

Brigade Enterprises Limited

Corporate Identity Number (CIN) : L85110KA1995PLC019126
Registered Office : 29th & 30th Floor, World Trade Center
Brigade Gateway Campus, 26/1, Dr. Rajkumar Road
Malleswaram - Rajajinagar, Bengaluru - 560 055, India
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Ref: BEL/AR/NSEBSE/15072023

15th July, 2023

Listing Department
National Stock Exchange of India Limited
Exchange Plaza
Bandra Kurla Complex, Bandra (East)
Mumbai - 400 051

Department of Corporate Services - Listing
BSE Limited
P. J. Towers
Dalal Street
Mumbai - 400 001

NSE Scrip Symbol: BRIGADE/ BSE Scrip Code: 532929

Dear Sir/ Madam,

Sub: Intimation under Regulation 34 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 - Annual Report for the financial year 2022-23

We are enclosing herewith the Twenty Eighth Annual Report of the Company along with the Notice of the Annual General Meeting and the Business Responsibility and Sustainability Report for the financial year 2022-23 being dispatched in electronic form to all eligible Shareholders whose email ids are registered with the Company/ Depositories.

The Twenty Eighth Annual General Meeting of the Company is scheduled on **Monday, 7th August, 2023** at 10.30 a.m. IST through Video Conferencing (VC)/ Other Audio-Visual Means (OAVM) in accordance with the various General Circulars issued by the Ministry of Corporate Affairs and Securities & Exchange Board of India.

The Annual Report can also be accessed from the website of the Company at <https://www.brigadegroup.com/investor/regulation-46/annual-reports> and that of the Registrar & Transfer Agents of the Company at <https://evoting.kfintech.com>.

The Annual Report is enclosed pursuant to Regulation 34 of SEBI (Listing Obligations and Disclosure Requirements) Regulations 2015.

Thanking you,

Yours faithfully,

For **Brigade Enterprises Limited**

P. Om Prakash

Company Secretary & Compliance Officer

Encl.: a/a



**Brigade Enterprises
Limited**
(The Brigade Group)

**Business
Responsibility
and
Sustainability
Report
FY 2023**

Foreword

Since 1986, the Brigade Group (the Group) has been transforming the skylines of many South Indian cities. The Group is one of India's leading property developers with developments across the Residential, Commercial- Office and Retail, Hospitality, and Education sectors.

Today many of its landmark buildings mark the maps of Bengaluru, Mysuru, Mangaluru, Chikmagalur, Hyderabad, Chennai, and Kochi, as well as in GIFT City, Gandhinagar, Gujarat. Over these 37 years, the Group has completed over 250 buildings spanning more than 76 million sq. ft – the size of over 13,000 football fields - of developed space across its diverse real estate portfolio.

The Group's north star is rooted in its philosophy – innovation, quality, and trust – and is known for its professionalism, stability, and robust business model. This has propelled the Brigade Group to deliver on its promise of building positive experiences for all its stakeholders.

Sustainability is not new to the Group. Since 2019, it has published its achievements on Environment, Social, and Governance (ESG) through its annual Sustainability Reports. This Business Responsibility and Sustainability Report (BRSR) is aligned with the 9 principles of the National Guidelines for Responsible Business Conduct (NGRBC). It is provided in place of the Business Responsibility Report (BRR). It is as per clause (f) of sub-regulation (2) of Regulation 34 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended from time to time (Listing Regulations).

The Group embarked on a journey this year to solidify its commitment to sustainability further. A new governance model for effective oversight was implemented across the Group, and policies were refreshed, and new ones were developed as appropriate. A new Sustainability commitment is "**Scaling new heights for a sustainable future.**"

As one of the top 1000 listed companies on the Securities and Exchange Board of India, The Group continues to be committed to being a responsible citizen and providing transparent and accurate information to our stakeholders via this report and supports the fourteen of the Sustainable Development Goals of the United Nations.

BRSR Overview

Section A: General Disclosures

Section B: Management and Process Disclosures

Section C: Principle-wise Performance Disclosure

Principle 1	Businesses should conduct and govern themselves with integrity and in a manner that is ethical, transparent, and accountable
Principle 2	Businesses should provide goods and services in a manner that is sustainable and safe
Principle 3	Businesses should respect and promote the well-being of all employees, including those in their value chains
Principle 4	Businesses should respect the interests of and be responsive to all their stakeholders
Principle 5	Businesses should respect and promote human rights
Principle 6	Businesses should respect and make efforts to protect and restore the environment
Principle 7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
Principle 8	Businesses should promote inclusive growth and equitable development
Principle 9	Businesses should engage with and provide value to their consumers in a responsible manner

SECTION A: GENERAL DISCLOSURES

I. Details of listed entity

1.	Corporate Identity Number (CIN) of the Company	L85110KA1995PLC019126
2.	Name of the Company	Brigade Enterprises Limited (BEL)
3.	Year of Incorporation	08/11/1995
4.	Registered office address	29th and 30th Floors, World Trade Center, Brigade Gateway Campus, 26/1, Dr. Rajkumar Road, Malleswaram-Rajajinagar, Bengaluru 560055
5.	Corporate office address	29th and 30th Floors, World Trade Center, Brigade Gateway Campus, 26/1, Dr. Rajkumar Road, Malleswaram-Rajajinagar, Bengaluru 560055
6.	E-mail	investors@brigadegroup.com
7.	Telephone	080-41379200
8.	Website	www.brigadegroup.com
9.	Financial year for which reporting is being done	FY 2023
10.	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited (NSE) and BSE Limited
11.	Paid-up Capital	Rs. 230.73 Crores
12.	Name and contact details (telephone, email address) of the person for BRSR Reporting	Name: P. Om Prakash Telephone: 080-4137 9200 Email: investors@brigadegroup.com
13.	Reporting boundary	Consolidated

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Real Estate (Property Development)	The real estate (property development) segment is involved in the development of residential, commercial-office spaces, and mixed-use projects.	68
2	Lease Rentals (Property Management)	In the lease rentals (property management services) segment, the Group develops commercial - office and retail spaces and leases out the same to third parties.	21
3	Hospitality	The hospitality segment develops hotel projects which are operated by leading international operators.	11

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Real Estate	45201	68
2	Lease Rentals	70106	21
3	Hospitality	55101	11

III. Operations

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

Location	Number of plants	Number of offices	Total
National	Nil	5	5
International	Nil	1	1

17. Markets served by the entity
a) Number of locations

Locations	Number
National (No. of States)	5
International (No. of Countries)	1

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

Exports are not applicable considering the sector and business Brigade Group is engaged in.

c. A brief on types of customers

Brigade Group has a varied customer base given its diverse business portfolio:

- 1) Real Estate: The customer base includes individual home buyers/owners who purchase our properties
- 2) Lease Rentals and Hospitality: The customer base include organizations like large MNCs, retail store owners, and individual customers

IV. Employees
18. Details as of the end of the Financial Year:
a) Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1.	Permanent (D)	2118	1788	84	330	16
2.	Other than Permanent (E)	238	190	80	48	20
3.	Total employees (D + E)	2356	1978	84	378	16
WORKERS						
4.	Permanent (F)	426	351	82	75	18
5.	Other than Permanent (G)	13933	13396	96	537	4
6.	Total workers (F + G)	14359	13747	96	612	4

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	3	1	33	2	67
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total differently abled employees (D + E)	3	1	33	2	67
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)					
5.	Other than permanent (G)					
6.	Total differently abled workers (F + G)					

19. Participation/Inclusion/Representation of women

Particulars	Total	No. and percentage of females	
		No. (B)	% (B/A)
Board of directors	11	3	27
Key Management Personnel*	5	2	40

*Three of the Executive Directors are also part of the Board

20. Turnover rate for permanent employees and workers

Particulars	FY 2023			FY 2022			FY 2021		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	18%	23%	19%	19%	18%	19%	20%	24%	21%
Permanent Workers	36%	31%	35%	29%	25%	28%	31%	29%	31%

V. Holding, Subsidiary, and Associate Companies (including joint ventures)
21. (a) Names of holding/subsidiary / associate Companies / joint ventures

S.No.	Name of the Holding/ Subsidiary/Associate Companies/joint ventures (A)	Indicate whether Holding/ Subsidiary/ Associate/ Joint Venture	% of sharehold by listed entity	Does the entity indicated at column A participate in the Business Responsibility Initiatives of the listed entity? (Yes/No)
1	Brigade Tetrarch Private Limited	Subsidiary	100	Yes
2	Brigade Estates and Projects Private Limited	Subsidiary	100	Yes
3	Brigade Infrastructure and Power Private Limited	Subsidiary	100	Yes
4	Brigade Hospitality Services Limited	Subsidiary	100	Yes
5	SRP Prosperita Hotel Ventures Limited	Subsidiary	50.01	Yes
6	WTC Trades and Projects Private Limited	Subsidiary	100	Yes
7	Brigade Properties Private Limited	Subsidiary	51	Yes
8	BCV Developers Private Limited	Subsidiary	50.01	Yes
9	Brigade (Gujarat) Projects Private Limited	Subsidiary	100	Yes
10	Perungudi Real Estates Private Limited	Subsidiary	51	Yes
11	Mysore Projects Private Limited	Subsidiary	100	Yes
12	Brigade Hotel Ventures Limited	Subsidiary	100	Yes
13	Augusta Club Private Limited	Subsidiary	100	Yes
14	Tandem Allied Services Private Limited	Subsidiary	100	Yes
15	Brigade Flexible Office Spaces Private Limited	Subsidiary	100	No
16	Celebrations Private Limited	Subsidiary	100	No
17	Vibrancy Real Estates Private Limited	Subsidiary	100	No
18	Venusta Ventures Private Limited	Subsidiary	100	No
19	Zoiros Projects Private Limited	Subsidiary	100	No
20	Brigade Innovations LLP	Subsidiary	95	No
21	Propel Capital Ventures LLP	Subsidiary	100	No
22	Tetrarch Developers Limited	Subsidiary	100	Yes
23	BCV Real Estates Private Limited	Subsidiary	50.01	No
24	Tetrarch Real Estates Private Limited	Subsidiary	100	No
25	Prestige OMR Ventures LLP	Associate LLP	30	No

