

# Rustomjee®

Date: August 27, 2024

The General Manager, Listing Department, <b>Bombay Stock Exchange Limited</b> , Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai - 400 001	The Manager, Listing & Compliance Department, <b>National Stock Exchange of India Limited</b> Exchange Plaza, Plot no. C/1, G Block, Bandra Kurla Complex, Bandra East, Mumbai - 400 051
<b>Scrip Code: 543669</b>	<b>Scrip Symbol: RUSTOMJEE</b>

**Subject: Submission of Business Responsibility and Sustainability Report (“BRSR”) for the Financial Year 2023-24 pursuant to Regulation 34 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015**

Dear Sir / Madam,

In compliance with Regulation 34(2)(f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and amendment made thereunder from time to time, please find enclosed a Business Responsibility and Sustainability Report of the Company for the financial year 2023-24 forming a part of the Annual Report.

The BRSR report, which is integral part of Annual Report 2023-24, is also made available on the website of the Company at [https://admin.rustomjee.com/assets/uploads/ir\\_files/Annual\\_Report\\_2024.pdf](https://admin.rustomjee.com/assets/uploads/ir_files/Annual_Report_2024.pdf)

Kindly take the same your records.

Thanking you,

**Yours faithfully,  
For Keystone Realtors Limited**

**Bimal K Nanda  
Company Secretary & Compliance Officer  
Membership No. A11578**

**Encl: as above**

**KEYSTONE REALTORS LIMITED**

# Business Responsibility and Sustainability Reporting

## SECTION A: GENERAL DISCLOSURES

### I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L45200MH1995PLC094208
2.	Name of the Listed Entity	Keystone Realtors Limited
3.	Year of incorporation	1995
4.	Registered office address	702 - Natraj, M. V. Road Junction, Western Express Highway, Andheri East, Mumbai - 400069
5.	Corporate address	702 - Natraj, M. V. Road Junction, Western Express Highway, Andheri East, Mumbai - 400069
6.	E-mail	<a href="mailto:cs@rustomjee.com">cs@rustomjee.com</a>
7.	Telephone	022 66766888
8.	Website	<a href="http://www.rustomjee.com">www.rustomjee.com</a>
9.	Financial year for which reporting is being done	01/04/2023 - 31/03/2024
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited & National Stock Exchange Limited
11.	Paid-up Capital	INR 1,13,88,81,980
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Bimal Nanda <a href="mailto:cs@rustomjee.com">cs@rustomjee.com</a> 022-66766888
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Consolidated
14.	Name of assurance provider	NA
15.	Type of assurance obtained	NA

#### Notes:

Disclosures made in this report are on a consolidated basis and pertain to KRL, its subsidiaries, associates & JVs. It covers all operations for economic, social and environmental performance disclosures.

### II. Products/services

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

Sr. no.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Real Estate	Construction	100%

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

Sr. no.	Product/Service	NIC Code	% of total Turnover contributed
1.	Residential and Commercial Buildings	70	100%

### III. Operations

#### 18. Number of locations where plants and/or operations/offices of the entity are situated

	Number of plants	Number of offices	Total
National	0	2	2
International	0	0	0

#### 19. Markets served by the entity:

##### a. Number of locations

Locations	Number
National (No. of States)	1
International (No. of Countries)	0

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

0%

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

At Keystone Realtors Limited along with its subsidiaries, joint ventures and associate companies ("Rustomjee Group"), we take pride in serving customers from various segments, catering to all price points, as they search for their dream homes. We understand that each customer has unique preferences and requirements, so we offer a diverse range of properties to meet their needs. Whether our clients are first-time homebuyers looking for affordable options, families seeking spacious homes in family-friendly neighborhoods, or individuals interested in luxurious properties with exclusive amenities, we have something for everyone.

Our comprehensive portfolio ensures that every customer, regardless of budget, can find a home that matches their desires. We recognize that different segments of the market have different expectations, and we diligently tailor our offerings to meet those demands. From competitively priced homes that offer excellent value for money to high-end residences featuring exquisite craftsmanship and lavish amenities, we strive to exceed our customers' expectations and deliver unparalleled satisfaction.

