

MMWL/SEC/24-25/

September 05, 2024

To,

The Secretarys
BSE Limited
27th Floor
Phiroze Jeejeebhoy Towers,
Dalal Street
Mumbai - 400 001

RE: Disclosures under Regulation 34 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 (the "SEBI Listing Regulations").

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

Dear Sir,

In terms of Regulation 34 of the SEBI Listing Regulations, we hereby submit a copy of the Business Responsibility and Sustainability Report for the financial year 2023-24, which also forms part of the Annual Report.

The same is also available on the website of the Company at www.mmwlindia.com

You are requested to take the above information on records and upload the same on your respective websites.

Thanking you,
Yours faithfully,
For **Media Matrix Worldwide Limited**

(Gurvinder Singh Monga)
Company Secretary

Registered Office: A/308, Dynasty Business Park CHS LTD, A K Road, Opp. Sangam Cinema, NR, Kohinoor Hotel Andheri (East), Mumbai – 400059; Telephone: +91-22-46089205, Fax: +91-91-22-46089205

Corp Office: Plot No 38, 4th Floor, Sector 32, Gurgaon 122001.
Telephone: +91-124-4310000, Fax: +91-124-4310050 Email: mmwl.corporate@gmail.com
Website: www.mmwlindia.com, Corporate Identity Number: L32100MH1985PLC036518

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

Media Matrix Worldwide Limited (MMWL) is BSE listed Company with the business of Technical Consultancy Services i.e., it provides Information and Software Support Services for various platform as per client requirement. MMWL is a B2B Value Added Services player providing niche and differentiated offerings to help clients towards consistent high performance, revenue optimization, enhanced end-user experience and growth. The total standalone turnover for the financial year 2023-2024 was ₹ 3.05 Crore and the total workforce of the Company is four employees for the same period. The Market capitalization of MMWL as on 31st March, 2024 is ₹ 1,874.68 Crore.

The Company which are falling under top one thousand listed entities based on market capitalization, a Business Responsibility and Sustainability Report (BRSR) on the environmental, social and governance is applicable on them. MMWL falls at 994 number, therefore, BRSR is applicable to the company as on 31st March, 2024. However, due to the nature of business and size of the company, most of the BRSR requirements are "Not Applicable" to us. We acknowledge our obligation towards good governance, ethical business standards, social commitments, and responsibility towards environment; at MMWL, we ensure to conduct our business operations in a sustainable and responsible manner.

SECTION A: General Disclosures

S. No.	Question	Response
1.	Corporate Identity Number (CIN) of the Entity	L32100MH1985PLC036518
2.	Name of the Listed Entity	Media Matrix Worldwide Limited
3.	Year of Incorporation	07-06-1985
4.	Registered Office Address	A/308, Dynasty Business Park CHS LTD, A K Road Opp Sangam Cinema NR Kohinoor Hotel Andheri (East), Mumbai - 400059
5.	Corporate Address	Plot No 38, 4th Floor, Sector 32, Gurgaon 122001, Haryana
6.	E-mail	mmwl.corporate@gmail.com
7.	Telephone	022-46089205
8.	Website	www.mmwlindia.com
9.	Financial Year for which report is being done	1st April 2023 – 31st March 2024
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited
11.	Paid-up Capital (INR.)	113,274,22,19
12.	Name and contact details (telephone, email) of the person who may be contacted in case of queries on the BRSR report	Gurvinder Singh Monga 022-46089205 mmwl.corporate@gmail.com
13.	Reporting Boundary (Standalone or Consolidated basis)	Standalone
14.	Name of assurance Provider	NA
15.	Type of assurance obtained	NA

Products and Services:

16. Details of business activities (accounting for 90% of the turnover):			
S. No.	Description of Main Activity	Description of Business Activity	%Turnover of the entity
1.	Consultancy Services	Information Technology & Support Services	100%

17. Product/ Services sold by the entity (accounting for 90% of the entity's turnover):			
S. No.	Product/ Service	NIC Code	%of total turnover contributed
1.	Consultancy Services	9983	100%

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	2	2
International	0	0	0

19. Markets Served by the Entity:
a. Number of Locations:

Location	Number
National (No. of States)	Maharashtra (1)
International (No. of Countries)	Nil

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

The company does not export its services, therefore nil.

c. A Brief on types of customers?

The Company's clients are in the business of Telecom Roll-out and Information Technology Services.

Employees:
20. Details as at the end of Financial Year 2023- 24:
Employees and Workers

Employees (including differently abled)						
S. No.	Particulars	Total (A)	Male		Female	
			Number (B)	Percentage (B/A)	Number (B)	Percentage (B/A)
1.	Permanent Employees	4	4	100%	0	0%
2.	Other than Permanent Employees	2	1	50%	1	50%
3.	Total Employees (1+2)	6	5	83%	1	16%

Workers (including differently abled)						
S. No.	Particulars	Total (A)	Male		Female	
			Number (B)	Percentage (B/A)	Number (B)	Percentage (B/A)
4.	Permanent Workers	The company does not have any worker category.				
5.	Other than Permanent Workers					
6.	Total Workers (4+5)					

a. Differently abled Employees and Workers

Differently Abled Employees						
S. No.	Particulars	Total (A)	Male		Female	
			Number (B)	Percentage (B/A)	Number (B)	Percentage (B/A)
1.	Permanent Employees	Currently the Company has not employed any differently abled person.				
2.	Other than Permanent Employees					
3.	Total Employees (1+2)					