*Prestige OMR Ventures LLP ceased to be an associate LLP w.e.f 30th September 2022

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

(ii) Turnover (in Rs.): 24,24,54,13,889

(iii) Net worth (in Rs.): 39,20,95,00,000

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) <i>(If yes, then provide web-link for grievance redress policy)</i>	FY-23 Current Financial Year			FY-22 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes, the company has established structured mechanisms to receive and redress the grievances of the community that we work with. There is a dedicated mail id here4you@brigadegroup.com for raising any concerns by customers and the community. Additionally, the shareholders may also raise their concerns/grievances at investors@brigadegroup.com	Nil	Nil	Nil	Nil	Nil	Nil
Investors (Other than shareholders)		33	Nil		34	Nil	
Shareholders		13	Nil		Nil	Nil	
Employees and workers		Nil	Nil		Nil	Nil	
Customers		268	4		49*	39	
Value Chain Partners		Nil	Nil		Nil	Nil	
Karnataka State Pollution Control Board		3	Nil		Nil	Nil	
Regulators		1	Nil		Nil	Nil	

*Includes 17 outstanding complaints from previous year

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

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 opportunity (Indicate positive or negative implications)
1	Water Management	Risk	Water scarcity is estimated to increase with rising urbanization and as real estate development is a water-intensive sector	<p>Brigade has been focused on using water efficiently from its building design stage to building management.</p> <p>The Brigade Group aims to</p> <ul style="list-style-type: none"> ▪ Increase wastewater recycling by 10% year-on-year ▪ Be a Water Positive organization by 2030 	Positive
2	GHG Emissions	Risk and Opportunity	Climate change poses both transitional and physical risks, however, it is also an opportunity to build climate resiliency across our buildings and operations	<p>Brigade Group is committed to reducing its carbon footprint, it aims to</p> <ul style="list-style-type: none"> ▪ Be an SBTi (Science Based Targets Initiatives) member by 2024 ▪ Be a member of the RE100 initiative by 2024 ▪ Adopt Green Building norms across all new projects by 2030 ▪ Operations to be 100% renewable energy powered by 2040 ▪ Achieve Net Zero emissions by 2045 	Negative
3	Business Conduct and Compliance	Opportunity	Pivotal in enhancing integrity and efficiency and building trust among the stakeholders	<p>Brigade Group aims to</p> <ul style="list-style-type: none"> ▪ Ensure all its employees and suppliers are trained on the Code of Conduct by 2024 <p>This year the Group adopted an <i>ESG Policy</i> to integrate sustainability into its business strategy and operations</p>	Positive
4	ESG Governance	Opportunity	Effective management of ESG-related risks, fostering long-term sustainability goals and to meet stakeholder expectations	<p>Brigade Group aims to</p> <ul style="list-style-type: none"> ▪ To achieve 50% women representation at the Board of Director level by 2028 <p>Brigade Group adopts a three-line ESG governance framework to proactively manage ESG risks, identify opportunities and embed long-term sustainable practices in the company</p>	Positive
5	Health and Safety	Risk	Poor occupational health and safety (OHS) performance directly impacts labour costs through lower productivity. Moreover, it can also affect a company's reputation, impact staff morale, or increase operating costs through fines and other contingent liabilities	<p>Brigade Group aims to</p> <ul style="list-style-type: none"> ▪ Train 100% of its workforce on Occupational Health and safety by 2025 ▪ Have all Lease Rental properties to be WELL Health-Safety certified by 2028 	Negative
6	Human Rights	Risk	The company bears the duty to discern and address potential human rights risks within its operations and supply chain, and to minimize any detrimental hazards and consequential damages	<p>Brigade Group aims to</p> <ul style="list-style-type: none"> ▪ Be a SMETA certified organization by 2025 ▪ Align labor standards with United Nations Guiding Principles, International Labour Organization, and the Declaration on Fundamental Principles and Rights at Work framework by 2026 <p>This year, the Group refreshed its <i>Human Rights Policy</i>. It is aligned to the Global Reporting Initiative and the Business Responsibility and Sustainability Reporting frameworks</p>	Positive

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 opportunity (Indicate positive or negative implications)
7	Tenants and Community	Opportunity	Tenant and community management provide opportunities to enhance customer satisfaction, long-term stability, risk mitigation and build a positive brand reputation	Brigade Group aims to <ul style="list-style-type: none"> Source over half its materials locally Implement Group-wide Net Promoter Score by 2025 Ensure all contracts under the Property Management Services portfolio will include “Green” clauses from 2027 	Positive
8	Human Capital Development	Opportunity	Experienced and adept workforce members are a resource to the company. Their development ensures improved performance and ability to handle any work-related risks and hazards	Brigade Group aims to <ul style="list-style-type: none"> Increase employee inclusion initiatives Increase its investment in workforce training Increase women-centric leadership programs 	Positive
9	Materials	Risk	Consideration of the environmental characteristics of materials during the development projects' design phase can diminish overall life cycle emissions. In addition, consideration of health attributes of materials affects the on-site health and safety of personnel and the health and well-being of occupants once the development is completed	Brigade Group aims to <ul style="list-style-type: none"> Increase the use of “green certified” materials year on year across all new construction This year, the Group adopted a <i>Sustainable Sourcing Policy</i> . It ensures all materials sourced and procured are sustainable and have a low environmental footprint	Positive
10	ESG Risk Management	Risk and Opportunity	Effective risk and crisis management is vital for long-term financial planning and organizational flexibility. Companies need to implement internal control processes to comply with legal and regulatory consequences and address reputational damage and operational challenges such as negative environmental or social incidents and supply chain disruption	Brigade Group aims to <ul style="list-style-type: none"> Integrate ESG risks into its enterprise risk strategy in 2024 Publish its first Taskforce on Climate-related Financial Disclosures Report (TCFD) in 2025 	Positive
11	Waste Management	Risk	Effective management of hazardous and non-hazardous waste is crucial to a real estate company to ensure environmental sustainability, mitigation of legal risks and optimize operational efficiency	Brigade Group aims to <ul style="list-style-type: none"> Increase overall waste reused year-on-year Report all waste to and diverted from landfill in 2024 	Positive
12	Biodiversity	Risk	A biodiversity strategy can contain a combination of risk elements related to the prevention, management, and remediation of damage to natural habitats resulting from the operational activities	Brigade Group aims to <ul style="list-style-type: none"> To increase biodiversity by 10% in real estate development sites by 2025 Implement afforestation initiatives by 2026, to offset its carbon footprint This year, the Group adopted a <i>Biodiversity Policy</i> . It ensures the conservation of species, habitats, and ecosystem across its operations.	Negative

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

At Brigade, we have developed a three-line governance model, adapted from the World Business Council for Sustainable Development (WBCSD). This enables us to align with the NGRBC (National Guidelines on Responsible Business Conduct) Principles and integrate the rigor needed to manage ESG and Sustainability effectively, top-down, and bottom-up. The Group is committed to delivering its best in an ethical, and responsible way and this includes a governed approach - aligned with our company philosophy. Our transparent and principled business practices continue to hold us accountable and protect the interests of our stakeholders, including customers and employees.



Sustainability Governance at The Brigade Group

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	https://www.brigadegroup.com/investor/corporate-governance/policies								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
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	<ol style="list-style-type: none"> ISO 9001 – 2015 for Quality Management System (QMS) ISO 14001 – 2015 for Environmental Management System (EMS) ISO 45001 – 2018 for Occupational Health and Safety, Management System (OHSMS) National Building Code (NBC) -2016 for construction and development LEED-USGBC (US Green Building Council) and IGBC (Indian Green Building Council) Green Building Certification “Great place to work” Certificate 								
5. Specific commitments, goals, and targets set by the entity with defined timelines if any	<p>This year, the Group evaluated its material topics, refreshed its approach to sustainability and identified commitments across Twelve focus areas aligned to ESG as below</p> <p>Under its environmental pillar, “Scaling sustainable operations for the planet” it aims to</p> <ol style="list-style-type: none"> Report on all waste to and diverted from landfill Increase the overall waste reuse year-on-year Increase the use of “green certified” materials year-on-year across all new construction Increase in wastewater recycling by 10% year-on-year To increase biodiversity by 10% in real estate development sites by 2025 Publish Brigade’s first Taskforce on Nature-related Financial Disclosures (TNFD) Report in 2025 Implement afforestation initiatives by 2026 - for carbon offset Be a member of the Science Based Target Initiative (SBTi) by 2024 and a RE100 member by 2030 Be Water Positive by 2030 Adopt green building norms across all prospective projects by 2030 Operations to be 100% renewable energy powered by 2040 Achieve Net Zero emissions by 2045 								

	<p>Under its social pillar “Scaling livable spaces for communities”</p> <ol style="list-style-type: none"> 1. Increase women-centric leadership programs 2. Increase investment in workforce training 3. Increase employee inclusion initiatives 4. More than 50% of the materials to be locally sourced 5. 100% Workforce trained on Occupational health and safety by 2025 6. Implement Group-wide Net Promoter Score by 2025 7. SMETA certified by 2025 8. All contracts under the Property Management Services portfolio will include “Green” clauses from 2027 9. All Lease Rental properties to be WELL Health-Safety certified by 2028 10. UN Global Compact member by 2028 <p>Under its governance pillar “Scaling good governance for shareholders”</p> <ol style="list-style-type: none"> 1. ESG risk to be integrated into the enterprise risk strategy in 2024 2. 100% of employees and suppliers to be trained on the Code of Conduct in 2024 3. Publish Brigade’s first Taskforce on Climate-related Financial Disclosures Report (TCFD) in 2025 4. 50% women representation at the board of director level by 2028
6. Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met	Brigade Group has taken up these public commitments during the year and it will monitor & report the performance against these focus areas year on year going forward.

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)

The Brigade Group recognizes the real estate sector's role in climate change, the responsibility of land use and the people employed to develop it and the customers that use these spaces for their daily activities. The Group has always held the conviction that sustainability and profitability go hand in hand and that a company's long-term performance is influenced by the proactiveness with which it addresses its environmental, social, and governance components. Therefore, this year, a deliberate decision was taken by the Board at Brigade Group to recalibrate our approach to sustainability and be part of the solution instead.