### IV. Employees

#### 20. Details as at the end of financial year:

##### a. Employees & Workers - (including differently abled)

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	877	693	79.02%	184	20.98%
2.	Other than Permanent (E)	547	455	83.18%	92	16.82%
<b>3.</b>	<b>Total employees (D + E)</b>	<b>1,424</b>	<b>1,148</b>	<b>80.62%</b>	<b>276</b>	<b>19.38%</b>
<b>WORKERS</b>						
4.	Permanent (F)	0	0	0%	0	0%
5.	Other than Permanent (G)	0	0	0%	0	0%
<b>6.</b>	<b>Total employees (F + G)</b>	<b>0</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>

## b. Differently abled Employees &amp; Workers

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent (D)	1	1	100%	0	0%
2.	Other than Permanent (E)	0	0	0%	0	0%
<b>3.</b>	<b>Total employees (D + E)</b>	<b>1</b>	<b>1</b>	<b>100%</b>	<b>0</b>	<b>0%</b>
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)	0	0		0	
5.	Other than Permanent (G)	0	0		0	
<b>6.</b>	<b>Total employees (F + G)</b>	<b>0</b>	<b>0</b>		<b>0</b>	

## 21. Participation/Inclusion/Representation of women

	Total (A)	No. of females (B)	% of females (B/A)
Board of Directors	6	1	16.67%
Key Management Personnel	5	0	0%

## 22. Turnover rate for permanent employees and workers

	2023-24			2022-23			2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	10.60%	18.70%	12.35%	17.72%	16.46%	17.44%	16.22%	16.48%	16.28%
Permanent Workers									

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

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

Sr. No.	Name of the holding/subsidiary/associate companies/joint ventures (A)	Indicate whether holding/Subsidiary/Associate/Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity?
1.	Amaze Builders Private Limited	Subsidiary	100%	Yes
2.	Credence Property Developers Private Limited	Subsidiary	100%	Yes
3.	Key Interiors Realtors Private Limited	Subsidiary	100%	Yes
4.	Keyace Realtors Private Limited	Subsidiary	100%	Yes
5.	Keybloom Realty Private Limited	Subsidiary	100%	Yes
6.	Keyblue Realtors Private Limited	Subsidiary	100%	Yes
7.	Keymajestic Realtors Private Limited	Subsidiary	100%	Yes
8.	Keymarvel Realtors Private Limited	Subsidiary	100%	Yes
9.	Keymeadows Realtors Private Limited	Subsidiary	100%	Yes
10.	Keysky Realtors Private Limited	Subsidiary	100%	Yes
11.	Keysteps Realtors Private Limited	Subsidiary	100%	Yes

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

### 23. Names of holding/subsidiary/associate companies/joint ventures (Contd.)

Sr. No.	Name of the holding/subsidiary/associate companies/joint ventures (A)	Indicate whether holding/Subsidiary/Associate/Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity?
12.	Keystone Infrastructure Private Limited	Subsidiary	100%	Yes
13.	Dynasty Infrabuilders Private Limited	Subsidiary	100%	Yes
14.	Keyvihar Realtors Private Limited	Subsidiary	100%	Yes
15.	Kingmaker Developers Private Limited	Subsidiary	100%	Yes
16.	Mirabile Realtors Private Limited	Subsidiary	100%	Yes
17.	Navabhyudaya Nagar Development Private Limited	Subsidiary	100%	Yes
18.	Oceanhomes Realtors Private Limited	Subsidiary	100%	Yes
19.	Riverstone Educational Academy Private Limited	Subsidiary	100%	Yes
20.	Rustomjee Realty Private Limited	Subsidiary	100%	Yes
21.	Rustomjee Seaview Realtors Private Limited	Subsidiary	100%	Yes
22.	Xcellent Realty Private Limited	Subsidiary	100%	Yes
23.	Crest Property Solutions Private Limited	Subsidiary	51%	Yes
24.	Enticer Realtors Private Limited	Subsidiary	100%	Yes
25.	Firestone Developers Private Limited	Subsidiary	73%	Yes
26.	Keymont Realtors Private Limited	Subsidiary	51%	Yes
27.	Luceat Realtors Private Limited	Subsidiary	58%	Yes
28.	Nouveau Developers Private Limited	Subsidiary	73%	Yes
29.	Keyorbit Realtors Private Limited	Subsidiary	90.10%	Yes
30.	Keyspace Realtors Private Limited	Subsidiary	90.10%	Yes
31.	Keyheights Realtors Private Limited	Subsidiary	99.98%	Yes
32.	Key Fortune Relators Private Limited	Subsidiary	99.94%	Yes
33.	Ferrum Realtors Private Limited	Subsidiary	100%	Yes
34.	Flagranti Realtors Private Limited	Subsidiary	100%	Yes
35.	Imperial Infradevelopers Private Limited	Subsidiary	100%	Yes
36.	Intact Builders Private Limited	Subsidiary	100%	Yes
37.	Key Galaxy Realtors Private Limited	Subsidiary	100%	Yes
38.	Key Green Realtors Private Limited	Subsidiary	100%	Yes
39.	Kapstar Realty LLP	Subsidiary	99.01%	Yes
40.	Rebus Realtors LLP	Subsidiary	99.99%	Yes
41.	Premium Build Tech LLP	Subsidiary	75%	Yes
42.	Real Gem Buildtech Private Limited	Subsidiary	100%	Yes
43.	Mt. K Kapital Private Limited	Subsidiary	84%	Yes
44.	Redgum Realtors Private Limited	Joint Venture	51%	Yes
45.	Jyotirling Constructions Private Limited	Joint Venture	50%	Yes
46.	Kapstone Constructions Private Limited	Joint Venture	51%	Yes
47.	Ajmera Luxe Realty Private Limited	Joint Venture	50%	Yes
48.	Krishika Developers Private Limited	Associates	36.50%	Yes
49.	Megacorp Constructions LLP	Associates	50%	Yes

