Policy	Internal	P3						
17	Succession Planning	Internal	P6						
18	Account Management Policy	Internal	P9						
19	Email Policy	Internal	P9						
20	ERP Change Management Policy	Internal	P9						
21	Internet Usage Policy	Internal	P9						
22	IT Policy	Internal	P9						
23	Web WhatsApp Policy	Internal	P9						
24	Equal Opportunity Policy	Internal	P5						
Please note that some of the links may not open directly as they automatically download to your system. You can access the information under the Corporate Policies dropdown here: https://marathon.in/nextgen-corporate-governance/ .									
2. Whether the entity has translated the policy into procedures. (Yes / No)		Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)		No, but we are committed to ensuring our value chain partners align with the policies material to them, in the future. Efforts are underway to extend our ethical, environmental, and operational standards throughout our entire value chain.							
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.		ISO 45001:2018 (The ISO is applicable to the Marathon Realty Office, Mulund, Maharashtra) The Company strives to be ahead of the curve in its ESG journey and as a part of it, is considering to obtain global mark of approval by way of relevant national/ international certifications.							
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.		The Company recognises the importance of sustainability and is taking significant steps to reduce its carbon footprint while also ensuring ethical business practices. The Company is committed to continuous improvement and intends to focus on reducing greenhouse gas emissions and increasing social impact initiatives in coming years. The Company recognises the importance of ESG factors in its long-term growth and is committed to incorporating them into all aspects of its operations.							
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.		The Company recognises the importance of sustainability and is taking significant steps to reduce its carbon footprint while also ensuring ethical business practices. The Company is committed to continuous improvement and intends to focus on reducing greenhouse gas emissions and increasing social impact initiatives in coming years. The Company recognises the importance of ESG factors in its long-term growth and is committed to incorporating them into all aspects of its operations.							
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements									

The Company firmly believes that long-term success hinges on the integration of economic growth with environmental stewardship and financial performance with social responsibility. As a responsible entity, the Company consistently strives to embed an Environmental, Social, and Governance (ESG) focus into its core strategy. This approach ensures that its growth ambitions align with sustainable development practices. By diligently employing the right methods to build a responsible business, the Company not only fosters economic prosperity but also champion environmental sustainability and social equity. This holistic approach enables the Company to contribute positively to the communities it serves, ensuring a balanced and forward-thinking business model that prioritizes the well-being of both people and the planet.

- **Mr. Chetan R. Shah**
Managing Director

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Chetan R. Shah, Managing Director
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	The Company has constituted a CSR Committee as per the requirements of the Companies Act, 2013 - a committee of the Board duly constituted to formulate and recommend CSR activities to be undertaken by the Company. In addition, the Company has a Risk Management Committee, which lays down framework for identification of internal and external risks specifically faced by the Company which also includes ESG-related risks.

10. Details of Review of NGRBCs by the Company:																		
Subject for Review	Indicate whether review was under taken 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	The Senior Management and the Board periodically reviews the performance and the applicable Policies and follow-up actions.																	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Internal Audit team periodically reviews the compliance with the statutory legislations and any non-compliance is reported to Audit Committee and remedial steps are taken immediately.																	

P1	P2	P3	P4	P5	P6	P7	P8	P9
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<p>11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.</p>	<p>Yes, Dhir & Dhir Associates, an Eminent legal firm, conducted an evaluation to assess the implementation of policies. The evaluation primarily focused on the effectiveness of policy execution. Moreover, the policies undergo periodic evaluations and revisions led by department heads and business heads, followed by approval from the management or board. It is important to mention that internal auditors and regulatory bodies may review the processes and compliance measures, as necessary.</p>
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12. If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated:

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	Not Applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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



Essential Indicators

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

Segment	Total Number of training and awareness programmes held	Topics/ principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	4	As induction, the Directors are provided with an induction kit which, inter alia, includes the Company’s Memorandum and Articles of Association, Corporate Governance Policies, Terms of references of Board Committees, and Code of Conduct for Prevention of Insider Trading, Prevention of Sexual Harassment Policy and other policies along with the last 2 years’ Annual Reports	100.00
Key Managerial Personnel	4	Insider Trading, POSH, Senior Management COC	100.00
Employees other than BoD and KMPs	29	POSH, Safety Programme, Induction Programme by HR, On the job training and awareness imparted	100.00
Workers	1182*	Induction training for new joinee, Tool Box talk, Special Training, Mock drills	100.00

*The Company conducts daily training sessions that include mock drills and comprehensive briefings on essential safety and operational procedures. These trainings cover the proper usage of toolboxes, Personal Protective Equipment (PPE), working at heights, concrete handling, as well as safe practices for hot welding and cutting. By regularly engaging in these activities, the Company ensures that all employees and workers are well-prepared to perform their duties safely and efficiently, fostering a culture of safety and operational excellence across all projects.

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

Monetary					
	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Amount (in INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine	P1	Securities and Exchange Board of India	11,800	Delay in filing Consolidated Related Party Transaction for half-year ended March 31, 2023 in XBRL mode	No, Penalty Paid
	P1	Securities and Exchange Board of India	46,020	Disclosure of Security Cover in connection with Listed NCD not submitted for quarter ended on June / September 30, 2023	No, Penalty Paid
Settlement	Nil. No Settlement or Compounding Fees were to be paid				
Compounding Fee					
Non-Monetary					
Imprisonment	Nil. No such non-monetary fines were imposed on the Company for the reporting year.				
Punishment					

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

Case Details	Name of the regulatory/enforcement agencies/judicial institutions
Penalty paid, no non-monetary fines imposed, no appeals/ revision preferred.	