Differently Abled Workers						
S. No.	Particulars	Total (A)	Male		Female	
			Number (B)	Percentage (B/A)	Number (B)	Percentage (B/A)
4.	Permanent Workers	Currently the company does not have any worker category.				
5.	Other than Permanent Workers					
6.	Total Workers (4+5)					

21. Participation/ Inclusion/ Representation of Women			
	Total (A)	Number of Female (B)	Percentage (B/A)
Board of Directors	5	2	40%
Key Management Personnel	2	0	0%

Note: Key Managerial personnel comprises of Mr. Sandeep Jairath, Whole-time Director and Chief Financial Officer and Mr. Gurvinder Singh Monga, Company Secretary. Accordingly, while counting strength of Board of Directors, Mr. Sandeep Jairath, Whole-time Director cum Chief Financial Officer has not been considered.

22. Turnover rate for permanent employees and workers:									
	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	0%	0%	0%	0%	0%	0%	25%	0%	25%
Permanent Workers	Not Applicable								

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 company/ joint venture	Indicate whether holding/ subsidiary/ associate company/ joint venture	% of shares held by listed entity	Does the entity indicated at Column A, participate in the Business Responsibility initiatives of the entity (Yes/ No)
1.	MN Ventures Private Limited	Holding Company	56.91%	No
2.	NexG Devices Private Limited	Subsidiary Company	56.78%	No
3.	Media Matrix Enterprises Private	Wholly Owned Subsidiary	100%	No

CSR Details:

24.

(i). Whether CSR is applicable as per Section 135 of Companies Act, 2013 (Yes/No)	No
(ii). Turnover (in INR.)	305.30 Lakhs
(iii). Net Worth (in INR.)	14,886.19 Lakhs

Transparency and Disclosures Compliances:

25. Complaints/ Grievances on any of the Principles (1-9) under the National Guidelines on Responsible Business Conduct:							
Stakeholder Group	Grievance Redressal Mechanism in place (Y/N) (Provide web-link of policy)	Current Financial Year 2023- 24			Previous Financial Year 2022- 23		
		Number of complaints filed	Number of complaints pending at close of year	Remarks	Number of complaints filed	Number of complaints pending at close of year	Remarks
Communities	Not Applicable	--	--	--	--	--	--
Investors (Other than shareholders)	Yes, https://mmwlindia.com/PDF/investors/Whistle-Blower-Policy.pdf	0	0	No complaint	0	0	No complaint
Shareholders	Yes, The Company has Whistle Blower Policy in place at https://mmwlindia.com/PDF/investors/Whistle-Blower-Policy.pdf The Company has a grievance redressal mechanism for receiving complaints from different stakeholders, including investors and shareholders. During the year, the Company has attended the investor's grievances/ correspondence within a period of 15 days from the date of receipt of the same except in cases which constrained by disputes and legal impediments.	0	0	No complaint	0	0	No complaint

Employees and Workers	Yes, https://mmwlindia.com/PDF/investors/Whistle-Blower-Policy.pdf	0	0	No complaint	0	0	No complaint
Customers	Yes, https://mmwlindia.com/PDF/investors/Whistle-Blower-Policy.pdf	0	0	No complaint	0	0	No complaint
Value Chain partners	Yes, https://mmwlindia.com/PDF/investors/Whistle-Blower-Policy.pdf	0	0	No complaint	0	0	No complaint

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	Rationale for identifying the risk/ Opportunity	In case of Risk, approach to adapt or mitigate	Financial Implications of the risk or the opportunity
1.	Human Resource Development	Opportunity	Human Resource Development is defined as manpower availability, skillset, knowledge base, and experience pool that a company owns. Being a service sector company, training, capacity building, upskilling, and reskilling of employees is crucial to deliver quality to our customers and ensure employee retention.	Not Applicable	Positive impact on company's performance.
2.	Diversity, Equality, and Inclusion (DE&I)	Opportunity	To have a diverse pool of workplace drives innovative ideas, thoughts, and perspectives, which helps to build trust, loyalty, and enhance performance of employees. Inclusiveness promotes a feeling of ease at work which doubles productivity of employees and company's performance.	Not Applicable	Positive impact on company's performance.
3.	Energy Management	Opportunity	Energy management is promoted efficient technology adoption and conservation practices to ensure optimization of energy use at offices during operational hours. Moving away from conventional energy to efficient/ renewable sources will help optimize energy consumption and minimize emissions.	Not Applicable	Positive impact on company's performance
4.	Workplace environment	Opportunity	A workplace that is positive, safe, conducive, and inclusive aids in physical and mental well-being of an employee as well as overall success of the company. It is imperative to create a workplace that is free from any form of harassment, discrimination, safe and healthy, and employees can without fear of retaliation voice their opinion and complaint, in case of violation.	Not Applicable	Positive impact on company's performance

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies, and processes out 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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the policies, if available	https://www.mmwlindia.com/#!ComplianceWithCorporateGovernance https://www.mmwlindia.com/PDF/Policy-on-Principles-and-Policies-of-Business-Responsibility.pdf								
2. Whether the entity has translated the policy into procedures? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	NA	Yes
4. Name of the national and international codes/ certifications/ labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Not Applicable								
5. Specific commitments, goals, and targets set by the entity with defined timelines, if any.	MMWL is currently working on its Environmental and Social Commitments which will soon be disclosed in public domain								
6. Performance of the entity against the specific commitments, goals, and targets along with reasons in case sthe same are not met.									
Governance, leadership, and oversight									
7. Statement by the director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements (listed entity has flexibility regarding the placement of this disclosure)									
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies)	Shri Sandeep Jairath Whole-time Director cum Chief Financial Officer								
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	Board of Directors								

