

July 10, 2023

The National Stock Exchange of India Limited

Exchange Plaza,
Plot No. C/1, G Block,
Bandra Kurla Complex,
Bandra (East)
Mumbai – 400 051

Ref: **Godrej Properties Limited**

BSE - Script Code: 533150, Scrip ID - GODREJPROP

BSE - Security Code – 959822, 974950, 974951 – Debt Segment

NSE - GODREJPROP

Sub: Business Responsibility and Sustainability Report for the financial year 2022-23

Ref: Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015

Dear Sir/ Madam,

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed Business Responsibility and Sustainability Report for the financial year 2022-23, which forms part of the Integrated Annual Report for the financial year 2022-23.

This is for your information and records.

Thank you,

Yours truly,

For Godrej Properties Limited

Ashish
Sudhakar
Karyekar
Digitally signed by
Ashish Sudhakar
Karyekar
Date: 2023.07.10
11:23:01 +05'30'

Ashish Karyekar

Company Secretary & Compliance Officer

Encl: as above



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

A. Details of the listed entity

1. **Corporate Identity Number (CIN) of the Listed Entity** - L74120MH1985PLC035308
2. **Name of the Listed Entity** - Godrej Properties Limited
3. **Year of incorporation** – February 8, 1985
4. **Registered office address** - Godrej One, 5th Floor, Pirojshanagar, Eastern Express Highway, Vikhroli (East), Mumbai – 400079
5. **Corporate address** - Godrej One, 5th Floor, Pirojshanagar, Eastern Express Highway, Vikhroli (East), Mumbai – 400079.
6. **E-mail** - secretarial@godrejproperties.com
7. **Telephone** - 022-61698500
8. **Website** - www.godrejproperties.com
9. **Financial year for which reporting is being done** - FY 2022-23
10. **Name of the Stock Exchange(s) where shares are listed** - BSE Ltd. (BSE)/ National Stock Exchange of India Ltd. (NSE)
11. **Paid-up Capital** - ₹ 139.01 Crores
12. **Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report-**
Name: Mr. Ashish Karyekar
Telephone No.: 022-61698731
Email Id: akaryekar@godrejproperties.com
13. **Reporting boundary** - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together)- Consolidated basis.

B. Products/services

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

Sr. no.	Description of Main Activity	Description of Business Activity	Percentage of Turnover of the entity
1	Construction and Real Estate Development	Construction of residential and commercial properties	100%

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

Sr. no.	Product/Service	NIC Code	Percentage of total Turnover contributed
1	Construction and Real Estate Development	4100	100%

C. Operations

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

Location	Number of sites	Number of offices	Total
National	43	9	52
International	0	3	3

17. **Markets served by the entity:**

a. Number of locations

Locations	Number
National (No. of States)	8 states (Maharashtra, Delhi, Haryana, UP, Karnataka, Chennai, West Bengal, and Gujarat)
International (No. of Countries)	3 countries (Dubai, Singapore, and USA)

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

Response: Not Applicable

c. A brief on types of customers

Response: Godrej Properties brings the Godrej Group philosophy of innovation, sustainability, and excellence to the real estate industry. Each Godrej Properties development combines a 126-year legacy of excellence and trust with a commitment to cutting-edge design and technology. Projects address customer needs across geographies, demographics, price points and building typologies.

D. Employees

18. **Details as at the end of Financial Year:**

a. Employees and workers (including differently abled): (Data as on 31.03.2023)

Sr. No.	Particulars	Total (A)	Male No. (B)	% (B / A)	Female No. (C)	% (C / A)
Employees						
1	Permanent (D)	2,391	1,727	72.22%	656	27.43%
2	Other than Permanent (Contractual) (E)	2,080	1,835	88.22%	240	11.56%
3	Total employees (D + E)	4,471	3,582	79.66%	896	20.04%
Workers						
4	Permanent (F)	NA	NA	NA	NA	NA
5	Other than Permanent (G)	NA	NA	NA	NA	NA
6	Total workers (F + G)	NA	NA	NA	NA	NA

- GPL's construction activity is outsourced. Hence, all the workers are employed under the contractors and vendors appointed by GPL. Approximately 12,414 workers at our site labour camps worked at our construction sites as on 31st March 2023.
- 8 are from other gender. 28 permanent employees are from LGBTQ+ spectrum.
- 5 members of the contractual employees are from LGBTQ+ spectrum.

b. Differently abled Employees and workers:

Sr. No.	Particulars	Total (A)	Male No. (B)	% (B / A)	Female No. (C)	% (C / A)
Differently abled Employees						
1	Permanent (D)	0	0	0%	0	0%
2	Other than Permanent (E)	2	2	100%	0	0%
3	Total differently abled employees (D + E)	2	2	100%	0	0%
Differently abled Workers						
4	Permanent (F)	NA	NA	NA	NA	NA
5	Other than Permanent (G)	NA	NA	NA	NA	NA
6	Total differently abled workers (F + G)	NA	NA	NA	NA	NA

*GPL's construction activity is outsourced; hence all the workers are employed under the contractors and vendors appointed by GPL. Approximately 12,414 workers at our site labour camps, worked at our construction sites as on 31st March 2023.

19. Participation/ Inclusion/ Representation of women:

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	2	25%
Key Management Personnel*	2	0	0%

*Key Management Personnel (KMP) includes the Executive Chairperson (EC), Chief Executive Officer (CEO), Chief Financial Officer (CFO) and Company Secretary (CS) but as the EC and CEO are included in Board of Directors, KPM here only includes CFO and CS.

20. Turnover rate for permanent employees and workers:

	FY 2022-23 (Turnover rate in current year)			FY 2021-22 (Turnover rate in previous year)			FY 2020-21 (Turnover rate in previous year)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	29%	24%	30%	9%	19%	12%	18.36%	8.05%	26.42%
Permanent Workers*	NA	NA	NA	NA	NA	NA	NA	NA	NA

*GPL's construction activity is outsourced. Hence, all the workers are employed under the contractors and vendors appointed by GPL. Approximately 12,414 workers at our site labour camps worked at our construction sites as on 31st March 2023.

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

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

Sr. No.	Name of the holding/ subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	Percentage of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/ No)
1	Godrej Projects Development Limited	Subsidiary	100%	Yes
2	Godrej Garden City Properties Private Limited	Subsidiary	100%	Yes
3	Godrej Hillside Properties Private Limited	Subsidiary	100%	Yes
4	Godrej Home Developers Private Limited	Subsidiary	100%	Yes
5	Godrej Prakriti Facilities Private Limited	Subsidiary	100%	Yes
6	Prakritiplaza Facilities Management Private Limited	Subsidiary	100%	Yes
7	Godrej Highrises Properties Private Limited	Subsidiary	100%	Yes
8	Godrej Genesis Facilities Management Private Limited	Subsidiary	100%	Yes
9	Citystar InfraProjects Limited	Subsidiary	100%	Yes
10	Godrej Residency Private Limited	Subsidiary	50.01%	Yes
11	Godrej Properties Worldwide Inc., USA	Subsidiary	100%	No
12	Godrej Precast Construction Private Limited	Subsidiary	100%	Yes
13	Godrej Green Woods Private Limited	Subsidiary	100%	Yes
14	Godrej Realty Private Limited	Subsidiary	100%	Yes
15	Godrej Living Private Limited (w.e.f. February 1, 2022)	Subsidiary	100%	Yes
16	Ashank Land & Building Private Limited (w.e.f. May 19, 2022)	Subsidiary	100%	Yes
17	Godrej Home Constructions Limited (Classified as Joint Venture up to Mar 28, 2023) (Formerly known as Godrej Home Constructions Private Limited)	Subsidiary	74%	Yes
18	Wonder City Buildcon Limited (Classified as Joint Venture up to Mar 28, 2023) (Formerly known as Wonder City Buildcon Private Limited)	Subsidiary	74%	Yes
19	Godrej Highrises Realty LLP	Subsidiary	100%	No
20	Godrej Project Developers & Properties LLP	Subsidiary	100%	No
21	Godrej Skyview LLP	Subsidiary	100%	No
22	Godrej Green Properties LLP	Subsidiary	100%	No
23	Godrej Projects (Soma) LLP	Subsidiary	100%	No
24	Godrej Athenmark LLP	Subsidiary	100%	No
25	Godrej City Facilities Management LLP	Subsidiary	100%	No
26	Godrej Florentine LLP	Subsidiary	100%	No