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

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

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

	FY 2023-24	FY 2022-23
Directors	No disciplinary actions were taken by any law enforcement agency	
KMPs		
Employees		
Workers		

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

	FY 2023-24		FY 2022-23	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of conflict of interest of the Directors	No complaints were filed regarding conflict of interest			
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

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

The penalties levied by the SEBI were duly paid by the company and the company has prepared internal SOP to monitor the regulatory compliances, to avoid such incidence in future.

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

	FY 2023-24	FY 2022-23
Number of days of accounts payables	22.66	16.65

9. Open-ness of Business

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

Parameter	Metrics	FY 2023-24	FY 2022-23
Concentration of Purchases	a. Purchases from Trading houses as % of total purchases	Not Applicable	
	b. Number of trading houses where purchases and made from		
	c. Purchases from top 10 trading houses as % of total purchases from trading houses		
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	Not Applicable	
	b. Number of dealers/distributors to whom sales are made		
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors		
	a. Purchases (Purchases with related parties/Total	0.01	0.00

Share of RPTs in	Purchases)		
	b. Sales (Sales to related parties/Total Sales)	0.00	0.08
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)	0.35	0.56
	d. Investments (Investments in related parties/Total Investments made)	0.41	0.03

Leadership Indicators

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

Total number of awareness programmes held	Topic/principles covered under the training	% age of value chain partners covered (by value of business done with such partners) that were assessed
Nil		

- 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 established processes to avoid and manage conflicts of interest involving members of the Board. The Company's Code of Conduct includes a specific clause on Conflict of Interest, which outlines the principles and procedures Board members must follow to ensure their personal or external interests do not conflict with their duties to the Company.

Board members are required to disclose any potential conflicts and abstain from participating in discussions or decisions where a conflict may exist. Although no such cases have been identified to date, the Company remains vigilant in upholding these standards to maintain the integrity and transparency of its governance practices.

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



Essential Indicators

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

	2023-24	2022-23	Details of Improvements in environmental and social impacts
R&D	The Company endeavours to improve its environmental and social impact on their products and processes by various activities/ initiatives pursuant to investing in capex and R&D and is an integral part of its operations. Thus, the investments are not separable for any specific technology.		
Capex			

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

Yes. Considering nature of the projects that we undertake, each sites’ needs vary and sourcing primarily relies on project requirements. Yet, whenever viable, the Company obtains materials from reputed local vendors. These suppliers are established domestic vendors committed to sustainable sourcing. The Company also strives to reduce external water reliance by emphasizing rainwater harvesting and strategic bore well placement, aligning with its efforts to adopt sustainable practices.

Our organization has put in place extensive protocols to guarantee sustainable sourcing, emphasizing moral behaviour and environmental responsibility all the way through our supply chain.

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

Around 40% of input were sourced sustainably during the reporting period.

- 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.**

For Plastics: We hire experts to dispose the products who are certified government agencies (Plastic waste is provided to the *Urja Foundation*, which converts it into kerosene and distributes it to rural communities.). The Company first identifies the waste and store it in secured area (Debrees) of the site. The waste products are then sorted as per categories of waste, which are then collected by the agencies for disposal.

Additionally, for E-waste, Hazardous Waste, and other wastes, no safe recovery processes are in

place for reuse, recycling, or disposal at the end of life.

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.**

Extended Producer Responsibility (EPR) is not applicable to the Company's activities. As our operations do not fall under the categories mandated by EPR regulations, we are not required to submit an EPR plan to the Pollution Control Boards. However, the Company remains committed to sustainable practices and closely monitors regulatory developments to ensure compliance with environmental standards and to consider any future compliance requirements that may arise.

Leadership Indicators

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

NIC Code	Name of Product/Service	% of total Turnover Contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
No. Life Cycle Assessment is not being conducted and shall consider the same in future					

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

Name of Product/Service	Description of the risk/ concern	Action Taken
Not applicable, as LCA is not being conducted.		

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2023-24	FY 2022-23
The percentage for recycling of products or materials used is not quantifiable, as the raw materials used in the operations depend upon the project requirement that the Company undertaken.		

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

	FY 2023-24			FY 2022-23		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	All the plastic waste generated by the Company is given to an NGO i.e. Urja Foundation. The NGO uses this plastic wastes to generate Kerosene. Even though the quantities of the same is not available, we continue to explore means & ways to quantify the data					
E-waste						
Hazardous Waste						
Other waste						

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

Indicate product category	Reclaimed products and their packaging materials (as percentage of products sold) for each product category
Not Applicable	

PRINCIPLE 3: Businesses should respect and promote the well-being of all employees, including those in their value chains



Essential Indicators

1. a. Details of measures for the well-being of employees:

% 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	51	51	100.00	51	100.00	0	0.00	51	100.00	51	100.00
Female	13	13	100.00	13	100.00	13	100.00	0	0.00	13	100.00
Total*	64	64	100.00	64	100.00	13	100.00	51	100.00	64	100.00
Other than Permanent Employees											
Male	The Company has no other than permanent employees										
Female											
Total											

