



MONARCH
NETWORK CAPITAL

MNCL/SE/34/2024-25

Date: August 28, 2024

To,
BSE Limited
Phiroze Jeejeebhoy Towers,
Dalal Street, Fort, Mumbai - 400001
Scrip Code No.: 511551

To,
National Stock Exchange of India Limited
Exchange Plaza, C-1, Block G, Bandra Kurla
Complex, Bandra (East), Mumbai – 400051
Symbol - MONARCH

Dear Sir/Madam,

Sub: Business Responsibility and Sustainability Report for the Financial Year 2023-24

With regards to the captioned subject matter and pursuant to the requirements of Regulation 34(2) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended, we enclose herewith the Business Responsibility and Sustainability Report (“BRSR”) for the Financial Year 2023-24.

The same are also being made available on the website of the Company i.e. www.mnclgroup.com.

This is for your information and records.

Yours faithfully,
For Monarch Network Capital Limited

Nitesh Tanwar
Company Secretary & Compliance Officer
M. No.: FCS – 10181

Place: Mumbai
Date: August 28, 2024

Monarch Network Capital Limited (CIN: L65920GJ1993PLC120014)

Regd. Off.: Unit No. 803-804A, 8th Floor, X-Change Plaza, Block No. 53, Zone 5, Road- 5E, Gift City, Gandhinagar -382355 , Gujarat
Corp. Off.: “Monarch House”, Opp Prahladbhai Patel Garden, Near Ishwar Bhuvan, Commerce Six Roads, Navrangpura, Ahmedabad - 380009
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BUSINESS RESPONSIBILITY SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity	L65920GJ1993PLC120014
2. Name of the Listed Entity	Monarch Network Capital Limited
3. Year of incorporation	1993
4. Registered office address	Unit No. 803-804A, 8 th Floor, X-Change Plaza, Block No. 53, Zone 5, Road- 5E, Gift City, Gandhinagar, Gujarat, India - 382355
5. Corporate address	Ahmedabad: Monarch House, Opp. Prahladbhai Patel Garden, Near Ishwar Bhuvan, Commerce Six Road, Navrangpura, Ahmedabad-380009 Mumbai: 4 th Floor, Laxmi Tower, Bandra-Kurla Complex, Mumbai, Maharashtra, India - 400 009
6. E-mail	cs@mnclgroup.com
7. Telephone	+91 22-4321 1800 / +91 22-6202 1600
8. Website	www.mnclgroup.com
9. Financial year for which reporting is being done	FY 2023-2024 (April 2023 - March 2024)
10. Name of the Stock Exchange(s) where shares are listed	BSE Limited & National Stock Exchange of India Limited
11. Paid-up Capital	₹ 33,86,95,180
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. Nitesh Tanwar, Company Secretary and Compliance Officer Email: nitesh.tanwar@mnclgroup.com Telephone: 022-66476405
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).	Disclosures made in this report are on a standalone basis.
14. Name of assurance provider	Not applicable
15. Type of assurance obtained	Not applicable

II. Product/Services

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Financial and insurance service	Financial Advisory, brokerage and Consultancy Services	92.99%
2.	Financial and insurance service	Other financial activities	7.01%

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

Sr. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Broking	9971	100%

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	-	25	25
International	-	-	-

19. Markets served by the entity

a. Number of locations

Location	Number
National (No. of States)	12
International (No. of Countries)	-

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

Nil

c. A brief on types of customers

Monarch Network Capital Limited (MNCL) is an integrated technology-based Financial Services Sector Organization offering a wide range of services including retail and institutional broking, financial products distribution. Our customers include resident and non-resident individuals, HUF's, corporates, etc. MNCL execute transactions in capital markets/ equity derivatives/ commodity derivatives/ currency derivatives segments on behalf of its clients which include retail customers (including high net worth individuals), mutual funds, institutional investors, foreign institutional investors, financial institutions and corporate clients.

IV. Employees

20. Details as at the end of financial year:

a. Employees (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female	
			No.(B)	%(B/A)	No.(C)	%(C/A)
EMPLOYEES						
1.	Permanent (D)	395	318	80.50%	77	19.50%
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total employees (D+E)	395	318	80.50%	77	19.50%

*The Company does not employ any workers owing to the nature of the business.

b. Differently abled Employees:

Sr. No.	Particulars	Total (A)	Male		Female	
			No.(B)	%(B/A)	No.(C)	%(C/A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent(D)	2	2	100%	-	-
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total employees (D+E)	2	2	100%	-	-

21. Participation/Inclusion/Representation of women:

	Total (A)	Number and percentage of Females	
		No.(B)	%(B/A)
Board of Directors	6	2	33.33%
Key Management Personnel	2	-	0.00%

22. Turnover rate for permanent employees:

(Disclose trends for the past 3 years)

	FY 2024			FY 2023			FY 2022		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	31%	46%	34.06%	33%	35%	34.45%	21%	22%	22.22%

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.	Monarch Network Capital IFSC Private Limited	Subsidiary	100%	No
2.	Monarch Network Finserve Private Limited	Subsidiary	100%	No
3.	Monarch Network Investment Advisors Private Limited	Subsidiary	100%	No

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No): Yes. (for more information, please refer to Annexure III of the Board's report)