Sr. No.	Name of the holding/ subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	Percentage of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/ No)
27	Godrej Olympia LLP	Subsidiary	100%	No
28	Godrej Construction Projects LLP	Subsidiary	100%	No
29	Oasis Landmarks LLP (Classified as Joint Venture upto February 28, 2022)	Subsidiary	51%	No
30	Ashank Facility Management LLP	Subsidiary	100%	No
31	Maan-Hinje Township Developers LLP (Classified as Joint Venture up to March 28, 2023)	Subsidiary	99%	No
32	Godrej Reserve LLP (Classified as Joint Venture up to September 30, 2022)	Subsidiary	99.8%	No
33	Ashank Realty Management LLP	Subsidiary	100%	No
34	Godrej Redevelopers (Mumbai) Private Limited	Joint Venture	51%	No
35	Godrej Greenview Housing Private Limited	Joint Venture	20%	No
36	Wonder Projects Development Private Limited	Joint Venture	20%	No
37	Godrej Real View Developers Private Limited	Joint Venture	20%	No
38	Pearlite Real Properties Private Limited	Joint Venture	49%	No
39	Godrej Skyline Developers Private Limited	Joint Venture	44%	No
40	Godrej Green Homes Private Limited	Joint Venture	50%	No
41	Madhuvan Enterprises Private Limited	Joint Venture	20%	No
42	Godrej Mackbricks Private Limited (formerly known as Ashank Macbricks Private Limited)	Joint Venture	20%	No
43	Munjal Hospitality Private Limited*	Joint Venture	12%	No
44	Vivrut Developers Private Limited	Joint Venture	20%	No
45	Yerwada Developers Private Limited (w.e.f. January 31, 2022)	Joint Venture	20%	No
46	Vagishwari Land Developers Private Limited	Joint Venture	20%	No
47	Godrej Property Developers LLP	Joint Venture	32%	No
48	Mosiac Landmarks LLP	Joint Venture	1%	No
49	Dream World Landmarks LLP	Joint Venture	40%	No
50	Oxford Realty LLP	Joint Venture	35%	No
51	Godrej SSPDL Green Acres LLP	Joint Venture	37%	No
52	M S Ramaiah Ventures LLP	Joint Venture	49.50%	No
53	Caroa Properties LLP	Joint Venture	35%	No
54	Godrej Housing Projects LLP	Joint Venture	50%	No
55	Godrej Amitis Developers LLP (formerly known as Amitis Developers LLP)	Joint Venture	46%	No
56	A R Landcraft LLP	Joint Venture	40%	No
57	Prakhhyat Dwellings LLP	Joint Venture	50%	No
58	Godrej Highview LLP	Joint Venture	40%	No
59	Godrej Irismark LLP	Joint Venture	50%	No
60	Godrej Projects North Star LLP	Joint Venture	55%	No
61	Godrej Developers & Properties LLP	Joint Venture	37.50%	No
62	Roseberry Estate LLP	Joint Venture	49%	No
63	Suncity Infrastructures (Mumbai) LLP	Joint Venture	60%	No
64	Mahalunge Township Developers LLP	Joint Venture	40%	No
65	Godrej Vestamark LLP	Joint Venture	58.28%	No
66	Manyata Industrial Parks LLP	Joint Venture	1%	No
67	Godrej Odyssey LLP	Joint Venture	55%	No
68	Universal Metro Properties LLP	Joint Venture	49%	No
69	Embellish Houses LLP	Joint Venture	50%	No
70	Manjari Housing Projects LLP	Joint Venture	40%	No
71	Godrej Projects North LLP (Classified as Subsidiary upto December 02, 2021)	Joint Venture	50.10%	No
72	Godrej One Premises Management Private Limited	Associate	30%	No

F. CSR Details

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

Turnover (in ₹.): 22,522,600,000

Net worth (in ₹.): 92,642,000,000

G. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide weblink for Grievance redress policy)	FY 2022-23 (Current Financial Year)		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes, the Stakeholder Engagement Policy and the Whistle Blower Policy for employees are available on our website at - https://www.godrejproperties.com/investor/corporate-governance	0	0	
Investors (Other than shareholders)		0	0	
Shareholders		0	0	
Employees and workers		0	0	
Customers		97	32	In FY 2022-23, 54 complaints received for data privacy, 8 for advertising, 33 for delivery of essential services, 1 for unfair trade practices and 1 other.
Value Chain Partners		0	0	
Others (Please specify)		0	0	

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide weblink for Grievance redress policy)	FY 2021-22 (Current Financial Year)		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes, the Stakeholder Engagement Policy and the Whistle Blower Policy for employees are available on our website at - https://www.godrejproperties.com/investor/corporate-governance	0	0	
Investors (Other than shareholders)		2	0	
Shareholders		0	0	
Employees and workers		2	0	
Customers		12	0	(data privacy concern)
Value Chain Partners		0	0	
Others (Please specify)		0	0	

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

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

Sr. No	Material issue identified	Indicate whether risk or Opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or Negative implications)
1	Water Management	Risk	Water poses a significant risk to our organization as it directly impacts business continuity. To compensate for inadequate municipal supply, we procure tanker water, which adds to our operational costs. Addressing this water-related challenge is crucial for the sustainable and cost-effective functioning of our business.	1. Site selection consideration must incorporate water availability 2. To prepare contingencies for adequate water supply through wastewater recycling, water harvesting and innovative design.	Negative
2	Supply chain Management	Risk	Climate events occurring at the locations of our major suppliers can lead to significant disturbances in the availability of essential resources. Such disruptions can hamper construction projects, delay timelines, and increase costs, negatively impacting our business operations.	1. Implementing capacity building initiatives with suppliers and conducting rigorous ESG (Environmental, Social, and Governance) screenings help create contingencies and mitigate risks in our supply chain sustainability. 2. Mitigate supply chain disruptions by implementing backup suppliers to reduce risks.	Negative
3	Climate Change	Risk	As the industry strives to achieve net-zero emissions by 2050 and limit climate change impacts, the rise in severe storms, fires, heatwaves, landslides, and cyclones necessitates greater attention. Furthermore, the construction and handover phases face increased operational delays due to unpredictable weather patterns.	1. We regularly update our risk management policies to align with market dynamics and industry standards, while also conducting ongoing sensitivity analysis and stress testing. 2. To enhance project resilience and minimize risks from extreme weather events, we have implemented measures such as increased plinth levels during the design and planning stages to prevent water ingress in building basements.	Negative
4	Waste management	Risk	Waste management poses a significant risk to our organization. Increasing recycling rates of C&D waste adds to this risk, as it necessitates efficient waste sorting and processing systems to comply with environmental regulations. Failure to address these waste management issues can lead to legal penalties, reputational damage, and increased operational costs for real estate companies.	1. We have adopted a focused strategy to minimize our direct impact on natural resource consumption and pollution. Through responsible procurement and efficient utilization of resources, we strive to promote a circular economy. 2. To ensure progress and establish benchmarks, we have conducted a comprehensive mapping of material consumption across different categories. This enables us to track and monitor our material usage, allowing us to measure our advancements in resource conservation and sustainability over time.	Negative
5	Biodiversity conservation & restoration	Risk	Loss of biodiversity can lead to regulatory challenges, reputational damage, and increased operational costs. Additionally, the decline in ecosystem services and the potential disruption of habitats can pose risks to the long-term sustainability and value of real estate assets.	1. We prioritize environmental impact assessments before commencing construction activities, considering the socio-economic, cultural, and human health impacts. 2. We have developed tools for assessing and reporting on our company's impact. Our goal is to achieve a net positive impact on biodiversity by conducting assessments and enhancing the biodiversity value of our sites, contributing to their ecological richness and diversity.	Negative
6	GHG management	Risk	With the real estate industry accounting for a significant 40% of anthropogenic greenhouse gas (GHG) emissions, and considering the urgency emphasized by international agreements like the Paris Agreement for a swift transition to a low-carbon economy.	1. As part of our emissions mitigation plan, we have identified major sources of emissions within our supply chain, particularly related to purchased goods. 2. To address this, we are committed to Science Based Targets initiative (SBTi), focusing on reducing emissions from identified hotspots.	Negative

For further information on material topics, Refer Page No. 56 of the Integrated Report

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

The National Voluntary Guidelines on Social, Environmental and Economic Responsibilities of Business (NVGs) released by the Ministry of Corporate Affairs has adopted nine areas of Business Responsibility.