* Percentage of (D) & (E) – Maternity & Paternity benefit is calculated as 100% as per FAQ’s on BRSR issued by NSE dated May 10, 2024

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

% 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	No permanent workers employed										
Female											
Total											
Other than Permanent Employees											
Male	The Company hire workers basis the project but it is not quantifiable.										
Female											
Total											

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

	FY 2023-24	FY 2022-23
Cost incurred on well-being measures as a % of total revenue of the Company	0.02	0.01

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	100.00	NA	Y	100.00	NA	Y
Gratuity	100.00	NA	NA	100.00	NA	NA
ESI	100.00	NA	Y	100.00	NA	Y

3. Accessibility of workplaces

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard

Yes, the Company's premises are accessible to the differently abled even though the Company does not have any differently abled employee/ worker. We have facilities like ramps and railings. We have wheelchairs placed in each of our floors in our corporate office. The washrooms are differently abled-accessible.

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 a comprehensive internal policy on Equal Opportunity. This policy is designed to cover all aspects of employment, from recruitment and selection to training, promotion, and remuneration. It is committed to preserving the rights of every individual, ensuring that all employees are treated with fairness, dignity, and respect. The policy mandates that no employee or applicant is discriminated against on the basis of race, gender, religion, age, disability, or any other characteristic protected by law.

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

Gender	Permanent Employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	0.00	0.00	0.00	0.00
Female	0.00	0.00	0.00	0.00
Total	0.00	0.00	0.00	0.00

*No employee availed the parental leave during the reporting year

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Not Applicable
Other than Permanent Workers	
Permanent Employees	The Company has an open door policy, wherein any employee can approach to the Company for any kind of Grievances or queries and raise it directly with the concerned official. In addition to this, the POSH & Whistle Blower Mechanism available to the employees ensures that they are protected from any adverse consequences of raising a grievance/ concern/ issue and the complaints are treated with utmost diligence.
Other than Permanent Employees	

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

Category	FY 2023-24			FY 2022-23		
	Total employees / workers in respective category (A)	No. of employees/ workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees/ workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	64	0	0.00	62	0	0.00
Male	51	0	0.00	50	0	0.00
Female	13	0	0.00	12	0	0.00
Total Permanent Worker	0	0	0.00	0	0	0.00
Male	0	0	0.00	0	0	0.00
Female	0	0	0.00	0	0	0.00

None of our employees are part of any association/ union and there are no workers employed.

8. Details of training given to employees and workers:

	FY 2023-24					FY 2022-23				
	Total (A)	On Health and Safety measures		On Skill upgradation		Total (D)	On Health and Safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	51	51	100.00	0	0.0	50	50	100.00	0	0.0
Female	13	13	100.00	0	0.0	12	12	100.00	0	0.0
Total	64	64	100.00	0	0.0	62	62	100.00	0	0.0

Workers	
Male	NIL
Female	
Total	

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	The Company is in process of reinstating a dedicated PMS (Performance Management System) for conducting career development reviews					
Female						
Total						
Workers						
Male	Not Applicable					
Female						
Total						

10. Health and safety management system:

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

Yes, the Company has formulated an Occupational Health and Safety (OHS) policy during the reporting period. This policy comprehensively outlines guidelines and measures to ensure the health, safety, and well-being of employees, while detailing the Company's approach to mitigating workplace risks. Additionally, the Company ensures that an on-duty doctor is available for each project, providing immediate medical attention and further reinforcing our commitment to maintaining a safe and healthy work environment.

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

To identify work-related hazards and assess risks on both a routine and non-routine basis, the Company utilizes a comprehensive Hazard Identification and Risk Assessment (HIRA) process. HIRA is an internally documented procedure that systematically evaluates potential hazards associated with various tasks and activities within the workplace. This process involves identifying hazards, analyzing the risks they pose, and determining appropriate control measures to mitigate those risks. HIRA is applicable to all of the Company's ongoing projects, ensuring that safety standards are consistently maintained across all operations.

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

Yes, the Company has established processes for its non-permanent workers to report work-related hazards and remove themselves from such risks. At the group level, a comprehensive **Marathon Safety App** has been developed to track and manage hazardous work conditions.

This app allows employees to promptly report any safety concerns or potential hazards they encounter in the workplace.

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

Yes, the Company provides employees and its non-permanent workers with access to non-occupational medical and healthcare services. Primary healthcare facilities and designated doctors are available at each project site, ensuring that all personnel receive comprehensive medical attention beyond occupational health needs. These services include routine health check-ups, medical consultations, and preventive care measures, emphasizing the Company's commitment to the well-being and overall health of its workforce.

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

Safety Incident/Number	Category	FY 2023-24	FY 2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.0	0.0
	Workers	0.0	0.0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

Note: During the reporting period, there were no reportable injuries. However, there were a few instances of minor injuries. These incidents were promptly addressed on-site with appropriate first aid and medications, ensuring the well-being of the affected individuals. All necessary precautions were taken to manage these situations effectively and to prevent further occurrences.

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

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

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

	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	NA	0	0	NA
Health & Safety	0	0	NA	0	0	NA

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100.00
Working Conditions	100.00

Note: An ISO assessment was conducted in November 2023 to evaluate the Company's health and safety practices. This thorough assessment aimed to ensure that the Company's protocols and procedures align with international standards for occupational health and safety. Further, for the Mumbai office, an inspection by the Labour Inspector, Department of Labour (Govt. of Maharashtra) was carried out for assessment of Working Conditions.