(ii) Turnover (in ₹): 27,180 lakhs

(iii) Net worth (in ₹): 32,357 lakhs

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY 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
Communities	No	-	-	NA	-	-	NA
Investors (other than shareholders)	Yes; https://www.mnclgroup.com/investor-relation/investor-relation-investors-grievance	-	-	NA	-	-	NA
Shareholders	Yes, the Company provides a channel to address any issues or complaints raised by its shareholders. For more information, the weblink is as follows: www.scores.gov.in/admin	1	-	NA	-	-	NA
Employees	Yes; At MNCL, we have Grievance redressal mechanism in place for our employees. The weblink is as follows: https://www.mnclgroup.com/investor-relation/investor-relation-investors-grievance	-	-	No grievances recorded. Complaints if any, to be shared at hr@mnclgroup.com & the same is resolved in 48 hours	-	-	No grievances recorded. Complaints if any, to be shared at hr@mnclgroup.com & the same is resolved in 48 hours
Customers	Yes https://www.mnclgroup.com/pdf/Grievances_Escalation_Matrix_may2024.pdf	-	-	NA	-	-	NA
Value Chain Partners	No	-	-	NA	-	-	NA

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

S. No.	Material issue identified	Indicate whether risk 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.	Data Security & Customer privacy	Risk & Opportunity	The Company's technology infrastructure is expanding, heightening the risk of privacy breaches and data security vulnerabilities.	The Company has implemented an extensive Information Security Management System to safeguard its systems and protect information. This helps mitigate potential material financial impacts.	<p>Positive: Automation of several manual processes, leading to cost saving.</p> <p>Increased trust and credibility across all stakeholders including customers.</p> <p>Improved data management Protect brand reputation.</p> <p>Negative: Data breaches pose a threat to the Company's reputation and can result in litigation and financial risks.</p>
2.	Customers Literacy	Opportunity	Indians traditionally lean towards saving money and investing in secure instruments. However, increasing financial literacy can broaden horizons and provide new investment perspectives.	<p>Educated customers provide valuable feedback and insights that can inform the development of new products and services.</p> <p>Understanding customer needs and preferences enables the Company to innovate and stay ahead of the competition.</p>	<p>Positive: Empowers Customer to assess and manage financial risks effectively.</p> <p>Reduce the Company's exposure to risk.</p>
3.	Digitisation	Opportunity	The demand for digital transactions is steadily increasing, driven by low-cost internet data, widespread smartphone penetration, and India's biometric identity card system.	The Company consistently invests in technology to improve and implement a digital environment within the organization to minimize reliance on paper-based transactions and communications.	<p>Positive: Cost effectiveness & larger customer reach & service through digital operations.</p> <p>Paperless & environment friendly.</p>

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)
4.	Human Capital	Risk and Opportunity	<p>Human Capital is one of the key strategic imperative for the Company and we consistently invest in the growth & development and alignment of employees to the Company growth strategy. We work on building an inclusive workplace and embracing diversity fostering innovative practices for improved business outcomes and increased employee satisfaction.</p> <p>Risk of failure in any of the elements of talent management can impact the Company's ability to fulfil demand and grow its revenues. Poor employee well-being can result in increased absenteeism, decreased productivity, and higher healthcare costs. Lack of diversity and inclusion in the workplace can lead to difficulty attracting and retaining top talent.</p>	The Company prioritizes robust people practices aimed at fostering overall employee growth. This includes health and wellbeing initiatives, adherence to fair pay norms, equal opportunity for all and extensive training programmes.	<p>Positive: By focusing on human capital development, the Company can enhance operational efficiency and drive innovation.</p> <p>Negative: Neglecting human capital management can lead to higher turnover rates, increased recruitment costs, and elevated training expenses.</p>

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)
5.	Corporate Social Responsibility	Opportunity	<p>MNCL believes in a philosophy of adopting sustainable business practices which are beneficial to the various stakeholders including the society. Through its corporate values, MNCL constantly endeavours' to actively contribute to the social and economic development of the communities in which it operates.</p> <p>MNCL has always believed in giving back to the society and recognized its role and responsibility as a corporate citizen. The Company has social values ingrained into its culture and manner of working.</p>	The Company recognizes the importance of being socially responsible and making a difference in lives of people. The company invests in social welfare activities focused on health, education, woman empowerment and sustainability development by making contribution to various NGO's.	<p>Positive:</p> <p>Commitment to Social welfare increases customer retention and loyalty, increases employee engagement, improves brand image, attracts investment opportunities and top talent.</p>
6.	Business Continuity	Risk	Business Continuity is critical for the company in case of any crisis during any disaster or technical glitches.	We have robust processes and technology in place to ensure that business process can run as usual after recovery from any sort of disaster.	<p>Negative:</p> <p>Reputation Risk, Business loss and Customer dissatisfaction.</p>

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	No	Yes	Yes	Yes	No	Yes	Yes	Yes
	b. Has the policy been approved by the Board? (Yes/No)	Yes	No	Yes	Yes	Yes	No	Yes	Yes	Yes
	c. Web Link of the Policies, if available.	P1 - Whistle Blower Policy P3 - Nomination and Remuneration Policy P4 - Whistle Blower Policy P5 - Sexual Harassment Policy P7 – Grievance policy P8 - Corporate Social Responsibility Policy P9 - Cyber Security & Cyber Resilience Policy								
2.	Whether the entity has translated the policy into procedures. (Yes / No)	Yes	No	Yes	Yes	Yes	No	Yes	Yes	Yes
3.	Do the enlisted policies extend to your value chain partners?	Currently, we have not identified any value chain partners. However, as we progress, we are committed to extending our initiatives to include our value chain partners, ensuring alignment and collaboration across the 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.	The national and international codes/certifications/labels/ standards are as follows: ISO 9001:2008 ISO/IEC 27001:2005								
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	No targets have been established at this time, but MNCL plans to set measurable targets in the upcoming years, reflecting our commitment to continuous improvement and sustainable growth.								
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Not Applicable								
Governance, leadership and oversight										
7.	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	The Company recognizes the crucial link between sustainability and financial goals, thereby seamlessly integrating ESG factors into its business and operations. The Company is committed to implementing a robust ESG strategy in collaboration with all stakeholders.								
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr Gaurav Bhandari Chief Executive Officer gaurav.bhandari@mnclgroup.com								
9.	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes; the Risk Management Committee & CSR Committee are responsible for decision making on sustainability related issues								