Disclosure Question	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1.a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes								
b. Has the policy been approved by the Board? (Yes/No)	Yes								
c. Web Link of the Policies, if available	https://www.godrejproperties.com/investor/corporate-governance								
2. Whether the entity has translated the policy into procedures. (Yes /No)	Yes								
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes								
4. Name of the national and international codes/ certifications/labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle	All Company's policies are in alignment with international standards. Such as - ISO 45001:2018 ISO 14001:2015 Green Building Certifications (IGBC, GRIHA) Forest Stewardship Council UNGC Principles We are still steadfastly committed to the six pillars of our 6P framework—product, partnerships, people, process, profit, and planet. At GPL, we also promote use of FSC certified wood for gold and platinum level projects.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any	We have undertaken the following goals for FY2025-26: Social Goals Achieving 35% Gender Diversity (25% for L3 & L4 employee levels) Achieving 5% representation from LGBTQ community and Persons with Disability Provide access to entitlements and well-being for 500,000 construction workers Environmental targets 100% of all products will be mandated IGBC Silver (or equivalent) certified Target at least one Gold/Platinum project per zone Commit to SBTi targets and publish 1.5-degree reduction targets with roadmap Improve position in global sustainability indices Maintain Water Neutrality Maintain Carbon Neutrality for Scope 1&2, extend reporting to Scope 3 GHG emissions Minimize Waste to landfill								
6. Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met.	Commitments Status (FY-2022-23)								
	Achieving 35% Gender Diversity 27.44% achieved								
	Achieving 5% representation from LGBTQI community and Persons with Disability 1.25% achieved								
	Provide access to entitlements and well-being for 500,000 construction workers In progress								
	100% of all products will be mandated IGBC Silver (or equivalent) certified In progress								
	Commit to SBTi targets and publish 1.5-degree reduction targets with roadmap Targets submitted for SBTi validation								
	Improve position in global sustainability indices Achieved								
	Maintain Water Neutrality Achieved								
	Maintain Carbon Neutrality for Scope 1&2, extend reporting to Scope 3 GHG emissions Achieved								

Governance, leadership, and oversight	
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements (listed entity has flexibility regarding the placement of this disclosure)	Refer Page No. 30 of the Integrated Report
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy	Mr. Pirojsha Godrej, Executive Chairperson of Godrej Properties Limited is responsible for decision making on sustainability related issues. He is also the chairperson of the ESG Committee.
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. At GPL, the ESG Committee consists of four Directors, out of which two are Independent Directors and one is GPL's Executive Chairperson and fourth is GPL's Managing Director & CEO. The Board of Directors of the Company, from time to time makes the alterations in the composition of the ESG Committee. The ESG committee at its discretion invites the head of Sustainability function, head of internal audit, head of finance and any other such executives to be present at the meetings of the ESG Committee. The Committee meets at least once in a year, and as and when necessary. Duties and Responsibilities of the Committee – Spearhead GPL's overall Sustainability ambition, strategy, and long-term thinking. Review progress against Sustainability goals across the company. Review key ESG risks (including changing regulation) faced by GPL in its operations: Water risks Climate risks Social risks (Human Rights, Communities) Governance Risk – Integrity of Financial information and systems of risk management are robust Agree on materiality of these risks, prioritize specific risks for action, guide strategic initiatives to mitigate and/or adapt basis specific risks. Identify long term business opportunities based on ESG risks. Sign off how these risks and their materiality will be disclosed. Review of non-financial KPIs and whether, taken as a whole, it is fair balanced and understandable. Review of the going concern assumption; review of the viability statement. Frame key long-term Sustainability opportunities for GPL and align Board of Directors as required. Formulate and recommend to the Board of Directors, key ESG policies and/or actions, as required. Performing any other functions and activities related to these terms of reference as requested by the Board of Directors The ESG Committee updates the Board on ESG progress against goals, risks, and opportunities.

Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action. Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Yes, the review is undertaken by ESG Committee.									Quarterly Review								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Yes. The review is undertaken by ESG Committee.									Quarterly Review								

1. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.

Response: No

2. If answer to question (1) above is “No” i.e., not all Principles are covered by a policy, reasons to be stated:

Response: Not applicable

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1

Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent, and accountable.

ESSENTIAL INDICATORS

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

Segment	Total number of training and awareness programs held	Topics/ principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmers
Board of Directors	17	During the year, the Board of Directors and KMPs of the Company invested time on various updates pertaining to the business, regulations, economy and environmental, social and governance matters.	100.00%
Key Managerial Personnel	17	During the year, the Board of Directors and KMPs of the Company invested time on various updates pertaining to the business, regulations, economy and environmental, social and governance matters.	100.00%
Employees other than BoD and KMPs	24,346	Health and Safety	100.00%
Workers	24,346	Health and Safety	100.00%

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

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

*During FY 2022-23, no fines / penalties /punishment/ award/ compounding fees/ settlement amount was paid in proceedings (by the Company or by its directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, as per the materiality policy and SEBI Listing Regulations.

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
NA	NA

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.

Response: Yes, the Company has an Anti-Bribery and Anti-Corruption Policy as a part of Godrej Code of Conduct. This policy applies to all stakeholders or persons associated with the Company and who may be acting on behalf of the Company and sets out conduct that must be always adhered to. The Policy is placed on the Company's Website <https://www.godrejite.com/Home>

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

	FY 2022-23 (Current financial year)	FY 2021-22 (Previous financial year)
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	FY2022-23 (Current Financial Year)		FY2022-21 (Previous Financial Year)	
	Number	Remark	Number	Remark
Number of Complaints received in relation to issues of conflict of interest of the Directors	Nil	Nil	Nil	Nil
Number of Complaints received in relation to issues of conflict of interest of KMP's	Nil	Nil	Nil	Nil

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

Response: Not Applicable

LEADERSHIP INDICATORS

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

Response: The three pillars of our safety and health management system that we consider to be most crucial are skill development, competency building, and awareness. As a result, our primary efforts are directed towards awareness campaigns, skill-building exercises, motivating campaigns, and health camps. In the current reporting year, we conducted over 24646 safety training sessions with over 438206 participants. All essential stakeholders received the necessary training and awareness programs in preparation for the implementation of ISO 45001:2018.

We formalized process of training need identification and training calendar for safety trainings at site and effectively executed multiple training programs across all project sites to create and build strong safety culture. National Safety Day, World Environment Day, Road Safety Week, and Fire Service Day are also celebrated at our sites that they serve as vital platforms for creating awareness about health and safety. Safety Communications is an essential element in our Safety Management System for promoting safety awareness and fostering a strong safety culture across GPL.

GPL has also conducted Safety Assessment exercise to assess the level of safety awareness for Execution team. One of the important initiatives for promoting awareness among project teams, improving safety culture, and reinforcing current operational controls is the 'safety campaign. Safety Campaigns on Usage of Cell Phone at Construction Site, Rope Suspended Platform, Fire Prevention and Control, Safety in Store Management are designed and conducted at GPL projects. "Horizontal deployment of learnings" supports in the development of a positive safety culture as a continual improvement across GPL to avoid recurrence of the any unfortunate incidents.

