

Date: 05.09.2025

To,

<b>The General Manager,</b> Listing Operations Department of Corporate Services <b>BSE Limited</b> P. J. Towers, Dalal Street, Fort, Mumbai- 400 001  <b>Stock Code: 532891</b>	<b>The Manager,</b> Listing Department, <b>National Stock Exchange of India Limited,</b> Exchange Plaza, 5th Floor, Plot No. C/1, G Block, Bandra-Kurla Complex, Bandra (E), Mumbai- 400 051  <b>Stock Code: PURVA</b>
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Dear Sir/ Madam,

**Sub: Business Responsibility and Sustainability Report for the Financial Year 2024-25 of Puravankara Limited ("The Company").**

**Ref: Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ('Listing Regulations').**

We write to inform you that pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 read with SEBI Master Circular No. SEBI/HO/CFD/PoD2/CIR/P/0155 dated November 11, 2024, we have enclosed herewith Business Responsibility and Sustainability Report of the Company for the Financial year 2024-25.

The said Business Responsibility and Sustainability report is also available on the website of the Company at [www.puravankara.com/investors/](http://www.puravankara.com/investors/)

This is for your information and records.

Thanking you,

Yours sincerely,

**For Puravankara Limited**

**(Sudip Chatterjee)**

**Company Secretary & Compliance Officer**

**Membership No.: F11373**



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# BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

## Section A

### Details of Listed Entities

#### Question 1

##### Corporate Identity Number (CIN) of the Listed Entity

L45200KA1986PLC051571

#### Question 2

##### Name of the Listed Entity

Puravankara Limited

#### Question 3

##### Year of incorporation

03-06-1986

#### Question 4

##### Registered office address

130/1, Ulsoor Road, Bangalore, Karnataka- 560042

#### Question 5

##### Corporate address

130/1, Ulsoor Road, Bangalore, Karnataka- 560042

#### Question 6

##### E-mail

[investors@puravankara.com](mailto:investors@puravankara.com)

#### Question 7

##### Telephone

080-43439999

#### Question 8

##### Website

<https://www.puravankara.com/>

#### Question 9

##### Financial year for which reporting is being done

	Start date	End date
Current Financial Year	01-04-2024	31-03-2025
Previous Financial Year	01-04-2023	31-03-2024
Prior to Previous Financial year	01-04-2022	31-03-2023



**Question 10**

**Name of the Stock Exchange(s) where shares are listed**

<b>Sr. No.</b>	<b>Name of the Stock exchange</b>	<b>Description of other stock exchange</b>	<b>Name of the Country</b>
1	BSE	The Bombay Stock Exchange (BSE), established in 1875, is the oldest stock exchange in Asia and one of the largest in the world by number of listed companies. As of 2024, BSE has over 5,300 listed companies and a market capitalization exceeding USD 3.7 trillion. Headquartered on Dalal Street in Mumbai, BSE provides a robust and transparent platform for trading in equities, debt instruments, mutual funds, ETFs, derivatives, and SME listings. It is regulated by the Securities and Exchange Board of India (SEBI). The S&P BSE Sensex, its benchmark index, tracks 30 of the largest and most actively traded companies across key sectors of the Indian economy. With its advanced trading infrastructure and long-standing legacy, BSE plays a critical role in capital formation, investment access, and economic growth in India.	India
2	NSE	The National Stock Exchange of India (NSE), established in 1992, is the largest stock exchange in India by trading volume and market capitalization. Headquartered in Mumbai, NSE revolutionized the Indian capital markets by introducing electronic trading in 1994, making trading faster, more transparent, and accessible nationwide. As of 2024, NSE hosts over 2,100 listed companies and has a market capitalization of over USD 3.9 trillion. Its flagship index, the Nifty 50, represents 50 of the most liquid and large-cap Indian companies across diverse sectors. NSE offers trading in equities, derivatives, debt instruments, ETFs, mutual funds, and currency derivatives, and is also known for its advanced risk management and clearing systems. Regulated by SEBI, NSE plays a pivotal role in India's financial infrastructure and continues to be a key driver of capital formation and economic development.	India

**Question 11**

**Paid-up Capital**

1185748430

**Question 12**

**Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report**

	<b>Details</b>
Name	Shruthi M
Contact	080-43439999
E mail	m.shruthi@puravankara.com

**Question 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).**

Standalone Basis



## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

Whether the company has undertaken reasonable assurance of the BRSR Core? Yes / No

No

### Question 14

Name of assurance provider: Not Applicable

### Question 15

Type of assurance obtained

Not Applicable

### Products/services

### Question 16

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

S.No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Real estate development	Development of Real-estate projects	100

### Question 17

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

S.No.	Product/Service	NIC Code	% of total Turnover contributed
1	Development of Real-estate projects	6810	100

### Operations

### Question 18

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

Location	Number of Plants	Number of Offices	Total
National	-	7	7
International	-	2	2

### Question 19

Markets served by the entity:

#### a. Number of locations

Locations	Number
National (No. of States)	6
International (No. of Countries)	-



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

Not Applicable

**c. A brief on types of customers**

Puravankara Limited is dedicated to fulfilling the dynamic needs of customers in both residential and commercial real estate. With a strong focus on innovation and quality, the company strives to deliver solutions that align with evolving market expectations and set new benchmarks in excellence.

**Question 20**

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

**a. Employees and workers (including differently abled):**

S.No.	Particulars	Total (A)	Male		Female		Other	
			No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)
<b>Employees</b>								
1.	Permanent (D)	919	691	75.19	228	24.81	-	-
2.	Other than Permanent (E)	-	-	-	-	-	-	-
3.	<b>Total employees (D + E)</b>	<b>919</b>	<b>691</b>	<b>75.19</b>	<b>228</b>	<b>24.81</b>	<b>-</b>	<b>-</b>
<b>Workers</b>								
4.	Permanent (D)							
5.	Other than Permanent (G)					Nil		
6.	<b>Total workers (F + G)</b>							

Note: Workers are employed through contractors and are not on the payroll of the company.

**b. Differently abled Employees and workers:**

S.No.	Particulars	Total (A)	Male		Female		Other	
			No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)
<b>Differently Abled Employees</b>								
1.	Permanent (D)							
2.	Other than Permanent (E)					Nil		
3.	<b>Total differently abled employees (D + E)</b>							
<b>Differently Abled Workers</b>								
4.	Permanent (D)							
5.	Other than Permanent (G)					Nil		
6.	<b>Total differently abled workers (F + G)</b>							

Note: Workers are employed through contractors and are not on the payroll of the company.



# BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

## Question 21

### Participation/Inclusion/Representation of women

Position	Total (A)	No. and percentage of females	
		No. (B)	% (B/A)
Board of Directors	6	1	16.67
Key Management Personnel	5	-	-

## Question 22

### Turnover rate for permanent employees and workers

Type	FY 2024-25 (Turnover rate in current FY)				FY 2023-24 (Turnover rate in previous FY)				FY 2022-23 (Turnover rate in the year prior to the previous FY)			
	Male	Female	Other	Total	Male	Female	Other	Total	Male	Female	Other	Total
Permanent Employee (%)	32%	33%	-	32%	28%	35%	-	30%	39%	61%	-	45%
Permanent Workers (%)	-	-	-	-	-	-	-	-	-	-	-	-

## Holding, Subsidiary and Associate Companies (including joint ventures)

### Question 23

#### Names of holding / subsidiary / associate companies / joint ventures

S.No	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate Company/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Provident Housing Limited	Subsidiary	100	No
2	THills Private Limited	Subsidiary	100	No
3	Starworth Infrastructure & Construction Ltd	Subsidiary	100	No
4	Purva Star Properties Private Limited	Subsidiary	100	No
5	Melmont Construction Private Limited	Subsidiary	100	No
6	Purva Ruby Properties Private Limited	Subsidiary	100	No
7	Purva Realities Private Limited	Subsidiary	100	No
8	Grand Hills Developments Private Limited	Subsidiary	100	No
9	Purvaland Private Limited	Subsidiary	100	No
10	Prudential Housing & Infrastructure Development Ltd	Subsidiary	100	No
11	Centurions Housing & Constructions Private Limited	Subsidiary	100	No
12	Purva Asset Management Private Limited	Subsidiary	100	No
13	Purva Property Services Private Limited	Subsidiary	100	No



S.No	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate Company/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
14	IBID Home Private Limited	Subsidiary	100	No
15	Propmart Technologies Limited	Subsidiary	86	No
16	Purva Woodworks Private Limited	Subsidiary	100	No
17	Provident Meryta Private Limited	Subsidiary	100	No
18	Purva Good Earth Properties Private Limited	Subsidiary	100	No
19	Purva Sapphire Land Private Limited	Subsidiary	100	No
20	Varishtha Property Developers Private Limited	Subsidiary	100	No
21	DV Infrahomes Private Limited	Subsidiary	60	No
22	PPL Khondapur Developers Private Limited	Subsidiary	51	No
23	PPL Hebbal Developers Private Limited	Subsidiary	100	No
24	Purva Blue Agate Private Limited	Subsidiary	100	No
25	Purva Shelters Private Limited	Subsidiary	100	No
26	Purva Blue Dwelling Private Limited	Subsidiary	100	No
27	Purva Blue Home Ventures Private Limited	Subsidiary	100	No
28	Purva Oak Private Limited	Subsidiary	100	No
29	Pune Projects LLP	Subsidiary	68.26	No
30	Provident Cedar Private Limited	Subsidiary	100	No
31	Welworth Lanka Holdings Private Limited	Subsidiary	100	No
32	Welworth Lanka (Private) Limited	Subsidiary	100	No
33	Keppel Puravankara Development Private Limited	Associate	49	No
34	Sobha Puravankara Aviation Private Limited	Subsidiary	89.49	No
35	Devas Global LLP	Subsidiary	100	No
36	Pune BLR 99 Developers LLP	Subsidiary	100	No

**CSR Details****Question 24****CSR Details****(i) Whether CSR is applicable as per section 135 of Companies Act 2013: (Yes/No)**