## VI. CSR Details

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

Yes

(ii) Turnover (in Rs.)

INR 22,22,25,00,000

(iii) Net worth (in Rs.)

INR 17,97,76,00,000

## VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place	If Yes, then provide web-link for grievance redress policy	2023-24			2022-23		
			Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	<a href="https://www.rustomjee.com/about-us/codes-and-policies/">https://www.rustomjee.com/about-us/codes-and-policies/</a>	0	0	NA	0	0	NA
Investors (other than shareholders)	Yes	<a href="https://www.rustomjee.com/about-us/codes-and-policies/">https://www.rustomjee.com/about-us/codes-and-policies/</a>	0	0	NA	0	0	NA
Shareholders	Yes	<a href="https://www.rustomjee.com/about-us/codes-and-policies/">https://www.rustomjee.com/about-us/codes-and-policies/</a>	0	0	NA	0	0	NA
Employees and workers	Yes	<a href="https://www.rustomjee.com/about-us/codes-and-policies/">https://www.rustomjee.com/about-us/codes-and-policies/</a>	0	0	NA	0	0	NA
Customers	Yes	<a href="https://www.rustomjee.com/about-us/codes-and-policies/">https://www.rustomjee.com/about-us/codes-and-policies/</a>	11	8		0	0	NA
Value Chain Partners	Yes	<a href="https://www.rustomjee.com/about-us/codes-and-policies/">https://www.rustomjee.com/about-us/codes-and-policies/</a>	0	0	NA	0	0	NA

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

Sr. No.	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity
1.	Environmental norms/ legislations	Risk	New laws related to environment (specifically climate related), CSR activities are being created and enforced. Adherence to these new laws poses challenge.	Our EHS team understands the regulatory requirements to be complied with for the different legal requirements. They also seek help from the Compliance team to understand any specific compliance requirements that may be applicable. These areas are covered under the internal audit program from a compliance point of view as well. As part of sustainability reporting, independent assessments conducted (by external consultants/experts) also help in addressing gaps if any in this area.	Negative Implications
2.	Regulatory Compliance	Risk	Failure to comply with regulatory requirements can manifest in financial and reputational consequences for an organisation and erode stakeholder trust.	The Company has a robust set of environmental, social and governance-related policies to foster a culture of compliance within the organisation. Disciplinary measures and reinforcement mechanisms have been defined as well. The ESG organogram further highlights the importance of overall compliance by positioning the CS in a key role, ensuring overall corporate governance in all three verticals (ESG). In addition, Legal and functional teams also monitor the regulatory compliances across businesses at defined frequencies.	Negative Implications
3.	Community Development	Opportunity	Community development activities helps a company to create a positive impact on society by undertaking meaningful interventions to bring significant benefits to large sections of the society. The CSR efforts also help foster a more productive and positive work environment for employees.	The Rustomjee Foundation has been striving to create sustainable opportunities for the marginalized communities by facilitating quality education, sustainable livelihood development, promoting a healthy society and supporting rural infrastructure development. The outreach as of now has been to 741 Students, villages in Maharashtra. With an aim to contribute to the holistic development of communities, Rustomjee Foundation is contributing to the global agenda of meeting Sustainable Development Goals (SDGs) related to eradicating poverty and providing education to the underprivileged strata of society.	Positive Implications

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. (Contd.)