Total number of awareness programmes held	Topics / principles covered under the training	Percentage of value chain partners covered (by value of business done with such partners) under the awareness programmes
24,646	Safety trainings, implementation of ISO 45001:2018, National Safety Day, World Environment Day, Road Safety Week, and Fire Service Day are also celebrated, safety communications, safety assessment exercise	100%

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.

Response: Yes, the entity has a code of conduct for Board of Directors, which states that they enrich the Board's decision-making and prevent possible conflicts of interest that may emerge in such decision-making. Refer Page No. 247 of the Corporate Governance

PRINCIPLE 2

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

ESSENTIAL INDICATORS

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

	FY 2022-23 (Current Financial Year)	Details of improvements in environmental and social impacts	FY 2021-22 (Previous Financial Year)	Details of improvements in environmental and social impacts
R&D	23.08%	R&D (Research and Development) and capital expenditure investments in construction technologies aimed at enhancing environmental performance.	8.42%	R&D (Research and Development) and capital expenditure investments in construction technologies aimed at enhancing environmental performance.
Capex	76.92%		91.58%	

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

Response: Yes, we have well-defined methodologies and procedures detailed in our Supplier Code of Conduct (SCoC) and Sustainable Procurement Policy.

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

Response: We have achieved around 50% sustainable procurement across all our sites, adhering to IGBC guidelines for local procurement within 400km of our operations. By prioritizing sustainability, we reduce environmental impact and support local economies.

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.

Response: Our company is committed to minimizing waste and reducing the extraction of virgin resources through processes focused on reuse and recycling. We actively reuse waste concrete, utilize waste Autoclaved Aerated Concrete (AAC) blocks, and re-utilize aluminum shuttering, promoting responsible disposal practices. We prioritize local sourcing to reduce transportation-related waste and collaborate with recycling agencies to divert construction waste from landfills. To gain a comprehensive understanding of waste generation, we conducted a Construction and Demolition waste study with our developer partners, enabling us to implement effective waste management strategies and contribute to a more sustainable construction industry.

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.

Response: Not Applicable

LEADERSHIP INDICATORS

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

Response: Yes, the Company has conducted Life Cycle Assessment of its buildings across geographies. These LCA studies were conducted as per ISO 14040:2006. Results of these studies is being used for quantitative impact assessment to develop preferred products, processes, and services. Overall LCA impact was categorized in Acidification Potential, Climate change (Global Warming Potential), Eutrophication, Ozone layer depletion and Ecotoxicity.

The entity conducted Life Cycle Perspective/Assessments (LCA)							
Sr.	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.
1	4100	New Building Construction (7 sample sites across 7 regions)	NA	Cradle to Gate	Yes	No (Results not communicated publicly)	NA

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
New Building Construction	The construction industry has a high embodied carbon footprint due to the materials used.	We have set the Supply Chain target under Science Based Targets initiative (SBTi) for Scope 3 emissions, aiming to mitigate carbon emissions throughout the supply chain. As a sustainable real estate developer, we prioritize responsible procurement of construction materials. By actively engaging with our supply chain, we are dedicated to enhancing resource efficiency across our construction sites.

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 2022-23 (Current Financial Year)	
Construction waste	94.44%	95.76%

Note: By using a standardized strategy for secure and environmentally responsible disposal, we aim to eliminate waste at the source. Wherever waste is produced, we manage it as efficiently as possible by rigidly adhering to regulations related to waste management and adopting a "beyond compliance" philosophy to reduce the environmental impact of the waste we produce.

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:

Response: Not Applicable

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

Response: Not Applicable

PRINCIPLE 3

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

ESSENTIAL INDICATORS

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

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day care Benefits	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent Employees											
Male	1,727	1,727	100%	1,727	100%	NA	NA	1,727	100%	1,727	100%
Female	656	656	100%	656	100%	656	100%	NA	NA	656	100%
Total	2,391	2,391	100%	2,391	100%	2,391	100%	2,391	100%	2,391	100%
Other than permanent Employees (Contractual)											
Male	1,835	1,835	100%	1,835	100%	NA	NA	1,835	100%	1,835	100%
Female	240	240	100%	240	100%	240	100%	NA	NA	240	100%
Total	2,080	2,080	100%	2,080	100%	2,080	100%	2,080	100%	2,080	100%

Note – 8 are from other gender. 28 permanent employees are from LGBTQ+ spectrum. 5 members of the contractual employees are from LGBTQ+ spectrum. The wellbeing benefits apply to everyone.

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

Response: GPL ensures that all workers have a “Fit for Work” medical certificate before of induction. Labour welfare facilities e.g., accommodation, food, recreation facilities, rest rooms, drinking water, toilets and urinals and health care facilities e.g., first aid facilities, qualified doctors and nurses, ambulance & emergency care are provided by the company. Regular pest control, fogging, sanitisation is conducted at sites. GPL also motivates workers by recognising and providing safety awards.

Category	% of workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day care Benefits	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent Employees											
Male	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Other than permanent workers											
Male	1,835	1,835	100.00%	1,835	100.00%	1,835	100.00%	1,835	100.00%	1,835	100.00%
Female	240	240	100.00%	240	100.00%	240	100.00%	240	100.00%	240	100.00%
Other	5	5	100.00%	5	100.00%	5	100.00%	5	100.00%	5	100.00%
Total	2,080	2,080	100.00%	2,080	100.00%	2080	100.00%	2,080	100.00%	2,080	100.00%

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

Benefits	FY2022-23 (Current Financial Year)			FY2021-22 (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/NA)	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/NA)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	-	Y	100%	-	Y
ESI	-	-	-	-	-	-
Others-Insurance	100%	100%	Y	100%	100%	Y

3. Accessibility of workplaces

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

Response: The GPL Head Office in Vikhroli, Mumbai is accessible to differently abled employees and workers. Following steps are being taken:

We provide gender neutral restrooms which are ‘people with disabilities’ (PwD) compliant.

We are doing accessibility audits to identify further modifications required.

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

Response: We are an equal opportunities employer. The policy is available at our website: https://d1jys7grhimvze.cloudfront.net/backoffice/data_content/corporate_governance/Diversity_Anti-Discrimination_Equal_Opportunities_Policy1.pdf

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention Rate	Return to work rate	Retention Rate
Men	55.56%	100%	NA	NA
Women	63.64%	100%	NA	NA

Note: GPL’s construction activity is outsourced. Hence, all the workers are employed under the contractors and vendors appointed by GPL. Approximately 12,414 workers at our site labour camps, worked at our construction sites as on 31st March 2023.

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

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Workers	NA
Other than Permanent Workers	NA
Permanent Employees	Yes, GPL has policies that allows employees to report concerns without any fear of retaliation. The policies are – Whistle Blower Policy Anti Sexual Harassment Policy Stakeholder Engagement Policy
Other than Permanent Employees	

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

Response: Not Applicable

8. Details of training given to employees and workers:

Category	FY2022-23 (Current Financial Year)					FY2021-22 (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										
Men	1,727	1,727	100%	1,727	100%	1,474	1,474	100%	1,474	100%
Women	656	656	100%	656	100%	524	524	100%	524	100%
Total	2,391	2,391	100%	2,391	100%	1,998	1,998	100%	1,998	100%
Workers										
Men	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Women	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

Note: 8 are from other gender. 28 permanent employees are from LGBTQ+ spectrum. GPL's construction activity is outsourced. Hence, all workers are employed under the contractors and vendors appointed by GPL. Approximately 12,414 workers at our site labour camps worked at our construction sites as on 31st March 2023.

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

Category	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	1,727	1,332	77.12%	572	509	88.98%
Female	656	523	79.72%	149	130	87.24%
Total	2,391	1,855	77.58%	721	639	88.62%
Workers						
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA

Note: 8 are from other gender. 28 permanent employees are from LGBTQ+ spectrum. GPL's construction activity is outsourced. Hence, all workers are employed under the contractors and vendors appointed by GPL. Approximately 12,414 workers at our site labour camps worked at our construction sites as on 31st March 2023.