Yes

**(ii) Turnover (INR in Crores)**

917.50

**(iii) Net worth (INR in Crores)**

1,490.04

# BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT



## Transparency and Disclosures Compliances

### Question 25

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	If yes, then provide web-link for grievance redress policy	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)			(If NA, then provide the reason)
			Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	
Communities	Yes	<a href="https://www.puravankara.com/contact/">https://www.puravankara.com/contact/</a>	-	-	-	-	-	-	-
Investors (Other than shareholder)	Yes	<a href="https://www.puravankara.com/contact/">https://www.puravankara.com/contact/</a>	-	-	-	-	-	-	-
Shareholders	Yes	<a href="https://www.puravankara.com/backend/assets/uploads/investors_reports/d2fe959c777dc8cc7%2055e79b34eefc">https://www.puravankara.com/backend/assets/uploads/investors_reports/d2fe959c777dc8cc7%2055e79b34eefc</a>	-	-	-	-	-	-	-
Employees and Workers	Yes	<a href="https://www.puravankara.com/hr/">https://www.puravankara.com/hr/</a>	-	-	-	-	-	-	-
Customer	Yes	<a href="https://www.puravankara.com/backend/assets/uploads/investors_reports/a9d6776bbb5c7aa68%7C%20d396c28260c0">https://www.puravankara.com/backend/assets/uploads/investors_reports/a9d6776bbb5c7aa68%7C%20d396c28260c0</a>	19,682	61	Customer complaints	15962	3	Customer complaints	-
Value Chain Partners	Yes	-	-	-	-	-	-	-	-

**Question 26**

**Overview of the entity’s material responsible business conduct issues**

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

S.No	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	<b>Climate Protection, Energy and Emissions</b>	Risk & Opportunity	<p><b>Risk:</b></p> <p><b>Regulatory Risk:</b> Increasing environmental regulations (e.g., EC, IGBC norms, energy codes) may lead to penalties or project delays if not complied with.</p> <p><b>Operational Risk:</b> Rising energy costs and supply chain disruptions (e.g., access to sustainable materials) can affect profitability.</p> <p><b>Physical Risk:</b> Climate-related events such as extreme heat, floods, or storms can impact project timelines, asset durability, and site viability.</p> <p><b>Reputational Risk:</b> Inadequate climate action may result in negative stakeholder perception, particularly from investors, customers, and regulators.</p> <p><b>Opportunity:</b></p> <p>Cost Savings: Improved energy efficiency and renewable energy adoption can reduce operational expenses in the long term.</p> <p><b>Market Advantage:</b> Green-certified and energy-efficient buildings are increasingly preferred by both buyers and tenants.</p> <p><b>Investor Interest:</b> Strong ESG performance attracts environmentally conscious investors and aligns with sustainable finance frameworks.</p> <p><b>Future-readiness:</b> Proactive climate strategies ensure long-term resilience and alignment with global sustainability goals (e.g., SDGs, India’s net-zero targets).</p>	<p>Our approach to mitigating climate-related risks includes:</p> <p>Transitioning to renewable energy sources across operations wherever feasible.</p> <p>Pursuing green building certifications such as IGBC/LEED for new developments.</p> <p>Improving energy efficiency through design innovations, smart systems, and sustainable construction materials.</p> <p>Monitoring and reporting Scope 1 and 2 emissions, and progressively engaging with Scope 3 categories.</p> <p>Incorporating climate risk into project planning and site selection, especially for flood-prone or high-heat zones.</p> <p>Engaging in awareness and training programs for teams and contractors on sustainable construction practices.</p> <p>These measures not only reduce our environmental footprint but also ensure regulatory preparedness, cost efficiency, and reputational benefits.</p>	Positive



# BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

S.No	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2	<b>Customer Satisfaction</b>	Risk & Opportunity	<p><b>Risk:</b></p> <p><b>Reputational Risk:</b> Inadequate customer experience or communication gaps can lead to negative reviews, loss of brand trust, and reduced referrals.</p> <p><b>Regulatory Risk:</b> Non-compliance with regulations like RERA can result in penalties and legal challenges.</p> <p><b>Operational Risk:</b> Delays in handovers or poor after-sales support may increase complaints and lead to financial liabilities or compensation claims.</p> <p><b>Opportunity:</b></p> <p><b>Brand Differentiation:</b> High customer satisfaction can be a strategic differentiator in a competitive real estate market.</p> <p><b>Customer Retention &amp; Referrals:</b> Satisfied customers are more likely to invest in future projects and recommend the brand.</p> <p><b>Data-Driven Improvement:</b> Customer feedback helps improve product design, service delivery, and operational processes.</p>	<p>Robust feedback mechanisms to capture and act on customer insights.</p> <p>Transparent communication through digital and in-person channels.</p> <p>Dedicated CRM teams to handle service quality, grievance redressal, and post-handover care.</p> <p>Use of technology to automate updates, document sharing, and service requests.</p> <p>Continuous training for frontline staff to align with customer-centric values.</p>	Positive



S.No	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3	<b>Health and Safety</b>	Risk	<p><b>Risk:</b></p> <p><b>Operational Risk:</b> Construction activities carry a high risk of workplace injuries or fatalities if safety protocols are not strictly implemented.</p> <p><b>Regulatory Risk:</b> Non-compliance with health and safety laws can lead to penalties, legal action, or work stoppages.</p> <p><b>Reputational Risk:</b> Accidents or unsafe work conditions can damage stakeholder trust, particularly among buyers, investors, and local communities.</p> <p><b>Productivity Risk:</b> Unsafe working environments can lead to lower morale, higher absenteeism, and reduced workforce efficiency.</p> <p><b>Opportunity:</b></p> <p><b>Brand Trust:</b> Demonstrating a strong commitment to worker and occupant safety enhances the company's brand and credibility.</p> <p><b>Operational Efficiency:</b> Safe sites operate more smoothly with fewer disruptions, leading to timely project delivery.</p> <p><b>Employee Loyalty:</b> A culture of safety improves employee satisfaction, retention, and overall workplace morale.</p> <p><b>Attracting Responsible Capital:</b> A strong health and safety track record aligns with ESG mandates of institutional investors and lenders.</p>	<p>Implementation of a comprehensive Health, Safety, and Environment (HSE) policy across all project sites.</p> <p>Regular safety audits, risk assessments, and compliance checks at construction sites.</p> <p>Mandatory safety gear (PPE), toolbox talks, and induction training for workers and contractors.</p> <p>Monitoring of key safety metrics like near-misses, lost-time injury frequency rate (LTIFR), and corrective actions.</p> <p>Deployment of on-site medical support and emergency preparedness plans.</p> <p>Promoting a safety-first culture through awareness drives, rewards, and ongoing training programs.</p>	Negative



# BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

S.No	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4	<b>Data Privacy and Safety</b>	Risk	<p><b>Risk:</b></p> <p><b>Cybersecurity Risk:</b> With increased digital transactions and online customer interactions, any breach of sensitive data can lead to financial losses, legal consequences, and reputational damage.</p> <p><b>Regulatory Risk:</b> Non-compliance with data protection laws (such as the Digital Personal Data Protection Act, 2023) may result in fines and sanctions.</p> <p><b>Trust Deficit:</b> Any mishandling or leakage of customer, employee, or partner data can erode stakeholder trust and affect long-term business relationships.</p> <p><b>Operational Disruption:</b> Cyberattacks or system failures can halt operations, compromise systems, and result in significant downtime.</p> <p><b>Opportunity:</b></p> <p><b>Brand Credibility:</b> Strong data protection practices build customer trust and enhance brand reputation in a digitally driven market.</p> <p><b>Operational Confidence:</b> A secure IT infrastructure reduces risk and improves business continuity and resilience.</p> <p><b>Investor Confidence:</b> Demonstrating responsible digital governance aligns with ESG expectations of investors and financial institutions.</p> <p><b>Regulatory Preparedness:</b> Proactive compliance positions the company well for future legal and technological developments.</p>	<p>Implementation of data privacy policies aligned with national and global data protection standards.</p> <p>Adoption of robust cybersecurity infrastructure, including firewalls, encryption, and access controls.</p> <p>Periodic security audits and penetration testing to identify and resolve vulnerabilities.</p> <p>Employee awareness and training programs on data handling and information security protocols.</p> <p>Controlled access to sensitive systems and customer databases through role-based authorisations.</p> <p>Incident response protocols in place to detect, report, and manage data breaches efficiently.</p>	Negative



S.No	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5	<b>Artificial Intelligence</b>	Opportunity	<p><b>Risk:</b></p> <p><b>Ethical &amp; Governance Risk:</b> Unchecked or opaque use of AI could lead to unintended bias, discrimination, or decisions lacking transparency, affecting stakeholder trust.</p> <p><b>Data Dependency Risk:</b> AI systems rely heavily on data quality – poor or biased data can lead to flawed outcomes and reputational damage.</p> <p><b>Cybersecurity Risk:</b> AI systems, if not secured, may increase the surface area for cyberattacks or manipulation.</p> <p><b>Job Displacement Concerns:</b> Increased automation could raise concerns among employees and unions regarding workforce displacement, impacting morale and organisational culture.</p> <p><b>Regulatory Risk:</b> Emerging AI regulations may impose new compliance burdens or liabilities.</p> <p><b>Opportunity:</b></p> <p><b>Operational Efficiency:</b> AI-driven automation can improve decision-making, reduce human error, and streamline internal processes (e.g., construction timelines, cost management, customer engagement).</p> <p><b>Customer Experience:</b> AI can enhance personalization in marketing, CRM, and post-sales service.</p> <p><b>Predictive Insights:</b> Machine learning models can help forecast project risks, energy usage, and market trends.</p> <p><b>Innovation Leadership:</b> Responsible AI adoption positions the company as a tech-forward, future-ready brand in the real estate sector.</p> <p><b>Sustainability Optimization:</b> AI can optimize energy and resource consumption, supporting sustainability goals.</p>		Positive



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S.No	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6	<b>Biodiversity and Land use Impact</b>	Risk & Opportunity	<p><b>Risk:</b></p> <p><b>Environmental Risk:</b> Real estate development, especially in greenfield or peri-urban areas, can lead to deforestation, loss of native vegetation, and disruption of local ecosystems.</p> <p><b>Regulatory Risk:</b> Non-compliance with environmental clearances (e.g., EC, tree compensation norms, CRZ guidelines) can cause delays, fines, or legal action.</p> <p><b>Community Backlash:</b> Projects that negatively impact local biodiversity may face resistance from communities and environmental groups, affecting social license to operate.</p> <p>Climate Vulnerability: Poor land use planning can increase the risk of heat islands, flooding, and soil erosion, which may affect the long-term viability and safety of assets.</p> <p><b>Opportunity:</b></p> <p><b>Sustainable Brand Positioning:</b> Integrating green spaces and preserving native ecosystems enhances brand image and aligns with buyer preferences for nature-integrated living.</p> <p><b>Regulatory and ESG Compliance:</b> Proactive biodiversity management supports faster clearances and ESG disclosures (e.g., under BRSR, GRI, or SDGs).</p> <p><b>Project Resilience:</b> Maintaining ecological buffers, native plantations, and soil stability improves long-term site resilience and reduces maintenance costs.</p> <p>Certification Readiness: Key for green building certifications like IGBC, LEED, and GRIHA.</p>		