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.

Not applicable, as no such safety related incidents/ risks/ concerns were identified for the Company

Leadership Indicators

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

In case of its employees, the Company provides the statutory coverage under provident fund (PF) scheme. In an unfortunate incidence of an employee's death, the Company helps families of the deceased to process the claim under PF in order to ensure immediate financial support to the deceased's kiths & kins.

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

To ensure that statutory dues are properly deducted and deposited by our value chain partners, the Company has implemented a thorough verification process. This includes obtaining formal acknowledgments from our partners confirming the deposit of statutory dues and fees, such as

Provident Fund (PF), Building and Other Construction Workers' Welfare (BOCW) cess, and insurance premiums.

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 2023-24	FY 2022-23	FY 2023-24	FY 2022- 23
Employees			Nil	
Workers			NA	

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)

Yes, the Company provides transition assistance programs to support continued employability and manage career endings due to retirement or employment termination. Specifically, the Company has developed an internal system that allows for extending the tenure of retiring employees based on their performance and the operational needs of the organization, even beyond their standard retirement age.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	Nil, since during the current reporting period no such formal assessment was conducted.
Working Conditions	

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

Not applicable since no such assessment was undertaken during the reporting period.

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders



Essential Indicators

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

Stakeholder groups are identified based on the nature of their engagement with the Company. Any individual or group of individuals or institution that adds value to the business chain of the Company is identified as a core stakeholder. This *inter alia* includes employees, shareholders and investors, customers, suppliers, channel partners and key partners, regulators, lenders, research analysts, communities and non-governmental organizations.

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
Employees	No	Emails, Meetings, Notice Board, Website	Regularly	Update on policies, Achievements, trainings, Awards
Customers	No	Email, Telephonic communications, Personal meetings, Newspaper, Pamphlets, Advertisement, Website	Regularly	Understanding customer requirements, Identifying opportunities to improve
Suppliers	No	Emails, Meetings	Regularly	Negotiations, new contracts, payments, Updates on new products which are sustainable, Quality of products.
Investors	No	Emails, Investor meets, Website, Advertisement, Newspaper	Annual, Need basis	Business Performance, Update on Financial Performance
Government Authorities	No	Meetings and E-mails, Statutory filings Newspaper, Website	Need Basis	Submissions of compliances and receipt of approvals

Contractual Workers	Yes	Meetings and E-mails	Need Basis	Update on policies, trainings, Socio-economic upliftment
Communities	Yes	Meetings and E-mails	Need Basis	Relevant topics on burning socio-economic issues
NGOs	Yes	Personal Visit, Meetings and E-mails	Need Basis	For Plastic Waste Management- Green Mumbai and Urja Foundation.

Leadership Indicators

- 1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.**

The Company maintains a robust stakeholder consultation process to ensure comprehensive feedback on ESG matters. This structured approach involves soliciting input from stakeholders through various functional heads across the organization. These stakeholders may include investors, employees, customers, local communities and regulatory bodies, among others. Once gathered, the feedback undergoes a thorough consolidation process to synthesize diverse viewpoints and insights. This consolidated feedback is then presented to the board of directors.

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

Yes, the Company utilizes the feedback after engaging with its stakeholders and comprehending their concerns and expectations. This process is a continually evolving process and hence the stakeholders’ suggestions undergo thorough consideration through Board discussions and are considered while formulation of company’s internal policies in general.

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

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

PRINCIPLE 5: Businesses should respect and promote human rights



Essentials Indicators

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. of employees/workers covered (B)	% (B/A)	Total (C)	No. of employees/workers covered (D)	% (D/C)
Employees						
Permanent	64	64	100.00	62	62	100.00
Other than permanent	0	0	0.00	0	0	0.00
Total Employees	64	64	100.00	62	62	100.00
Workers						
Permanent	Not Applicable					
Other than permanent						
Total Workers						

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

Category	FY 2023-24					2022-23				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	64	0	0.00	64	100.00	62	0	0.00	62	100.00
Male	51	0	0.00	51	100.00	50	0	0.00	50	100.00
Female	13	0	0.00	13	100.00	12	0	0.00	12	100.00
Other than Permanent	0	0	0.00	0	0.00	0	0	0.00	0	0.00
Male	0	0	0.00	0	0.00	0	0	0.00	0	0.00
Female	0	0	0.00	0	0.00	0	0	0.00	0	0.00
Workers										
Permanent	Not Applicable									
Male										
Female										
Other than Permanent										
Male										

Category	FY 2023-24					2022-23				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Female										

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

a. Median remuneration/wages:

	Male		Female	
	Number	Median remuneration/ Salary/ Wages of respective category (In Rs.)	Number	Median remuneration/ Salary/ Wages of respective category (In Rs.)
Board of Directors (BoD)	5	1,90,000	2	1,90,000
Key Managerial Personnel	2	4,364,005	0	0
Employees other than BoD and KMP	44	7,50,026	11	5,80,369
Workers	Not Applicable			

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

	FY 2023-24	FY 2022-23
Gross wages paid to females as % of total wages	7.95	12.77

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, within the Company, the Human Resources (HR) department serves as the designated focal point responsible for addressing any human rights impacts or issues that may arise from the business operations. HR plays a crucial role in ensuring that the Company's policies and practices align with human rights standards and principles. This includes activities such as monitoring workplace conditions, fostering a culture of respect and equality, and handling grievances related to human rights violations.