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 are responsible to review and oversee the financial and non-financial performance of the company.									Annually								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Board of Directors are responsible to ensure compliance with regulatory, statutory, and legal norms; in case of non-compliance, ensure appropriate action is undertaken within stipulated time.									Annually								

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
	No	No	No	No	No	No	No	No	No

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	NA	NA	NA	NA	NA	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: Principle Wise Performance Disclosure

Entity demonstrates their performance in integrating the Principles and Core Elements with key processes and decisions.

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 2023- 24:

Segment	Total number of training and awareness programs held	Topics/ Principles covered under training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	6	Regulatory compliance, Code of Conduct, Insider Trading, Statutory and Legal Requirements and Landscape, including ESG norms	100%
Key Managerial Personnel			
Employees other than BoD and KMPs	4	Code of Conduct, Induction Session, POSH Awareness, and Skill Development training	100%
Workers	Not Applicable		

2. Details of fines/ penalties/ punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors/ KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format:

(Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as discussed on the entity's website)

Monetary					
	NGRBC Principle	Name of the Regulatory/ enforcement agencies/ judicial institutions	Amount (in INR.)	Brief of Case	Has an appeal been preferred? (yes/ No)
Not Applicable					
Settlement	Nil				
Compounding Fee					
Non-Monetary					
	NGRBC Principle	Name of the Regulatory/ enforcement agencies/ judicial institutions	Amount (in INR.)	Brief of Case	Has an appeal been preferred? (yes/ No)
Imprisonment	Nil				
Punishment					

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

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

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

The Company believes in conducting its business in a transparent manner and does not indulge in bribery or corruption, which is clearly mentioned in its policy and code of conduct. Further, all Service Provider of the Company that could create a perception of unfairness or lead to uncompetitive favours, are also required to disclose any such situation of conflict of interest, including involvement or interest of any employee of the Company or his/her immediate family members in their business.

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

	Current Financial Year 2023- 24	Previous Financial Year 2022- 23
Directors	Nil	Nil
Key Managerial Personnel (KMPs)	Nil	Nil
Employees	Nil	Nil
Workers	NA	NA

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

	Current Financial Year 2023- 24		Previous Financial Year 2022- 23	
	Number	Remark	Number	Remark
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	--	Nil	--
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	--	Nil	--

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.

NIL

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

	Current Financial Year 2023- 24	Previous Financial Year 2022- 23
Number of days of account payables	NA	NA

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	Current Financial Year 2023- 24	Previous Financial Year 2022- 23
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)	NA	NA
	b. Sales (Sales to related parties / Total Sales)	NA	NA
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	NA	1
	d. Investments (Investments in related parties / Total Investments made)	NA	NA

Leadership Indicators

1. Awareness programmes conducted for the value chain partners on any of the Principles during the financial year 2023- 24:		
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
There was no training conducted during the year.		

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No). If "Yes", provide details of the same.		
<p>Yes, the Company's Code of Conduct expects all its Personnel (Members of the Board) to refrain from engaging in any activity or having a personal interest that presents a conflict of interest. Further, the Company outlines that Personnel of the Company shall not exploit any information discovered through their position in the Company, for their own personal gain. Following are the principle dealing with the principle of conflict of interest:</p> <ul style="list-style-type: none"> Prior approval from the Company's Audit Committee is required for Directors who wish to accept assignments with companies or agencies that compete with the Company. Directors should avoid conducting business on behalf of the Company with any relative or with a business in which a relative holds a significant role. In unavoidable situations, they must seek the approval of the audit committee, in accordance with applicable laws. Directors encouraged to minimize conducting business with relatives or businesses in which relatives hold significant roles. However, if it becomes necessary to engage in related party transactions, Directors must comply with the provisions outlined in Section 188 of the Companies Act, 2013, and any applicable SEBI Regulations. 		

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

1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.			
	Current Financial Year 2023- 24	Previous Financial Year 2022-23	Details of improvements in environmental and social impacts
R&D	Owing to the nature of business, the company does not engage in R&D activities that have an environmental impact, however, the company's services are for the society at large.		
Capex			

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No). b. If "Yes", what percentage of inputs were sourced sustainability?	
The company engages in business partnership with those businesses and vendors who are ethical and transparent in their business dealing as well as adhere to the principles of sustainability in their operations and supply chain management.	

3. Describe the processes in place to safely reclaim your products for reusing, recycling, and disposing at the end of life for: a) Plastics (including packaging); b) E-Waste; c) Hazardous Waste; and d) Other Waste.	
The company has tie-up with authorized vendor to safely dispose of and recycle the E-waste, as it reaches its end-of-life stage.	

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes/No).	
<ul style="list-style-type: none"> If "Yes", whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Board? If "Not", provide steps taken to address the same. 	
Not Applicable	

Leadership Indicators

1. Has the entity conducted Life Cycle Perspective/ Assessment (LCA) for any of its products (for manufacturing industries) 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 web-link
The company has not conducted LCA of its services during the reporting period.					