**Section B**

**Policy and Management Processes**

**Question 1**

**Policy and management processes related questions**

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
1.a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No/NA)	<p>Our policies on <b>Ethics &amp; Transparency, Product Responsibility, Human Resources</b>, and <b>Corporate Social Responsibility (CSR)</b> are aligned with relevant regulatory frameworks and are formulated in the best interests of our stakeholders. These policies are fully compliant with applicable Indian laws and are broadly aligned with the <b>National Voluntary Guidelines (NVGs)</b> issued by the Ministry of Corporate Affairs. All mandatory policies have been duly approved by the Board of Directors and are endorsed by the respective process owners.</p> <p>For more information, our policy documents are publicly accessible at: <a href="https://www.puravankara.com/investors/">https://www.puravankara.com/investors/</a></p>								
1.b. Has the policy been approved by the Board? (Yes/No/NA)									
1.c. Web Link of the Policies, if available									

**Question 2**

**Policy and management processes related questions**

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
2. Whether the entity has translated the policy into procedures. (Yes/No/NA)	<p>Yes, the entity has translated its policies into actionable procedures. All mandatory policies—covering areas such as <b>Ethics &amp; Transparency, Product Responsibility, Human Resources</b>, and <b>CSR</b>—are not only Board-approved but also implemented through clearly defined processes owned by respective functional heads. These procedures ensure effective execution and monitoring of the policy objectives across the organization.</p>								

**Question 3**

**Policy and management processes related questions**

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
3. Do the enlisted policies extend to your value chain partners? (Yes/No/NA)	<p><b>Yes</b>, While the core policies are primarily designed for internal implementation, their principles—especially those related to <b>Ethics &amp; Transparency, Product Responsibility</b>, and <b>CSR</b>—are extended to value chain partners through contractual obligations, supplier codes of conduct, and ongoing engagement. We expect our partners to align with our ethical standards and regulatory commitments, promoting responsible and sustainable business practices across the value chain.</p>								



# BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

## Question 4

### Policy and management processes related questions

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
4. Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trust) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Puravankara Limited holds Certificate No. FM 653041, confirming its compliance with the ISO 9001:2015 Quality Management System standards. This certification encompasses the design, development, construction, and marketing of residential and commercial projects.								

## Question 5

### Policy and management processes related questions

Specific commitments, goals and targets set by the entity with defined timelines, if any.

#### Environmental Commitments:

##### 1. Energy Efficiency & Decarbonization:

- Optimize energy consumption by 5% by 2030 through conservation and substitution.
- Common area lighting from renewable energy to increase from 30% to 40% by 2030.
- Attain ISO 14001:2015 certification by 2025.
- Implement energy and emissions tracking systems for informed decision-making.

##### 2. Green Building & Sustainable Design:

- 100% of newly launched projects from FY 2025 onward to be Green Building certified.
- Enhance sustainable material usage by 10% by 2030.
- Preserve topsoil by 25% across all project sites by 2030.
- Perform site analysis for 100% of sites to minimize topographic changes.

##### 3. Water Conservation:

- Reduce water use in buildings by 10% by 2030.
- Reduce water consumption during construction by 5% by 2030.
- Increase recycled water usage and lower water intensity across operations.

##### 4. Waste Management:

- Achieve zero waste to landfill by 2030.
- Reduce waste intensity by 5% by 2030.
- Monitor and eliminate all categories of waste effectively.

##### 5. Biodiversity and Awareness:

- Promote biodiversity at all sites through direct/indirect initiatives.
- Enhance on-site air quality by reducing PM levels.
- Promote environmental awareness among employees and customers.



**6. Resource Efficiency:**

- Embed resource conservation as a core design and construction principle.
- Reduce paper usage by 10% by 2030.

**Social Commitments:**

**1. Diversity & Inclusion:**

- Achieve 35% gender diversity by 2030.
- Ensure a diverse, inclusive, and respectful workplace environment.
- 100% induction, training, and surveys coverage for all new hires.

**2. Employee Well-being & Development:**

- Achieve Great Place to Work (GPTW) certification by 2027.
- Launch a Learning & Development (L&D) program with ESG-aligned objectives.
- Enhance internal communications to improve employee satisfaction.

**3. Human Rights & Safety:**

- Update OHS policy to align with ISO 45001:2018 by 2025.
- Zero reportable incidents and zero fatalities.
- Conduct human rights training and ensure 100% violation resolution.

**Customer & Governance Commitments:**

**1. Customer Experience:**

- Launch an Ethical Sales Charter by 2025-26.
- Conduct quarterly ethical selling training.
- Organize 4 post-possession customer service camps per project annually.
- Ensure 100% adherence to safety SOPs during site visits.

**2. Governance & Risk Management:**

- Develop a risk management framework covering business, ESG, and climate risks.
- Obtain ISO 27001 certification (Information security) by 2028.

**3. Supply Chain Sustainability:**

- Implement a Supplier Code of Conduct.
- Achieve 100% adherence from suppliers/vendors

**Question 6**

**Policy and management processes related questions**

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance of the entity against the specific commitment goals and targets along-with reasons in case the same are not met.	As of FY 2024-25, Puravankara Limited is on track with several key ESG goals, including 100% Green Building certification for new projects, structured onboarding for all new hires, and regular customer service camps. Energy optimization, waste reduction, and gender diversity initiatives are progressing steadily, with systems and audits in place to support long-term targets. Delays in areas such as sustainable material adoption and ISO certifications are due to supply chain readiness and third-party audit timelines, which are being actively addressed. Overall, the entity is making consistent progress towards its 2030 sustainability commitments.								



# BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

## Governance, leadership and oversight

### Question 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 Annual Report and ESG Report

### Question 8

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

The Board of Directors

### Question 9

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

No, the entity does not currently have a specified Committee of the Board or a designated Director exclusively responsible for sustainability-related decision-making. However, sustainability initiatives are overseen by the senior leadership team, with cross-functional coordination across departments to ensure integration of ESG principles into core business operations. The company is actively working towards formalizing its sustainability governance framework as part of its long-term ESG strategy.

### Question 10

**Details of Review of NGRBCs by the Company**

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	The above policies were reviewed by a Director as part of the oversight and follow-up process.								
Description of other committee for performance against above policies and follow up action	No separate committee has been constituted for this purpose. However, the performance against the above policies and any required follow-up actions are reviewed by the senior management team through regular internal evaluations and cross-functional coordination.								
Compliance with statutory requirements of relevance to the principles, and, rectification of any noncompliances	Review of compliances was undertaken by the Director and no non-compliances were reported.								
Description of other committee for compliance with statutory requirements of relevance to the principles and rectification	No separate committee has been constituted specifically for monitoring compliance with statutory requirements related to the principles. However, the senior management team, along with relevant functional departments such as Legal and Compliance, regularly reviews adherence to applicable laws and regulations, and ensures timely rectification of any identified gaps.								

### Question 11

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? If yes, provide name of the agency.	- No, the assessments and evaluations are generally carried out by the internal committee.								



**Question 12**

**If answer to question (1) of this section B is “No” i.e. not all Principles are covered by a policy, reasons to be stated**

<b>Questions</b>	<b>P1</b>	<b>P2</b>	<b>P3</b>	<b>P4</b>	<b>P5</b>	<b>P6</b>	<b>P7</b>	<b>P8</b>	<b>P9</b>
The entity does not consider the Principles material to its business (Yes/No)	No	No	No	No	No	No	No	No	No
The entity is not at a stagewhere it is in a position to formulate and implement the policies on specified principles (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
The entity does not have the financial or/ human and technical resources available for the task (Yes/No)	No	No	No	No	No	No	No	No	No
It is planned to be done in the next financial year (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Any other reason (please specify)	The company has implemented policies for key principles aligned with our current operational priorities. For the remaining principles, we are following a phased approach to ensure thoughtful integration into our sustainability framework. Policy formulation for these areas is planned in the forthcoming years, reflecting our commitment to responsible growth and long-term value creation.								



# BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

## Section C

### PI: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

Puravankara Limited ('the Company') upholds strong corporate governance as a cornerstone of sustainable growth and long-term value creation. The Company is committed to conducting its business with the highest standards of integrity, transparency, and ethical responsibility.

By ensuring strict adherence to statutory and regulatory requirements, the Company fosters a culture of accountability and trust across all levels of the organization. Ethical decision-making, responsible disclosures, and fair practices are deeply embedded in the Company's governance framework.

The management acknowledges its responsibility not only to shareholders but also to society at large, and remains focused on operating with fairness, honesty, and a commitment to inclusive and responsible development.

### Question E1

#### Percentage coverage by training and awareness programmes on any of the principles during the financial year

#### Percentage coverage by training and awareness programmes

Segment	Total number of training and awareness programmes held	Topics /principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	1	POSH Training-Awareness On Sexual Harassment At workplace	100
Key Managerial Personnel	7	Training sessions on POSH, Microsoft Excel, Sales and technical standardization	100
Employees other than BoD and KMPs	919	POSH Training-Awareness On Sexual Harassment At workplace	100
Workers	-	-	-

Note : Workers/ laborers are engaged via contractors and are not on the payroll of the company.

Puravankara Limited adheres to the principles outlined in Puravankara's Code of Conduct. All employees are expected to familiarize themselves with the COC and uphold its principles in their conduct. Regular training sessions are provided to new employees to ensure understanding and compliance.



**Question E2**

**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 (Noten: 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					
Details	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine			Not Applicable		
Settlement			Not Applicable		
Compounding fee			Not Applicable		

Non-Monetary				
Details	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment			Not Applicable	
Punishment			Not Applicable	

For FY25, there were no cases pending pertaining to unfair trade practices, irresponsible advertising and/or anti-competitive behavior. Additionally, there were no cases of corruption, with reference to the employees or the business partners.

**Question E3**

**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
	Not Applicable

**Question E4**

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

Yes / No / NA

Yes. Puravankara Limited has implemented an Anti-Bribery and Anti-Corruption Policy aligned with its Code of Conduct, internal charters, and applicable policies, while also complying with the prevailing anti-corruption laws in India. The policy reflects the company’s commitment to upholding ethical business practices, promoting integrity and transparency, and ensuring compliance across all jurisdictions in which it operates. It reinforces the company’s dedication to strong corporate governance, fair business conduct, and maintaining a culture of accountability and trust, consistent with both its legacy and ongoing practices.

[https://www.puravankara.com/backend/assets/uploads/investors\\_reports/908de21a8fb79e498ab3c3dbd0c55439.pdf](https://www.puravankara.com/backend/assets/uploads/investors_reports/908de21a8fb79e498ab3c3dbd0c55439.pdf)



# BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

**Question E5**

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Directors	There were no instances of involvement in bribery or corruption by any Directors, KMPs, employees, or workers during FY 2024-25 and FY 2023-24. Consequently, no action was initiated by any law enforcement agency during these periods.	
KMPs		
Employees		
Workers		

**Question E6**

**Details of complaints with regard to conflict of interest**

Complaints	FY 2024-25 (Current Financial Year)		FY 2023-24 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	NA	Nil	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	NA	Nil	NA

\*No complaints were received with regard to conflict of interest against Directors/KMPs in FY25 and FY24 .