	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity
4.	Modernization, Innovation and Resource Optimization	Opportunity	The world is changing constantly and to remain relevant and profitable, it is an essential need to adapt and develop new advancements for meeting new realities. The same applies to construction industry during and post construction	Innovation advancements are at centre stage, which supports enhancing operational efficiency, and reducing overall environmental impacts. The company has invested in technologies and made changes to its processes to reduce resource consumption not only during the construction phase but also as a sustainable impact to its customers. Energy efficiency through passive and active measures, reduced water consumption, effective waste management, use of sustainable and green products in the buildings are some of the initiatives taken and being enhanced for future projects. As a result two of our larger projects have achieved a silver rating from IGBC's new building rating systems and most of our upcoming and ongoing projects are slated to be certified under IGBC's new building rating systems. We are also in the process of initiating one of our key projects as a net zero energy, waste and water project.	Positive Implications
5.	Scarcity Of Water	Risk	Water is a shared resource, making it important for businesses to use it responsibly. Ensuring responsible consumption is key to the business' social license to operate and a sustainable planet for all. Water being an important resource in construction industry its scarcity may lead to disruptions in operations and delay timelines of project completion	Mumbai and its suburban areas/ adjoining districts receive good rainfall every year and ground water table is recharged. The turbidity of water and the sulphate and iron content in water used for construction may pose a threat to quality of construction (corrosion etc). The cost of treatment of GW, procuring water and non-supply of municipal water will become a high-risk event in the future. KRL and its subsidiaries continues to adopt water conservation strategies across all of the existing project sites and also supplement internal water generation by procuring water from outside agencies. Rainwater harvesting system has been implemented at few facilities which helps in increasing the ground level water. This results in release of sub soil water from recharge pits, and this reduces the dependency on external agencies. The Company has instituted an EHS Policy that highlights the importance of Resource Conservation, this serves as a guiding principle to reduce consumption of water and other resources. The EHS team runs awareness campaigns to ensure that all personnel are aware of the risk related to water shortage.	Negative Implications



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. (Contd.)

	<b>Material issue identified</b>	<b>Indicate whether risk or opportunity</b>	<b>Rationale for identifying the risk/ opportunity</b>	<b>In case of risk, approach to adapt or mitigate</b>	<b>Financial implications of the risk or opportunity</b>
6.	Human Rights such as child labor, forced/ compulsory labor, health and safety, discrimination and freedom of association and collective bargaining including anti-harassment	Risk	Upholding human rights is essential to protecting organization's communities, employees and other stakeholders.	The Company has constituted a standing forum, both at the Group Level as well as at individual entity level, that aids and advises the management in its approach towards building sustainable Human Rights. Group HR is responsible to ensure that any issue or impact related to human rights are addressed in the defined manner within the stipulated timeline. The Company has a robust contractor management system which ensures human rights practices are adhered to (as per ILO) by the contractors supplying manpower to the Company. We have very stringent norms for child labor, anti-discrimination, forced labor or bonded labor, anti- harassment, workers health and safety and other human rights issues at all project sites.	Negative Implications
7.	Economic Performance	Opportunity	Ensuring business profitability and strong economic performance helps deliver value to investors and reinvest in the growth of the business, employees, communities and other stakeholders.	The Company thrives to deliver strong economic performance through our operational practices and risk mitigation strategies that supports the nation building and create a value for all the stakeholders.	Positive Implications
8.	Climate change resulting in acute and chronic physical conditions	Risk	Severe weather events are a risk to our operations and asset management along with internal as well as external stakeholders. Climate risk is material to customers, investors, and employees too. Responding to these concerns has become central to stakeholder understanding of climate-related risk to the company. Climate change can impact our operations due to extreme weather conditions like cyclones, floods, droughts and heat waves, to name a few events that have the potential to create severe disruptions.	The Company is in the process of implementing various initiatives across projects sites/facilities to control our scope 1 and 2 GHG emissions mainly due to energy consumption & Waste generation. The company is in the process of also calculating our scope 3 emissions in 3 major categories applicable to our business in FY24-25. We also plan to work closely with our critical suppliers to understand their strategies to comply with and move beyond on their material ESG issues. Hazard Identification and Risk assessment with regards to severe weather conditions have been identified and action (emergency response) plans to mitigate their effects are in place. Exposure of workers to extreme weather conditions has been identified and control measures put in place.	Negative Implications