10. Details of review of NGRBCs by the Company:

Subject for review	Indicate whether review was undertaken by Director/ Committee of the Board/ Any other Committee	Frequency (Annually/ Half yearly/ Quarterly/ Any other-please specify																	
		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 Board of Directors and its Committees meet periodically to evaluate the Company's performance across various aspects, including adherence to NGRBC Principles where relevant.																		
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company complies with relevant statutory requirements aligned with its principles, proactively rectifying any instances of non-compliance													Quarterly					

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.

P1	P2	P3	P4	P5	P6	P7	P8	P9
The independent assessment and evaluation of the policies are currently in process, and our senior management regularly reviews these policies.								

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)	NA	NA	NA	NA	NA	NA	NA	NA	NA
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	NA	Yes	NA	NA	NA	Yes	NA	NA	NA
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
It is planned to be done in the next financial year (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
Any other reason (please specify)	NA	NA	NA	NA	NA	NA	NA	NA	NA

SECTION C: PRINCIPAL WISE PERFORMANCE DISCLOSURE

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

Essential Indicators

- 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	Throughout the year, the Independent Directors at the Company spent an average of 10 workforce hours participating in various familiarization programmes.	Familiarization programmes	50%
Key Managerial Personnel	-	-	NA
Employees other than BoD and KMPs	1	Training on prevention of Sexual Harassment at workplace	95%

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

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

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
Not Applicable	

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

The MNCL Group strictly forbids any of its officers or employees from offering bribes or any other form of inducement, including kickbacks, as a means to influence any part of a contract payment or to provide improper benefits to customers, agents, contractors, suppliers, employees of any such party, or Regulatory, Exchange, or Government officials. Furthermore, the MNCL Group does not permit any of its officers or employees to accept gifts, except as outlined in the Employees Code of Conduct and Business Ethics. The aforesaid policy is as follows: Whistleblower policy

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

	FY 2024	FY 2023
Directors	-	-
KMPs	-	-
Employees	-	-

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

	FY 2024		FY 2023	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	-	NA	-	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	-	NA	-	NA

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.

No such incidents have been reported in FY 2023-24.

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

	FY 2024	FY 2023
Number of days of accounts payables*	8	13

*Account Payables consist of trade payables for expenses.

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 2024	FY 2023
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	NA	NA
	b. Number of trading houses where purchases are made from	NA	NA
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	NA	NA
Concentration of Sales	a. Sales to dealers/ distributors as % of total sales	NA	NA
	b. Number of dealers distributors to whom sales are made	NA	NA
	c. Sales to top 10 dealers/ distributors as % of total sales to dealers/ distributors	NA	NA
Share of RPTs in	a. Purchases (Purchases with related parties/ Total Purchases)	14.23%	Not Available
	b. Sales (Sales to related parties/ Total Sales)	2.72%	Not Available
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	NA	NA
	d. Investments (Investments in related parties/ Total Investments made)	NA	NA

Leadership Indicators

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

Total number of awareness programmes held	Topics/principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
No Awareness programs were conducted for Value Chain partners.		

- 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.**

The Company demonstrates its commitment to integrity and transparency through its Code of Conduct for the Board of Directors and Senior Management Personnel. This code mandates that Directors and Senior Management uphold a stringent avoidance of any engagements in business, relationships, or activities that could potentially lead to a conflict-of-interest conflicting with the Company's interests.

To uphold this principle, the Company diligently gathers disclosures from its Directors in accordance with Sections 149 and 184 of the Companies Act, 2013. These disclosures encompass details about any entities in which the Director has an interest or concern, including their shareholding, if applicable.

In accordance with the Company's policy on the materiality of related party transactions and their handling, entities in which a director holds an interest or concern are categorised as related parties of the Company. Prior to engaging in transactions with such related parties, the Company committee/Board ensures the necessary approvals are obtained.

PRINCIPLE 2: Business 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.**

	FY 2024	FY 2023	Details of improvements in environmental and social impacts
R&D	-	-	NA
Capex	-	-	NA

- Does the entity have procedures in place for sustainable sourcing? (Yes/No)**
No
 - If yes, what percentage of inputs were sourced sustainably?**
Since the organization operates within the financial services sector, this is not relevant.
- Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for**
 - Plastics (including packaging):** Not Applicable
 - E-waste:** The Company ensures responsible disposal of e-waste generated during its operations. All e-waste is handed over to a licensed scrap vendor authorized for e-waste disposal. The vendor provides a disposal certificate confirming that the materials obtained from MNCL have been disposed of in accordance with current municipal guidelines and pollution control board norms.
 - Hazardous waste:** Not Applicable
 - other waste:** Not Applicable

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

Not Applicable

Leadership Indicators

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

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
Not Applicable					

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		

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 2024	FY 2023
Not Applicable		

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 2024			FY 2023		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)						
E-waste						
Hazardous waste						
Other waste						
Not Applicable						

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Not Applicable	

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

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	318	318	100%	-	-	-	-	318	100%	-	-
Female	77	77	100%	-	-	77	100%	-	-	-	-
Total	395	395	100%	-	-	77	100%	318	100%	-	-
Other than Permanent employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

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

The Company does not employ any workers owing to the nature of the business.