**Question E7**

**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.**

Not Applicable

**Question E8**

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

Complaints	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
i) Accounts payable x 365 days	109,841.28	107,100.13
ii) Cost of goods/services procured	716.23 (INR in crores)	792.15 (INR in crores)
iii) Number of days of accounts payables	153.36	135.20



**Question E9**

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

<b>Parameter</b>	<b>Metrics</b>	<b>FY 2024-2025 (Current Financial Year)</b>	<b>FY 2023-2024 (Previous Financial Year)</b>
Concentration of Purchases	a. (i) Purchases from trading houses	NA	NA
	(ii) Total purchases	NA	NA
	(iii) Purchases from trading houses as % of total purchases	NA	NA
	b. Number of trading houses where purchases are made from	NA	NA
	c. (i) Purchases from top 10 trading houses	NA	NA
	(ii) Total purchases from trading houses	NA	NA
	(iii) Purchases from top 10 trading houses as % of total purchases from trading houses	NA	NA
Concentration of Sales	a. i) Sales to dealer / distributors	NA	NA
	ii) Total Sales	NA	NA
	iii) Sales to dealer / distributors as % of total sales	NA	NA
	b. Number of dealers/distributors to whom sales are made	NA	NA
	c. i) Sales to top 10 dealers / distributors	NA	NA
	ii) Total Sales to dealer / distributors	NA	NA
	iii) Sales to top 10 dealers / distributors as % of total sales to dealer / distributors	NA	NA
Share of RPTs in	a. i) Purchases (Purchases with related parties)	NA	NA
	ii) Total Purchases	NA	NA
	iii) Purchases (Purchases with related parties as % of Total Purchases)	NA	NA
	b. i) Sales (Sales to related parties)	NA	NA
	ii) Total Sales	NA	NA
	iii) Sales (Sales to related parties as % of Total Sales)	NA	NA
	c. i) Loans & advances given to related parties	NA	NA
	ii) Total loans & advances	NA	NA
	iii) Loans & advances given to related parties as % of Total loans & advances	NA	NA
	d. i) Investments in related parties	NA	NA
	ii) Total Investments made	NA	NA
	iii) Investments in related parties as % of Total Investments made	NA	NA

**Question L1**

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

<b>Total number of awareness programmes held</b>	<b>Topics / principles covered under the training</b>	<b>%age of value chain partners covered (by value of business done with such partners) under the awareness programmes</b>
Nil	NA	NA



# BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

## Question L2

**Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same.**

**Yes / No / NA**

Yes. The company has robust processes in place to manage potential conflicts of interest involving members of the Board. Declarations of interest are collected annually from Directors, Key Managerial Personnel (KMP), and Senior Management Personnel (SMP) to ensure compliance with statutory requirements and internal policies. The Nomination and Remuneration Committee evaluates any potential conflicts during the appointment of Directors. Additionally, Board members are required to recuse themselves from discussions and decisions where a conflict of interest exists or may arise.

## P2: Businesses should provide goods and services in a manner that is sustainable and safe

As a responsible real estate developer, the company is committed to delivering projects that are both environmentally sustainable and safe for occupants and communities. This commitment is reflected across the lifecycle of our developments—from responsible sourcing of construction materials and incorporation of green building practices to efficient waste management and adoption of eco-friendly design principles.

The company ensures that all residential and commercial spaces are developed in accordance with applicable safety standards, structural norms, and quality benchmarks to protect the health and well-being of end-users. By prioritizing sustainability and safety in project planning, construction, and post-occupancy phases, the company not only meets its regulatory and ethical obligations but also contributes to resilient urban development and the preservation of natural resources for future generations.

## Question E1

**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.**

	<b>FY 2024-25 (Current Financial year)</b>	<b>FY 2023-24 (Previous Financial Year)</b>	<b>Details of improvements in environmental and social impacts</b>
R&D	<p>In the real estate sector, most of the R&amp;D and capital expenditure is embedded within ongoing project development activities, such as planning, design, construction, and infrastructure upgrades. These costs are typically integrated into broader project budgets, making it operationally challenging to isolate specific investments made purely for environmental or social impact improvements.</p> <p>However, the company is increasingly embedding sustainability considerations—such as energy-efficient designs, use of eco-friendly materials, water conservation systems, and community-centric planning—within its project lifecycle. While these initiatives do contribute to environmental and social improvements, the associated expenditures are not currently tracked as standalone R&amp;D or capex line items.</p> <p>The company is working towards building internal mechanisms to track and report such investments more accurately in the forthcoming years, as part of our broader ESG and sustainability reporting framework.</p>		
Capex			

## Question E2

### Sustainable Sourcing

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

Yes. The entity has established procedures for sustainable sourcing aimed at minimizing its environmental footprint and supporting the local economy. Priority is given to locally available materials to reduce embodied energy, with a focus on resource-efficient manpower based on productivity metrics. The company uses a range of sustainable materials in its projects, including Ready-Mix Concrete (RMC) with Ground Granulated Blast Furnace Slag (GGBS), cPVC pipes, factory-engineered doors, and tiles from ISO 14001-certified manufacturers. Cement and steel are primarily sourced within a 400 km radius to further promote local procurement. In FY 2023-24, 75% of supplier spending was directed towards local suppliers. The increase in supplier expenditure is attributed to the direct purchase of high-value assets such as generators and transformers. These



efforts not only ensure a reliable supply chain but also foster stronger ties with the community and contribute to regional economic growth.

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

In FY 2024–25, approximately 75% of inputs were sourced locally, aligning with the company's sustainable sourcing practices. While a specific percentage for sustainably sourced inputs (as per defined sustainability certifications or standards) is not separately disclosed, a significant portion of materials—such as RMC with GGBS, ISO 14001-certified tiles, and engineered products—adhere to sustainable sourcing principles.

**Question E3**

**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)**

As a company specializing in the construction and development of residential homes with an expected lifecycle exceeding 50 years, traditional practices such as reusing and recycling construction materials are limited in applicability. However, we actively focus on minimizing plastic waste by reducing rework and material wastage during the construction process. All plastic and other waste generated are responsibly managed and disposed of through authorized vendors, ensuring compliance with environmental regulations and promoting sustainable waste management practices.

**b. E-waste**

We have introduced an extended-life warranty for IT assets and accessories, extending coverage by an additional year. This initiative helps reduce e-waste generation by enabling a three-year delay in asset replacement, subject to annual renewal. It also contributes to lowering operating costs. Warranty extension details are transparently available on our website. We securely store e-waste in a controlled inventory accessible only to authorized personnel. Disposal of e-waste is conducted through recyclers authorized by the Karnataka State Pollution Control Board (KSPCB), with certificates of disposal collected for verification. These measures ensure compliance with E-Waste Management Rules while safeguarding health and the environment.

**c. Hazardous waste**

We actively work to reduce the generation of hazardous waste by implementing preventive measures such as the use of collection trays to contain potential spills and avoid contamination. These measures help minimize environmental risks and enhance workplace safety. Furthermore, all hazardous waste is managed through timely and responsible disposal processes, carried out exclusively by authorized vendors who comply with regulatory standards. This approach ensures safe handling, transportation, and disposal of hazardous materials, aligning with environmental protection guidelines and legal requirements.

**d. Other waste**

All waste generated across our operations is systematically collected and carefully segregated at the source to ensure proper handling and facilitate efficient recycling or disposal. The segregated waste is securely stored in designated areas following strict safety and environmental protocols. Disposal is conducted in full compliance with regulatory requirements, with waste being sent only to landfill sites that have been officially approved by the relevant state authorities. This controlled process helps minimize environmental impact, ensures adherence to legal standards, and supports our commitment to responsible waste management practices.

Our waste management process entails careful collection, segregation, and storage of waste in designated areas until it is appropriately disposed of. Disposal is carried out exclusively through authorized vendors, ensuring full compliance with regulatory requirements and environmental responsibility. To further reduce our overall waste footprint, we have introduced several initiatives at our Headquarters, including the implementation of a paperless policy, which has significantly decreased paper consumption. These measures reflect our dedication to sustainable practices, environmental stewardship, and the ongoing pursuit of waste reduction across our organizational operations.



# BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

## Question E4

Whether Extended Producer Responsibility (EPR) is applicable to the entity’s activities (Yes / No). If not, provide steps taken to address the same.

Yes / No

Extended Producer Responsibility is not applicable to the company’s activities.

**E4.1 If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards?**

Yes / No

Not Applicable

**E4.2 If not, provide steps taken to address the same.**

Not Applicable

## Question L1

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

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

## Question L2

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

Name of product/Service	Description of the risk/ concern	Action Taken
-------------------------	----------------------------------	--------------

Not applicable to our company .

## Question L5

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

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

## P3: Businesses should respect and promote the well-being of all employees, including those in their value chains

Upholding and advancing the welfare of all employees, including those within their value chains, is a fundamental obligation for businesses. Placing emphasis on equitable and secure working environments, offering competitive salaries, and guaranteeing equal chances for professional advancement enhance employee contentment and efficiency. Furthermore, attending to the requirements of workers across the value chain, such as suppliers and subcontractors, nurtures ethical and sustainable business conduct. By prioritizing employee well-being, businesses cultivate a favorable workplace atmosphere, bolster their reputation, and foster social and economic progress.



# PURAVANKARA

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

### Question E1

#### Well-being of employees and workers:

#### Details of measures for the well-being of employees:

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	%(B/A)	No. (C)	%(C/A)	No. (D)	%(D/A)	No. (E)	%(E/A)	No.(F)	%(F/A)
<b>Permanent employees</b>											
Male	691	691	100	691	100	NA	NA	-	-	-	-
Female	228	228	100	228	100	228	100	NA	NA	-	-
Other	-	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>919</b>	<b>919</b>	<b>100</b>	<b>919</b>	<b>100</b>	<b>228</b>	<b>24.81</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Other than Permanent employees</b>											
Male	Nil										
Female											
Other											
<b>Total</b>											

\* Workers/ laborers are engaged via contractors and are not on the payroll of the company.

The company offers a wide range of benefits and support programs designed to promote the well-being and personal development of its employees. In addition to competitive financial rewards, employees receive subsidized meals and are covered under group medical insurance and term life policies that go beyond statutory mandates. Emphasizing the value of teamwork, the company regularly celebrates collective achievements and milestones. Employees also enjoy exclusive discounts on residential property purchases and can participate in an employee referral program that provides attractive incentives. Together, these initiatives help create a positive, supportive, and rewarding workplace culture.