Our new strategic sustainability vision is "**Scaling new heights for a sustainable future**". We have set clear ambitions -near and long term - across fourteen ESG focus areas under three sustainability pillars:

1. Scaling sustainable operations for the planet: By adopting Eco-friendly practices across our operations
2. Scaling livable spaces for communities: By developing spaces that improve the quality of life of communities
3. Scaling good governance for shareholders: By conducting our business with the utmost integrity and good governance

The Group is confident that we will achieve these ambitions in a methodical, well-governed manner such that the lives we touch through our operations and the spaces we build and manage continue to have a positive impact in the long run.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).

DIN: 08133119
 Name: Ms. Pavitra Shankar
 Designation: Managing Director

9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.

Yes. The Brigade Group has adopted a three-line governance framework to address future sustainability-related issues. This framework comprises a governing body, the ESG council, and the potential for independent external assurance providers. The governing body includes the Risk Management Committee of the Board of Directors which is accountable to the stakeholders for ESG oversight. It also comprises the Managing Director, other Directors, business units, or department heads accountable for brand communication and ESG leadership. The ESG council manages actions to achieve organizational ESG objectives. This council consists of the ESG management team, the ESG reporting team, and the internal audit team.

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									
	P1	P2	P3	P4	P5	P6	P7	P8	P9	
10	Performance against above policies and follow up action	As a practice, the company's policies are reviewed periodically or as needed. During this assessment, the efficacy of the policies is reviewed and necessary changes to policies and procedures are implemented.								
	Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	There are no instances of non-compliance with respect to statutory requirements that are pertinent to the principles.								

Subject for Review	Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	The company performs this task annually.								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	There are no instances of non-compliance with respect to statutory requirements that are pertinent to the principles.								
11 Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9
	N	N	N	N	N	N	N	N	N

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

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

The Brigade Group is firmly committed to conducting itself with integrity, ethics, transparency, and accountability. It adheres to a well-designed governance framework that ensures compliance with legal and regulatory requirements. The organization promotes ethical business practices by maintaining strict codes of conduct and fostering a culture of honesty and fairness. Transparent communication channels are established to provide stakeholders with accurate and timely information. The Group remains accountable for its actions, regular audits and assessments are conducted, and stakeholders are engaged actively and proactively to address concerns and gather feedback. Good governance has been the north star at the Brigade Group, and it recognizes it is vital to building trust and maintaining a good reputation in the industry.

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Board of Directors	3	ESG Vision and Targets for the Organization, Cyber security	25%
Key Managerial Personnel	5	ESG Vision and Targets for the Organization, Cyber security, Statutory Compliance programs, Unpublished Price Sensitive Information (UPSI) Training	80%
Employees other than BoD and KMPs (Key Management Personnel)	1,470	Health and safety awareness programs, Statutory Compliance programs, Cyber security	100%
Workers	8,632	Health and safety awareness programs, Training on Critical work permits	100%

2. Details of fines / penalties / punishment / award / compounding fees / settlement amount paid in proceedings (by the entity or by its directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions in FY 2021-22 (Note: the entity shall make disclosures based on materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and as disclosed on the entity's website)

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

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

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

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

Yes. Under the Group's *Code of Ethics Policy*, anti-corruption and bribery are covered. All employees are covered under this policy. Acceptance of bribes is prohibited, and any employee charged with accepting bribes will be discharged from their service. It also advises employees to accept gifts after careful consideration. For more information, please refer to the link [here](#).

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

Segment	FY 2023 (Current Financial Year)	FY 2022 (Previous Financial Year)
Directors	Nil	Nil
KMPs		
Employees		
Workers		

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

Particulars	FY 2023 (Current Financial Year)		FY 2022 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
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				

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

There have been no incidents of corruption or conflict of interest during the reporting period.

Leadership Indicators
1. 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
43	Environmental, Health, Safety programs, Training on Statutory Compliances	70%

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.

To effectively manage and avoid conflicts of interest among its Board members, the organization requires all Board members to submit annual disclosures and declarations, ensuring transparency regarding any changes in their Directorship, Committee positions, or shareholding. In case a conflict of interest arises, the organization requires the concerned Directors to abstain from participating in agenda items during Board and Committee Meetings in which they have a personal interest. By adhering to this protocol, the organization promotes fairness, integrity, and impartial decision-making within its governance structure.

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

Brigade Group is committed to providing real estate solutions sustainably and safely. It firmly believes this is essential for the reputation of the company and builds trust across our industry. The company prioritizes environmental sustainability by adopting eco-friendly practices in its construction projects, such as utilizing energy-efficient technologies and incorporating green building designs which are certified by credible and independent third parties. The Group sees safety as a critical success factor - adhering to stringent quality standards and implementing robust safety measures throughout the company's operations. At Brigade Group contributing to a healthier and more responsible future while delivering reliable, high-quality construction and professionally managed real estate services which has a lower environmental footprint while being safe is key.

Essential Indicators

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

Particulars	FY2023 Current Financial Year	FY2022 Previous Financial Year	Details of improvements in environmental and social impacts
Research and Development	There were no R&D and capital expenditure (CAPEX) investments in specific technologies during the reporting period		
Capex			

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

Yes, Brigade Group has procedures well laid out in its *Sourcing Policy*. This policy aligns with its climate action ambitions across its real estate portfolios. This policy also aims to foster a culture of health, safety, and well-being across its supply chain and encourages its suppliers to follow guidelines that deliver a positive social impact.

The *Sustainable Sourcing Policy* aims to ensure

- Zero Tolerance for the use of conflict materials; banned chemicals or resources, child labour; forced labour; workplace harassment or discrimination and bribery, fraud, or embezzlement
- Responsible rural development, resource recycling or replenishment, and the employment of innovative methods and technologies, as appropriate for the suppliers
- It assists its suppliers in enhancing their sustainability performance through regular feedback and monitoring.
- It identifies suppliers who are aligned with sustainability and work with them actively.
- To support local employment and economic growth, materials are locally sourced, especially from Micro, Small and Medium Enterprises (MSMEs)

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

Yes, supporting the Make in India movement by the Government of India, during the reporting period Brigade Group sourced 99% of the required input materials domestically.

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.

Not applicable. As the Brigade Group is a real estate developer and property management service provider.

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. As the Brigade Group is a real estate developer and property management service provider.

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 as the organization has not conducted Life Cycle Assessment 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
Not applicable as the organization has not conducted Life Cycle Assessment during the reporting period		

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2023 (Current Financial Year)	FY 2022 (Previous Financial Year)
GGBS	1.9%	21.50%
Fly Ash	0.003%	0%
Recycled Wood	0%	16.0%
Reused concrete waste	0.13%	0.02%
Reused content in steel	0.015%	0.09%

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:

Not Applicable as the Brigade Group is a real estate developer and property management service provider.

	FY 2023 (Current Financial Year)			FY 2022 (Previous Financial Year)		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Not applicable			Not applicable		
E-waste						
Hazardous waste						
Other waste						

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

Not Applicable as the Brigade Group is a real estate developer and property management service provider.

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Not Applicable	Not Applicable. Brigade Group is a real estate developer and property management service provider

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

Ensuring the holistic well-being of all its employees, workers, and communities is crucial for Brigade Group's success as it has an impact on how happy, engaged, and productive the workforce is. The Group strives to understand how, where, and what interventions are needed to ensure the optimal physical and mental well-being of its workforce. The organization provides regular health check-ups, access to medical facilities, and wellness programs. The Group maintains stringent safety standards across its development project sites and managed properties and is invested in training its workforce in diversity, inclusion, and safety and ensuring insurance coverage of its workers and their family members.

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	
		No: (B)	% (B/A)	No: (C)	% (C/A)	No: (D)	% (D/A)	No: (E)	% (E/A)	No: (F)	% (F/A)
Permanent Employees											
Male	1,788	1,737	97%	1,788	100%	Nil	Nil	1,788	100%	1,090	61%
Female	330	320	97%	330	100%	330	100%	Nil	Nil	230	70%
Total	2118	2,057	97%	2,118	100%	330	16%	1,788	84%	1,320	62%
Other than Permanent Employees											
Male	190	190	100%	190	100%	Nil					
Female	48	48	100%	48	100%						
Total	238	238	100%	238	100%						

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

Category	% of Workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		No: (B)	% (B/A)	No: (C)	% (C/A)	No: (D)	% (D/A)	No: (E)	% (E/A)	No: (F)	% (F/A)
Permanent Workers											
Male	351	336	96%	351	100%	Nil	Nil	Nil			
Female	75	74	99%	75	100%	75	100%				
Total	426	410	96%	426	100%	75	18%				
Other than permanent workers											
Male	13,396	595	4%	561	4%	Nil	Nil	Nil			
Female	537	203	38%	197	37%	16	3%				
Total	13,933	798	6%	758	5%	16	0.1%				

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

Category	FY 2023 (Current Financial Year)			FY 2022 (Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	Nil	Y	100%	Nil	Y
ESI	5%	100%	Y	5%	100%	Y
Workmen compensation policy (WCP)	Nil	100%	Y	Nil	100%	Y

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.

Yes, all buildings are designed and constructed as per the National Building Code published by the Bureau of Indian Standards which state the specific accessibility standards for differently abled. The organization ensures that all its properties are accessible and inclusive by providing wheelchair ramps at entry and exit points, designated and accessible parking spaces, and leveled and non-slip footpaths with tactile orientation. All elevators are equipped with braille-enabled buttons or voice prompts.

4. If so, provide a web-link to the policy.

Yes. Brigade Group has a *Diversity, Equity, and Inclusion (DEI) Policy* that further supports the Group's endeavor to provide a diverse, equitable, and inclusive workplace, as it recognizes this is fundamental to the company's long-term success. The *DEI Policy* focuses on three distinct aspects:

Diversity

It aims to celebrate the differences within the workforce demographics in age, gender, experience, socio-economic background, sexual orientation, physical abilities, religion, ethnicity, skills, marital status, medical condition, race, political affiliation, nationality, color, etc.

Equity

It aims to ensure that the processes within the organization are unbiased and fair and seeks to provide equal outcomes as much as possible.

Inclusion

It promotes a sense of belonging amongst the employees where each one feels valued and proud to be a Brigadier. With the commitment of creating an inclusive environment, the Group has partnered up with a few agencies that help them in identifying suitable differently abled candidates for their requirements.