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. (Contd.)

	<b>Material issue identified</b>	<b>Indicate whether risk or opportunity</b>	<b>Rationale for identifying the risk/ opportunity</b>	<b>In case of risk, approach to adapt or mitigate</b>	<b>Financial implications of the risk or opportunity</b>
9.	Waste Management	Risk	Improper disposal of waste will lead to non-adherence of compliance and result in GHG emission. Waste Management is critical to ensure judicious use of resources and disposal under controlled conditions. We would like to follow the 3R principle of waste management at all our project sites and are in the process of setting goals to achieve the same.	Improper disposal of waste will lead to non-adherence of compliance and result in GHG emission. Waste Management is critical to ensure judicious use of resources and disposal under controlled conditions. We would like to follow the 3R principle of waste management at all our project sites and are in the process of setting goals to achieve the same.	Negative Implications
10.	Occupational health and safety	Risk	Failure to ensure the health, safety and well-being of the company employees and contractor workforce can impact productivity. This can consequently affect our business operations, customer satisfaction and profitability.	The Company strives to foster a safe working environment and ensure Zero Harm. Hazards and risks are periodically identified, with mitigation plans devised for each. Additionally, safety trainings are provided to employees and workers (labour force) on regular basis to ensure their holistic well-being. Safety and Health of labour workers is critical and our Contractor management system ensures the requirements are adhered to.	Negative Implications
11.	Cybersecurity and data privacy.	Risk	Protecting customer (personal) and company information is of utmost concern to us. This ensure trust in the company and misappropriation of data.	We have an information security and incident management policy in place. Awareness on the policy was cascaded to all employees within the company for compliance in FY23-24 and will be continued in the coming Financial years. Presently we have access control review mechanisms that are also enabled by segregation of duties. This ensures protection of all information systems. Moving forward we are working on masking personal sensitive information as would be outlined in the data protection bill in the future.	Negative Implications

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

### Disclosure Question

#### Policy and management processes 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	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	<a href="https://www.rustomjee.com/about-us/codes-and-policies/">https://www.rustomjee.com/about-us/codes-and-policies/</a>								
2. Has the entity has translated the policy into procedures?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	No	No	ISO 45000, ISO 26000	GRI	ISO 26000, SA 8000	ISO 14001	No	ISO 9001, ISO 27001	No
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p><b>P1</b> Zero tolerance to bribery or corruption</p> <p><b>P2</b> We are in the process of finalizing our ESG goals and KPIs with the leadership team. This is a crucial step in establishing our sustainability framework. We will share the details of our ESG goals and KPIs once they are finalized.</p> <p><b>P3</b> Achieve zero lost time accidents (LTA)</p> <p><b>P4</b> Internal stakeholder engagement of 100% (on roll and off roll employees)</p> <p><b>P5</b> Zero tolerance to harassment and zero human rights violations</p> <p><b>P6</b> Eliminate the use of single use plastic across operations</p> <p><b>P7</b> We are in the process of finalizing our ESG goals and KPIs with the leadership team. This is a crucial step in establishing our sustainability framework. We will share the details of our ESG goals and KPIs once they are finalized.</p> <p><b>P8</b> We are in the process of finalizing our ESG goals and KPIs with the leadership team. This is a crucial step in establishing our sustainability framework. We will share the details of our ESG goals and KPIs once they are finalized.</p> <p><b>P9</b> Provide sustainable living solution to customers</p>								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	<p><b>P1</b> We have achieved zero cases of bribery or corruption</p> <p><b>P2</b> We are in the process of finalising the supplier code of conduct.</p> <p><b>P3</b> We have achieved zero lost time accidents (LTA) at all our sites and offices</p> <p><b>P4</b> We conducted materiality assessment and ESAT survey covering 100% of employees</p> <p><b>P5</b> We have achieved zero harassment cases recorded and zero human rights violations</p> <p><b>P6</b> Although there were no formal commitments, we have achieved 70% ban on single use plastic at project sites and offices. We are in the process of designing and executing our first sustainable project focusing on energy, waste and water</p>								