#### a.Details of measures for the well-being of workers:

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	%(B/A)	No. (C)	%(C/A)	No. (D)	%(D/A)	No. (E)	%(E/A)	No.(F)	%(F/A)
<b>Permanent employees</b>											
Male	Nil										
Female											
Other											
<b>Total</b>											
<b>Other than Permanent employees</b>											
Male	Nil										
Female											
Other											
<b>Total</b>											



## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

Workers at the project site are hired through contractors and subcontractors and are not directly employed by the company. The workforce undergoes pre-medical examinations and periodic inspections. On-site first aid rooms and emergency vehicles are available. Health awareness programs and third-party medical assessments are regularly conducted. Operators undergo third-party medical fitness assessments.

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

		<b>FY 2024-25 (Current Financial Year) (INR in Crores)</b>	<b>FY 2023-24(Previous Financial Year) (INR in Crores)</b>
i)	Cost incurred on wellbeing measures (wellbeing measures means well-being of employees and workers (including male, female, permanent and other than permanent employees and workers))	3.5	2.19
ii)	Total revenue of the company	917.5	1105.71
iii)	Cost incurred on wellbeing measures as a % of total revenue of the company	0.4	0.2

### Question E2

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

Benefits	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	-	Y	100	-	Y
Gratuity	100	-	Y	100	-	Y
ESI	2.39	-	Y	5	-	Y

### Question E3

**Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard. Yes / No / NA**

Yes. The office premises are accessible to differently abled employees.

### Question E4

**Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy. Yes / No / NA**

Yes. Puravankara Limited's HR Policy ensures equal opportunities for all employees without discrimination based on race, religion, gender, disability, or any other factors, in alignment with the Rights of Persons with Disabilities Act, 2016. The policy strictly prohibits discrimination, harassment, and exploitation, and promotes a safe and inclusive work environment. This commitment extends across the company's supply chain to prevent forced labor, child labor, and other abuses

**Question E5****Return to work and Retention rates of permanent employees and workers that took parental leave.**

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	32%	-	-	-
Female	33%	100	-	-
Other	-	-	-	-
<b>Total</b>	<b>32%</b>	<b>100</b>	<b>-</b>	<b>-</b>

Note: Workers are employed through contractors and are not on the payroll of the company

**Question E6****Is there a mechanism available to receive and redress grievances for the following categories of employees and worker?****Yes / No**

Yes

**If yes, give details of the mechanism in brief.**

	Yes/No	If Yes, then give details of the mechanism in brief
Permanent Workers	Yes	Through E-Mails and face-to-face consultation
Other than Permanent Workers	No	Not Applicable
Permanent Employees	Yes	Redressal mechanism has been provided to our employees by encouraging them to raise concern or make disclosures in relation to sexual harassment to entity's internal POSH Committee.
Other than Permanent Employees	No	Not Applicable

**Question E7****Membership of employees and worker in association(s) or Unions recognised by the listed entity:**

Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	%(B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	%(D / C)
Total Permanent Employees	The company does not have any formal associations or labor unions. Workers and laborers are engaged through contractors and subcontractors and are not directly employed by the company.					
Male						
Female						
Other						
Total Permanent Workers						
Male						
Female						
Other						



# BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

## Question E8

Details of training given to employees and workers:

Category	FY 2024-25 (Current Financial Year)					FY 2023-24 (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)
<b>Employees</b>										
Male	691	684	98.98	-	-	590	361	61.19	229	38.81
Female	228	228	100	-	-	198	50	25.25	148	74.75
Other	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>919</b>	<b>912</b>	<b>99.24</b>	<b>-</b>	<b>-</b>	<b>788</b>	<b>411</b>	<b>52.16</b>	<b>377</b>	<b>47.84</b>
<b>Workers</b>										
Male	Nil									
Female										
Other										
Total										

**Note:** Workers are employed through contractors and are not on the payroll of the company.

## Question E9

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

Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	691	411	59.48	590	473	80.17
Female	228	135	59.21	198	152	76.77
Other	-	-	-	-	-	-
<b>Total</b>	<b>919</b>	<b>546</b>	<b>59.41</b>	<b>788</b>	<b>625</b>	<b>79.32</b>
<b>Workers</b>						
Male	Nil					
Female						
Other						
Total						

## Question E10

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?**

Yes. Puravankara has implemented a comprehensive Occupational Health and Safety (OHS) management system aligned with international standards. It covers all employees, workers, and project sites, including those managed by contractors. The system includes risk mapping, emergency preparedness, regular audits, training, and integration of OHS criteria in procurement contracts to ensure a safe and secure work environment across operations.



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

To identify work-related hazards and assess risks on both routine and non-routine bases, Puravankara follows a structured and proactive approach. Hazards are initially identified through Method Statements on an activity-wise basis, followed by detailed risk analyses. For non-routine assessments, regular site inspections and walkthroughs are conducted, with findings documented in Observation Reports and recorded in a Hazard Identification and Risk Assessment (HIRA) register, which is regularly updated.

Risk management is integrated from the planning stage itself, and risk levels are categorized as High, Medium, or Low, with immediate controls applied where needed to bring risks to ALARP (As Low As Reasonably Practicable). The company employs the Hierarchy of Controls—Elimination, Substitution, Engineering Controls, Administrative Controls, and PPE—to mitigate risks. Qualified safety professionals oversee implementation, and behavioral-based safety training and grievance protection mechanisms are in place to ensure a safe and responsive work environment.

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

Yes, Puravankara has robust processes in place for workers to report work-related hazards and to remove themselves from potentially unsafe situations without fear of reprisal. Workers are encouraged to promptly report any safety concerns through established reporting mechanisms such as site safety officers, observation reports, and safety review meetings.

We maintain an open-door policy and provide anonymous reporting channels where necessary, ensuring all concerns are taken seriously and addressed swiftly. In situations where workers perceive immediate danger, they are empowered to stop work and remove themselves from the risk zone until appropriate controls are implemented. This approach reflects our commitment to creating a safe, transparent, and responsive work environment.

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

Yes, the organization ensures that all employees and workers have access to non-occupational medical and healthcare services. Each worker is provided with an individual ID card that includes insurance details and EPFO enrollment information, enabling seamless access to healthcare facilities.

Puravankara has tie-ups with hospitals near work sites where workers can undergo quarterly health check-ups. These check-ups are designed to proactively identify and address a range of health concerns, including TB, HIV/AIDS, mental health issues, and substance abuse. In cases where health issues are detected, follow-up action is taken through on-site medical camps and proper documentation.

Workers can avail healthcare services at partner hospitals by presenting their ID card along with a recommendation letter from HR. This system ensures timely, affordable, and convenient medical support beyond occupational needs. Additionally, key OHS-related statistics and health outcomes are reviewed during Board meetings to refine and enhance the company’s overall health and safety strategy.

**Question E11**

**Details of safety related incidents, in the following format: \*Including in the contract workforce**

Safety Incident/Number	Category*	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR)(per one million-person hours worked)	Employees	Nil	Nil
	Workers		
Total recordable work related injuries	Employees		
	Workers		
No. of fatalities	Employees		
	Workers		
High consequence workrelated injury or ill-health (excluding fatalities)	Employees		
	Workers		



# BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

## Question E12

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

To ensure a safe and healthy workplace, the organization has implemented comprehensive Occupational Health and Safety (OHS) measures that are rigorously enforced across all project sites and offices. These measures include:

#### 1. Mandatory Use of PPE:

All employees and workers are required to wear Personal Protective Equipment (PPE) such as helmets, gloves, safety boots, reflective vests, and goggles—especially while performing high-risk tasks like welding and working at height.

#### 2. Safety Signages and Hazard Isolation:

Clear and visible safety signage—including prohibition signs, warning indicators, and fire safety instructions—are installed throughout construction sites. Hazardous areas, such as high-voltage zones, are cordoned off with barriers and fences to prevent unauthorized access.

#### 3. Housekeeping and Site Cleanliness:

Daily site maintenance is carried out to eliminate hazards like loose nails, dust, and stagnant water in excavation and backfilling areas. This significantly reduces the risk of slips, trips, and other site-related injuries.

#### 4. Regular OHS Training Programs:

Comprehensive safety training is conducted for all employees and workers. Topics include general safety awareness, material handling, housekeeping, scaffolding safety, height work protocols (including edge protection), electrical and fire safety, proper use of power tools, and health and hygiene in labour camps. These sessions ensure that workers are equipped with the knowledge and skills necessary to maintain a safe working environment.

These proactive safety measures form a core part of the company’s sustainability framework, demonstrating a deep commitment to protecting the physical and mental well-being of every individual on site.

## Question E13

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

	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	-	-	No complaints Raised	-	-	No complaints Raised
Health & Safety	-	-	No complaints Raised	-	-	No complaints Raised

## Question E14

### 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

“EHS”, which stands for Environment, Health and Safety is part of the scope of our internal audits . One to two projects are assessed for ESH by our audit consultant on a periodic basis.



**Question E15**

**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.**

Safety-related incidents are treated with utmost seriousness and are systematically evaluated, investigated, and addressed through a structured incident management framework. Upon the occurrence of any safety event—whether an accident, near miss, or unsafe condition—the following steps are taken to ensure resolution and prevention of recurrence:

**1. Thorough Incident Investigation and Root Cause Analysis:**

Each safety incident is carefully investigated to identify its root causes and contributing factors. This includes collecting witness statements, examining the scene, reviewing relevant procedures, and assessing equipment involved. Findings are documented and reviewed by the safety team and senior management.

**2. Implementation of Corrective and Preventive Actions (CAPA):**

Based on the investigation outcomes, targeted corrective and preventive actions are established to address the identified gaps. These actions are tracked for effectiveness and reviewed periodically.

**Key measures implemented include:**

**● Refresher Training on Safety Competency and Behavior-Based Safety (BBS):**

Employees and workers undergo refresher training sessions that reinforce safety protocols and behavior-based safety approaches. These programs focus on enhancing situational awareness, promoting a culture of safety ownership, and encouraging proactive reporting of hazards.

**● Strict Enforcement of Height Safety Protocols:**

Full body harnesses with 100% tie-off at secure anchorage points are mandated for all personnel working at height. Supervisors ensure compliance through regular monitoring, and violators are subject to disciplinary action.

**● Engineering Controls to Prevent Unauthorized Equipment Use:**

Physical controls have been implemented—such as lock-out/tag-out mechanisms, control panel locks, and tool tracking systems—to restrict access to hazardous equipment and tools only to trained and authorized personnel.