10. Health and Safety Management System

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

Response: Yes, at GPL we have a robust occupational health and safety (OH&S) management system to ensure safety implementation and effectiveness of systems and is followed at all our locations. We ensure on ground implementation by preparing Site Safety Plan, Hazard Identification and Risk Assessment for all activities, Work Permit System, and Internal safety audit to assess the effectiveness.

People & Leadership - Culture for Safety & Capability Building: To enhance safety culture we ensure various measures such as safety induction, job specific trainings, motivational programs, safety campaigns, review meetings (Contractor Site Safety Committee, Joint site safety committee and Management review meetings), health check-ups and toolboxes for all employees.

Continual Improvement - Monitoring, Audits & Compliances: We have a robust internal audit mechanism to monitor the safety performance of each location and identify the improvements areas, Site.

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

Response: GPL OH&S Management system is aligned with ISO 45001: 2018. GPI OH&S management system is established and implemented at all locations. GPL P HS 02, Procedure for hazard identification, risk assessment, controls and OH&S opportunities is key process within organisation. Standard operating procedure has been established for Hazard Identification and Risk Assessment for routine and non-routine activities.

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

Response: Yes, GPL OH&S Management system encompasses the procedure for formation and operation of safety committees across all our locations. Contractor employing more than 100 workers at out sites must institute a Contractor Site Safety Committee (CSC) lead by contractors Project Manager, the CSC meets at least once every month to ensure compliance with all requirements and has worker representation in the committee to report any work-related hazards. A hazard identification, risk assessment, and control measures (HIRAC) team comprising of worker representative, site execution team and safety personal is formed at every location to identify the hazards and control measures.

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

Response: Yes

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

Safety incident/Number	Category	FY2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers*	0.059	0
Total Recordable work-related injuries	Employees	0	0
	Workers	4	3
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

*GPL's construction activity is outsourced so all the workers are employed under the contractors and vendors appointed by GPL. Approximately 12,414 workers at our site labour camps, worked at our construction sites as on 31st March 2023.

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

Response: At GPL we are committed to providing and maintaining a safe and healthy work environment, equipment, and systems for employees. We ensure that safety information, trainings and proper supervision are provided to all employees. Risk assessment is carried out at our sites via Hazard Identification and Risk Assessment (HIRA), where we have constituted a cross-functional team at each site to identify the hazard and assess the risk associated with the activity and develop control measures as per hierarchy of control. While the primary responsibility of this team is to perform a thorough HIRA exercise, it also provides workers with training related to Hazards/Risks and control measures. The implementation of these controls at site is ensured through Permit to Work. In the event of any medical emergencies, our employees have access to immediate assistance through our onsite medical centre and hospital tie-ups. To further promote the health and well-being of our employees, we have implemented an Executive Health Check-up Policy. This policy applies to all GPL employees and supports them to undergo regular health check-ups.

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

Category	FY2022-23 (Current Financial Year)			FY2021-22 (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	Remark
Working Condition	0	0	NA	0	0	NA
Health & Safety	0	0	NA	0	0	NA

14. Assessments for the year:

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

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

Response: GPL OH&S Management system is established and implemented at all locations. GPL P HS 02, Procedure for Hazard identification, risk assessment, controls and OH&S Opportunities is a key process within organisation. Standard operating procedure has been established for Hazard Identification and Risk Assessment for routine and non-routine activities. This SOP is implemented at all our locations. As stated in GPL Safety Manual under chapter 7.2 continual improvement, we have following established processes which specify continual improvement of OH&S Management system.

- i. We periodically review policies, objectives, systems and processes.
- ii. Internal Audit Process & Review of audit findings
- iii. Management Review to assess overall safety performance of the organisation
- iv. Incident, nonconformity and corrective actions: GPL has established, implemented and maintained processes, including investigating and reporting the incidents and nonconformities. Corrective actions related to critical incidents are considered as one of the continual improvement tools and being communicated across the GPL project sites (as per Incident reporting & investigation SOP) for continual improvement.
- v. Participation and trainings: Training is also one of the important tools for ensuring continual improvement. GPL promotes participation of staff & workers in OH&S management system training.
- vi. Risk & opportunities for improvement: A detailed standard operating procedure on hazard identification and risk assessment and opportunities address the operational as well as other risks and associated opportunity for continual improvement.
- vii. Horizontal deployment of cross learnings from critical incidents are shared with all projects to ensuring the Incident learnings are implemented across all projects.
- viii. Near Miss cases are shared with all projects to avoid any reoccurrence of such incidents at other projects.

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).

Response: (A) Yes, all on-roll employees of GPL and senior vice presidents are eligible for group term life Insurance coverage. The amount payable to employee's nominee varies from ₹30 Lakh to ₹6 Crore depending on level of seniority.

(B) Not applicable

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

Response: Contractors are required to submit valid PF and Employee State Insurance Corporation (ESIC) registrations and copies of attendance & wage registers, workmen compensation policy and challans as a proof of payment of statutory dues on an on-going basis.

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 2023-22 (Current Financial Year)	FY 2022-21 (Previous Financial Year)	FY 2023-22 (Current Financial Year)	FY 2022-21 (Previous Financial Year)
Employees	0	0	0	0
Workers	0	0	0	0

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)

Response: No

4. 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% (All contractors)
Working Conditions	100% (All contractors)

5. 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.

Response: The general terms of the contract as well as the Supplier's Code of Conduct require the value chain partners to maintain safe working conditions. Our safety policy applies to all contractors who are working on our project locations. As mentioned in the questions above, the entire project shares all areas of health and safety precautions and working conditions, including risk detection and corrective methods.

PRINCIPLE 4

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

ESSENTIAL INDICATORS

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

Response: Key stakeholders are individuals, organizations, parties, or entities who are either impacted by GPL or have the power to influence GPL. They are prioritised based on criteria such as dependence, responsibility, influence on GPL and impact of GPL's activities on them.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ Others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Government Bodies and Regulatory Agencies	No	Meetings and personal interactions	As and when organized	Statutory compliance, environmental and social compliance, robust corporate governance, tax revenues
Joint Venture Partners	No	Workshops, meetings, and personal interactions	Continuous engagement	Processes, delivery
Suppliers	No	Feedback surveys and personal interactions	Continuous engagement	Health and safety, regular capacity building, compliance
Consultants	No	Workshops, meetings and personal interactions	Continuous engagement	Capacity building, Quality
Contractors	No	Meetings and personal interactions	Continuous engagement	Capacity building, health, and safety

LEADERSHIP ESSENTIALS

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.

Response: At GPL, we carry out frequent interactions with our stakeholder groups. By actively involving the stakeholder groups and collecting their feedback on various topics, including economic, environmental, and social aspects, we ensure that key concerns and responses are effectively communicated to the board members. The Company also has established engagement plan based on stakeholder’s characteristics, needs and expectations. This plan serves as a guide for us to tailor our engagement activities and leverage diverse platforms.

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.

Response: Yes, we periodically consult with our stakeholders to identify environmental and social topics of importance. We use a materiality lens to evaluate our top risks, considering both qualitative and quantitative likelihood and impact criteria to ensure a thorough evaluation across various dimensions. Our materiality is assessed using the six integrated reporting capitals and the most recent GRI frameworks. The evaluation of our engagement with local stakeholders is conducted by our ESG Committee. This evaluation is subsequently shared with the Board, which includes the Stakeholder Relationship Committee, for discussions, review, and improvement. The members of our ESG Committee, who supervise the outcomes of our materiality assessments, also identify the important issues relevant to our company. For efficient communication with our stakeholders, we have implemented a dedicated intranet site. Additionally, we adhere to standardized debriefing processes, develop training modules, and arrange internal conferences where local managers convene to exchange operational best practices.