**11. Has the entity carried out independent assessment/evaluation of the working of its policies by an external agency?**

	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?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
If yes, provide name of the agency.	Independent Consultant	Independent Consultant	Independent Consultant	Independent Consultant	Independent Consultant	Independent Consultant	Independent Consultant	Independent Consultant	Independent Consultant

**12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated**

	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business	NA	NA	NA	NA	NA	NA	NA	NA	NA
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles	NA	NA	NA	NA	NA	NA	NA	NA	NA
The entity does not have the financial or/ human and technical resources available for the task	NA	NA	NA	NA	NA	NA	NA	NA	NA
It is planned to be done in the next financial year	NA	NA	NA	NA	NA	NA	NA	NA	NA

**SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE****Principle 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.****1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year**

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	4	POSH, Whistle Blower, Code of conduct, RPT, Conflict Resolution	100%
Key Managerial Personnel	4	POSH, Whistle Blower, Code of conduct, RPT, Conflict Resolution	100%
Employees other than BoD and KMPs	50	POSH, Whistle Blower, Code of conduct, RPT, Conflict Resolution	68.68%
Workers	0	NA	0%

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

**Monetary**

	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred?
Penalty/Fine		Nil		NA	
Settlement		Nil		NA	
Compounding fee		Nil		NA	

**Non-Monetary**

	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred?
Imprisonment		Nil		
Punishment		Nil		

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

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

4. Does the entity have an anti-corruption or anti-bribery policy?

Yes

If yes, provide details in brief and if available, provide a web-link to the policy.

<https://www.rustomjee.com/about-us/codes-and-policies/#investor-pdf-1>

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

	2023-24	2022-23
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

	2023-24		2022-23	
	Number	Remarks	Number	Remarks
Complaints received in relation to issues of Conflict of Interest of the Directors	0	NA	0	NA
Complaints received in relation to issues of Conflict of Interest of the KMPs	0	NA	0	NA

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

We are pleased to report that all processes functioned as intended, and no corrective actions were required during this period.

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

	2023-24	2022-23
Number of days of accounts payables	219.91	174.75

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

Parameter	Metrics	2023-24	2022-23
Concentration of Purchases	Purchases from trading houses as % of total purchases	17.39%	20.09%
	Number of trading houses where purchases are made from	319	325
	Purchases from top 10 trading houses as % of total purchases from trading houses	63.76%	67.85%
Concentration of Sales	Sales to dealers/distributors as % of total sales	0%	0%
	Number of dealers/distributors to whom sales are made	0	0
	Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	0%	0%
Share of related party transactions	Purchases with related parties/Total Purchases	0.58%	0%
	Sales to related parties/Total Sales	0.29%	1.10%
	Loans & advances given to related parties/Total loans & advances	52.33%	0.36%
	Investments in related parties/Total Investments made	27.51%	52.55%

**Notes:**

KRL has channel partners (brokers) who enable us to sell our properties with a commission. We do not sell our properties to any channel partners (brokers)

**Leadership Indicators**

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

Total number of awareness programmes held	Topics/principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
0	Planned for FY 2024-25	0%

**2. Processes to manage conflict of interests**

Yes

**If Yes, provide details of the same.**

KRL prioritizes ethical conduct. We have clear policies and procedures to manage potential conflicts of interest arising from related-party transactions with Board members. This includes annual declarations, prior approval requirements, and abstention from discussions where a common directorship exists, fostering a culture of transparency and sound decision-making.