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

The Company effectively handles grievances by employing HR-related policies, including POSH (Prevention of Sexual Harassment), Code of Conduct, and a Whistle-blower mechanism. It

emphasizes strict adherence to these policies by all employees, assuring that their rights are safeguarded in case of any concerns. Moreover, the Company fosters an open-door culture, promoting a sense of security and approachability for employees to seek assistance from relevant authorities when raising distress or concerns. This ensures a supportive and transparent work environment.

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

	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual harassment	No such complaints were filed in both the reporting years					
Discrimination at workplace						
Child Labour						
Forced Labour/ Involuntary Labour						
Wages						
Other Human Rights related issues						

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

	FY 2023-24	FY 2022-23
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Not Applicable	
Complaints on POSH as a % of female employees / workers		
Complaints on POSH upheld		

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

In addressing discrimination and harassment cases, several mechanisms are in place within the Company to prevent adverse consequences for the complainant. The Code of Conduct serves as a foundational document outlining expected behaviour and ethical standards, ensuring a respectful and inclusive workplace environment. Additionally, the POSH Policy specifically addresses instances of harassment, providing clear procedures for reporting complaints confidentially and ensuring a prompt and impartial investigation as mandated by law. Furthermore, the Whistle-blower Policy plays a crucial role by allowing employees to report any misconduct, including discrimination or harassment, without fear of retaliation.

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

The Company is currently in the process of updating its standard agreement templates, with a focus on incorporating provisions related to compliance with human rights.

10. Assessments for the year:

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

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

Not Applicable. As the assessment is not carried out.

Leadership Indicators

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

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

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

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

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Yes, the Company’s premises are accessible to differently abled visitors as they have facilities like ramps and railings. We have wheel chairs placed in each of the floors in the corporate office. The washrooms are easily accessible to the differently abled visitors.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	At present no assessment is done by third party. However, we have internal SOP for selection of Value chain partners before entering into any agreement or contract.
Discrimination at workplace	
Child Labour	
Forced Labour / Involuntary Labour	
Wages	

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

As per our internal SOP, on conducting labour law compliance survey of one of the vendors, we found an instance of employment of Child Labour at the premises. Hence, we refused from entering into contract or arrangement for our business.

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 2023-24 (In Megajoules)	FY 2022-23 (In Megajoules)
From renewable sources		
Total electricity consumption (A)	-	-
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total Energy consumption from renewable sources (A+B+C)	-	-
From non-renewable sources		
Total electricity consumption (D)	1,73,47,425.73	1,50,68,034.00
Total fuel consumption (E)	1,59,429.58	1,55,165.36
Energy consumption through other sources (F)	-	-
Total Energy consumption from non-renewable sources (D+E+F)	1,75,06,855.31	1,52,23,199.36
Total energy consumed (A+B+C+D+E+F)	1,75,06,855.31	1,52,23,199.36
Energy intensity per rupee of turnover (Total energy consumption/ Revenue from Operations)- MJ/Rs.	0.0051	0.0034
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)- MJ/Rs.	0.114	0.076
Energy intensity in terms of physical output	-	-

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- There hasn't been an external review

or analysis conducted to assess various aspects of our operations, performance, or compliance with standards or regulations.

2. 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

Our facilities at Marathon NextGen Realty Ltd. are not included within the ambit of the Perform, Achieve, and Trade (PAT) Scheme initiated by the Government of India.

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

Parameter	FY 2023-24	FY 2022-23
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	3.21	3.21
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	3.21	3.21
Total volume of water consumption (in kilolitres)	1.87	1.87
Water intensity per rupee of turnover (Water consumed / Revenue from operations) – KL/Rupees	0.0000000054	0.0000000042
Water Intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)- KL/Rupees	0.0000000121	0.0000000093
Water intensity in terms of physical output	-	-

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

4. Provide the following details related to water discharged

Parameter	FY 2023-24	FY 2022-23
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	-	-

Parameter	FY 2023-24	FY 2022-23
- 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	1.34	1.34
- With treatment – please specify level of treatment		
(v) Others	-	-
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)	1.34	1.34

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

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

The Company has established a Sewage Treatment Plant (STP) with a capacity of 500 KLD at the Futurex – Projects site, which encompasses Primary, Secondary, and Tertiary treatment processes. However, it is important to note that the entity has not yet adopted a Zero Liquid Discharge (ZLD) mechanism at this facility.

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

Parameter	Please specify unit	FY 2023-24	FY 2022-23
NOx			
SOx			
Particulate matter (PM)			
Persistent organic pollutants (POP)			

Parameter	Please specify unit	FY 2023-24	FY 2022-23
Volatile organic compounds (VOC)	Considering the Company's operations, the air emissions data has not been quantified for any of the parameters mentioned in the table.		
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- There hasn't been an external review or analysis conducted to assess various aspects of our operations, performance, or compliance with standards or regulations.