Together, these measures aim not just to resolve the immediate incident but to institutionalize learning, prevent recurrence, and cultivate a resilient safety culture that protects every worker on site.

**Question L1**

**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).**

	Yes/No
(A) Employees (Y/N)	Yes
(B) Workers (Y/N)	Yes

All employees are covered under the Employee Deposit Linked Insurance (EDLI) scheme as part of the Employees' Provident Fund (EPF) benefits.

Additionally, all workers engaged through contractors are covered under Workmen Compensation Insurance and the Employees' State Insurance (ESI) scheme, ensuring comprehensive protection and statutory compliance.

**Question L2**

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

To ensure that statutory dues are duly deducted and deposited by our value chain partners, Puravankara has implemented a robust compliance monitoring mechanism. Contractors and sub-contractors are mandated to submit the following documents regularly:



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- **Valid registration certificates** for Provident Fund (PF) and Employees' State Insurance Corporation (ESIC) prior to the commencement of work.
- **Monthly challans and payment receipts** as proof of timely remittance of PF and ESIC contributions for all deployed workers.
- **Copies of wage and attendance registers**, which are scrutinized to verify the accuracy and consistency of statutory deductions and disbursements.
- **Workmen Compensation Insurance policies** covering all engaged workers, ensuring their protection in case of occupational incidents or injuries.
- **Compliance declarations** confirming adherence to applicable labour laws and statutory requirements.

These documents are reviewed periodically by the company's compliance team. Non-compliance is addressed promptly through corrective action or disqualification of the vendor, reinforcing our commitment to ethical practices, legal compliance, and worker welfare across our value chain.

### Question L3

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Employees	Nil			
Workers				

### Question L4

**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/NA)**

**Yes / No / NA**

No. Currently, the organization does not have formal transition assistance programs in place for employees retiring or exiting the company. However, we remain committed to exploring future initiatives that support employee well-being across all stages of their career lifecycle.

### Question L5

**Details on assessment of value chain partners:**

Issue	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices Working Conditions	The contractors engaged by the organization are well-established and reputed entities within the construction industry. As part of our robust vendor selection and onboarding process, we conduct thorough due diligence to assess their compliance with Environmental, Health, and Safety (EHS) standards, statutory regulations, and labour welfare norms. Contractors are evaluated based on their operational capabilities, track record, certifications, and commitment to maintaining safe and healthy working conditions. We prioritize partnerships with vendors who demonstrate strong internal governance systems, ethical practices, and a proactive approach to risk management. This ensures that our construction activities are executed efficiently, responsibly, and in alignment with our sustainability and compliance objectives.



Question L6

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

Not Applicable

P4: Businesses should respect the interests of and be responsive to all its stakeholders

As a real estate developer, the company recognizes that long-term success is deeply interlinked with the interests and well-being of all stakeholders, including homebuyers, investors, employees, contractors, suppliers, regulators, and local communities. The company is committed to identifying, engaging with, and being responsive to stakeholder expectations through transparent communication, inclusive dialogue, and responsible decision-making.

By proactively addressing concerns—ranging from project delivery timelines and environmental impacts to worker welfare and community development—the company builds trust, strengthens relationships, and mitigates potential risks. Balancing diverse stakeholder interests enables the company to create long-term value, promote social cohesion, and contribute meaningfully to inclusive and sustainable urban growth.

Question E1

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

Stakeholders include all individuals, groups, or entities affected by our operations or those who can influence or have a vested interest in our activities. We identify key stakeholder groups based on the degree of their influence on the company and the company’s impact on them. Stakeholders are classified into two broad categories based on their relationship with the organization: internal and external.

- **Internal Stakeholders:** This group primarily includes our employees and contractual support staff.
- **External Stakeholders:** This category comprises investors, lenders, customers, channel partners, suppliers, other value chain participants, local communities, government agencies, and media.

This structured stakeholder mapping enables us to effectively engage and address the interests and concerns of those integral to our business and sustainability objectives.

Question E2

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	Details of Other Channels of communication	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Details of Other Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	Townhall meetings E-mails Specific Group Forums	-	Quarterly Annual	-	Financial performance, Plan for the next quarter, Employee engagement activities- Vision, Mission, culture, Long-term direction of the company, ESG Goals



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Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Details of Other Channels of communication	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Details of Other Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investors (Other than shareholders)	No	Annual Report E-mails Investor Queries	-	Annual Real-time basis	-	Financial and operational Performance
Shareholders	No	E-mails AGM/EGMs Quarterly publication of results Investor Meet	-	Annual and real-time basis	-	Financial and operational performance, statutory matters as required by Companies Act/SEBI, Re-validation of dividend warrant/ physical copies of Annual report.
Customers	No	Surveys Customer events Project Updates	-	Regular need basis and monthly interaction at select project sites	-	Customer perception on service and product, progress/ payment/ interest/SOA/ Demand update, Project progress related concerns, customer satisfaction/ privilege.
Local Communities	No	Newspaper Webpage	-	Need based	-	Ongoing CSR Program progress, future planned interventions.
Media	No	Press Release Industry Story Participation Events	-	Need based	-	Home purchasing trends, Increase in sales, Operational updates, project launches, financial results, budget expectations/ reviews, land parcel acquisitions.

## Question L1

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

The company facilitates regular consultations between key stakeholders and the Board on economic, environmental, and social matters through structured engagement mechanisms. These include stakeholder meetings, surveys, and feedback sessions



coordinated by designated senior management or dedicated committees. When consultation responsibilities are delegated, feedback and insights gathered from stakeholders are systematically compiled and presented to the Board through detailed reports and presentations. This ensures that the Board remains well-informed of stakeholder concerns and perspectives, enabling informed decision-making aligned with the company’s sustainability and governance goals.

**Question L2**

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

Yes. Stakeholder consultation plays a vital role in identifying and managing environmental and social topics. For example, feedback from local communities and environmental groups has guided the adoption of more sustainable sourcing practices and enhanced waste management protocols. Similarly, inputs from employees and contractors have led to the strengthening of workplace safety policies and health initiatives. These consultations ensure that our policies and activities remain responsive to stakeholder concerns and aligned with our commitment to sustainable and socially responsible operations.

**Question L3**

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

The company actively engages with vulnerable and marginalized groups through several impactful initiatives. We provide financial assistance in the form of scholarships to graduates in disciplines such as BE, B.Tech, B.Sc, B.Com, BCA, and BBA, with a focus on students from economically disadvantaged backgrounds. Additionally, Puravankara contributes significantly to a foundation that delivers nutritious meals to malnourished children undergoing cancer treatment, addressing critical health needs. To further empower marginalized communities, the company creates targeted employment opportunities in select rural areas, fostering improved livelihoods and socioeconomic development. These efforts demonstrate our commitment to inclusive growth and social responsibility.

**P5: Businesses should respect and promote human rights**

The company upholds the fundamental principles of human rights across all its operations and value chain. This includes fostering workplaces that are safe, inclusive, and free from discrimination—whether at construction sites, corporate offices, or through third-party contractors.

The company is committed to fair labor practices, including payment of living wages, respect for freedom of association, and provision of equal opportunities for growth and development. Special emphasis is placed on preventing human rights violations such as child labor, forced labor, and unsafe working conditions, particularly within subcontracted and supply chain operations.

By integrating human rights into its business practices, the company not only ensures ethical compliance but also enhances its social license to operate, builds stakeholder trust, and contributes to equitable and sustainable urban development.

**Question E1**

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

Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	919	919	100	Nil. The company was in the process of developing a training module aimed at educating our employees on matters related to human rights.		
Non- Permanent	-	-	-			
Total Employees	919	919	100			



# BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
<b>Workers</b>						
Permanent	Nil					
Non-Permanent						
Total Workers						

## Question E2

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

Category	FY 2024-25 (Current Financial Year)					FY 2023-24 (Previous Financial Year)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
<b>Employees</b>										
Permanent	919	64	6.964	855	93.04	788	66	8.38	722	91.62
Male	691	60	8.68	631	91.32	590	61	10.34	529	89.67
Female	228	4	1.75	224	98.25	198	5	2.53	193	97.47
Other	-	-	-	-	-	-	-	-	-	-
Other than	-	-	-	-	-	-	-	-	-	-
Permanent	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Other	-	-	-	-	-	-	-	-	-	-
<b>Workers</b>										
Permanent	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Other	-	-	-	-	-	-	-	-	-	-
Other than	-	-	-	-	-	-	-	-	-	-
Permanent	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Other	-	-	-	-	-	-	-	-	-	-

**Question E3****Details of remuneration/salary/wages****g. Median remuneration / wages:**

	Male		Female		Other	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors	3	5.58 Crores	-	-	-	-
(BoD)	5	5.4 Crores	-	-	-	-
Key Managerial Personnel	684	9.85 Lakhs	228	7.66 Lakhs	-	-
Employees other than BoD and KMP	684	9.85 Lakhs	228	7.66 Lakhs	-	-
Workers	-	-	-	-	-	-

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Gross wages paid to females	INR 23,00,96,455/-	INR 18,97,60,000/-
Total wages	INR 1,50,98,14,358/-	INR 1,18,60,00,000/-
Gross wages paid to females as % of total wages	15%	16%

**Question E4**

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

**Yes / No**

Yes. The human resource function is overseen by our President and Chief Human Resources Officer, who is responsible for managing these matters.

**Question E5**

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

Our company is committed to fostering a workplace culture that upholds human rights by promoting diversity, trust, and equal opportunities, while ensuring a discrimination-free environment. We have established a redressal mechanism that encourages employees to report any concerns or disclosures related to sexual harassment to the Internal POSH Committee. Additionally, our whistleblower policy provides a secure channel for employees to raise concerns about unethical behavior or misconduct.



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## Question E6

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

	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	3	-	Resolved	1	0	Resolved
Discrimination at workplace	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced Labour/Involuntary Labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other human rights related issues	-	-	-	-	-	-

## Question E7

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	2	1
Female employees / workers	228	198
Complaints on POSH as a % of female employees / workers	0.008	0.005
Complaints on POSH upheld	Both the complaints were resolved as per policy during the reporting year.	The complaint was resolved as per policy during the reporting year.

## Question E8

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

Our Company values each and every employee who reports or participates in any investigation under any policy or code of the Company and is committed to protecting their dignity and self-respect. Our Company ensures confidentiality during the enquiry process and will guarantee that sufficient care is taken to avoid any retaliation/harassment against the complainant /witnesses.

Under Section 12(1) of the POSH Act, in the event that a complainant makes a request to the IC , the IC has the power to recommend interim measures to an employer to protect the complainant during an inquiry, investigation or legal proceeding.

On a written request made by the aggrieved person, the internal committee may recommend any of the following :

1. Transfer the aggrieved person or the respondent to any other workplace/site/department/cell.
2. Grant leave to the aggrieved person as deemed necessary in addition to the leave as she would be otherwise entitled.
3. Grant such other relief as recommended by the committee.