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
The company has not undertaken LCA of its services, therefore, no significant risk was identified.		

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		
	Current Financial Year 2023-24	Previous Financial Year 2022-23
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:

	Current Financial Year 2023- 24			Previous Financial Year 2022- 23		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Not Applicable					
E-Waste						
Hazardous Waste						
Other Waste						

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

Indicate Product Category	Reclaimed products and their packaging materials as % total products sold in respective 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:

Category	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	4	4	100%	4	100%	0	0%	NA	NA	NA	NA
Female	0	0	0%	0	0%	0	0%	NA	NA	NA	NA
Total	4	4	100%	4	100%	0	0%	NA	NA	NA	NA
Other than Permanent Employees											
Male	1	0	0%	0	0	NA	NA	NA	NA	NA	NA
Female	1	0	0%	0	0	NA	NA	NA	NA	NA	NA
Total	2	0	0%	0	0	NA	NA	NA	NA	NA	NA

NA: Not Applicable

1. b. Details of measures for the well-being of Workers:

Category	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	The company does not have worker category.										
Female											
Total											
Other than Permanent Workers											
Male	The company does not have worker category.										
Female											
Total											

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

	Current Financial Year 2023- 24	Previous Financial Year 2022- 23
Cost incurred on well being measures as a % of total revenue of the company	0.34%	0.17%

2. Details of retirement benefits, for Current FY 2023-24 and Previous FY 2022-23

Benefits	Current Financial Year 2023- 24			Previous Financial Year 2022- 23		
	No. of employees covered as % of total employees	No. of workers covered as % of total Workers	Deducted and Deposited with the authority (Yes/ No/ NA)	No. of employees covered as % of total employees	No. of workers covered as % of total workers	Deducted and Deposited with the authority (Yes/ No/ NA)
PF	100%	NA	Yes	100%	NA	Yes
Gratuity	100%	NA	Yes	100%	NA	Yes
ESI	NA	NA	NA	NA	NA	NA

NA: Not Applicable since there is no worker category in the company.

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”, then whether any steps are being taken by the entity in this regard.

Yes, as per the requirements of the Rights of Persons with Disabilities, the Company has made provisions in the office premises i.e., ramps, elevators, and other infrastructure support for differently abled individuals to effectively carry out their work.

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

The Company's 'Equal Opportunity Policy' in line with the Rights of Persons with Disabilities Act ensures to provide a comfortable, equitable, and respectful work environment to all its employees irrespective of race, color, religion, gender, disability, national origin, ancestry, age, marital status, sexual orientation, or any other discriminatory factor.

5. Return to work and Retention rates of permanent employees and workers that took parental leave for FY 2023- 24.

Gender	Permanent Employees		Permanent Workers	
	Return to Work Rate	Retention Rate	Return to Work Rate	Retention Rate
Male	NA	NA	Not Applicable	
Female	0%	0%		
Total	0%	0%		

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and workers? If “Yes”, give details of the mechanism in brief:	
Permanent Workers	Not applicable since there is no worker category in the company.
Other than Permanent Workers	
Permanent Employees	The employees of the company can raise their complaint and redress their grievance as per company's whistleblower policy: https://mmwlindia.com/PDF/investors/Whistle-Blower-Policy.pdf In case it is harassment issue, then mechanism under POSH policy to be strictly followed by the company to address the complaint. The company ensures to investigate and resolve all complaints in a fair, transparent, and timely manner.
Other than Permanent Employees	

7. Membership of employees and workers in association(s) or Unions recognized by the listed entity:						
Category	Current Financial Year 2023- 24			Previous Financial Year 2022- 23		
	Total employees/ workers in respective category (A)	No. of employees/ workers in respective category, who are part of Association(s) or Unions (B)	Percentage (%) (B/A)	Total employees/ workers in respective category (A)	No. of employees/ workers in respective category, who are part of Association(s) or Unions (B)	Percentage (%) (B/A)
Total Permanent Employees	4	0	0%	4	0	0%
– Male	4	0	0%	4	0	0%
– Female	0	0	0%	0	0	0%
Total Permanent Workers	Not applicable					
– Male						
– Female						

8. (a). Details of training given to employees and workers on “Health and Safety Measures										
Category	Current Financial Year 2023- 24					Previous Financial Year 2022- 23				
	Total (A)	On Health and safety measures		On Skill Upgradation			On Health and safety measures		On Skill Upgradation	
		No. (B)	(%) (B/A)	No. C	(%) (C/A)	Total (D)	No.(E)	(%) (E/D)	No. (F)	%(F/D)
Employees										
Male	5	3	60%	3	60%	5	2	40%	2	40%
Female	1	0	0%	0	0%	1	0	0%	0	0%
Total	6	3	50%	2	33.34%	6	2	33.34%	2	33.34%
Workers										
Male	Not Applicable									
Female										
Total										

9. Details of Performance and Career Development reviews of employees and workers:

Category	Current Financial Year 2023- 24			Previous Financial Year 2022- 23		
	Total (A)	Number (B)	Percentage (%) (B/A)	Total (C)	Number (D)	Percentage (%) (D/C)
Employees *						
Male	4	4	100%	4	4	100%
Female	0	0	0%	0	0	0%
Total	4	4	100%	4	4	100%
Workers						
Male	Not applicable					
Female						
Total						

*: Only permanent employees undergo career development and performance review in the company.