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

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	<i>Metric tonnes of CO2 equivalent</i>	311.72	973.73
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	<i>Metric tonnes of CO2 equivalent</i>	3951.36	3390.31
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	<i>Metric tonnes of CO2 equivalent/Rs</i>	0.0000012	0.0000010
Total Scope 1 and Scope 2 emissions per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	<i>Metric tonnes of CO2 equivalent/Rs</i>	0.000028	0.000022
Total Scope 1 and Scope 2 emissions intensity in terms of physical output	-	-	-

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

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

The Company has implemented various technological advancements and measures in their designs to enhance energy and resource efficiency. These initiatives include the incorporation of a Sewage Treatment Plant in all commercial buildings, the installation of solar rooftop PV (Photo-Voltaic)

panels, and solar-based indoor common area lighting systems. Additionally, the Company promotes the plantation of native trees in their projects, which require less water and contribute to lowering microclimatic temperatures while supporting local flora. Furthermore, the Company commits to tree plantation instead of tree cutting at project sites that has resulted in a high survival rate and preserved the environment, providing cleaner air and cooler climates.

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

Parameter	FY 2023-24	FY 2022-23
Total Waste generated (in metric tonnes)		
Plastic waste (A)	1.40	1.53
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).		
Biowaste	1.13	0.77
Municipal Solid Waste	5.74	5.74
Total (A+B + C + D + E + F + G + H)	8.27	8.04
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) – Metric tonnes/Rupees	0.0000000024	0.0000000018
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP) - Metric tonnes/Rupees	0.0000000054	0.0000000040
Waste intensity in terms of physical output	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste – Plastic Waste		
(i) Recycled - Through Mumbai Green (they convert it into benches used in the Gardens)	0.60	0.16
(ii) Re-used	-	-
(iii) Other recovery operations - Through Urja (converted into Kerosene)	0.80	1.37
Total	1.40	1.53
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste - Non-Hazardous Waste		
(i) Incineration	-	-

Parameter	FY 2023-24	FY 2022-23
(ii) Landfilling	6.87	6.51
(iii) Other disposal operations	-	-
Total	6.87	6.51

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

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

Currently, the Company has not adopted specific waste management practices or strategies to reduce the usage of hazardous and toxic chemicals in its products and processes. However, the Company recognizes the importance of sustainable and environmentally responsible practices. Efforts are being made to explore and develop comprehensive waste management strategies, as well as to identify and implement measures to minimize the use of hazardous materials in the future.

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

S. No.	Location of operations/offices	Types of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
			The Company avoids operating in environmentally fragile or ecologically sensitive areas. This strategic choice highlights the Company's dedication to responsible business practices and environmental stewardship, ensuring that delicate ecosystems are protected.

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not Applicable. In accordance with the Ministry of Environment, Forest & Climate Change (MoEF) guidelines, the industry/ operations are exempt from the requirement to furnish environmental clearance or undergo an Environmental Impact Assessment (EIA).					

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

Serial Number	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective taken, if any action
The Company is complying with all applicable environmental laws, regulations, and guidelines in India. There is no non-compliance on part of the Company. No penalties /fines /action taken by the Regulatory Authorities /Agencies				

Leadership Indicators

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

Parameter	FY 2023-24	FY 2022-23
Water withdrawal by source (in kilolitres)		
(i) Surface water	Our sites are situated in regions where water availability is not a concern. This deliberate choice of locations is part of our commitment to responsible resource management, ensuring that our operations have minimal impact on water-stressed areas.	
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres)		
Total volume of water consumption (in kilolitres)		
Water intensity per rupee of turnover (Water consumed / turnover)		
Water intensity (optional) – the relevant metric may be selected by the entity		

Parameter	FY 2023-24	FY 2022-23
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	Our Sites are situated in regions where water availability is not a concern. This deliberate choice of locations is part of our commitment to responsible resource management, ensuring that our operations have minimal impact on water-stressed areas.	
- No treatment		
- With treatment – please specify level of treatment		
(ii) Into Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) Into Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. : There hasn't been an external review or analysis conducted to assess various aspects of our operations, performance, or compliance with standards or regulations.

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

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 3 emissions -limited (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	<i>Metric tonnes of CO2 equivalent</i>	Not assessed for both the reporting years	
Total Scope 3 emissions per rupee of turnover			

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

3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

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

- 4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:**

Sr. No.	Initiative undertaken	Details of the initiative <i>(Web-link, if any, may be provided along-with summary)</i>	Outcome of the initiative
1	Sewage Treatment and Rain Water Harvesting	The Company has installed sewage treatment plants, to maximise reuse and recycle of waste water. This is treated and reused for gardening, mass cleaning and flushing purposes. The Company has also provided Rainwater storage systems and its RO treatment for reuse and minimize the use of fresh water. The Company uses ground water recharge pits to replenish the underground natural water storage.	
2	Sustainable HVAC Systems	The Company has designed their HVAC (Heating, Ventilation and Air Conditioning) to provide comfort and ample amount of fresh air accompanied with CO2 reduction.	

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

Currently, the Company does not have a formal Business Continuity and Disaster Management Plan in place. However, recognizing the critical importance of safeguarding operations and ensuring resilience in the face of unforeseen disruptions, the Company is committed to developing and implementing a comprehensive plan in the near future. This plan will be designed to address potential risks, outline recovery strategies, and ensure that the Company can maintain essential functions during emergencies. By establishing this framework, the Company aims to protect its assets, minimize downtime, and uphold stakeholder confidence during any adverse events. Regular updates and drills will be incorporated to ensure ongoing effectiveness and adaptability to changing circumstances.

- 6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard?**

While the question seeks to uncover any significant adverse environmental impacts arising from the entity's value chain, it is important to note that in this particular case, no such impacts have been identified. As a result, the entity has not needed to implement any specific mitigation or adaptation measures in this regard.