**Question E9**

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

Yes. Human rights requirements are embedded in our business agreements and contracts. The Code of Conduct, applicable to Directors, Key Managerial Personnel (KMPs), and Senior Management, mandates strict compliance with ethical standards, including a zero-tolerance approach toward human rights violations, harassment, and child labor. These principles are integral to our contractual obligations and guide our interactions with internal and external stakeholders.

**Question E10**

**Assessments for the year:**

	<b>% of your plants and offices that were assessed (by entity or statutory authorities or third parties)</b>
Child labour	100
Forced/involuntary labour	100
Sexual harassment	100
Discrimination at workplace	100
Wages	100

**Question E11**

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

There is no corrective action needed at this point of time.

**Question L1**

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

**Yes / No**

Yes, the premise is accessible to differently abled visitors .

**Question L1**

**Details on assessment of value chain partners:**

	<b>% of value chain partners (by value of business done with such partners) that were assessed</b>
Sexual Harassment	100
Discrimination at workplace	100
Child Labour	100
Forced Labour/Involuntary labour	100
Wages	100

**Question L5**

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

None



# BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

## P6: Businesses should respect and make efforts to protect and restore the environment

The company recognizes that environmental stewardship is integral to responsible real estate development. It is committed to minimizing its ecological footprint by adopting sustainable practices across the project lifecycle—from design and construction to operations and post-occupancy.

Key initiatives include the integration of renewable energy solutions, reduction of construction and operational waste, efficient water management, and promotion of green building certifications. The company also supports efforts aimed at biodiversity conservation and ecosystem restoration, acknowledging the critical relationship between environmental well-being and long-term business viability.

By embedding environmental responsibility into its core operations, the company contributes to climate resilience, resource conservation, and a healthier urban future for generations to come.

### Question E1

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

**Whether total energy consumption and energy intensity is applicable to the company?**

Yes

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)	Unit of reporting
<b>For renewable sources</b>			
Total electricity consumption (A)	5,032,800,000 J	-	Joules
Total fuel consumption (B)	NA	NA	Joules
Energy consumption through other sources (C)	67,370,400,000 J	-	Joules
Total energy consumed from renewable sources (A+B+C)	72,403,200,000 J	-	Joules
<b>For non-renewable sources</b>			
Total electricity consumption (D)	9,306,050,400,000 J	7,194,265,200,000 J	Joules
Total fuel consumption (E)	354,524,400,000 J	114,534,000,000 J	Joules
Energy consumption through other sources (F)	-	-	-
Total energy consumed from non renewable sources (D+E+F)	9,660,574,800,000 J	7,313,551,200,000 J	Joules
Total energy consumed (A+B+C+D+E+F)	9,732,978,000,000 J	7,313,551,200,000 J	Joules
Revenue from operations (in Rs.)	917.5 Crores	1105.71 Crores	INR
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	10,612 J per `	6,612 J per `	-
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)(Total energy consumed / Revenue from operations adjusted for PPP)	-	-	-
Energy intensity in terms of physical output	-	-	-
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/No**

No

**Question E2**

**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.**

**Yes / No**

No

**Question E3**

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

<b>Parameter</b>	<b>FY 2024-25 (Current Financial Year)</b>	<b>FY 2023-24 (Previous Financial Year)</b>
<b>Water withdrawal by source (in kilolitres)</b>		
i) Surface water	6,495 KL	NA
ii) Ground water	NA	NA
iii) Third party water	1,29,550 KL	35,717 KL
iv) Seawater / desalinated water	NA	NA
v) Others ( Drinking Water )	3,231 KL	1,252 KL
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	1,39,276 KL	36,969 KL
Total volume of water consumption (in kilolitres)	1,39,276 KL	36,969 KL
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.0000124 per ₹	0.0000033 per ₹
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	-	-
Water intensity in terms of physical output	-	-
Water 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/No**

No



# BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

## Question E4

Provide the following details related to water discharged:

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)	Specify the level of treatment for "With treatment" discharge
<b>Water discharge by destination and level of treatment (in kilolitres)</b>			
(i) To Surface water	NA	NA	-
-No treatment	NA	NA	-
-With treatment	NA	NA	
(ii) To Groundwater	NA	NA	-
-No treatment	NA	NA	-
-With treatment	NA	NA	
(iii) To Seawater	NA	NA	-
-No treatment	NA	NA	-
-With treatment	NA	NA	
(iv) Sent to third-parties	NA	NA	-
-No treatment	NA	NA	-
-With treatment	NA	NA	
(v) Others	NA	NA	-
-No treatment	NA	NA	-
-With treatment	NA	NA	
Total water discharged (in kilolitres)	NA	NA	-

## Question E5

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

Yes / No / NA

Yes. The company integrates sustainable water management practices into its project designs to ensure resource efficiency and environmental responsibility. A key focus is the implementation of advanced recycling systems within all developments. Each project is equipped with a **Sewage Treatment Plant (STP)** that enables the treatment and recycling of wastewater generated from washrooms, toilets, and kitchens.

The treated water, once brought to acceptable quality standards, is reused for **non-potable applications** such as flushing toilets and irrigating landscaped areas. This not only minimizes the dependency on fresh water but also reduces the environmental impact of wastewater discharge. In many of our projects, up to **90% of the water** used is recycled, significantly reducing water consumption and promoting circular water use.

Further, **water-efficient low-flow fixtures** are installed throughout the properties to reduce overall water usage. In line with our commitment to groundwater conservation, we design our projects with **reduced basement footprints** and maximize **landscaped areas on natural ground**. These green zones support **groundwater recharge** and enhance natural percolation, thereby improving the site's hydrological sustainability.

These measures are a part of the company's broader strategy to develop environmentally responsible buildings that align with sustainable development goals, preserve natural resources, and create long-term ecological value.



**Question E6**

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

**Whether air emissions (other than GHG emissions) by the entity is applicable to the company?**

**Yes / No**

Parameter	Please specify the unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Nox	NA	NA	NA
Sox	NA	NA	NA
Particulate Matter	NA	NA	NA
Persistent organic pollutants (POPs)	NA	NA	NA
Volatile organic compounds (VOC)	NA	NA	NA
Hazardous air pollutants (HAP)	NA	NA	NA

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

**Yes / No**

No

**Question E7**

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

**Whether greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity is applicable to the company?**

**Yes / No**

Parameter	Please specify the unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	tCO2e	NA	NA
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	tCO2e	NA	NA
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	tCO2ePerINR	NA	NA
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)(Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	tCO2ePerINR	NA	NA
Total Scope 1 and Scope 2 emission intensity in terms of physical output	tCO2ePerUnit	NA	NA
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	tCO2ePerUnit	NA	NA



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**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 / No**

No

### Question E8

**Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details. Yes / No / NA**

**Yes.** The company is actively engaged in implementing project-level initiatives aimed at reducing greenhouse gas (GHG) emissions through a combination of **hard** and **soft** measures that are integrated into project planning and execution.

On the **energy front**, we promote the use of **renewable energy** by installing **solar photovoltaic (PV) rooftop systems** for powering common area lighting across our developments. Additionally, we prioritize **energy efficiency** by using **BIS-certified star-rated equipment** for HVAC systems, clubhouse amenities, and lighting in shared spaces. These interventions collectively contribute to reducing electricity consumption from non-renewable sources and help lower overall emissions.

At both our **corporate headquarters** and **project sites, diesel generator (DG) sets** are used for backup power. Recognizing their potential impact on air quality, we mitigate emissions by ensuring:

- DG sets are installed in **enclosed, designated zones** with appropriate **chimney stacks**, as per guidelines prescribed by the **Pollution Control Board**.
- The fuel used is **ultra-low sulfur diesel**, which significantly reduces particulate emissions and sulphur dioxide levels.

Through these initiatives, the company demonstrates a clear commitment to minimizing its carbon footprint while ensuring regulatory compliance and advancing its sustainability objectives.

### Question E9

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

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	0.467	0.126
E-waste (B)	NA	NA
Bio-medical waste (C)	NA	NA
Construction and demolition waste (D)	5,395	1,010
Battery waste (E)	NA	NA
Radioactive waste (F)	NA	NA
Other Hazardous waste. Please specify, if any. (G)	0.7 (Cotton waste)	0.65 (cotton waste)
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	487 (Scrap Steel) 62 (Waste wood)	326.45
Total (A + B + C + D + E + F + G + H)	5,932	1,337.23
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.647 g per ₹	0.121 g per ₹
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	-	-



Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Waste intensity in terms of physical output	-	-
Waste intensity (optional) - the relevant metric may be selected by the entity	-	-

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

Category of waste		
(i) Recycled	-	-
(ii) Re-used	487	1,337
(iii) Other recovery operations	-	-
<b>Total</b>	<b>487</b>	<b>1,337</b>

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

Category of waste		
(i) Incineration	NA	NA
(ii) Landfilling	NA	NA
(iii) Other disposal operations	NA	NA
<b>Total</b>	<b>NA</b>	<b>NA</b>

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/No

No

Question E10

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.

At Puravankara, we recognize that the construction sector, by its very nature, is resource-intensive and generates considerable volumes of waste with potential environmental, health, and economic impacts. As part of our sustainability commitment, we have adopted a proactive and structured waste management strategy aimed at achieving "zero waste to landfill."

Waste Management Practices

Our approach is guided by the principles of reduction, segregation, recycling, and responsible disposal, with the following key measures in place:

- **Segregation at Source:** Waste at project sites and the corporate headquarters is meticulously segregated into hazardous and non-hazardous categories.
- **Non-Hazardous Waste:** Includes materials such as plastic, paper, wood, scrap steel, food waste, and construction and demolition (C&D) waste.
  - In FY 2023-24, non-hazardous waste generation totaled 1,336.68 tonnes. While there was a decrease in plastic, paper, and wood waste compared to FY 2022-23, we observed an increase in scrap steel, food waste, and C&D waste, attributed to the growing number of active projects.
- **Hazardous Waste:** Includes used oil, filters, paint waste, and contaminated cotton waste.
  - Hazardous waste rose from 0.05 tonne in FY 2022-23 to 0.51 tonne in FY 2023-24, with a notable 28% reduction in used oil filters, reflecting improved handling and disposal practices.



# BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

**Recycling and Reuse:**

- Construction and demolition waste is **reused for backfilling** and other suitable purposes.
- An **Organic Waste Converter (OWC)** has been installed at sites to process 100% of organic waste into compost, which is reused for landscaping and gardening.
- At our headquarters, we have implemented a **paperless policy** by digitizing operations such as invoice processing, which has significantly reduced paper consumption.