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

We promote social protection for our workers through our partnerships with NGOs and regulatory bodies. Our focus is on registration under Building and Other Construction Workers (BOCW) and other welfare schemes

PRINCIPLE 5

Businesses should respect and promote human rights.

ESSENTIAL INDICATORS

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

Category	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Total (A)	No. of Employees/ Workers covered (B)	% (B/A)	Total (C)	No. of Employees/ Workers covered (C)	% (C/A)
Employees						
Permanent	2,391	2,391	100%	1,991	1,991	100%
Other than Permanent	0	0	0	0	0	0
Total	2,391	2,391	100%	1,991	1,991	100%
Workers*						
Permanent	NA	NA	NA	NA	NA	NA
Other than Permanent	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA

*GPL's construction activity is outsourced so all the workers are employed under the contractors and vendors appointed by GPL. Approximately 12,414 workers at our site labour camps, worked at our construction sites as on 31st March 2023.

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

Response: All employees are being paid more/equal to minimum wages in accordance with applicable law. GPL's construction activity is outsourced so all the workers are employed under the contractors and vendors appointed by GPL. Approximately 12,414 workers at our site labour camps, worked at our construction sites as on 31st March 2023. We maintain a check that our contractors pay a minimum wage to their workers. Basis the same 100% of the workers receive more than minimum wage.

Category	FY 2022-23					FY 2021-22				
	Total (A)	Equal to minimum wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B /A)	No. (C)	% (C /A)		No. (E)	% (E /D)	No. (F)	% (F /D)
Employees										
Permanent	2391	0	0.00%	2391	100.00%	1998	0	0.00%	1998	100.00%
Male	1727	0	0.00%	1727	100.00%	1474	0	0.00%	1474	100.00%
Female	656	0	0.00%	656	100.00%	524	0	0.00%	524	100.00%
Other	8	0	0.00%	8	100.00%	0	0	0.00%	0	0.00%
Other than Permanent	2080	2080	100.00%	2080	100.00%	1811	1811	100.00%	1811	100.00%
Male	1835	1835	100.00%	1835	100.00%	1336	1336	100.00%	1336	100.00%
Female	240	240	100.00%	240	100.00%	475	475	100.00%	475	100.00%
Other	5	5	100.00%	5	100.00%	0	0	0.00%	0	0.00%
Workers										
Permanent	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Male	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other than Permanent	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Male	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	6	4,50,19,690	2	33,00,000
Key Managerial Personnel	2	4,24,03,474	0	-
Employees other than BoD and KMP	1678	13,00,000	638	10,00,000
Workers	NA	NA	NA	NA

*1. Key Management Personnel (KMP) includes the Executive Chairperson (EC), Chief Executive Officer (CEO), Chief Financial Officer (CFO) and Company Secretary (CS) but as the EC and CEO are included in Board of Directors, KPM here only includes CFO and CS.
2. GPL's construction activity is outsourced so all the workers are employed under the contractors and vendors appointed by GPL.

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)

Response: Yes, we have an internal committee and platform at all offices and sites of the company to address human rights issues such as complaints pertaining to sexual harassment and discrimination. Any employee found guilty of any form of harassment may face strong disciplinary action from the company administration. The links to the policies are mentioned in our website at: <https://www.godrejproperties.com/investor/corporate-governance>

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

Response: At GPL, we prioritize human rights in all our operations and investment agreements. We conduct thorough human rights reviews and incorporate stringent human rights clauses into our agreements. In addition to that, human rights training is provided for contractual personnel as part of contractual processes with agencies. To facilitate reporting and address any grievances related to human rights issues, we have established multiple platforms. We have various engagement formats and site events to address any grievances, as well as a provision to connect with leaders on any grievance matter through details available on the company's intranet.

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

	FY 2022-23 (Current Financial Year)			FY 2021-22 (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	1	0	-	2	0	-
Discrimination at workplace	0	0	-	0	0	-
Forced Labour/Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights related issues	0	0	-	0	0	-

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

Response: GPL has adopted a robust whistleblower mechanism to ensure transparent and fair action in case of any misconduct or unethical practice. According to our whistleblower policy employees, directors, suppliers, or any other stakeholder can raise concerns about unacceptable, improper, or unethical practices being followed in the organization. The policy explicitly states that the complainant will be protected against any adverse action and/ or discrimination because of such a reporting, provided it is justified and made in good faith.

Our whistleblowing officer ensures confidentiality of any whistleblowing complainant who requests that the complaint be treated in confidence. For more information, refer to https://d1jys7grhimvze.cloudfront.net/backoffice/data_content/corporate_governance/GPL_Whistleblower_Policy.pdf

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

Response: Yes, the human rights norms and standards followed by GPL also extend to our business agreements and contracts.

9. Assessments for the year:

	% of your plants and offices that were assessed (By entity or statutory authorities or third parties)
Child Labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others – health & safety, working hours	100%

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

Response: We have established several procedures to address human rights risks. Six sample sites have been chosen for assessments, and no instances of non-compliance with human rights have been identified across our sites, eliminating the need for remediation actions. Nonetheless, minor observations were observed during third-party assessments conducted on the selected sample sites for the audit.

LEADERSHIP INDICATORS

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

Response: We have put in place a code of conduct, company values, and policies to ensure that human rights are respected and upheld at every level of our operations. To encourage employees to voice their concerns, we have implemented an open-door and whistleblower policy. There have been no human rights grievances/complaints resulting in introduction/ modification of business process.

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

Response: We have conducted Human Rights Assessment for this year covering our operations (100% of GPL's offices and project sites), in accordance with GPL's human rights policy and the United Nations' Human Rights guidelines. These assessments are obligatory and cover various areas including health and safety, hours, wages and leave, fair treatment, community impacts, product stewardship, freedom of association, forced labour, child labour, discrimination, and compliance monitoring.

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?

Response: The GPL Head Office in Vikhroli, Mumbai is accessible to differently abled visitors. Following steps are being taken:

We provide gender neutral restrooms which are PwD compliant

We are doing accessibility audits to identify further modifications required

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	0%
Discrimination at workplace	0%
Child Labour	0%
Forced Labour/Involuntary Labour	0%
Wages	0%
Others-Health and Safety	0%

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

Response: Not Applicable

PRINCIPLE 6

Businesses should respect and make efforts to protect and restore the environment.

ESSENTIAL INDICATORS

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total electricity consumption (A)	24,232.25 GJ	19,313.94 GJ
Total fuel consumption (B)	372.50 GJ	207.72 GJ
Energy consumption through other sources (C)	0	0
Total energy consumption (A+B+C)	24,604.74 GJ	19,521.66 GJ
Energy intensity per rupee of Turnover (Total energy consumption/ turnover in rupees)	0.000001092	0.00000132
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. Yes, KPMG Assurance & Consulting Service LLP has assured energy consumption data as part of Integrated Report.

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.

Response: No

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	802.74	71.96
(iii) Third party water	2,17,363.56	309,438.22
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	2,18,166.30	309,510.18
Total volume of water consumption (in kilolitres)	2,67,748.04	309,510.18
Water intensity per rupee of turnover (Water consumed / turnover) (in kiloliters/IN)	0.0000119	0.0000210
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

Note: Yes, KPMG Assurance and Consulting Services LLP has assured the water withdrawn data only as part of our Integrated Report. Water discharge for FY 2022-23 is Zero as Water withdrawn is equal to water consumed.

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

Response: Not Applicable

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

Response: We conduct 6 monthly third party assessment of air quality at all our construction sites, as per the guidelines prescribed by Central Pollution Control Board (CPCB).

Parameter	Please specify unit	Limits prescribed by CPCB (FY 2022-23)
NOx	µg/m³	40
SOx	µg/m³	50
Particulate Matter (PM)	µg/m³	60
Persistent organic pollutants (POP)	0	0
Volatile organic compounds (VOC)	0	0
Hazardous air pollutants (HAP)	0	0

Parameter	Please specify unit	Limits prescribed by CPCB (FY 2021-22)
NOx	µg/m³	40
SOx	µg/m³	50
Particulate Matter (PM)	µg/m³	60
Persistent organic pollutants (POP)	0	0
Volatile organic compounds (VOC)	0	0
Hazardous air pollutants (HAP)	0	0

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. Yes, third party assessment is carried out as per regulations. These authorized third party vendors vary from site to site.