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

Not Applicable

PRINCIPLE 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent



Essential Indicators

1.

a) Number of affiliations with trade and industry chambers/ associations.

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

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

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

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

Name of authority	Brief of the case	Corrective active taken
Not applicable, since no adverse orders received from regulatory authorities		

Leadership Indicators

1. Details of public policy positions advocated by the entity:

Sr. No	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, If available
The Company does not have any public advocacy policy					

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development



Essential Indicators

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.

Name and Brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web Link
Not Applicable for this reporting period					

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

S. No	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (in INR)
Not Applicable						

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

The Company has established robust mechanisms to receive and address grievances from the community. Central to this approach is an open-door policy that acknowledges community members as vital stakeholders. This policy ensures that individuals within the community have unrestricted access to communicate their grievances directly to the appropriate authorities within the organization.

Moreover, the Company emphasizes transparency and responsiveness in handling community grievances. It strives to foster an environment where concerns are taken seriously, investigated thoroughly, and addressed promptly. Regular communication channels are maintained to facilitate ongoing dialogue and updates on grievance resolutions, thereby promoting trust and mutual respect between the Company and the community it serves.

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

	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/ small producers	0.17	0.09
Sourced directly from within India	100.00	100.00

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

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

Note- the Company operates as a Real Estate Developer in Mumbai. All employees and the workers hired for our projects are based in Mumbai.

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Not Applicable	

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

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

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

Currently, the Company does not have a preferential procurement policy that gives preference to purchasing from suppliers comprising marginalized or vulnerable groups. The Company's procurement practices focus on factors such as quality, cost-effectiveness, and reliability to ensure the best value for its operations and ensuring safe & strong construction qualities.

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

The Company does not currently procure goods or services specifically from marginalized or vulnerable groups.

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

Not Applicable

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

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

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

Name of authority	Brief of the case	Corrective Action taken
No such cases were identified in the reporting year		

6. Details of beneficiaries of CSR Projects:

S. No	CSR Project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalized groups
1	The Company supports “Trust for development of the School Project” as their CSR Project/activity wherein the Company spent around 134.38 lakhs for the same. The Company is committed to create a meaningful impact in the community. As part their CSR efforts, the Company conducts impact assessments of their initiatives. The Company is determined to contribute towards maintaining a greener environment, improving air quality, and advocating for environmental preservation. Moreover, the Company’s support to the Ramnikalal Zaverbhai Shah Trust Leadership Institute reflects their dedication to provide high-quality educational opportunities to India's brightest children, regardless of their social class, caste, colour, or creed.	No Impact assessment is done by the Company and the figures are not quantifiable.	

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 mechanisms for receiving and responding to consumer complaints and feedback are designed to ensure effective communication and resolution. During customer site visits, both physical and digital site visit forms are used to gather feedback directly from customers. This allows for real-time input on their experiences, enabling the Company to address issues promptly.

In addition to site visits, customers have multiple channels to voice their concerns or provide feedback. They can reach out via email to customercare@marathonrealty.com, where dedicated customer care teams manage and respond to inquiries and complaints efficiently. This direct communication channel ensures that customer issues are acknowledged and addressed in a timely manner.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	NA
Safe and responsible usage	
Recycling and/or safe disposal	

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

	FY 2023-24		Remarks	FY 2022-23		Remarks
	Received during the Year	Pending resolution at end of year		Received during the Year	Pending resolution at end of year	
Data Privacy	No such complaints received for the reporting years					
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						
Total						

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

	Number	Reasons for recall
Voluntary recalls	Not Applicable	
Forced recalls		

1. 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 established a comprehensive framework to address cybersecurity and data privacy risks through its IT Usage Policy and Internet Usage Policy. These policies are designed to safeguard the Company's digital infrastructure and protect sensitive information from potential cyber threats. Both policies outline the guidelines and best practices for secure IT and internet usage within the organization. While these policies are accessible internally via the Company's intranet, they serve as a critical component of our overall strategy to ensure data security and privacy across all operations.

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

No such incidents took place, therefore no penalties were imposed

3. Provide the following information relating to data breaches:

a. Number of instances of data breaches

Nil

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

Not applicable

c. Impact, if any, of the data breaches

Not applicable

Leadership Indicators

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

The Company's products and services can be conveniently accessed through its official website, which serves as the primary platform for information. The website, located at www.marathon.in/nextgen/, provides comprehensive details about the Company's offerings, including detailed descriptions of services, product specifications, pricing information, and any promotional offers. Customers and stakeholders can visit the website to explore the full range of

services available, stay updated on Company news and events, and contact the Company for inquiries or support.

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

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

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

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

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

Unlike the manufacturing sector, the Company is exempt from certain labelling regulations. On the other hand, in relation to our Real Estate Development initiatives, on March 26, 2016, the Indian government enacted the Real Estate (Regulation and Development) Act, 2016 (RERA), which came into effect on May 1, 2017. Complete project information, as required by the RERA, are posted on the MahaRera website along with quarterly updates on the project's status. Additionally, achieving client satisfaction is our main goal, and it motivates us to keep improving the products we offer. We have a systematic approach in place to collect input from clients that stop by our sales offices. To improve the entire client experience, we assess residential developments prior to home transfer. Likewise, with our business clients, we frequently carry out surveys to check if their requirements are being met and their anticipations are satisfied.