The Group's policy is aligned with the Rights of Persons with Disabilities Act, 2016, and applies to all its employees, including contractual workers, interns, and trainees. The full policy can be accessed [here](#)

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

Gender	Permanent Employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	Not Applicable	Not Applicable
Female	100%	100%	Not Applicable	Not Applicable
Total	100%	100%	Not Applicable	Not Applicable

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.

Particulars	Yes/No
Permanent Employees	Yes
Other than Permanent Employees	
Permanent Workers	Not Applicable
Other than Permanent Workers	Yes

The employee redressal process at Brigade Group is below:

The organization has an established grievance redressal mechanism to address and resolve any concerns or complaints raised. The internal mechanisms include "Write@CMD," which gives employees an opportunity to communicate directly with the CMD, and "Whistleblower@Brigade," which allows all employees to report any unethical or dishonest business practices. Employees also have a forum to raise their concerns with the zonal level human resources staff through "HR CONNECT."

The Group has also implemented an "Ear to the ground" policy. It provides employees an opportunity to stand up against anything harmful. The steps undertaken for effective grievance handling include clarifying the nature of the grievance and conducting a thorough investigation to understand the reason for dissatisfaction. Ensuring that a successful resolution is provided to the aggrieved. The employees also have the right to escalate the grievance in the event of an unsuccessful resolution.

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

Brigade Group's *Human Rights Policy* recognizes the fundamental right of employees and workers to form or associate themselves with unions or representative bodies. The Group also ensures that it abides by the local laws present across the geographies that it operates in. There were no recognized employee unions or associations in the organization during the reporting period.

Category	FY 2023 (Current Financial Year)			FY 2022 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees						
Male	Not applicable					
Female						
Total Permanent Workers						
Male	Not applicable					
Female						

8. Details of training given to employees

Category	FY 2023 (Current Financial Year)					FY 2022 (Previous Financial Year)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	1,978	1,978	100%	1,978	100%	1,291	1,291	100%	1,291	100%
Female	378	378	100%	378	100%	272	272	100%	272	100%
Total	2,356	2,356	100%	2,356	100%	1,563	1,563	100%	1,563	100%
Workers										
Male	13,747	13,747	100%	13,747	100%	13,232	13,232	100%	13,232	100%
Female	612	612	100%	612	100%	420	420	100%	420	100%
Total	14,359	14,359	100%	14,359	100%	13,652	13,652	100%	13,652	100%

9. Details of performance and career development reviews of employees

Category	FY 2023 (Current Financial Year)			FY 2022 (Previous Financial Year)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	1,978	1,788	90%	1,291	1,217	94%
Female	378	330	87%	272	249	91%
Total	2,356	2,118	90%	1,563	1,466	94%
Workers						
Male	13,747	351	3%	13,232	371	2%
Female	612	75	12%	420	71	16%
Total	14,359	426	3%	13,652	442	3%

10. Health and Safety Management System:
a) Has an occupational health and safety management system been implemented by the entity? (Yes / No). If yes, the coverage of such a system?

Yes, as a real estate development and management organization, a well-established Occupational Health and Safety (OHS) Management System is crucial to eliminate health and safety hazards and manage potential risks. The management system helps an organization in developing well-defined procedures and holistic health and safety practices across offices and construction sites. The organization has an ISO 45001:2018 certified OHS Management System. The standard ensures systematic identification, assessment, and monitoring of health and safety related risks and opportunities. The health and safety assessment conducted in the organization evaluates risks using the standard severity versus likelihood approach basis which necessary mitigation strategies are developed. The Group identifies areas of improvement through periodic analysis of the health and safety performance of all offices and construction sites.

All the employees, including the contractual workforce, are covered under the Group's OHS Management System. The coverage for the reporting period included a total of 1978 male employees 378 female employees and 14359 contractual workers.

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 Group has a proactive approach to managing and mitigating occupational hazards and risks. Occupational hazards encompass a wide range of factors, such as physical, chemical, and biological, which can arise from various sources like machinery, hazardous substances, noise stress, and poor ergonomics. The organization's ISO 45001:2018 certified OHS management system defines procedures and practices to be followed across all managed spaces and construction sites. The Group ensures that all applicable laws and regulations are followed.

The OHS management system of the Group has identified potential hazards and risks and the required control measures to eliminate the same. The risks are categorized based on severity and likelihood, and the lagging and leading indicators are captured and analyzed, and monitored based on reduced incidents, near misses, first aid, unsafe acts, and unsafe conditions.

Across all real estate development sites, the organization conducts regular hazard identification and risk assessment (HIRA) for all routine and non-routine activities before commencing construction. This is reviewed every six months, and necessary revisions are made per the requirements. The control mechanisms followed at the sites are elimination, substitution, engineering controls, administrative controls, and personal protective equipment. A few of the measures being practiced at the sites include safety nets, lifelines, fall arrestor systems, closing all cutouts, lift shafts, and plumbing shafts that are used for safety. Daily site visits are conducted to ensure compliance with these measures, and workers who follow all best practices are given a "Helmet of Honour" as a form of motivation. The organization ensures process quality by conducting regular safety training, equipment handling training, and adherence to daily applicable checklists, permits, and formats.

For the properties the Group manages, all employees and workers are provided with training on safety measures and the protocols in place for emergency response. The organization conducts periodic mock drills for emergencies such as fire outbreaks, earthquakes, etc. All guests and tenants accommodating the properties are informed about the safety measures implemented in the buildings. To ensure the safety and well-being of all employees, workers, and customers, the Group conducts periodic maintenance checks for all elevators, escalators, and other machinery.

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

Yes. The Brigade Group has established a comprehensive system to report work-related hazards. Workers are empowered to report hazards and incidents promptly. They receive specialized training to enhance their hazard identification skills, further bolstering the company's commitment to maintaining a safe and secure working environment. One such initiative is "Toolbox Talks" - it is a direct communication medium for the workers to raise their concerns and queries with supervisors onsite, during site visits and safety committee meetings.

Brigade Group has established a Joint Management-Worker Committee which has 50% participation from worker representatives and is chaired by Respective project heads of each project. The committee meets once a month and conducts site tours - ensuring direct interaction with workers, understanding their concerns and gathering their feedback. Workers across all levels participate in this two-way consultation process with the employers to drive best practices across health and safety.

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

Yes, workers are provided access to non-occupational medical and healthcare services through weekly doctor visits and monthly medical camps. All project sites are equipped with a medical room and a nurse. All workers can access the medical room during emergencies. The company collaborates with nearby hospitals for all medical emergencies. It conducts programs to promote workers' health and address significant non-work-related health risks. The programs also focus on improving awareness of health risks, healthy diet, smoking, drug and alcohol abuse, physical inactivity, covid precautions, etc.

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

Safety Incident/Number	Category	FY 2023 (Current Financial Year)	FY 2022 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (Per one million-person hours worked)	Employees	0	0
	Workers	0.1	0.1
Total recordable work-related injuries	Employees	0	0
	Workers	5	4
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

The organization takes the following actions to provide a secure and healthy workplace:

- All employees and workers receive training on a variety of aspects related to health and safety which includes an induction program for workers on health and safety, job-specific training on usage of PPEs, training on identifying all work-related hazards and risks etc.
- The tender specifications related to the company projects include all EHS requirements, and it is ensured that all newly onboarded contractors are briefed on the same during the kickoff meeting.
- An emergency response plan is prepared, which includes identifying potential emergencies, creating an effective emergency plan, training ERT (Emergency Response Team) members, and conducting frequent mock exercises to assess preparedness levels.
- 100% adherence and monitoring of all applicable statutory requirements to ensure a safe and healthy workplace
- Regular “Engineer’s Meet” where EHS challenges are flagged, and mitigation procedures identified
- Regular inspection and certification by the Inspector of Factories across material hoists, passenger lifts, suspended platforms, and lifting tools at project sites

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

Particulars	FY 2023 (Current Financial Year)			FY 2022 (Previous Financial Year)		
	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	5	Nil		36	Nil	
Health and Safety	4	Nil		28	Nil	

14. Assessments for the year:

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

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

Zero safety-related incidents and significant risks or concerns were identified from assessments of health and safety practices and working conditions this year.

This is owed to the emphasis that Brigade Group lays on Safety. Below are some examples

- Providing adequate resources, safe tools and tackles, and support with the required information, instructions, training, and supervision to manage health, safety, and wellbeing risks to all relevant stakeholders.
- To ensure continual improvement of health, safety, and well-being performance through periodic monitoring.
- Extending health, safety, and wellbeing provisions to direct and indirect workforce at the site and labour camps.
- Regular assessments and monitoring of health, safety, and wellbeing-related issues, the results are communicated with relevant stakeholders to implement required corrective actions on time.
- Following of approved safe work method statement and implementation of work permits and checklists

Further measures undertaken are mentioned in the Group’s *Health, Safety and Wellbeing Policy*.

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

(A) Yes, the Group ensures that its employees AND their family members are covered under the Company’s medical insurance.

(B) Yes. All Workers and their family members are also covered under the worker’s compensation policy and the Building and Other Construction Workers Act 1996.

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

Yes, statutory compliances are monitored through the Group’s Compliance Management System. All invoices are verified for statutory compliances at the invoice monitoring stage after which they are sent for processing.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2023 (Current Financial Year)	FY 2022 (Previous Financial Year)	FY 2023 (Current Financial Year)	FY 2022 (Previous Financial Year)
Employees	0	0	0	0
Workers	0	0	0	0

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

Yes, to facilitate continued employability the organization hires retired employees on their retainer as consultants. In case of termination, the organization provides a two-month advance notice to the employee.

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	100%
Working Conditions	100%

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 risks or concerns arose from assessments of health and safety practices and working conditions of value chain partners during the year.

The Group ensures suppliers comply with applicable occupational safety and health legislations and applicable requirements to provide a safe and healthy working environment. The organization reserves the right to conduct (scheduled and unscheduled) audits to assess the suppliers' compliance. If the supplier is non-compliant with the requirements, suitable corrective action shall be suggested, accepted, and implemented within specified timelines.