10. Heath and Safety Management System:

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/No) If “Yes”, then coverage of the system.	At MMWL, the objective is to prevent work-related illnesses and continuously enhance safety performance standards. We have implemented an Occupational Health and Safety (OHS) Management System, a structured approach by integrating essential business activities and applying principles and processes to ensure safe and healthy workplaces across all floors.
b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis of the entity?	MMWL has adopted an integrated framework to identify current and potential safety hazards through risk assessment studies/ audits, checklists, safety/ fire drills, consultation with stakeholders, work permit checks, safety equipment checks, and feedback from employees and security staff on areas of improvement on safety and health aspects.
c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks? (Yes/ No)	Not applicable
d. Do the employees/ workers of the entity have access to non-occupational medical and healthcare services? (Yes/ No)	MMWL employees have access to Group Medical services and health care insurance. The company also has tie-up with hospitals from time to time to support employees and their families with non-occupational medical healthcare services.

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

Safety Incidents/ Number	Category	Current Financial Year 2023- 24	Previous Financial Year 2022- 23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	NA	NA
Total recordable work-related injuries	Employees	0	0
	Workers	NA	NA
Number of fatalities	Employees	0	0
	Workers	NA	NA
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	NA	NA

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

At MMWL, various initiatives are undertaken to ensure that the workplace is safe and hazard-free:

- Regular training of employees on health and safety protocols and SOPs
- Fire drills/ safety drills on regular intervals
- Security equipment checks and risk assessment to identify areas of improvement
- Interaction with security staff, employees, and other stakeholders to gauge feedback on safety standards and healthy working conditions.

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

	Current Financial Year 2023- 24			Previous Financial Year 2022- 23		
	Filed	Pending Resolution at end of year	Remark	Filed	Pending Resolution at end of year	Remark
Working Conditions	0	0	--	0	0	--
Health and Safety	0	0	--	0	0	--

14. Assessment for the Year (2023- 24):

	% of plants and offices that were assessed (by entity or statutory authorities or third party)
Health and Safety Practices	100%
Working Conditions	100%

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

The company internally reviews its health and safety practices as well as its work environment to ensure compliance with regulatory requirements.

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

Yes, the Company has a Group Personal Accident Insurance Policy for its Permanent Employees from TATAAIG Insurance, in which employees get compensatory package in the event of death or any temporary or permeant disablement.

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

The company ensures that the vendors and suppliers comply with the regulatory requirements in a timely manner. The company, on a regular basis, monitors and reconciles the statutory deposits, including GST for all its vendors and suppliers as a practice to check its statutory compliances.

3. Provide the number of employees/ workers having suffered high consequence work-related injury/ ill- health/ fatalities (as reported in Qs. 11 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 Number of affected employees/ workers		No. of employees/ workers that are rehabilitated or whose family member have been placed in suitable employment	
	FY 2023- 24	FY 2022- 23	FY 2023- 24	FY 2022- 23
Employees	Not applicable			
Workers				

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/No)

The Company periodically provides skill-upgradation training programs to all its employees during their employment which caters to the specific requirements of the cadre and relevant function areas. This further enables the employees to pursue employment post retirement or termination, based on the acquired skillset and domain expertise.

5. Details on assessment of value chain partners (FY 2023- 24):

	% of value chain partners (by value of business done with such partners) that were assessed
Health and Safety Practices	0
Working Conditions	0

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

No significant risk identified during the value chain business activities of MMWL

Principle 4: Businesses should respect the interests of and be responsive to all its stakeholders Essential Indicators
1. Describe the process for identifying key stakeholder groups of the entity.

MMWL has identified its key external and internal stakeholder based on the impact and relevance they have on the business i.e., Shareholders, Customers, Bankers, employees, Government bodies and Regulators. These stakeholders play a critical role in shaping the company's strategic direction and business plan, feedback and suggestion shared by the stakeholders acts as a catalyst in the business decision making process.

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

Stakeholder Group	Identified as Vulnerable or Marginalized Group (Yes/No)	Channels of Communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during each engagement
Communities	No	Email, direct communication, HR application and announcements	Continuous	Employee wellbeing and satisfaction is an integral part of the Company's growth model. Employee engagement through various means of communication provides an insight into the key action areas for employee wellbeing and growth. The key areas of interest for employees are: <ul style="list-style-type: none"> • Training, professional growth and development • Well-being initiatives • Employee recognition • Fair remuneration • Work-life balance
Implementing Agency (NGO)				
Employees	No	Email, direct communication, HR application and announcements	Continuous	Employee wellbeing and satisfaction is an integral part of the Company's growth model. Employee engagement through various means of communication provides an insight into the key action areas for employee wellbeing and growth. The key areas of interest for employees are: <ul style="list-style-type: none"> • Training, professional growth and development • Well-being initiatives • Employee recognition • Fair remuneration • Work-life balance
Investors and Shareholders	No	Annual Report, One- on-One Meetings, AGM, and News	Annually	To get an overview of MMWL's financial and non-financial performance, business objective, strategy, long-term plan, and resolve queries from investors/ shareholders.

Customers	No	Email, Direct Communication, and Customer Meet	Need Based	Customer need and expectation, customer feedback & satisfaction, delivery challenge resolution, market plan and growth opportunities, and sale forecasting.
Vendors and Suppliers	No	Direct Communication, Physical Meeting, and Email	Regularly	Vendor assessment and onboarding, query resolution, order placement, pricing, contract signing and renewal, resolution of delivery issues, and forward market opportunities.