Empowering a Sustainable Future: Our ESG Initiatives*

The Company contributes to its society by carrying out Mid-day meal programmes, providing educational instruments to underprivileged children's, supporting their education and future by vocational training programmes.

- The Company understands the importance of sound mind creating healthy body. It gives importance to not only the physical health of labours but also considers importance of their mental peace. To ensure safety and focus during work, a Meditation camp was organized to relieve them for their busy schedule.
- The rejuvenating Yoga session organized by the Company is a testament of company's dedication to its member's well-being. By promoting yoga and other wellness activities, they aim to create a health-conscious culture within the organization.
- The Women's Wing of CREDAI raised awareness about the harmful effects of tobacco use among the labours, the event aimed to improve the health and safety of the labourers by interactive activities such as cricket and Nukkad skit.
- The Company organized a blood donation camp in their premises where the Company's members donated blood with a vision to help others.

The Code of Conduct, POSH Policy, and Whistle Blower Policy offer a framework to protect complainants from negative repercussions in cases of discrimination and harassment.

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2 ZERO HUNGER



3 GOOD HEALTH AND WELL-BEING



5 GENDER EQUALITY



Empowering a Sustainable Future: Our ESG Initiatives

- The Company emphasizes on the conservation of a sustainable use of water resource and thus establishes Sewage Treatment Plant and Rain Water Harvesting Plant in its premises. Due to the depleting ground water resource, it carefully panes well digging and also ensures ground water recharge by digging recharging pits.
- The Rainwater harvesting system reduces the Company need for fresh water. The effective water management is economic and energy efficient for the Company's functioning.
- The Company also uses water efficient chrome plated fitting during its construction activities. These fittings include faucets, showerheads, and other plumbing fixtures that are designed to reduce water usage without compromising performance.

The Company is looking forward towards the use of renewable sources of energy. It has established solar pallets and reduced around 20-22% of its energy consumption.

- Marathon Nexzone was honoured with the prestigious 'Best Mid Segment Project of the Year' award. It is a testament to the exceptional quality, innovative design, and outstanding value offered to its residents.
- Monte South was honoured with the prestigious 'Best Ultra Luxury Project of the Year 2023' award at the Zee Real Estate and Business Excellence Awards. It reflects the project's innovative architecture, state-of-the-art amenities, and attention to detail that cater to the discerning tastes of luxury homebuyers.

6 CLEAN WATER AND SANITATION



7 AFFORDABLE AND CLEAN ENERGY



8 DECENT WORK AND ECONOMIC GROWTH



Empowering a Sustainable Future: Our ESG Initiatives

- The Company supports the "Trust for Development of the School Project" as part of its Corporate Social Responsibility (CSR) initiatives. This support involves funding and resources aimed at enhancing the infrastructure, educational resources, and overall quality of the school. The goal is to provide students with a better learning environment, improve educational outcomes, and contribute to the overall development of the community.
- The Company supports Ramnikalal Zaverbhai Shah Trust Leadership Institute showcasing its dedication to delivering high-quality educational opportunities to India's brightest children, irrespective of their social class, caste, colour, or creed. The Company is committed to social responsibility, educational excellence, and the creation of a more equitable society.

The Company encourages the planting of native trees in their projects, which are water-efficient and help reduce microclimatic temperatures while supporting local ecosystems. Additionally, the Company prioritizes planting trees rather than cutting them at project sites, resulting in a high survival rate and environmental preservation, leading to cleaner air and cooler climates.

- To attain transparency and prevent discrimination, the Company established an internal policy of equal opportunity to prevent unfair and unjust treatment to any employee.

11 SUSTAINABLE CITIES AND COMMUNITIES



15 LIFE ON LAND



16 PEACE, JUSTICE AND STRONG INSTITUTIONS



Empowering a Sustainable Future: Our ESG Initiatives

- To ensure integrity, transparency, independence, and accountability in its dealings with all stakeholders, the Company has adopted a comprehensive set of codes and policies that guide its ethical business practices. These include the Dividend Distribution Policy, Business Responsibility Report, Preservation of Documents Policy, Internal Control Policy, and the Code for Corporate Disclosure. Additionally, the Company has established the Archival Policy, Events or Information Policy for Determining Materiality, Code of Insider Trading Practices, Remuneration and Nomination Policy, and CSR Policy. Further, the Related Party Transactions & Corporate Opportunities Policy, Risk Management Policy, Whistle Blower Policy, Equal Opportunity Policy, and Open Door Policy are in place to ensure responsible governance and a positive, transparent work environment.

The Company is affiliated with three industry chambers that provide opportunities and additional exposure in its line of business. These chambers are:

- Maharashtra Chamber of Housing Industry-Confederation of Real Estate Developers Associations of India (MCHI-CREDAI)
- Confederation of Indian Industry (CII)
- Federation of Indian Chambers of Commerce and Industry (FICCI)

17 PARTNERSHIPS
FOR THE GOALS



Abbreviations used

Sr. No.	Particulars
1.	ESG: Environmental, Social and Governance
2.	SDG: Sustainable Development Goals
3.	SASB: Sustainability Accounting Standards Board
4.	GRI: Global Reporting Initiative
5.	SEBI: Securities and Exchange Board of India
6.	BRSR: Business Responsibility & Sustainability Reporting
7.	ISSB : International Sustainability Standards Board
8.	IFRS : International Financial Reporting Standards