**Authorized Disposal:** All waste is handed over to authorized waste handlers, ensuring full compliance with environmental regulations.

**Strategy to Reduce Usage of Hazardous and Toxic Chemicals**

Our organization is committed to minimizing the use of hazardous substances in construction and maintenance activities. The following measures support this commitment:

- **Substitution with Safer Alternatives:** Wherever possible, we replace hazardous materials with non-toxic, environmentally friendly alternatives in construction processes, including paints, coatings, and cleaning agents.
- **Stringent Handling Protocols:** Hazardous materials, when necessary, are handled and stored following prescribed safety norms, reducing the risk of spills and exposure.
- **Training and Awareness:** Workers and site staff are trained on safe handling and disposal of hazardous substances, and regular audits ensure adherence to safety protocols.
- **Tracking and Reporting:** All hazardous waste is carefully monitored, recorded, and reported, enabling transparency and continuous improvement.

**Question E11**

**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
	Our residential housing developments are situated in areas that are not designated as ecologically sensitive. These projects undergo thorough approval processes by the appropriate authorities, including both state and central pollution control and environmental agencies			

**Question E12**

**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
No such assessment was carried out in FY 2025.					



**Question E13**

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

**Yes / No / NA**

Yes

**If not, provide details of all such non-compliances, in the following format:**

Not Applicable

Sr. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the noncompliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Yes. All our projects are in complete compliance with regulations and standards.				

**Question L5**

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

**Yes / No / NA**

Yes, the entity has a robust Business Continuity and Disaster Management Plan in place. Through its risk management policy, Puravankara ensures continuity of operations during disruptions, safeguarding shareholder value, supporting governance, and achieving strategic objectives. The plan is designed to respond to adverse events—natural or manmade—by minimizing economic damage and ensuring the safety of people, the environment, and surrounding ecosystems. It includes preparedness measures, rapid response protocols, and recovery strategies to maintain operations with minimal interruption. The company continuously reviews and updates this framework to remain resilient in the face of emerging risks and challenges.

**P7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent**

The company is committed to engaging with public and regulatory authorities in a responsible, ethical, and transparent manner. As a stakeholder in the built environment, the company participates in policy discussions that promote sustainable urban development, infrastructure growth, and housing access, while strictly adhering to applicable laws and ethical standards.

All interactions with policymakers, industry bodies, and regulatory agencies are conducted with integrity, with full disclosure of relevant positions and without exerting undue influence. The company does not make political contributions and ensures that its advocacy efforts are aligned with broader societal and environmental interests.

Through responsible engagement, the company supports the formulation of fair and forward-looking policies that contribute to inclusive growth and transparent governance.

**Question E1**

**Trade Affiliations**

**A. Number of affiliations with trade and industry chambers/ associations.**

Four



# BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

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

S.No	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National/International)
1	Confederation of Indian Industry	National
2	Confederation of Real Estate Developers Association of India (CREDAI)	National
3	Bangalore Chamber of Industry and Commerce (BCIC)	State
4	World Economic Forum	International

Note : The company is a member of CREDAI in Kochi, Bengaluru and Coimbatore.

### Question E2

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

Name of Authority	Brief of the case	Corrective Action Taken
The company has not received any order from regulatory authorities on issues related to anti-competitive conduct in FY 25.		

### P8: Businesses should promote inclusive growth and equitable development

The company is committed to fostering inclusive growth and equitable development through its real estate projects and value chain. By ensuring equal access to employment opportunities, embracing workforce diversity, and promoting fair labor practices, the company creates an enabling environment for innovation, participation, and shared progress.

Beyond the workplace, the company actively engages in community development initiatives—ranging from skill development and livelihood programs to infrastructure support in underserved areas. Its focus on inclusive design, accessibility, and sustainable construction practices ensures that developments cater to a broad cross-section of society.

By embedding equity, inclusion, and sustainability into its operations, the company contributes to long-term socio-economic development and builds a foundation for resilient and thriving communities.

### Question E1

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

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



# PURAVANKARA

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

### Question E2

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

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

### Question E3

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

The company has established multiple channels to ensure community grievances are heard and addressed promptly. Local communities can raise concerns via a dedicated email ID or helpline number, both of which are monitored regularly. To further enhance accessibility, residents can also approach our Business Development Officers stationed at local site offices. These officers serve as direct touchpoints for resolving queries and forwarding feedback to relevant departments. All grievances are documented, tracked, and resolved in a time-bound manner, reinforcing our commitment to transparent and responsive community engagement.

### Question E4

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	75%	65%
Directly from within India (Sourced directly from within the district and neighbouring districts)	75%	65%

### Question E5

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

Location		FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
<b>1. Rural</b>			
i.	Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	Nil	Nil
ii.	Total Wage Cost	Nil	Nil
iii.	% of Job creation in Rural areas	NA	NA
<b>2. Semi-urban</b>			
i.	Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	Nil	Nil
ii.	Total Wage Cost	Nil	Nil
iii.	% of Job creation in Semi-Urban areas	NA	NA



## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

Location		FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
<b>3. Urban</b>			
i.	Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	Nil	Nil
ii.	Total Wage Cost	Nil	Nil
iii.	% of Job creation in Urban areas	NA	NA
<b>4. Metropolitan</b>			
i.	Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	INR 1,50,98,14,358	INR 1,18,60,00,000/-
ii.	Total Wage Cost	INR 1,50,98,14,358	INR 1,18,60,00,000/-
iii.	% of of Job creation in Metropolitan area	37%	20%

### Question L1

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

Details of negative social impact identified	Corrective action taken
No such Social Impact Assessments were conducted	

### Question L2

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

S. No.	State	Aspirational District	Amount spent (In INR)
No CSR Projects were undertaken in designated aspirational districts as identified by Government Bodies .			

### Question L3

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

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

The company holds the license for the "Puravankara" brand from Puravankara Limited, a brand of significant value in the market. The benefits derived from this association are invaluable and cannot be quantified.

### Question L4

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

Name of Authority	Brief of the case	Corrective Action Taken
Not Applicable		



### Question L5

#### Details of beneficiaries of CSR Projects:

S.No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Khel Khel Mein Wockhardt Foundation	393	100
2	Maintenance of Medians & Parks	Cannot be quantified	Cannot be quantified
3	Protean & TISS	59	100
4	Million Wells Program - Augmentation of water supply from shallow aquifer	2,000	100
5	Million Wells Program - Rejuvenation of a Well and augmentation of water supply	200	100
6	Puravankara B-Plan Endowment Fund (Scholarship to B-Plan Students)	10	100
7	Promotion of Paralympic Sports	200	100
8	Construction of 2 classrooms at DKZP higher primary School, Pannambur, Karnataka	60	100

### P9: Businesses should engage with and provide value to their consumers in a responsible manner

The company is committed to engaging with consumers in a transparent, ethical, and value-driven manner. In the real estate sector, where long-term trust and satisfaction are critical, the company prioritizes clear communication, timely project delivery, and adherence to quality and regulatory standards.

By proactively understanding customer needs, preferences, and feedback, the company strives to design and deliver projects that enhance quality of life—through thoughtful planning, sustainability features, and customer-centric amenities. Responsible marketing, fair pricing, and strong after-sales support further strengthen consumer trust and loyalty.

Through this approach, the company builds lasting relationships, enhances brand credibility, and contributes to inclusive urban growth and customer well-being.

### Question E1

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

The company has implemented an integrated, technology-driven mechanism for managing consumer complaints and feedback through Salesforce (SFDC), ensuring transparency, traceability, and timely resolution.

All customer communications sent to [crm@puravankara.com](mailto:crm@puravankara.com) are automatically captured in SFDC, where a **case is created and assigned to a designated Single Point of Contact (SPOC)**. The SPOC is responsible for reviewing the concern, coordinating with relevant teams, and responding to the customer.

In cases where interdepartmental coordination is required, the case is seamlessly reassigned within SFDC to the appropriate internal team. The system tracks all updates, communications, and actions in real time to ensure closure within defined Turnaround Times (TATs). Accountability is maintained throughout the lifecycle of the complaint.

In addition to reactive complaint management, the company also proactively gathers customer feedback through multiple channels, including:

- Email communications
- IVR calls
- Customer interactions during possession



# BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

- Structured feedback forms
- Video testimonials

This integrated approach enables the company to continuously improve service quality, enhance customer satisfaction, and address concerns in a structured and responsive manner.

## Question E2

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

## Question E3

**Number of consumer complaints in respect of the following:**

	FY 2024-25 (Current Financial Year)		Remarks	FY 2023-24 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Other	19,682	61	Customer complaints	15,962	3	Customer complaints

### Note:

During FY 2024-25, a total of **19,682 customer complaints** were recorded, of which **61** remained unresolved as on the reporting date. In FY 2023-24, the total number of recorded complaints was **15,962**, with **3 unresolved**.

It is important to note that the complaint data disclosed in the previous year’s BRSR (FY 2023-24) reflected only a subset of complaints, based on a narrower classification framework that captured escalated or formal complaints (reported as 13, with 10 unresolved). Following the implementation of a comprehensive CRM system (Salesforce) and an internal review of definitions and tracking protocols, the complaint classification methodology was updated to include a **broader and more accurate spectrum of customer grievances**.

This change enhances data accuracy and reflects the company’s commitment to transparent and responsive customer engagement. The numbers reported for FY 2023-24 have been retrospectively aligned for comparability.

## Question E4

**Details of instances of product recalls on account of safety issues:**

Type of recalls	Number	Reasons for recall
Voluntary recalls	-	Not Applicable
Forced Recalls	-	Not Applicable



### Question E5

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

**Yes / No / NA**

Yes.

<https://www.puravankara.com/it/>

Our company has implemented robust cybersecurity measures guided by a comprehensive IT Security Policy aligned with government regulations. Key safeguards include multi-factor authentication (MFA), FortiGate Firewall, Fortinet SD-WAN, Extended Detection and Response (XDR), and a dedicated Security Operations Centre (SOC) for real-time threat monitoring. Regular online training sessions raise employee awareness of cybersecurity risks. These measures ensure secure data storage, protect against unauthorized access, and uphold customer confidentiality. Notably, there were no data breaches or privacy complaints during the reporting period, reinforcing stakeholder trust and regulatory compliance.

### Question E6

**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.**

None. No such issues were raised.

### Question E7

**Provide the following information relating to data breaches:**

**a. Number of instances of data breaches**

There were no instances of data breaches.

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

Not Applicable

**c. Impact, if any, of the data breaches**

Not Applicable

### Question L1

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

<https://www.puravankara.com/>

### Question L2

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

Not Applicable.

### Question L3

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

Not Applicable

### Question L4

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

Not Applicable

**Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)**

**Yes / No / NA**

Yes