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 senior management of MMWL interact with investors, customers, and employees of the company to seek feedback and suggestion on company's strategic areas of intervention and evolving external landscape and how the company can integrate it in its business plan. The synopsis of these interactions are presented to the Board as ideas or thoughts in due course and depending upon the significance of the topic, appropriate action is taken by the Board.

**2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topic? (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.**

Stakeholder consultation and feedback is given due importance to identify company's key areas of intervention and in determining the priority topics for the company.

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

Not Applicable.

Principle 5: Businesses should respect and promote human rights Essential Indicators

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

Category	Current Financial Year 2023- 24			Previous Financial Year 2022- 23		
	Total (A)	Number (B)	Percentage (%) (B/A)	Total (C)	Number (D)	Percentage (%) (D/C)
Employees						
Permanent	4	4	100%	4	4	100%
Other than permanent	2	0	0%	2	0	0%
Total Employees	6	4	67%	6	4	67%
Workers						
Permanent	Not applicable since there is no worker category in the company.					
Other than permanent						
Total Workers						

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

Category	Current Financial Year 2023- 24					Previous Financial Year 2022- 23				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		Number (B)	% (B/A)	Number (C)	% (C/A)		Number (E)	% (E/D)	Number (F)	% (F/D)
Employees										
Permanent	4	0	0%	4	100%	4	0	0%	4	100%
– Male	4	0	0%	4	100%	4	0	0%	4	100%
– Female	0	0	0%	0	0%	0	0	0%	0	0%
Other than Permanent	2	0	0%	2	100%	2	0	0%	2	100%
– Male	1	0	0%	1	100%	1	0	0%	1	100%
– Female	1	0	0%	1	100%	1	0	0%	1	100%
Workers										
Permanent	Not applicable									
– Male										
– Female										
Other than Permanent										
– Male										
– Female										

**3. Details of remuneration/ salary/ wages
a. Median remuneration wages**

	Male		Female	
	Number	Median salary/ wage of respective category	Number	Median salary/ wage of respective category
Board of Directors (BoD)*	4	3.25 Lakh	2	2.87 Lakh
Key Managerial Personnel	2	33.16 Lakh <i>per annum</i>	0	0
Employees other than BoD and KMP	2	23.15 Lakh <i>per annum</i>	0	0
Workers	Not applicable.			

*The Payment of Sitting Fees only given to Non- Executive Director of the Company including Independent Director of the Company for attending the meeting of Board and its various committee during the year under review.

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

	Current Financial Year 2023- 24	Previous Financial Year 2022- 23
Gross wages paid to females as % of total wages	NA	NA

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Yes, the Head of Human Resource department of the Company is responsible for addressing human rights issues. As part of the Human Rights Policy, the Company expects all its relevant stakeholders to respect and comply with the policy principles, and applicable laws.

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

The Company Human Resource department email and other informal channels of communication form the part of the internal mechanism for grievance redressal of human rights issues. The Company's Human Rights Policy outlines the grievance redressal mechanism through the open channels of communication as per the Whistleblower Policy.

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

	Current Financial Year 2023- 24			Previous Financial Year 2022- 23		
	Filed during the year	Pending resolution at end of year	Remark	Filed during the year	Pending resolution at end of year	Remark
Sexual Harassment	0	0	--	0	0	--
Discrimination at workplace	0	0	--	0	0	--
Child Labour	NA	NA	--	NA	NA	--
Forced Labour/ Involuntary Labour	0	0	--	0	0	--
Wages	0	0	--	0	0	--
Other human rights related issues	0	0	--	0	0	--

NA: Not Applicable

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

	Current Financial Year 2023- 24	Previous Financial Year 2022- 23
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0	0
Complaints on POSH upheld	0	0

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

As per Whistleblower Policy, the Company ensures protection of the complainant. The investigation of the complaints is done strictly in a confidential manner ensuring the protection of the complainant against any retaliation. The Company provides necessary safeguards to all Whistle Blowers for making Protected Disclosures in good faith in the code of conduct of the business.

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

Yes, the business agreements and PO order have a clause that ensures that its vendors/ suppliers and other business partners adhere to ethical business standards including principles of human rights.

10. Assessment for the FY 2023 - 24:

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

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

Not applicable.

Leadership Indicators

1. Details of a business process being modified/ introduced as a result of addressing human rights grievances/ complaints.	
The company ensures to adhere to ethical business practices and highest standard of integrity, as a result, MMWL regularly reviews its corporate policies in line with the national and international regulatory compliances, including human rights.	
2. Details of the scope and coverage of any Human Rights due-diligence conducted.	
No due diligence conducted during FY 2023- 24.	
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, as per the requirements of the Rights of Persons with Disabilities, the Company to make provisions in the office premises to have ramps, elevators and other infrastructure for differently abled individuals.	
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	Nil
Forced/ Involuntary Labour	Nil
Sexual harassment	Nil
Discrimination at workplace	Nil
Wages	Nil
Others- please specify	Nil
5. Provide details of any corrective actions taken or underway to address significant risks/ concerns arising from the assessment at Qs. 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	Current Financial Year 2023- 24	Previous Financial Year 2022- 23
From Renewable Sources		
Total electricity consumption (A)	0	0
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	0	0
From Non-Renewable Sources		
Total electricity consumption (D)	17.99	12.78
Total fuel consumption (E)	0	0
Energy consumption through other sources (F)	0	0
Total energy consumed from renewable sources (D+E+F)	17.99	12.78
Total energy consumed (A+B+C+D+E+F)	17.99	12.78
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	.06	.04
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total energy consumed / Revenue from operations adjusted for PPP)	NA	NA