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

	FY 2024	FY 2023
Cost incurred on well-being measures as a % of total revenue of the company	0.15%	0.38%

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

Benefits	FY 2024			FY 2023
	No. of employees covered as a % of total employees	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	Deducted and deposited with the authority (Y/N/N.A.)
PF	85%	Yes	88.60%	Yes
Gratuity	99%	Yes	99%	Yes
ESI	19%	Yes	23.83%	Yes
Others, Please specify	-	-	-	-

3. Accessibility of workplaces

Are the premises / offices of the entity accessible to differently abled employees, 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.

The Company holds a profound dedication to promoting equal opportunity and human rights, striving to create a workplace that is safe, inclusive, and supportive for everyone. In its commitment to accessibility for individuals with disabilities, the Company has implemented initiatives such as ensuring easy access to elevators and ramps. These efforts mirror the Company's dedication to respecting and accommodating the needs of its employees, fostering an environment where everyone can feel comfortable and empowered. Additionally, the Company firmly believes in nurturing a workplace culture that celebrates diversity and offers equal opportunities for all to thrive.

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, we follow a policy whereby strong emphasis is placed on the principle of equal opportunity for all employees.

MNCL places a strong emphasis on the principle of equal opportunity for all employees, recognizing its pivotal role in the sustained success of the Company. In adherence to existing laws, the Company's policy of non-discrimination ensures that individual will not engage in any discriminatory practices against any employee or job applicant on the basis of race, disability, colour, creed, religion, gender, age, national origin, ancestry, citizenship, or any non-job-related factors. This commitment extends to all aspects of employment, including but not limited to hiring, promotion, demotion, training, benefits, transfers, layoffs, terminations, recommendations, salary, and other forms of compensation. MNCL's primary consideration is the qualifications and job requirements of individuals.

The Company's overarching policy is to ensure Equal Employment Opportunity for all employees and applicants, thereby promoting a workplace free from discrimination. MNCL firmly opposes discrimination in all forms, with a particular focus on ensuring that qualified individuals with disabilities are provided with the opportunity to perform essential job functions, with or without reasonable accommodations. In cases where an employee requires a reasonable accommodation to fulfil the essential functions of their role or to access various aspects and benefits of employment, the Company encourages employees to communicate their needs to their manager or HR. This process ensures that the Company remains committed to supporting employees in their requests for reasonable accommodations without prejudice.

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

Gender	Permanent employees	
	Return to work rate	Retention rate
Male	-	-
Female	100%	100%
Total	100%	100%

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

Yes/No (If yes, then give details of the mechanism in brief)	
Permanent Employees	<p>Yes, the Company has an Anti-Sexual Harassment Policy tailored for its managerial staff, along with a Vigil Mechanism & Whistle-Blower Policy. These measures ensure that employee grievances are promptly and impartially registered and resolved.</p> <p>Any other grievances, can be raised through email on hr@mnclgroup.com and the same is resolved within 48 hours. Timely update is shared with the employee pertaining to the status of the existing grievances.</p>
Other than Permanent Employees	Not Applicable

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

The Company does not have any employee's association. However, the Company acknowledges and respects the right to freedom of association, and it does not discourage or impede collective bargaining.

Category	FY 2024			FY 2023		
	Total employees in respective category (A)	No. of employees in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees in respective category (C)	No. of employees in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	-	-	-	-	-	-
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-

8. Details of training given to employees:

Category	FY 2024				FY 2023					
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No.	%	No.	%		No.	%	No.	%
		(B)	(B/A)	(C)	(C/A)		(E)	(E/D)	(F)	(F/D)
Employees										
Male	318	-	-	-	-	314	-	-	-	-
Female	77	-	-	-	-	72	-	-	-	-
Total	395	-	-	-	-	386	-	-	-	-

*Note: The organization provides financial assistance by reimbursing any course pursued by the employee on clearing the said examination, e.g. – NISM, CFA etc.

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

Category	FY 2024			FY 2023		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	315	279	88.57%	311	267	85.85%
Female	76	62	81.57%	71	57	80.28%
Total	391	341	87.21%	382	324	84.81%

Note: There are periodic reviews of all employees by the line managers. Further, performance assessment of all new joiners is monitored in the third & sixth month of their joining.

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, an occupational health and safety management system has been diligently implemented by MNCL. This system is meticulously designed to ensure the well-being and safety of all employees within the workplace. The system encompasses comprehensive protocols, regular assessments, and continuous improvement which helps to minimize risks and promote a healthy work environment across the Company. The Company's commitment for occupational health and safety makes it a safe and happy place to work.