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

Brigade Group prioritizes the interests of all stakeholders by fostering a culture of inclusivity and responsiveness. Regular newsletters and updates are shared with external stakeholders, including customers and residents across development and managed property services. Feedback channels are actively maintained, enabling stakeholders to voice their opinions safely and systematically. The Group engages with communities through corporate social initiatives mainly through Brigade Foundation to address their needs and support upliftment. Furthermore, the organization has transparent channels for employees to provide feedback through open dialogue or in a safe, anonymous manner. Brigade Group ensures a harmonious and mutually beneficial relationship with all involved parties by respecting diverse stakeholders and employing various communication approaches.

Essential Indicators

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

Brigade Group's *Stakeholder Engagement Policy* outlines stakeholder identification, prioritization, and the engagement process. The Group also has a structured grievance redressal mechanism in place to provide effective resolutions for any concerns raised.

Stakeholder Identification Process

The Group identifies its stakeholders as those individuals, groups of individuals, or organizations that affect/or could be affected by the organization's operations, and its associated performance. The identified stakeholder groups are categorized as internal and external basis their relationship with the operations of the Group:

- Board of Directors
- Employees
- Contractual Workforce
- Government/regulatory
- Investors and Shareholders
- Vendors / Suppliers
- Local communities and NGO Communities/NGOs Brigade Foundation
- Customers
- Channel Partners

Stakeholders are prioritized based on relevance and profiled into distinct categories depending upon the specific context of engagement.

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 and 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
Board of Directors	No	Board Meetings and Annual General Meeting	Regular, Annual	Business and operational matters
Employees	No	Townhall Meetings, Team building activities, Leadership talks, Engineer's Meet, Surveys and Feedback, Celebration of festivals, Mentoring and Counselling, Training,	Weekly, Quarterly, Annual, Need-based	Related to Human resource matters which impact employees and career growth prospects
Contractual Workforce	Yes	Induction program, Toolbox meetings, Trainings	Need-based, Weekly	Job training and induction program
Government/regulatory	No	CREDAI, CII, MCA SEBI, Stock Exchanges	Need-based, Annual	Statutory Compliances
Investors and Shareholders	Yes	Annual General Meeting	Regular	Educating the investor community about the Company's business strategy for the long term
Vendors / Suppliers	Yes	Meetings Need-based and regular Media Press Conferences, Media kit	Regular	Understanding needs of Vendors/suppliers
Local communities and NGO Communities/NGOs	Yes	Meetings, feedback	Regular	Development to the needs of local communities
Customers	No	Here for you, Expos and Events, Meetings, Webinar, Feedback	Monthly, quarterly	Understanding customers concerns and expectations
Channel Partners	No	Meetings, Feedback	Weekly, Monthly, and Quarterly	To understand the market expectations and add value to the organization

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.

Brigade Group has a stakeholder-led materiality assessment process. In FY21, the organization collected inputs from stakeholders on topics related to environment, social, and governance (ESG) through digital surveys. The stakeholder groups included employees, vendors, contractors, consultants, channel partners, and 9 committee members from the management. The inputs collected were analyzed by the management and approved by the Board. During the reporting period, guided by sustainability experts, the organization re-evaluated its material topics according to global rating/agencies & reporting frameworks, and peer reporting and developed its sustainability-related targets.

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

Yes, the material topics which are of high priority to stakeholders, and which has maximum impact on the business formed the cornerstone for the identification and development of 31 different targets for excellence in environmental, social, and governance.

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

The Group's has adopted *Sustainable Sourcing Policy* and the *Diversity, Inclusion and Equity Policy*. The *Sustainable Sourcing Policy* describes that the organization emphasizes on procuring materials local sources and Micro, Small & Medium Enterprises (MSME) and aiding to the economic growth of the local community.

Principle 5: Businesses should respect and promote human rights

The Brigade Group upholds and promotes human rights as a fundamental principle. The company prioritizes fair and inclusive practices across operations, treating all individuals with dignity and respect. The company ensures equal opportunities, fosters a safe and inclusive work environment, and ensures fair employee compensation and benefits. The Brigade Group opposes discrimination based on race, gender, religion, or nationality. Prioritizing human rights creates a culture of respect, equality, and empowerment.

Essential Indicators

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

Category	FY 2023 (Current Financial Year)			FY 2022 (Previous Financial Year)		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	2,118	2,118	100%	1,466	1,466	100%
Other than permanent	238	0	0%	97	0	0%
Total Employees	2,356	2,118	90%	1,563	1,466	94%
Workers						
Permanent	426	426	100%	442	442	100%
Other than permanent	13,933	0	0%	13,210	0	0%
Total Workers	14,359	426	3%	13,652	442	3%

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

Category	FY 2023 (Current Financial Year)					FY 2022 (Previous Financial Year)				
	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	1,788	1,788	100%	1,788	100%	1,217	1,217	100%	1,217	100%
Female	330	330	100%	330	100%	249	249	100%	249	100%
Other than Permanent										
Male	190	190	100%	190	100%	74	74	100%	74	100%
Female	48	48	100%	48	100%	23	23	100%	23	100%
WORKERS										
Permanent										
Male	351	351	100%	351	100%	371	371	100%	371	100%
Female	75	75	100%	75	100%	71	71	100%	71	100%
Other than Permanent										
Male	13,396	13,396	100%	13,396	100%	12,861	12,861	100%	12,861	100%
Female	537	537	100%	537	100%	349	349	100%	349	100%

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

Particulars	Male		Female	
	Number	Median remuneration/salary/wages of respective category (In Rs.)	Number	Median remuneration/salary/wages of respective category (In Rs.)
Board of Directors(BoD)	8	78,53,016	3	78,56,040
Key Managerial Personnel	5	86,66,532	3	44,52,008
Employees otherthan BoD and KMP (Key Management Personnel)	1,978	5,97,460	378	5,81,988
Workers	13,747	2,44,788	612	2,44,788

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, Brigade Group has a *Human Rights Policy* which provides guidance on the organization's commitment to uphold human rights and its expectation from stakeholders.

The below-identified personnel within the organization are responsible for the oversight and implementation of the human rights policy:

Name	Designation
Mr. Chidambar R S	Chief Human Resources Officer
Mr. Nagaraj M	Associate General Manager, Human Resources and Administration
Ms. Aishwarya N	Deputy General Manager, Learning and Development
Mr. Mahesh Naik	General Manager, Administration

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

Managing issues pertaining to Human Rights is of high importance to the Group. Cases of non-compliance pose financial, operational, and reputational risk. Hence the organization has a well-established internal mechanism to identify, evaluate and redress human rights concerns.

Human rights compliance

Human rights are part of the organization's risk management framework, and its internal operations are assessed based on the national and international frameworks like

- United Nations Guiding Principles on Business and Human Rights
- International Labour Organization Declaration on the Fundamental Principles and Rights at Work
- National Guidelines on Responsible Business Conduct

Human rights requirements are also extended to external agencies collaborating with the Group. The Groups' Supplier Code of Conduct encourages all value chain partners to comply with provisions of

- Contract Labour (Regulation and Abolition) Act 1970
- Minimum Wages Act 1948
- Payment of Wages Act 1936 and other local regulations related to fair wages, health, safety and welfare of workers

Grievance redressal system

Human rights related concerns can be raised by any customers through the here4you@brigadegroup.com interface or via direct written communication with the Ethics committee. Additionally, the shareholders may also raise their concerns/grievances by sending an e mail to investors@brigadegroup.com. The Group has established a Whistleblower policy that provides details of physical address, email, and telephone numbers through which the internal stakeholders (employees and directors of all companies forming part of Brigade Group) can correspond with the organization. All reported issues undergo extensive investigation, and the outcome is communicated to the involved parties. Investigations are completed within 45 days of receipt of the complaint.

Escalation matrix

In case of serious complaints, the information is shared with the Audit Committee for further action. In case of any violation, the Ethics Committee will direct the Human Resources department headed by the Chief Human Resources Officer to initiate action. Employees can raise highly sensitive concerns directly to the Audit Committee Chairman at chairmanauditcommittee@brigadegroup.com.

Training and awareness

100% of employees and workers are trained in areas of human rights. These training and awareness sessions also cover the organization's policy on maintaining confidentiality and protection against retaliation for the complainant. Listed down are few examples of the training programs conducted during the reporting period

1. POSH E - earning course
2. Labour compliances
3. POSH refresher
4. IC Refresher training

All the department heads of the Group are mandated to communicate the whistleblower policy details to respective employees in their department. The Human Resources department takes the responsibility to inform the new hires about the whistleblower policy and the same is uploaded on the HR Connect platform and the company website.

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

Particulars	FY 2023 (Current Financial Year)			FY 2022 (Previous Financial Year)		
	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						
Discrimination at workplace						
Child labour						
Forced labour / Involuntary labour		Nil			Nil	
Wages						
Other human rights related issues						

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

The Brigade Group has implemented various mechanisms to protect individuals reporting incidents of harassment and discrimination. The organization prioritizes building a safe and inclusive environment and providing effective resolutions while safeguarding the rights and well-being of the complainants.

Policies and Guidance

The Group has established holistic policies against discrimination and harassment. The organization's Code of Ethics, Whistleblower, and Human Rights policies outline prohibited behaviors, the organization's perspective, emphasis on reporting incidents, and the assurance of confidentiality. The Whistleblower Policy is intended to ensure that whenever any unacceptable, improper, or unethical practice is reported by an employee, the concerned party is protected against any vindictive action or discrimination, harassment, or any other unfair employment practice like a threat, intimidation, transfer, demotion, refusal of promotion.

Reporting systems

The organization's grievance redressal system follows a formal due diligence process to evaluate the authenticity of the complaint. It ensures a dialogue-based approach to arrive at mutually agreed solutions and implements relevant measures to improve the mechanism and prevent any future harm. The Ethics and the Internal Committee ensures that the parties involved engage in a fair and respectful manner and that the investigation's outcome aligns with national and international norms.

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

Yes, all suppliers, vendors, contractors, their employees, subsidiaries, affiliates, and sub-contractors are mandated to comply with 'Brigade Supplier Code of Conduct.' Suppliers must comply with all applicable laws and regulations of the country/region where they operate.