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

Parameter	Unit	FY2022-23 (Current Financial Year)	FY 2021-22 (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)	Metric tonnes of CO ₂ equivalent	529.02	447.97
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	3,375.60	2966.22
Total Scope 1 and Scope 2 emissions per rupee of turnover	tCO ₂ e	0.000000173	0.000000232
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	kgCO ₂ e/sqft	8.08	8.07

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. Yes, KPMG Assurance and Consulting Services LLP has assured the Scope 1 & 2 data as part of our Integrated Report.

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

Response: Godrej Properties Limited has committed to reduce scope 1 and 2 greenhouse gas (GHG) emissions by 72.6% per square meter of GPL's offices by FY 2034-35, compared to the base year of FY 2020-21. We have also set a target of achieving science-based targets for 88.5% of our suppliers in the category pertaining to purchased goods and services by FY 2026-27. These targets have been submitted to SBTi for review and approval. In order to achieve this ambitious target, we are dedicated to identifying and addressing the major sources of GHG emissions. To effectively reduce net emissions, GPL has adopted a comprehensive and multi-faceted approach. Firstly, we are increasing the adoption of alternative clean energy options to minimize our reliance on fossil fuels. By transitioning to renewable energy sources, such as solar and wind power, we can significantly reduce our carbon footprint. Additionally, we are actively supporting energy efficiency measures such as installation of renewable energy generation system on site across, switching to fuel efficient and low carbon equipment across our operations. To offset any remaining emissions, GPL is undertaking proactive afforestation and land use focused projects. By investing in these initiatives, we contribute to the restoration and preservation of ecosystems, which serve as natural carbon sinks. Through this multi-pronged approach, which encompasses clean energy adoption, energy efficiency measures, and carbon offset projects, GPL is committed to achieving substantial reductions in GHG emissions. By aligning our actions with sustainability goals, we aim to play a significant role in mitigating climate change and creating a more environmentally responsible future.

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 Previous Financial Year
Total Waste generated (in metric tonnes)		
Plastic waste (A)*	0	0
E-waste (B)	0.6045	NA
Bio-medical waste (C)	NA	NA
Construction and demolition waste (D)	2,7510.38	15,662.32
Battery waste (E)	NA	NA
Radioactive waste (F)	NA	NA
Other Hazardous waste. Please specify, if any. (G)	995.14	56.99
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	4,52,939.14	3,38,322.14
Total (A+B + C + D + E + F + G + H)	4,81,445.26	3,54,041.45
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	288,948.99	1,062.11
(ii) Re-used	140,666.81	0
(iii) Other recovery operations	0	320,220.03
Total (Clubbed)	4,29,615.80	3,21,282.14
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of Waste		
(i) Incineration	0	0
(ii) Landfilling	25,297.48	17,040
(iii) Other disposal operations	995.74	56.99
Total	26,293.22	17,096.99

*We have zero plastic policy at all GPL offices.

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

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

Response: Appropriate management of waste is of utmost importance to us and hence, we are committed to strictly adhering to waste management regulations. However, we go beyond mere compliance by adopting a proactive approach to minimize the environmental impact of the waste we generate. In line with regulations, we ensure that hazardous waste is disposed of through authorized third-party recyclers. For non-hazardous waste, including metal scraps and construction debris, we also work with authorized recyclers to ensure proper disposal and recycling. This enables us to divert these materials from landfills and promote a circular economy. In the case of non-hazardous organic waste, we have implemented composting methods. By composting organic waste, we can produce high-quality manure that is then utilized for project landscaping and in our plant nursery. To further enhance our waste management efforts, GPL has established integrated decentralized solid waste management programs in Konark, Bhubaneswar, Batala, and Agra. These programs aim to minimize waste sent to landfills by implementing effective waste reduction and recycling strategies. We believe that collective action is crucial for achieving meaningful results. Therefore, we actively partner with various organizations and engage in clean-up drives and campaign rallies. By collaborating with these entities, we can translate innovative waste management practices into tangible on-ground results. Through our comprehensive waste management initiatives and collaborative partnerships, we are committed to minimizing waste to landfill and making a positive environmental impact.

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:

Sr. No	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
We do not have any operations/offices in/around ecologically sensitive areas.			

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Godrej Rivergreens, Pune	EC23B038MH195877	31 January 2023	Yes	Yes	-
Godrej Mann Hinjewadi, Pune	EC23B038MH176713	06 February2023	Yes	Yes	-
Godrej Ascend, Horizon	EC22B039MH125770	31 August 2022	Yes	Yes	-
Godrej Horizon, Mumbai	EC22B039MH110830	30 September 2022	Yes	Yes	-
Godrej Riviera, Mumbai	EC22B039MH145396	30 September 2022	Yes	Yes	-
Godrej Ananda, Bangalore	SEIAA40CON2021	30 September 2022	Yes	Yes	https://environmentclearance.nic.in/TrackState_proposal.aspx?type=EC&status=EC_new&statername=Karnataka&pno=SlA/Ka/MIS/61900/2021&pid=191872
Godrej Park Retreat, Bangalore	SEIAA72CON2022	30 November 2022	Yes	Yes	https://environmentclearance.nic.in/TrackState_proposal.aspx?type=EC&status=EC_new&statername=Karnataka&pno=SlA/Ka/INFRA2/412100/2022&pid=214561

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:

Response: Yes, we are compliant with all applicable laws and regulations.

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 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A)	542,642 MJ	0
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	542,642 MJ	0
From non-renewable sources		
Total electricity consumption (D)	236,89,607 MJ	19,313,939 MJ
Total fuel consumption (E)	372,495 MJ	207,724 MJ
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	24,062,102 MJ	19,521,663 MJ

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. Yes, KPMG Assurance and Consulting Services LLP has assured the Energy consumption data.

2. Provide the following details related to water discharged:

Parameter	FY 2022-23	FY 2021-22
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	Nil	Nil
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(ii) To Groundwater	Nil	Nil
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(iii) To Seawater	Nil	Nil
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(iv) Sent to third parties	Nil	Nil
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(v) Others	Nil	Nil
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
Total water discharged (in kilolitres)	Nil	Nil

Whether independent assessment is carried out. No

3. Water withdrawal, consumption, and discharge in areas of water stress (in kilolitres):
For each facility / plant located in areas of water stress, provide the following information:

- i. Name of the area – Please refer to Table :Water withdrawal from Areas of water stress on IR page 94.
- ii. Nature of operations – New Building Construction (South & NCR)
- iii. Water withdrawal, consumption, and discharge in the following format:

Parameters	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	74.98	134.59
(iv) Seawater / desalinated water	NA	NA
(v) Others	NA	NA
Total volume of water withdrawal (in kilolitres)	74.98	134.59
Total volume of water consumption (in kilolitres)	74.98	134.59
Water intensity per rupee of turnover (Water consumed / turnover) (in Kiloliters/INR)	0.0000033	0.00000913
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) Into Groundwater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) Into Seawater		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(iv) Sent to third parties		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(v) Others		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	0	0

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

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

Particulars	Unit	FY 22-23 (Current Financial Year)	FY 21-22 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	19,51,267.22	1,335,488.75
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO ₂ equivalent	0.0000866	0.0000904
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	Kg CO ₂ / sq. ft.	0.65	0.04

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

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.