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

The entity utilizes a robust set of processes to systematically identify work-related hazards and assess risks, both on a routine and non-routine basis. These processes include:

- Hazard Identification:** Regular workplace inspections, safety audits, and hazard reporting mechanisms are employed to identify potential hazards. Employees are encouraged to report any safety concerns arise promptly. At MNCL we have CCTV monitoring and active Fire Alarm System (FAS) in place and we do the testing of the system along with the scheduled maintenance which is documented and shared with the head admin for information and records. For hazard identification, security personnel are on hand to manage and mitigate any risks that may arise during an emergency. Their presence ensures a prompt and effective response, safeguarding the safety of all individuals and assets.
- Risk Assessment:** Once hazards are identified, thorough risk assessments are conducted to evaluate the likelihood and potential severity of each risk. This involves analysing factors such as the nature of the hazard, exposure levels, and existing control measures.
- Continuous Improvement:** The entity fosters a culture of continuous improvement by regularly reviewing and updating hazard identification and risk assessment processes. Feedback from employees, and external stakeholders is incorporated to enhance the effectiveness of safety measures.

By employing these comprehensive processes, the entity ensures proactive hazard identification and risk management, thereby enhancing workplace safety and protecting the well-being of its employees.

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

The Company operates in the financial services sector and does not have workers; therefore, this is not applicable.

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

Yes, the employees of MNCL are provided access to non-occupational medical and healthcare services. The Company recognizes the importance of supporting the overall health and well-being of its workforce beyond occupational health and safety concerns. This includes facilitating access to medical services such as providing Health insurance, availability of medical kit, and conducting wellness programmes.

By offering access to non-occupational medical and healthcare services, the Company demonstrates its commitment to supporting the holistic health of its employees, promoting a positive work-life balance, and catering a caring and supportive workplace environment.

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

Safety Incident/Number	Category	FY 2024	FY 2023
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	-
Total recordable work-related injuries	Employees	-	-
No. of fatalities	Employees	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-

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

The Company implements several measures to ensure a safe and healthy workplace environment for all employees. These measures include:

1. Workplace Inspections and Audits: Routine workplace inspections and safety audits are conducted to identify potential hazards, assess risks, and ensure compliance with safety regulations and standards.
2. Health and Wellness Programs: The Company promotes employee health and wellness through initiatives such as wellness programs, access to healthcare services and etc.
3. Workplace Condition: MNCL maintains a high standard of workplace hygiene by utilizing premium chemicals, tissues, soaps, and sanitizers, supported by a team of well-trained housekeeping professionals.

By implementing these measures, the entity demonstrates its commitment to providing a safe and healthy workplace environment where employees can perform their duties without undue risk to their health and well-being.

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

	FY 2024			FY 2023		
	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	1	-	Refer Note below	-	-	NA
Health & Safety	-	-	NA	-	-	NA

Note: Related to proper availability of seating arrangements

14. Assessment for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	None
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

Leadership Indicators

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

No

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

- i. Contractual Obligations: The Company includes clauses in contracts with value chain partners specifying their responsibility to deduct and deposit statutory dues, such as taxes, employee provident fund (EPF), employee state insurance (ESI), and goods and services tax (GST).

- ii. Vendor Assessment and Due Diligence: The Company conducts thorough assessments and due diligence of its value chain partners to ensure their compliance with statutory requirements, including their track record of deducting and depositing statutory dues.
- iii. Regular Monitoring : The Company implements regular monitoring mechanisms of its value chain partners to verify compliance with statutory requirements.

By implementing these measures, the entity seeks to ensure that its value chain partners fulfil their obligations to deduct and deposit statutory dues in a timely and compliant manner, thereby mitigating risks associated with non-compliance and promoting transparency and accountability across the value chain.

3. Provide the number of employees 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		No. of employees that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024	FY 2023	FY 2024	FY 2023
Employees	-	-	-	-

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)

No

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	Currently, these parameters are not explicitly assessed or measured.
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

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

Essential Indicators

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

The process of identifying key stakeholder groups within the entity involves recognizing individuals, groups, or institutions that significantly contribute to the business chain of the Corporation. This includes Employees, Clients/Customers, Shareholders, Regulatory bodies and the beneficiaries of CSR projects.

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	One-on-one interactions, e-mail, senior management meetings, internal communication platforms	Quarterly, annually, need based	Facilitate career development, ensure fair compensation and benefits, reinforce work ethics and policies, and foster effective communication and team building among employees
Clients/ customers	No	Branch assistance, e-mails, website, advertisements, newspapers and other digital platforms, customer helplines and toll-free numbers.	Ongoing and need-based	Provide superior customer service throughout the life cycle, address client needs and concerns, and gather feedback to improve services.
Shareholders	No	E-mails, SMS, newspapers, advertisement, notices, website, Annual General meeting, intimation to stock exchanges, annual reports.	At least quarterly and need-based	Keep shareholders informed about Company developments, performance, and industry trends, address shareholder concerns and grievances, provide transparency and accountability in corporate operations
Regulatory bodies	No	E-mails, one-on-one meetings, conference calls, video conferencing and websites	Need-based	Engage in discussions regarding approvals, circulars, guidelines, suggestions, amendments, and other regulatory matters, and ensure compliance with applicable laws and regulations
Beneficiaries of CSR projects	Yes	Partnership with local Charities and community visits.	Quarterly and need-based	Monitor and implement CSR projects and activities, ensure alignment with community needs and expectations.

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.

In the MNCL's effort to enhance communication about its performance and strategies to stakeholder, the Company places strong emphasis on continuous and proactive engagement with its stakeholders. The Board receives regular updates on various developments, with Directors encouraged to provide feedback on these updates.

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.

No

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

At MNCL, community engagement is very crucial. We are committed to driving community development by taking various initiatives. We actively listen to and address community concerns, ensuring they are met with proactive dialogue and effective solutions, empowering those we serve.