Compliance

Suppliers, sub-contractors, and sub-vendors are required to abide by all applicable laws and regulations pertaining to statutory issues like working hours, minimum wages, child labor, working conditions, forced/bonded compulsory labor, slavery, occupational health and safety, and legal employment age. They are required to implement fair, humane, and non-discriminatory employment practices and have suitable mechanisms and grievance-handling procedures in place to enable their employees to raise concerns and complaints directly with their management.

Audit

The Group reserves the right to conduct (scheduled and unscheduled) audits to assess suppliers' compliance with requirements. If the supplier is found non-compliant, suitable corrective action would be implemented within specified timelines.

9. Assessments for the year

% Of your plants and offices that were assessed (by entity or statutory authorities or third parties)	
Child labor	100%
Forced/involuntary labor	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others – please specify	Not Applicable

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

There were no significant risks or concerns related to human rights reported during the current financial year. The Internal Audit team of the organization conducts periodic assessments to verify compliance with statutory laws related to human rights within the organization. The Group also requires its value chain partners to comply with statutory human rights laws. This also forms the basis for the screening of new suppliers.

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

During the reporting period, no business processes were modified/introduced as there were zero complaints/grievances regarding human rights.

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

No human rights due diligence was conducted in the reporting period; however, the organization ensures strict adherence to its Human Rights Policy.

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, being a socially responsible organization, the properties are designed and constructed as per the requirements of the National Building Code of India (NBC) and ensure accessibility and inclusivity of people who are differently abled as per the Rights of Persons with Disabilities Act, 2016.

Conscious Amenities

Below mentioned are a few examples of amenities provided at the properties underscoring the Group's commitment towards an accessible and inclusive experience for the visitors -

- Dedicated non-slip ramps at all entry and exit points for wheelchair accessibility and to provide support for walking aid equipment.
- Exclusive parking spots for differently abled individuals
- Elevators equipped with braille-enabled buttons and voice prompts.
- Restrooms designed with wheelchair accessibility and support for differently abled individuals

4. Details on assessment of value chain partners:

No human rights assessment was conducted for value chain partners. However, The Group requires all value chain partners to adhere to statutory laws related to human rights.

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 as human rights assessment of value chain partners was not conducted during the reporting period.

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

According to the World Economic Forum, the real estate sector accounts for 20% of total global greenhouse gas emissions and 40% of global energy consumption. Understating the significance of sustainability in the sector, Brigade Group has initiated to move beyond compliance and focus on a vision for environmental excellence by minimizing the emission of greenhouse gases, increasing the use of renewable resources, migrating towards water-positive operations, and improving waste management and protecting biodiversity. The Group's operation focuses on developing green-certified and energy-efficient spaces constructed with eco-friendly materials.

Essential Indicators

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

Parameter (In Gj)	FY 2023 (Current Financial Year)	FY 2022 (Previous Financial Year)
Total electricity consumption (A)	142,283	140,709
Total fuel consumption (B)	67,413	72,956
Energy consumption through other sources (C)	Nil	Nil
Total energy consumption (A+B+C)	209,696	213,665
Energy intensity per rupee of turnover (Total energy consumption/ turnover in million rupees)	6.09	7.12

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 independent assessment, evaluation or assurance has been carried out by an external agency in this reporting period.

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

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

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

Parameter	FY 2023 (Current Financial Year)	FY 2022 (Previous Financial Year)
Water withdrawal by source (in kiloliters)		
(i) Surface water	Nil	Nil
(ii) Groundwater	477,629	196,070
(iii) Third party water	673,709	623,607
(iv) Seawater / desalinated water	Nil	Nil
(v) Others	Nil	Nil
Total volume of water withdrawal (In kiloliters) (i + ii + iii + iv + v)	11,51,338	819,677
Total volume of water consumption (In kiloliters)	11,40,460	8,15,760
Water intensity per rupee of turnover (Water consumed / turnover in million Rs)	33.12	27.20

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 independent assessment, evaluation or assurance has been carried out by an external agency in this reporting period.

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

No, however, the Group has adopted in-house sewage treatment Plants (STP) at project sites where the recycled wastewater is used for landscaping, flushing, make-up water for water-cooled air-conditioning systems, and dust compression activities. During the reporting period, the organization recycled 460 million liters of wastewater which accounts for 50% of the total water withdrawn.

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

Parameter	Please specify unit	FY 2023 (Current Financial Year)	FY 2022 (Previous Financial Year)
NO _x	kg	523	173
SO _x	kg	217	79
Particulate matter (PM)	kg	682	380
Persistent organic pollutants (POP)	-	Not Applicable	
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, there has not been any independent assessment, evaluation or assurance carried out by an external agency.

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

Parameter	Unit	FY 2023 (Current Financial Year)	FY 2022 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, FCs, SF ₆ , NF ₃ , if available)	tCO _{2e}	6,265	8,569
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, FCs, SF ₆ , NF ₃ , if available)	tCO _{2e}	26,075	29,174
Total Scope 1 and Scope 2 emissions per rupee of Turnover (In million Rs)	tCO _{2e} /INR	0.94	1.26

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

No, there has not been any independent assessment or evaluation, or assurance carried out by an external agency.

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

Yes, The Group has identified the risks associated with greenhouse gas (GHG) emissions and is in the process of adopting targets to achieve net zero emissions in their operations by 2045 and attain 100% renewable energy usage by 2040. During the reporting year, the organization has conducted a detailed accounting of its Scope 1 and Scope 2 emissions and is inventorying its Scope 3 emissions. This effort shall allow the Group to create a strategic roadmap for achieving net zero emissions. Listed down are a few initiatives undertaken by the organization to reduce GHG emissions during the reporting period-

Energy Efficiency and Conservation

The conservation of energy and protection of the environment is an integral part of real estate design and development at the Brigade Group. The organization focuses on building energy-efficient spaces that help in curbing GHG emissions.

- Embedding energy efficiency and sustainability into the building design and reducing heat loss through energy-efficient building planning, sun path, and daylighting simulation and modeling.
- Bureau of Energy Efficiency (BEE) Star-certified electro-mechanical equipment (Viz., Pumps, Drives, Compressors, etc.) are used in the project
- Adopting Green Building norms as per LEED and IGBC in all our projects.
- Effective Rooftop Rainwater and Storm Water harvesting systems are implemented in all projects to conserve water & energy.
- Installing energy-efficient light fixtures, and LED lights with motion sensors, timers, and dimmers across all our projects.
- Use of occupancy sensors in sparingly used areas such as restrooms, changing rooms, corridors, staircases, parking, and basement areas.
- Passive architectural features such as planting tall growing and large canopy trees for shading the building, design of fixed shading devices on the building façade, cross ventilation for air circulation, solar reflective paints on the rooftop are used to reduce the energy demand for the building cooling systems
- Provision of charging points for electric vehicles to encourage the use of alternative fuel, thereby reducing dependency on fossil fuels

Use of Renewable Energy

Indirect emissions associated with the consumption of purchased electricity are an important source of GHG emissions. Efforts to reduce emissions by

- During the reporting period, the Group sourced 13% of its energy demand through renewable sources
- Utilization of solar energy for water heating and lighting in projects and harnessing solar energy through solar PV panels at all commercial projects.
- Procuring green power through long-term agreements with green energy developers, thus encouraging the installation of renewable energy systems and catering clean energy for our clients/occupants.

Sustainable Procurement

The Group has adopted a Sustainable Sourcing policy that emphasizes using green-certified materials and prioritizing local sources. During the reporting period, the Group sourced 99% of its construction material through domestic procurement.

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

Parameter	FY 2023 (Current Financial Year)	FY 2022 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	16	10
E-waste (B)	5	0.2
Bio-medical waste (C)	0	0.4
Construction and demolition waste (D)	62,826	Not reported*
Battery waste (E)	0.2	Nil
Radioactive waste (F)	Nil	Nil
Other Hazardous waste. Please specify, if any. (G)	Paint waste: 9 Oil waste: 5 Other hazardous waste: 13	Paint waste: 0.9 Oil waste: 22 Other hazardous waste: 2
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	Other non-hazardous waste: 33,982	Other non-hazardous waste: 2316
Total (A+B + C + D + E + F + G + H)	96,856	2352
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	1,016	Not Reported
(ii) Re-used	0.3	
(iii) Other recovery operations	527	
Total	1,544	
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	353	Not Reported
(ii) Landfilling	94,959	
(iii) Other disposal operations	0	
Total	95,311	

*As the Group's implementation of tracking plastic, construction, and demolition waste started in FY2023, the values for FY 2022 are not available

** Implementation of tracking waste disposed and recovered started in FY2023, the values for FY 2022 are not available

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 independent assessment, evaluation or assurance has been carried out by an external agency in this reporting period.

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

The Group has a comprehensive strategy for waste management. The operational procedures are aligned with ISO 14001:2015. The organization ensures all waste generated at project sites are segregated as hazardous and non-hazardous and the best practices are followed for treatment and disposal. All project teams, contractors, and concerned personnel responsible for site-wise waste management are provided with detailed documentation of recycling and reuse methods. The Group also conducts periodic environmental management awareness programs to educate the employees and contractors. The strategy outlines the most to least preferred course of action and the initiatives and methodologies, which is as follows:

Reduce

- Minimizing over-ordering and wastage of construction materials
- Deploying construction and design methods that reduce the use of polystyrenes wherever feasible,
- Adopting design formwork to maximize the use of standard wooden panels, steel or plastic alternatives to achieve higher reuse.,
- Installing environment-friendly wastewater treatment system called ECOSTP which operates without consuming any power, chemicals, or human intervention
- Minimizing curing water wastage by using a spray system through collected wastewater, and covering concrete surfaces with hessians cloth
- Leveraging a 'Red List' of banned chemicals and materials for construction activities
- Optimizing resource efficiency through proper handling and storage techniques that prevent deterioration and wastage

Reuse

- Reusing of inert demolition wastes as general filling materials
- Influencing suppliers to use recyclable packaging and collaborating with third-party contractors/suppliers to reuse packaging material
- Reusing of excavated topsoil for landscaping and creating green areas

Recycle

- Maintaining project-wise records of waste recycled, and using separate labeled containers of paper, aluminum, and plastic bottles to facilitate the recycling of domestic solid waste
- Waste generated at the project sites are recycled through authorized recyclers

Disposal

- Construction and demolition are disposed at State Control Board approved waste management sites, and the organization also appoints authorized collector(s) (from SPCB's list of approved registered waste collectors) to collect and dispose waste
- Ensuring sewage handling and disposal by authorized and approved contractors
- All e-waste generated is collected and disposed through SPCB authorized vendor

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

S.No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/clearance are being complied with? (Y/N) If not, the reasons thereof and corrective action taken, if any.
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No, The Group has no operations in any ecologically sensitive areas. Brigade Group is committed to creating a positive biodiversity impact by avoiding construction in biologically sensitive sites like wetlands, national parks, wildlife sanctuaries, biosphere reserves, biodiversity hotspots, forests, World Heritage sites, IUCN protected areas, coastal regulation zones as per the statutory requirements.