Energy intensity in terms of physical output	2.99	2.13
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

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

* MMWL has its operation in india; Purchasing Power Parity is not applicable

2. Does the entity have any sites/ facilities identified as designated consumers (DCs) under the Performance, Achieve, and Trade (PAT) Scheme of the Government of India? (Yes/No) If “Yes”, disclose whether targets set under the PAT Scheme have been achieved. In case targets havenot 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	Current Financial Year 2023- 24	Previous Financial Year 2022- 23
Water withdrawal by source (in kilo-litres)		
(i). Surface Water	0	0
(ii). Groundwater	0	0
(iii). Third Party Water	0	0
(iv). Seawater/ Desalinated water	0	0
(v). Others (Bottled Water)	0	0
Total Volume of water withdrawal (in KL) (i + ii + iii + iv + v)	0	0
Total volume of water consumption (in KL)	0	0
Water intensity per rupee of turnover (water consumed/ turnover)	0	0
Water intensity (optional)- the relevant metric may be selected by the entity	0	0

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

4. Provide the following details related to water discharge:		
Parameter	Current Financial Year 2023- 24	Previous Financial Year 2022- 23
Water discharge by destination and level of treatment (in kilo-litres)		
(i). To Surface Water	Not applicable to MMWL business model.	
– No treatment		
– With treatment- please specify level of treatment		
(ii). To Ground Water		
– No treatment		
– With treatment- please specify level of treatment		
(iii). To Seawater		
– No treatment		
– With treatment- please specify level of treatment		
(iv). Sent to Third Parties		
– No treatment		
– With treatment- please specify level of treatment		
(v). Others		
– No treatment		
– With treatment- please specify level of treatment		
Total water discharged (in kilo-litres)		

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

5. Has the entity implemented a mechanism for Zero Liquid Discharge (ZLD)? 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	Current Financial Year 2023- 24	Previous Financial Year 2022- 23
NOx	Due to the nature of business, air emission is not applicable to MMWL		
Sox			
Particulate Matter (PM)			
Persistent organic pollutant (POP)			
Volatile organic compounds (VOC)			
Hazardous air pollutant (HAP)			
Others- please specify			

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

7. Please provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) and its intensity, in the following format:			
Parameter	Please specify unit	Current Financial Year 2023- 24	Previous Financial Year 2022- 23
Total Scope 1 Emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	Not applicable to MMWL business.	
Total Scope 2 Emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent		
Total Scope 1 and Scope 2 emissions per rupee of Turnover			
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? (Yes/ No). No.

8. Does the entity have any project related to reducing Greenhouse gas emissions? If “Yes”, then provide details.
The activities carried on the Company are not energy intensive. However, the company has been taking measures to ensure energy efficient practices and implemented certain emission reduction initiatives such as adoption of LED lighting, sensor lighting, and low-energy consuming appliances in its offices, restrooms and common areas.

9. Provide details related to waste management by the entity, in the following format:		
Parameter	Current Financial Year 2023- 24	Previous Financial Year 2022- 23
Note: Currently, the company is not recording the waste generated in its office, since it gets collected as per the municipal waste guidelines and the onus is with the facility provider.		
Total Waste Generated (in metric tonnes)		
Plastic Waste (A)	0	0
E-Waste (B)	0	0
Bio-medical Waste (C)	0	0
Construction and Demolition Waste (C&D) (D)	0	0
Battery Waste (E)	0	0
Radioactive Waste (F)	0	0
Other Hazardous Waste generated (G) (Please specify, if any)	0	0
Other Non-Hazardous Waste generated (H) (Please specify, if any)	0	0
Total Waste Generated (A+B+C+D+E+F+G+H)	0	0

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

Category Waste Name:		
(i). Recycled	0	0
(ii). Re-used	0	0
(iii). Other recovery operations	0	0
Total	0	0

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

Category Waste Name:		
(i). Incineration	0	0
(ii). Landfilling	0	0
(iii). Other disposal operations	0	0
Total	0	0

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

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.

Not Applicable since MMWL does not engage in chemical nor toxic waste generation; the company is in IT service business.

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	Type of operations	Whether the conditions of environmental approval/ clearance are being complied with? (Yes/No) If "No", the reasons thereof and corrective action taken, if any.
Not applicable.			

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year 2023- 24:

Name and brief of the project	EIA Notification No.	Date	Whether conducted by independent 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 (Yes/ No).

If "Not", provide details of all such non-compliances, in the following format:

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

Leadership Indicators

1. Water withdrawal, consumption and discharge in areas of 'Water Stress' (in kilo litres):

For each facility/ plant located in areas of water stress, provide the following information:

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

Note: Not Applicable to MMWL.