Response: Not Applicable

6. 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	Waste Management and Waste Reduction Initiative	GPL has come up with a detailed study on waste reduction methodology. This study details out the information on the approach carried out to arrive at the quantum of construction waste in a mid-scale residential project in India. It explains what the constituents of construction waste by stages and the materials are and how the waste is further treated. waste_matters_construction_waste_handbook.pdf (godrejproperties.com)	A total of 3.64 kg of waste per square feet of built-up area is generated at a mid-scale residential Mivan construction project in India. About 141 different types of materials are found in construction waste, of which 95 materials are currently recycled. Maximum waste is generated during the finishing stage of construction process, and concrete is the highest contributor of construction waste most of which is used in the core and shell stage

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

Response: Yes, we recognize the importance of business continuity and disaster management in mitigating risks to our operations. With a methodical approach, GPL has developed a comprehensive plan to identify, assess, and minimize potential disasters. Through risk assessments, disaster management plans, and vulnerability analyses, GPL proactively works to reduce risks to both people and property. By implementing long-term action plans, the company ensures preparedness and resilience in the face of potential disasters. GPL's commitment to business continuity and disaster management demonstrates its dedication to safeguarding its assets and maintaining operational stability even in challenging circumstances.

8. 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?

Response: There has been no significant adverse impact to the environment, arising from the value chain of the entity.

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

Response: 55.17% of critical tier 1 suppliers were assessed for environmental impacts.

PRINCIPLE 7

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

ESSENTIAL INDICATORS

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

Response: 6

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.

Sr. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/ associations (State/National)
1	Confederation of Indian Industry	National
2	Indian Green Building Council	National
3	Maharashtra Chamber of Housing Industry	State
4	Confederation of Real Estate Developers Association of India	National
5	National Safety Council	National
6	Federation of Indian Chambers of Commerce and Industry	National

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

Name of authority	Brief of the case	Corrective action taken
No such cases		

LEADERSHIP INDICATORS

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

Sr. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others- please specify)	Web Link, if Available
1	Promote Green Buildings	As one of the founding members of Indian Green Building Council (IGBC), we continuously strive to deliver sustainability focused innovation to our customers. In 2010, GPL committed that all of its developments would be third party certified green under credible rating systems such as IGBC, GRIHA, LEED, etc. In 2016 we raised the minimum certification for all our projects to IGBC Silver or equivalent.	Yes	Quarterly	https://d1jys7grhimvze.cloudfront.net/backoffice/data_content/annual_report/GPL_Integrated_Report_2021-222.pdf

PRINCIPLE 8

Businesses should promote inclusive growth and equitable development

ESSENTIAL INDICATORS

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

Response: Not Applicable. GPL's CSR obligation for the previous 3 financial years is below 10 crores. Hence, Impact Assessment is not applicable for any GPL CSR. There being no compliance mandate, GPL has voluntarily conducted a Social and Water Impact assessment of the CSR project, 'Integrated Watershed Development in Beed district of Maharashtra'.

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

Response: Not Applicable

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

Response: As per the stakeholder grievance redressal policy, local communities can file grievances using specific email addresses or phone numbers. For more information, refer to https://d1jys7grhimvze.cloudfront.net/backoffice/data_content/corporate_governance/Stakeholder_Engagement_Policy.pdf

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

	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	63.40%	-
Sourced directly from within the district and neighbouring districts	85.08%	-

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):

Response: Not Applicable

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

Sr. No.	State	Aspirational District	Amount spent (In ₹)
1	Haryana	Mewat	55,790
2	Uttar Pradesh	Chitrakoot	1,35,374
3	Rajasthan	Sirohi	8,22,909
4	Meghalaya	Ribhoi	39,25,118

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

4. Details of beneficiaries of CSR Projects:

S No.	CSR Project	No. of persons benefitted from CSR Projects FY 22-23	% of beneficiaries from vulnerable and marginalized groups
1	Workers Entitlement – 7,000 workers	3,803	100%
2	Workers Entitlement – 8,750 workers	495	100%
3	Workers Entitlement – 5,500 workers	6,230	100%
4	Support the Migrants Resilience Collaborative - Mission BoCW to facilitate and deliver BoCW cards/schemes for workers across 14 districts	13,060	100%
5	Migrant Resilience Collaborative	551	100%
6	Asha Kiran - The Hope Project	6,777	100%
7	Ration support	71	100%
8	Community Creche at Gurgaon	62	100%
9	Community Creches PAN India	553	100%
10	Community Creches, Pune	794	100%
11	Workers Entitlement - 20,000	17,086	100%
12	Workers Entitlement – 17,648	8,824	100%
13	Workers Entitlement - 80,000	12,247	100%
14	Tree plantation at Ambejogai	218	100%
15	Tree plantation PAN India	115	100%
16	Crop Residue Management, Gurdaspur	888	100%
17	Decentralised Solid Waste Management, Dhanpuri and Bakho	8,549	100%
18	Decentralised Solid Waste Management, Konark	2,449	100%
19	Decentralised Solid Waste Management, Bhubaneswar	9,796	100%
20	Integrated Decentralized Solid Waste Management (IDSWM) in 4 wards [16,20,21,26] in Bhubaneswar Municipal Corporation, Odisha	15,941	100%
21	Integrated Decentralized Solid Waste Management (IDSWM) in 6 wards [26,38,52,61,71,73,96] of Hariparvat, Agra Municipal Corporation	31,592	100%
22	Integrated Decentralized Solid Waste Management (IDSWM) in Budni and Gohad, Madhya Pradesh	12,942	100%
23	Bioremediation and Bio mining of Landfill site and Integrated Decentralised Solid Waste Management (IDSWM) in Chakrata (Cantonment Board), Uttarakhand	433	100%

PRINCIPLE 9

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

ESSENTIAL INDICATORS:

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

Response: Our customers can report on any grievances and provide feedback through various mechanisms such as e-mail, call and mobile app. Regional toll-free numbers are available as a service helpline for customers. The mobile app aids customers with booking financials, interest details, pay now functionality for making online payments, receiving construction updates, provision of a library for important booking level documents (such as receipts, and invoices) and reach us functionality wherein customer can raise a service request and track the status.

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

As a percentage to total turnover	
Environmental and social parameters relevant to the product	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

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

	FY 2022-23 (Current Financial Year)			FY 2021-22 (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	54	0	-	7	0	-
Advertising	8	0	-	4	2	-
Cyber-security	0	0	-	0	0	-
Delivery of essential services	33	30	-	25	25	-
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	1	1	-	1	1	-
Other	1	1	-	0	0	-

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

	Number	Reasons for recall
Voluntary recalls	Not Applicable	Not Applicable
Forced recalls	Not Applicable	Not Applicable

GPL is a real estate firm involved in the development of residential properties, commercial properties and townships. The features that we include in our goods, such as rainwater collection systems, sewage treatment plants, solar PV, and resource recovery centres, include safety as a key component. Through the resident assistant, customers are informed about how these features operate and how to use them. Therefore, product recalls do not pertain to our business.

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.

Response: Yes, GPL adheres to the information security management system policy (ISMS) established by Godrej Industries Limited and Associated Companies (GILAC). ISMS policy document outlines all the information security objectives to be met by GPL. For more information, refer to https://d1jys7grhimvze.cloudfront.net/backoffice/data_content/corporate_governance/GPL_-_Information_Security_Policy.pdf

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.

Response: Not Applicable

LEADERSHIP INDICATORS

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

Response: All the information about products and services of the entity is available in the public domain on the website. Please refer to <https://www.godrejproperties.com/>

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

Response: Not Applicable to our sector.

Although during handing over of the project, our teams inform and educate customers through various engagement mechanisms including handover manuals, sustainability master classes, and focused site visits.

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

Response: We have developed an app for our post possession customers and the same app will be used to share all the notifications on all the important matters including service disruption.

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?

Response: Yes, external creative communications contain the real estate regulatory authority (RERA) registration number. All projects listed on the website have all project details including the registration number. GPL is one of very few real estate companies that has adopted Net Promoter Score (NPS) as a metric to measure of customer satisfaction. We received encouraging NPS score of 65%, an improvement from 55% in FY 2021-22 with over 13,332 of our customers providing us this performance rating.

5. Provide the following information relating to data breaches:

- a. Number of instances of data breaches along-with impact

Response: Zero instances of data breaches

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

Response: Not Applicable