PRINCIPLE 5: Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2024			FY 2023		
	Total (A)	No. of employees covered (B)	% (B/A)	Total (C)	No. of employees / covered (D)	% (D/C)
Employees						
Permanent	395	395	100%	386	386	100%
Other than permanent	-	-	-	-	-	-
Total Employees	395	395	100%	386	386	100%

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

Category	FY 2024					FY 2023				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent										
Male	318	127	40%	191	60%	314	146	47%	168	53%
Female	77	40	52%	37	48%	72	44	61%	28	39%
Other than Permanent										
Male	-	-	-	-	-	-	-	-	-	-
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	Number	Median remuneration/ salary/ wages of respective category
Executive Directors	2	92,06,870.5	1	21,37,980
Independent Directors*	2	NA	1	NA
Key Managerial Personnel	2	2,90,60,752	-	NA
Employees other than BoD and KMP	314	4,18,237	76	2,40,900

*The Independent Directors are compensated solely through sitting fees for their attendance at Board or Committee meetings, whether in person or via VC/OAVM.

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

	FY 2024	FY 2023
Gross wages paid to females as % of total wages	13%	15%

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, MNCL has a POSH committee in place which acts as a focal point and is responsible for addressing human rights impact and also has implemented crucial policies like the Anti-sexual Harassment Policy and Whistle-blower Policy to uphold these values. The Human Resources team acts as the primary point of contact for human rights issues. They diligently ensure that all members of the organisation receive consistent briefings and education on these policies, fostering heightened awareness and compliance.

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

The Company demonstrates a firm commitment to upholding human rights, fostering a culture of non-discrimination within its workforce, and providing avenues for addressing grievances from its key stakeholders. The Company's Code of Conduct is developed to uphold and promote human rights principles, ensuring full compliance with the Constitution of India, national laws, and policies governing human rights. Central to the Company ethos is the preservation of dignity and respect of all stakeholders and customers, a principle held in the highest regard. With established policies on Whistle-blower protection and Prevention of Sexual Harassment of Women at the workplace, the Company addresses human rights issues comprehensively, striving to promote the fundamental rights and freedoms of individuals. Moreover, rigorous measures are in place to prevent common human rights violations, such as discrimination, violence, forced labour, and privacy infringements, ensuring a workplace environment aligned with ethical standards and legal requirements.

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

	FY 2024			FY 2023		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	-	NA	NA	-	NA	NA
Discrimination at workplace	-	NA	NA	-	NA	NA
Child Labour	-	NA	NA	-	NA	NA
Forced Labour/Involuntary Labour	-	NA	NA	-	NA	NA
Wages	-	NA	NA	-	NA	NA
Other human rights related issues	-	NA	NA	-	NA	NA

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

	FY 2024	FY 2023
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	-	-
Complaints on POSH as a % of female employees	-	-
Complaints on POSH upheld	-	-

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

- Confidentiality: The Company ensures that the identity of the complainant is kept confidential to the extent possible, especially during the investigation process.
- Non-Retaliation Policies: MNCL ensures that there is no retaliation against individuals who report discrimination or harassment. This includes protection from any adverse actions such as termination, demotion, or harassment as a result of filing a complaint.
- Supportive Environment: MNCL fosters a culture that encourages reporting and supports complainants. This is done through effective training programs and visible commitment from leadership to take complaints seriously and address them promptly.

- iv. Independent Investigation: In case there is complaint registered, MNCL conducts thorough and impartial investigations into complaints of discrimination or harassment. This ensures that findings are fair and unbiased, reducing the likelihood of adverse consequences for the complainant.
- v. Alternative Reporting Channels: Provide multiple channels for reporting complaints, including options for anonymous reporting if possible. This gives individuals more flexibility and reduces the fear of retaliation.
- vi. Training and Education: MNCL regularly conducts training for employees for employees and managers on preventing discrimination and harassment, recognizing the signs, and responding appropriately. This empowers everyone in the organization to contribute to a safe and respectful workplace.
- vii. Legal Protections: Ensure that complainants are aware of their legal rights and protections under relevant laws and Company policies. This includes protections against retaliation and access to legal recourse if necessary.
- viii. Follow-Up and Monitoring: After resolving a complaint, follow up with the complainant to ensure they are not facing any ongoing issues or retaliation. Monitor the workplace environment to detect any signs of retaliation or recurrence of discriminatory behaviour.
- ix. Documentation and Record-Keeping: MNCL maintains thorough records of complaints, investigations, and actions taken. This documentation can provide evidence of due diligence in addressing complaints and can be crucial in legal proceedings if needed.
- x. Accountability: Hold individuals accountable for discriminatory behaviour or retaliation through disciplinary actions when necessary. This sends a clear message that such behaviour will not be tolerated.

By implementing these mechanisms, MNCL enables in creating a safer and more supportive environment for individuals to come forward with complaints of discrimination and harassment, knowing that their well-being and rights will be protected.

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

No

10. Assessment for the year:

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

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

Not Applicable

Leadership Indicators

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

Not Applicable

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

During the year, no human rights due-diligence was conducted by the Company.

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?