Parameter	Current Financial Year 2023- 24	Previous Financial Year 2022- 23
Water withdrawal by source (in kilo litres)		
(i). Surface Water	Not Applicable	
(ii). Ground Water		
(iii). Third Party Water		
(iv). Seawater/ Desalinated Water		
(v). Others		
Total volume of water withdrawal (in KL)		
Total volume of water consumption (in KL)		
Water intensity per rupee of turnover (water consumed/ turnover)		
Water intensity (optional)- the relevant metric may be selected by the entity		

Water discharge by destination and level of treatment (in Kilo litres)		
(i). To Surface Water	Not Applicable	
– No treatment		
– With treatment- please specify level of treatment		
(ii). To Ground Water		
– No treatment		
– With treatment- please specify level of treatment		
(iii). Sent to Third Party Water		
– No treatment		
– With treatment- please specify level of treatment		
(iv). Into Seawater		
– No treatment		
– With treatment- please specify level of treatment		
(v). Others		
– No treatment		
– With treatment- please specify level of treatment		

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

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

Parameter	Please specify unit	Current Financial Year 2023- 24	Previous Financial Year 2022- 23
Total Scope 3 Emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	The company currently does not capture the Scope 3 emissions	
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 emission intensity (optional)- the relevant metric may be selected by the entity			

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

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

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along with summary)	Outcome of the Initiative
1	Energy conservation	Adoption of energy efficient appliances and ensuring conservation of energy	Reduction in emissions
2	Plastic Waste Management	Ensuring reduction of plastic waste by adopting recyclable materials	Reduction of plastic footprint

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

Yes, the Company has a business continuity plan for all its locations. This business continuity plan enables the Company to adapt in situations arising from any natural calamity or an unprecedented event which may disrupt the business operations. The Company continuously enhances its existing plan by incorporating interferences and observations from disruptions faced in the unprecedented situations such as the pandemic. Further, the Company's risk management plan enables the minimization of disaster-linked losses, by assessing the potential for major disruption with its consequent risks to the business, and by providing the appropriate mitigation action plans.

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

The company ensures no significant negative impact in its value chain activities

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

Nil

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.

Nil

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

S. No.	Name the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/ National)
Currently, MMWL is not member to any industry chamber nor any association at state/ national level.		

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
No case was registered during FY 23-24		

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	Web Link, if available
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MMWL being a socially responsible company has voiced its opinion and shared feedback on various topics, issues, and challenges pertaining to the sector/ industry it operates in through various channels and forums. The company has not engaged directly in any specific public advocacy during the year, however, created its own innovative solutions for its customers.

Principle 8: Businesses should promote inclusive growth and equitable development Essential Indicators

1. Details of Social Impact Assessments (SIA) projects undertaken by the entity based on applicable laws, in the current financial year 2023- 24:					
Name and brief detail 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 the 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 does not implement CSR program as it is not mandatory nor applicable to the company.

4. Percentage of input material (input to total inputs by value) sourced from suppliers:		
	Current Financial Year 2023- 24	Previous Financial Year 2022- 23
Directly sourced from MSMEs/ Small producers	5.77%	5%
Sourced directly from within the district and neighboring districts	100%	100%

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	Current Financial Year 2023- 24	Previous Financial Year 2022- 23
Rural	NA	NA
Semi- Urban	NA	NA
Urban	NA	NA
Metropolitan	NA	NA

(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 Qs. 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.)
Not Applicable			

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized/ vulnerable groups? (Yes/No)	
No	
(b) From which marginalized/ vulnerable groups do you procure?	
Not Applicable	
(c) What percentage of total procurement (by value) does it constitute?	
Nil	

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year 2023- 24), 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 to MMWL nature of business.				

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 Case	Corrective action taken
Not applicable to MMWL nature of business.		

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
Not Applicable			

Principle 9: Business 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.

A customer can raise its complaint or issue on the common email id: mmwl.corporate@gmail.com which is then shared with the respective team. Post receiving the complaint, the issue/ concern is escalated to the common IT Service Group for investigation and prompt resolution is provided within a stipulated time. In case, the customer is not satisfied, they can reach out to individual representative of MMWL for appropriate action and resolution.

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

	As percentage to total turnover
Environmental and social parameters relevant to the product	Not applicable since MMWL is a service company
Safe and responsible usage	
Recycling and/or safe disposal	

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

	Current Financial Year 2023- 24		Remarks	Previous Financial Year 2022- 23		Remarks
	Received	Pending at end of year		Received	Pending at end of year	
Data Privacy	0	0	--	0	0	--
Advertising	0	0	--	0	0	--
Cyber-security	0	0	--	0	0	--
Delivery of essential services	0	0	--	0	0	--
Restrictive Trade Practices	0	0	--	0	0	--
Customer Complaints	0	0	--	0	0	--

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

	Number	Reasons for recall
Voluntary Recalls	Not Applicable since MMWL is a service company	
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.

At present, the company is formulating a standalone Information Management and Data Security policy which will be then approved and uploaded on the website.

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.

Not Applicable since no non-compliance issue was registered in FY 2023- 24

Leadership Indicators

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

Company website: <https://www.mmwlindia.com/>

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

Through customer interactions (in-person meetings and video conferences).

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

The company ensures that it communicates the potential risk of disruption through e-mail or telephonic conversation; however, the likelihood of disruption is unlikely, and the company has a disaster management plan in place to manage the unforeseen event.

4. (a) Does the entity display product information on the product over and above what is mandated as per the local laws? (Yes/ No/ Not Applicable).

If "Yes", provide details in brief.

(b) Did your entity carry out any survey about customer satisfaction relating to the major products/ services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/ No).

(•) Not Applicable

(•) The company received feedback from its customers through formal channel of direct communication on a periodic basis.