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

Environmental impact assessments are being conducted for applicable projects as per EIA notification, 2006 (for built-up area over 1,50,000 Sq. Mt)

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency	Results communicated in public domain (Yes / No)	Relevant web link
Brigade Sanctuary (Residential Development project) having a built area of 3.20 Lakhs sq. Mt.	S.O. 1533(E) – EIA notification dated 14 th September 2006	14 th September 2006	Yes	Yes	https://parivesh.nic.in/newupgrade/#/department/ec-proposal-detail/3261941

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

Yes, Brigade Group is 100% compliant with all applicable environmental laws, regulations and guidelines in India.

- Environment (Protection) Act, 1986 and Environment (Protection) Amendment Rules, 2022
- The Water (Prevention and Control of Pollution) Act, 1974
- The Air (Prevention and Control of Pollution) Act, 1981 and the Amendment Act, 1987
- Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016
- Bio Medical Waste Management Rules – 2016
- Municipal Solid Wastes (Management and Handling) Rules, 2000

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
			Nil	

Leadership Indicators

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

Parameter	FY 2023 (Current Financial Year)	FY 2022 (Previous Financial Year)
From renewable sources (in GJ)		
Total electricity consumption (A)	10,072	7,762
Total fuel consumption (B)	Nil	Nil
Energy consumption through other sources (C)	Nil	Nil
Total energy consumed from renewable sources (A+B+C)	10,072	7,762
From non-renewable sources (in GJ)		
Total electricity consumption (D)	132,211	132,947
Total fuel consumption (E)	67,413	72,956
Energy consumption through other sources (F)	Nil	Nil
Total energy consumed from non-renewable sources (D+E+F)	199,624	205,903

*Total fuel consumption includes fuel consumed from LPG, PNG, and diesel for DG sets and mobile combustion including fuels like diesel and petrol

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 independent assessment, evaluation or assurance was carried out during the reporting period.

2. Provide the following details related to water discharged:

Parameter	FY 2023 (Current Financial Year)	FY 2022 (Previous Financial Year)
Water discharge by destination and level of treatment (in kiloliters)		
(i) Surface water		
- No treatment	Nil	Nil
- With treatment- please specify level of treatment	Nil	Nil
(ii) Groundwater		
- No treatment	1,800	130
- With treatment- please specify level of treatment	Nil	Nil
(iii) Third party water		
- No treatment	Nil	Nil
- With treatment- please specify level of treatment	Nil	Nil
(iv) Seawater		
- No treatment	Nil	Nil
- With treatment- please specify level of treatment	Nil	Nil
(v) Sent to third parties		
- No treatment	12,878	9,120
- With treatment- please specify level of treatment	Nil	Nil
(v) Others		
- No treatment	Nil	Nil
- With treatment- please specify level of treatment	21,282- drained out to concerned city drainage system after tertiary level of treatment	11,364-drained out to concerned city drainage system after tertiary level of treatment
Total water discharged (in kiloliters)	35,960	20,614

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 independent assessment, evaluation, or assurance was carried out by an external agency during the reporting period.

3. Water withdrawal, consumption, and discharge in areas of water stress (in kilolitres):

Brigade Group does not have any operations in water stress areas.

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

Parameter	Unit	FY 2023 (Current Financial Year)	FY 2022 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, FCs, SF ₆ , NF ₃ , if available)	tCO _{2e}	450,094	Not reported
Total Scope 3 emissions per rupee of turnover (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, FCs, SF ₆ , NF ₃ , if available)	tCO _{2e} /Million rupees	13	Not reported

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

During the reporting period, there were no significant direct or indirect impacts on biodiversity from the operations of the Group. The organization takes various initiatives to ensure the protection of biodiversity in and around its operations -

- Assessing and evaluating biodiversity impacts through the site selection process.
- Incorporating design elements to protect high-value biodiversity features (natural ecosystems and associated flora and fauna.)
- Restoring degraded ecosystems to support biodiversity, considering indigenous vegetation and habitat creation.
- Maintaining positive biodiversity impact by avoiding biologically sensitive sites such as wetlands, national parks, wildlife sanctuaries, biosphere reserves, biodiversity hotspots, forests, World Heritage Sites, IUCN Protected areas, and coastal regulation zones per the statutory requirements.
- Collaborating with local community partners to support them in protecting and enhancing the local biodiversity.

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

Sr.No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Green Buildings	Aligning with the vision of sustainable development, the Group has adopted green building norms as per LEED and IGBC across all its projects	Certified and pre-certified area: 14.8 million sq. ft. Projects Shortlisted for certification: 7.2 million sq. ft.

2	Water efficiency	<p>Water efficiency initiatives</p> <ul style="list-style-type: none"> ▪ Use of advanced curing compounds to reduce water usage. The process was used in 3.5 lakh square meter ▪ Treating the sewage water through STP and utilizing the same for flushing at customer restrooms and cooling tower ▪ Installed RO Plant, treated the STP output water, and utilizing for cooling tower 	63,856 KL of total water saved
4	Energy efficiency and conservation	<ul style="list-style-type: none"> ▪ Installing energy-efficient light fixtures, LED lights with motion sensor, timers, and dimmers across all our projects ▪ Motion sensors are installed to regulate the lighting at board rooms, meeting rooms, cabins to optimize the energy consumption across the corporate offices ▪ Replaced 2610 number of florescent lamps(40W) with 20W LED at basement parking areas ▪ Purchasing and utilizing wheeling energy for mall operation ▪ Energy saving from Earth Hour 	A total of 1,02,405 GJ of energy was avoided
5	Risk Management	New technologies were identified to improve business processes through the 'Brigade Real Estate Accelerator Program'	Implemented SAP ERP to integrate various processes and operations

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

Yes, as business operations are prone to a host of disasters that range from minor to catastrophic, Brigade Group has adopted a *Business Continuity and Disaster Management Policy* which outlines the management and mitigation of risks or uncertainties that may disrupt its business operations. The policy covers the Group and all its affiliates, subsidiaries, and joint ventures. The policy outlines the core objectives, the approach followed, disruption-wise disaster recovery plans, and the roles and responsibilities of different stakeholder groups.

The complete policy can be accessed on our website at <https://www.brigadegroup.com/investor/corporate-governance/policies>

9. 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.

There was no environmental risk reported in the value chain for the reporting period. Brigade Group has adopted a *"Supplier Code of Conduct"* which stipulates the guidelines & practices that are transparent, ethical, and responsible which the organization expects its suppliers, vendors, contractors, sub-contractors to adhere to in any business dealings.

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

No assessment of the value chain partners was conducted during the reporting period.

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

In line with Brigade Group’s core values – fairness, trustworthiness, and being socially responsible, the organization firmly believes in responsible and transparent engagement when influencing public and regulatory policies. The Group prioritizes open dialogue and collaboration with its stakeholders, government bodies, communities, and national and international industry associations. Brigade Group actively promotes policies that drive sustainable development, social welfare, and environmental protection.

Below are details of the recognitions and awards received by the Group for its commitment to organizational excellence -

- Best Organization for Women 2022 by The Economic Times
- Best companies to work for in the real estate industry by the ‘Great Place to Work’ Institute
- Mr. M R Jaishankar, Chairman was awarded the ‘Bharat Ratna Sir M. Visvesvaraya Memorial Award 2022’ for his contributions to the construction and building sector, as well as in the fields of education, health, community development, social and philanthropic work
- Brigade Foundation won the ‘Best CSR Activity’ award at the CREDAI Karnataka CARE Awards 2023

Essential Indicators

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

The Brigade Group is affiliated with 9 trade and industry chambers/associations.

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	Confederation of Indian Industry (CII)	National
2	National Safety Council (NSC)	National
3	Confederation of Real Estate Development Association of India (CREDAI)	National
4	Bangalore Chamber of Industry and Commerce	State
5	Federation of Karnataka Chamber of Commerce and Industry	State
6	Federation of Indian Export Organization	National
7	Export Promotion Council for EOUs and SEZ	National
8	World Trade Centers Association, New York	International
9	Institute for Research Development and Training of Construction Trades and Management (INSTRUCT)	State

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.

There is no action taken or underway against the organization on any issues related to anti-competitive conduct.

Leadership Indicators

1. Details of public policy positions advocated by the entity: details on CREDAI water management practices

The organization works closely with various industry associations including industry representations through the Confederation of Real Estate Developers' Associations of India (CREDAI) and other Government and Regulatory bodies. The organization ensures that policy advocacy is carried out in a transparent and responsible manner taking into consideration the interest of all stakeholders and the Country’s interest.

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
1	Request to the Government of India for changes in the Special Economic Zone clauses. The SEZ sunset clauses have resulted in lower interest in SEZ spaces by prospective clients	Written communication sent to the Minister of Commerce and Industry, Government of India Written communication on the request shared with SEZ Development Commissioner of Chennai	No, the communication was shared directly with the Ministry of Commerce, Government of India and with SEZ Development Commissioner of Chennai, India.	Quarterly	NA

Principle 8: Businesses should promote inclusive growth and equitable development

Brigade Group promotes inclusive growth and equitable development through the Brigade Foundation, which is the Corporate Social Responsibility (CSR) arm of the Group. The foundation features a well-structured hierarchy which has Mr. M. R. Jaishankar who serves as the managing and lifetime trustee. The structure of the foundation also includes a review and executive committee which facilitates efficient program execution. Some of the key initiatives undertaken by the foundation include supporting educational institutions, providing healthcare services, promoting environmental sustainability, and participating in community development projects. With a focus on areas like education, health services, skill development, and community welfare, the foundation has also aligned itself with eight of the UN Sustainable Development Goals.