The Company places utmost importance on human rights, striving to establish a safe and inclusive environment for all individuals. Several initiatives like installing elevators and ramps for enhanced accessibility, have been introduced to assist individuals with disabilities. Furthermore, these endeavours reflect the Company commitment to ensuring that every employee feels appreciated and can navigate the workplace with convenience and confidence.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Child labour	Not assessed.
Forced/involuntary labour	
Sexual harassment	However, the Company expects its value chain partners to adhere to equivalent values, beliefs, and business ethics in all the Company interactions.
Discrimination at workplace	
Wages	
Others-please specify	

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

Not Applicable

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	Unit	FY 24	FY 23
From renewable sources			
Total electricity consumption (A)	GJ	-	-
Total fuel consumption (B)	GJ	-	-
Energy consumption through other sources (C)	GJ	-	-
Total energy consumed from renewable sources (A+B+C)	GJ	-	-
From non-renewable sources			
Total electricity consumption (D)	GJ	1384	1201.32
Total fuel consumption (E)	GJ	-	-
Energy consumption through other sources (F)	GJ	-	-
Total energy consumed from non-renewable sources (D+E+F)	GJ	1384	1201.32
Total energy consumed (A+B+C+D+E+F)	GJ	1384	1201.32
Energy intensity per million rupee of turnover (Total energy consumption/ turnover in rupees)		0.51	0.79
Energy intensity per million rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/ Revenue from operations adjusted for PPP)*		11.41	17.61
Energy intensity in terms of physical output		-	-
Energy intensity (in terms of full time employees)- the relevant metric may be selected by the entity		3.50	3.11

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

No

*The revenue from operations has been adjusted for PPP based on the PPP conversion factor for the FY-2023 and 2024 published by International Monetary Fund (IMF) for India which is 22.17 and 22.4 respectively.

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

Not Applicable

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

Parameter	FY 2024	FY 2023
Water withdrawal by source (in kilolitres)		
(i) Surface Water	-	-
(ii) Ground Water	-	-
(iii) Third Party Water	57.60	57.60
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	57.60	57.60
Total volume of water consumption (in kilolitres)	57.60	57.60
Water intensity per million rupee of turnover (Total Water consumption / Revenue from operations)	0.02	0.04
Water intensity per million rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/ Revenue from operations adjusted for PPP)*	0.47	0.84
Water intensity in terms of physical output	-	-
Water intensity (in terms of full time employees) – the relevant metric may be selected by the entity	0.15	0.15

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

No

*The revenue from operations has been adjusted for PPP based on the PPP conversion factor for the FY-2023 and 2024 published by International Monetary Fund (IMF) for India which is 22.17 and 22.4 respectively.

4. Provide the following details related to water discharged:

Parameter	FY 2024	FY 2023
Water discharge by destination and level of treatment (in kilolitres)		
i) To surface water	NA	NA
- No treatment	NA	NA
- With treatment-please specify level of treatment	NA	NA
ii) To Groundwater	NA	NA
- No treatment	NA	NA
- With treatment-please specify level of treatment	NA	NA
iii) To Seawater	NA	NA
- No treatment	NA	NA
- With treatment-please specify level of treatment	NA	NA
iv) Sent to third-parties	NA	NA
- No treatment	NA	NA
- With treatment-please specify level of treatment	NA	NA
v) Others	NA	NA
- No treatment	NA	NA
- With treatment-please specify level of treatment	NA	NA
Total water discharge (in kilolitres)	NA	NA

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

No

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

Not Applicable

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

Parameter	Please specify unit	FY 2024	FY 2023
NOx	Microgram /cubic meter ($\mu\text{g}/\text{m}^3$)	Data Not Available	
Sox	Microgram /cubic meter ($\mu\text{g}/\text{m}^3$)		
Particulate matter (PM)	Microgram /cubic meter ($\mu\text{g}/\text{m}^3$)		
Persistent organic compounds (POP)			
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others-please specify			

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

No

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

Parameter	Unit	FY 2024	FY 2023
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	Not Available	Not Available
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	Not Available	Not Available
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)		Not Available	Not Available
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)		-	-
Total Scope 1 and Scope 2 emission intensity in terms of physical output		-	-
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

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

No

MNCL is not currently tracking its GHG emissions but is shall look forward to report in the upcoming years.

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

MNCL has not undertaken any projects specifically focused on reducing greenhouse gas emissions. However, we are actively exploring opportunities to initiate such initiatives in the future, aligning with our commitment to sustainability and environmental stewardship.

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

Parameter	FY 2024	FY 2023
Total Waste generated (in metric tonnes)		
Plastic waste (A)	NA	NA
E-waste (B)	-	-
Construction and demolition waste (D)	NA	NA
Battery waste (E)*	Not Available	Not Available
Radioactive waste (F)	NA	NA
Other Hazardous waste. Please specify, if any. (G)	NA	NA
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	NA	NA
Total (A+B + C + D + E + F + G + H)		
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	-	-
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	-	-
Waste intensity in terms of physical output	-	-
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
i) Recycled	-	-
ii) Re-used	-	-
iii) Other recovery operations	-	-
Total	-	-
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
i) Incineration	-	-
ii) Landfilling	-	-
iii) Other disposal operations	-	-
Total	-	-

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

No

*The Company is not tracking the Battery waste in terms of MT at the moment. But shall look forward to report the values in upcoming years.

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

The Company is committed to the responsible disposal of e-waste generated during its operations. All e-waste is handed over to a licensed and authorized scrap vendor who specializes in e-waste disposal and strictly adheres to all relevant regulations. The vendor provides a certificate confirming that the materials from Monarch have been disposed of in compliance with current municipal guidelines and pollution control board norms.

The existing battery waste was responsibly handed over to the approved vendor under a buyback arrangement which ensures proper disposal and aligns with our environmental sustainability practices.

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:

Sr. no.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/ clearance are being complied with? (Y/N)	If no, the reasons thereof and corrective action taken, if any.
Not Applicable				

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					

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

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Not Applicable				

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:

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

Parameter	FY 2024	FY 2023
Water withdrawal by source (in kilolitres)		
i) Surface Water	NA	NA
ii) Ground Water	NA	NA
iii) Third Party Water	NA	NA
iv) Seawater / desalinated water	NA	NA
v) Others	NA	NA
Total volume of water withdrawal (in kilolitres)	NA	NA
Total volume of water consumption (in kilolitres)	NA	NA
Water intensity per rupee of turnover (Total Water consumption / Revenue from operations)	NA	NA
Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA
Water discharge by destination and level of treatment (in kilolitres)		

Parameter	FY 2024	FY 2023
i) Into Surface water	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
ii) Into Groundwater	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
iii) Into Seawater	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
iv) Sent to third-parties	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
v) Others	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
Total water discharged (in kilolitres)	NA	NA

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

No

MNCL is a financial solution provider, hence the above indicator is not applicable to our business. None of our premises are located in water stressed areas.

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

Parameter	Unit	FY 2024	FY 2023
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	NA	NA
Total Scope 3 emissions per rupee of turnover		NA	NA
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		NA	NA

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

No

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.

Not Applicable

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. Initiative No undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1. LED Lighting	At MNCL, our offices/premises have LED lighting which consumes only 10% electricity as compared to conventional lighting.	Reduces our energy consumption, leading to lower operational costs and a smaller carbon footprint.

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

Although our company does not yet have a formal Business Continuity and Disaster Management Plan in place, we are committed to evaluating our requirements and developing a strategy to ensure preparedness for potential disruptions in the future.

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.

Not Applicable

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.

One

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	Association of Mutual Funds in India (AMFI)	National

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

Name of authority	Brief of the case	Corrective action taken
	Not Applicable	

Leadership Indicators

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
					Not Applicable

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

Essential Indicators

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
					Not Applicable

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.

As the Company does not engage in operations directly impacting the community, this is not applicable to the Company. Additionally, the Company's CSR activities are conducted in collaboration with various NGOs and agencies.

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

	FY 2024	FY 2023
Directly sourced from MSMEs/ small producers	-	-
Directly from within India	-	-

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

Location	FY 2024	FY 2023
Rural	NA	NA
Semi-urban	NA	NA
Urban	2%	1%
Metropolitan	98%	99%

(Place to be categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

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:

Sr. No.	State	Aspirational District	Amount spent (INR In Lacs)
None of our CSR projects falls/designated under aspirational districts.			

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

The Company actively encourages procurement from small business units seeking social upliftment. However, owing to the nature of the business, the Company does not currently have a specific preferential procurement policy in place.

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

Not Applicable

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				

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

Name of authority	Brief of the Case	Corrective action taken
Not Applicable		

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.	Contribution towards promoting education & health rural area	Not ascertained	100%
2.	Contribution towards promoting education, sustainability & Women empowerment	Not ascertained	100%

Note: The details of number of beneficiaries cannot be ascertained as the company spends required funds on CSR activities through implementing agencies i.e. trust or societies.

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 grievance policy implements a system to manage complaints, aiming for prompt resolution and equitable treatment for clients. Complaints undergo thorough analysis to identify root causes, enabling efficient handling and timely responses within designated timelines. Moreover, clients are informed of their rights and provided with alternative remedies as part of the Company commitment to transparency and client satisfaction. Furthermore, clients are encouraged to lodge their complaints or provide feedback via the Company designated email address: grievances@mnclgroup.com

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	
Safe and responsible usage	Not Applicable
Recycling and/or safe disposal	

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

	FY 2024		Remarks	FY 2023		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	-	-	NA	-	-	NA
Advertising	-	-	NA	-	-	NA
Cyber-security	-	-	NA	-	-	NA
Delivery of essential services	-	-	NA	-	-	NA
Restrictive Trade Practices	-	-	NA	-	-	NA
Unfair Trade Practices	-	-	NA	-	-	NA

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

Number	Reasons for recall
Voluntary recalls	Not Applicable
Forced recalls	

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

Yes; MNCL has a documented policy on Cyber security & Cyber Resilience in place, the weblink are as follows: Cyber Security & Cyber Resilience Policy.

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

There were zero instances on issues relating to advertising and delivery of essential services.

7. Provide the following information relating to data breaches:

- Number of instances of data breaches :** Nil
- Percentage of data breaches involving personally identifiable information of customers:** 0%
- 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).

Information regarding products and other services is available on the Company website at: <https://www.mnclgroup.com/product-services>

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

The Company ensures compliance with all disclosure requirements pertaining to its products and services. This commitment involves strict adherence to the product labelling guidelines outlined by AMFI/SEBI within risk and disclosure categories.

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

In the event of any planned or unplanned disruption of services related to its digital platforms (e.g., website), the Company promptly informs its clients about the cause of the unavailability and provides an estimated time for resolution. Additionally, the Company proactively notifies customers of the availability of alternative channels for continued service.

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)

Yes, the Company upholds transparency and ensures customers or clients can access all relevant information. Product communication is conducted through various channels like SMS, emails, and other platforms. Additionally, detailed product information is accessible on the Company website at: <https://www.mnclgroup.com/product-services>

As for conducting surveys regarding consumer satisfaction, the Company has not carried out any such survey during 2023-24.