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
As per applicable laws, SIA is not applicable for any of the projects undertaken by the Group.					

However, in line with the key focus areas of SIA, the following are the key initiatives undertaken by Brigade Group

Community engagement:

The Group establishes communication channels with the local community to redress any current and potential issues.

Health and community well-being:

The Group implements all necessary protocols to ensure the health and safety of the local community is not negatively impacted during the development of the project. Some of the key measures taken are air quality monitoring, dust and noise prevention, waste and water management.

Local economic development:

The Group places importance on local employment during the construction of the projects and for its hotel operations. Additionally, the Group's sustainable sourcing policy also encourages local procurement of construction materials.

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

Name of Project for which RandR is ongoing	State	District	No. of Project Affected Families (PAFs)	No. of Project Affected Families (PAFs)	Amounts paid to PAFs in the FY (In INR)
Not applicable as there were no projects requiring an R and R.					

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

Brigade Group is committed to fostering opportunities for communities to share their feedback through a relationship-based approach to community engagement.

Pre-commencement of projects

Before the commencement of any development, the Group conducts a comprehensive evaluation to understand the impact on the local community, and necessary measures are taken to address any concerns from the evaluation. The group has established formal procedures for both general feedback and formal complaints.

Ongoing projects

The Group conducts regular interaction with the local community during the development of the project to understand any concerns and initiates action for remedial of the same.

Community feedback mechanism

The Group has established a dedicated mail address here4you@brigadegroup.com for the community to raise any concerns. In addition, there is also a site-level committee headed by respective project managers to address and provide effective resolutions for the complaints received from the community at the project level.

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

	FY 2023 (Current Financial Year)	FY 2022 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	27%	40%
Sourced directly from within the district and neighboring districts	99%	60%

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Not applicable	

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

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

As outlined in the *Sustainable Procurement Policy*, the organization emphasizes on sourcing its materials from Micro, Small & Medium Enterprises (MSME) to aid in local employment and economic growth. During the reporting period, the Group procured 27% of input materials directly from MSME/small producers who may include vulnerable or marginalized groups.

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

The current procurement process of the Group does not monitor the category of MSME suppliers that it procures from.

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

The Group procured 27% of its input materials from MSMEs during the reporting period, however, the categorization of the suppliers into marginal and vulnerable groups is not undertaken currently.

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.

The organization has its brand logos registered under the Trade Marks Act, 1999 as its Intellectual Property. However, no benefit has been derived or shared with any party.

S.No.	Intellectual Property based on traditional knowledge	Owned / Acquired (Yes/No)	Benefit shared (Yes/No)	Basis of calculating benefit share
Nil				

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
Nil		

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	St. John's Hospital @ Brigade Meadows	9,000*	65
2	Indian Music Experience Trust	200	100
3	The Association of People with Disability	20	100
4	Children's Movement for Civic Awareness Program	4,500	100
5	Open Auditorium at GHPS, Uttarahalli, Bangalore	500	70

* The number derived is approximate, as the Hospital is being developed and is not operational yet. The Brigade Foundation is developing this Hospital.

Principle 9: Businesses should engage with and provide value to their consumers in a responsible manner

Operating in the real estate sector, Brigade Group understands the responsibility of becoming an integral part of an individual's personal or professional life. Therefore, the organization places great importance on responsibly engaging with its customers. The Group strives to continuously improve its products and services and provide an exceptional experience to its customers by gaining insights from their feedback and ensuring timely resolution to their concerns. The Group firmly believes in building long-lasting relationships based on trust and contributing towards the overall well-being and satisfaction of its customers

Essential Indicators

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

Brigade Group is committed to providing high-quality real estate developments and professionally managed property services. Great importance is given to the voice of its customers as it offers deep insights to enhance its offerings and improve customer satisfaction. The Group has developed a multi-channel approach to gathering and managing consumer complaints to ensure effective and quick resolution.

Customer engagement channels:

The organization engages with customers through the following channels to foster trust, strengthen transparency, and respond to their concerns and inquiries:

- Walk-ins at head office and site offices
- Email address (here4you@brigadegroup.com)
- Social media (Twitter, Facebook, LinkedIn, Instagram)
- Customer web portal (<https://www.brigadegroup.com/mykey>)
- Telephone (1800 102 9480 / NRI: +91 96112 18222)
- Brigade Group Chat (Customer chat bot)
- Qwikspec (App made for customers to check and give feedbacks on their purchased deals)
- 24/7 Customer Care Services

Customer feedback mechanism:

All customer concerns and queries raised are recorded in the complaint management system and assigned to the appropriate departments such as Customer Relation Management (CRM), Customer Care Services (CCS), Estate Management (EM), Sales departments, and Brigade Plus for resolution.

During this reporting period, the Group's customer complaints resolution rate was 98%.

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

	As a percentage of total turnover
Environmental and social parameters relevant to the product	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	Not Applicable

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

	FY 2023 (Current Financial Year)			FY 2022 (Previous Financial Year)		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data Privacy	Nil	Nil	Nil	Nil	Nil	Nil
Advertising	Nil	Nil		Nil	Nil	
Cyber security	Nil	Nil		Nil	Nil	
Delivery of essential services	5,392	61		1,900	61	
Restrictive Trade Practices	Nil	Nil		Nil	Nil	
Unfair Trade Practices	Nil	Nil		Nil	Nil	
Other (CRM, CCS, Sales, Brigade+)	1,21,182	2,284		92,229	636	

4. Details of instances of product recalls on accounts of safety issues

There were no product recalls on account of safety issues.

	Number	Reasons for recall
Voluntary recalls	Nil	Nil
Forced recalls	Nil	Nil

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. Cyber Security, over recent years, has become a significant risk that needs proactive and regular management. At Brigade Group, we have taken measures to protect sensitive data, maintain financial security, safeguard intellectual property, preserve customer and vendor relationships, and comply with legal and regulatory requirements. Cyber security risks can disrupt operations, damage reputation, and lead to financial and data loss. Our continued investment in technology and focus on developing safe and secure spaces for people and the public remains undeterred.

Our Cyber Security, Information Security, and Information Privacy Policy

The Group has implemented three policies namely the *Cyber Security, Information Security, and Information Privacy Policy* which outline the management and approach to mitigate cyber security and data privacy risks. It also details how the Brigade Group protects, preserves and maintains information within the organization. These policies – aligned to local regulations and best practices - serve as a guideline to protect the Group from breaches and ensure proper handling of sensitive information. All three policies are reviewed regularly by the Group’s Risk, Internal Audit, and Information Technology International Transfer Indirect Tax teams.

The policies can be accessed at <https://www.brigadegroup.com/investor/corporate-governance/policies>

Oversight

The Group has appointed a Vice President - Digital & IT Systems who oversees information management and cyber security across the organization. An Information Security Management System has been implemented by the Chief Information Security Officer aligned with the Group’s policies stated above. All electronic information is monitored and is in compliance with local laws and company policy.

Training

As employees are the first line of defense against cyber threats, the Group regularly trains its workforce on identifying and responding to cyber threats. This includes best practices for secure online behavior and reporting these to the relevant teams. Below are some examples of the training programs conducted during the reporting period

1. Cybersecurity awareness covering Cloud security
2. Data privacy, governance, and compliance focusing on “How to classify and inventory your data”
3. Webinar on Cyber Security
4. Cybersecurity R&D & innovation roadshow

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. No issues were identified, or penalties imposed during the reporting period.

Leadership Indicators

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

Brigade Group provides multiple channels to access information on the products and services provided by the entity. The major channels are:

1. Brigade website: <https://www.brigadegroup.com/>
2. RERA website: <https://rera.karnataka.gov.in/>
3. Customer Portal (MyKey): <https://www.brigadegroup.com/mykey>

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

The Brigade Group takes several steps to inform and educate its customers about the safe and responsible usage of its spaces. User friendly guides, product brochures, and informative online resources are readily accessible. Awareness of these resources is communicated through the multiple engagement channels the company uses. E.g., newsletters, social media, webinars, and its offices.

Some initiatives are listed below

1. All visitors are required to adhere to the EHS protocols implemented at the project site such as hard hats and are mandated to comply with protocols for pandemic-appropriate behavior
2. Occupants are provided with emergency services contact details like paramedics, ambulance, police, and fire
3. All completed and under-construction properties come equipped with fire prevention systems such as smoke and carbon monoxide alarms, sprinklers, fire extinguishers, and fire hose reels
4. Signages depicting the safe use of amenities such as elevators, swimming pools, escalators, and gymnasiums are placed in proper places for maximum effectiveness

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

The facility management team of the organization has a structured communication matrix in place to inform tenants regarding any disruption in services at the property. Information regarding scheduled power outages, major traffic deviations, strikes, and maintenance activities is communicated to the tenants via official emails. To ensure emergency preparedness, the facility management team also conducts periodic safety mock drills to train the tenants about the standard operating procedures in the event of any natural calamities or catastrophes such as fire outbreaks, flash floods or earthquakes. Tenants are also informed via official emails about the mandatory operating procedures in case of a pandemic outbreak.

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)

Product Information

Yes, all major products and services of the organization are real estate development and property management services. All critical compliance details related to the project such as project type, location, size and layout, features and amenities, energy efficiency measures, technology and security, parking and transportation, proximity to public transport systems, medical facilities, schools, and shopping centers, RERA approval status, and Green Building certifications achieved are promptly displayed on the corporate websites, social media posts, brochures, and pamphlets.

Customer Satisfaction

Yes, the Group conducts customer satisfaction surveys across its business verticals:

Residential

The customer service team of the organization conducts surveys during the onboarding stage and also six months after the handover of the unit.

Lease Rentals

The facility management team of the organization conducts periodic interactions with the occupants/tenants through online surveys. These surveys are conducted every six months. The team analyzes the survey responses to understand the satisfaction level of its customers and develops action plans based on the identified areas of improvement.

Hospitality

As part of the customer experience monitoring, feedback forms are collected from the guests at the time of checkout.

5. Provide the following information relating to data breaches:**a. Number of instances of data breaches along-with impact**

No instances of data breaches occurred during the reporting period.

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

No instances of data breaches occurred during the reporting period.