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

**Essential Indicators**

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

	2023-24	2022-23	Details of improvements in environmental and social impacts
Sustainable R&D %age	0%	0%	
Sustainable Capex %	3.87%	0%	

**Sustainable sourcing**

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

No

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life

Plastics (including packaging)	We prioritize responsible waste management by sorting non-biodegradable plastics within our facilities and directing them to designated vendors for recycling or reuse.
E-waste	To ensure responsible e-waste management, all electronic devices reaching the end of their life cycle within our company premises are recycled by certified vendors approved by the State Pollution Control Board within 180 days, complying with e-waste management regulations.
Hazardous waste	All hazardous waste is generated by contractors at our projects. In order to ensure responsible and compliant hazardous waste management, we have a contract agreement with our contractors to utilize State Pollution Control Board (SPCB)-authorized vendors for the disposal of all hazardous waste.
Other waste	Our labor camps prioritize responsible waste management practices through a partnership with the Brihanmumbai Municipal Corporation (BMC). BMC diverts biodegradable food waste for composting or processing into manure, minimizing landfill dependence and promoting resource recovery. Construction debris is managed according to BMC regulations. This may involve selective demolition practices to minimize waste generation and ensure proper disposal at designated landfills.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities?

No

**Leadership Indicators**

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

No

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

Name of Product/Service	Description of the risk/concern	Action Taken
Not Applicable	Not Applicable	Not Applicable



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

Indicate input material	Recycled or re-used input material to total material	
	2023-24	2022-23
Steel	100%	100%
Cement	15.00%	15.00%
AAC Block	70%	70%

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

	2023-24			2022-23		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	0	0	0	0	0	0
E-waste	0	0	0	0	0	0
Hazardous waste	0	0	0	0	0	0
Other waste	0	0	0	0	0	0

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

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

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

**Essential Indicators**

**1. Well-being of employees and workers**

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent employees</b>											
Male	693	693	100%	693	100%	0	0%	0	0%	0	0%
Female	184	184	100%	184	100%	184	100%	0	0%	0	0%
<b>Total</b>	<b>877</b>	<b>877</b>	<b>100%</b>	<b>877</b>	<b>100%</b>	<b>184</b>	<b>20.98%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>
<b>Other than permanent employees</b>											
Male	455	455	100%	455	100%	0	0%	0	0%	0	0%
Female	92	92	100%	92	100%	92	100%	0	0%	0	0%
<b>Total</b>	<b>547</b>	<b>547</b>	<b>100%</b>	<b>547</b>	<b>100%</b>	<b>92</b>	<b>16.82%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent workers</b>											
Male	0	0%		0%		0%		0%		0%	
Female	0	0%		0%		0%		0%		0%	
<b>Total</b>	<b>0</b>	<b>0%</b>		<b>0%</b>		<b>0%</b>		<b>0%</b>		<b>0%</b>	
<b>Other than permanent workers</b>											
Male	0	0%		0%		0%		0%		0%	
Female	0	0%		0%		0%		0%		0%	
<b>Total</b>	<b>0</b>	<b>0%</b>		<b>0%</b>		<b>0%</b>		<b>0%</b>		<b>0%</b>	

## c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent)

	2023-24	2022-23
Cost incurred on well-being measures as a % of total revenue of the company	0.08%	0.20%

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

Benefits	2023-24			2022-23		
	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.)
Male	100%	0%	Yes	0%	0%	
Female	100%	0%	Yes	0%	0%	
<b>Total</b>	<b>100%</b>	<b>0%</b>	<b>Yes</b>	<b>0%</b>	<b>0%</b>	

## 3. Accessibility of workplaces

Are the premises/offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Yes

## Notes:

Our offices have been designed with a strong emphasis on inclusivity and accessibility. The office spaces are located in buildings provided with Lifts and the floor space is flat wherein any special arrangement is not necessary. We have also provided height-adjustable workstations for better ergonomics and comfort of personnel. Our projects are designed to accommodate the needs of specially-abled persons/customers such as the provision of ramps for access, parking spaces for wheelchairs, and washroom facilities in common areas.

## 4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016?

Yes

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

<https://www.rustomjee.com/about-us/codes-and-policies/>

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

	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male				
Female	75 %	100%		
<b>Total</b>	75 %	100%		

### 6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker?

Yes

If yes, give details of the mechanism in brief.

	Grievance mechanism available?	If yes, provide details
Permanent Workers	No	While KRL does not directly employ any workers, we are committed to operating responsibly. We have established a formal process for workers at our project sites to voice their opinions and ensure a fair and respectful work environment.
Other than Permanent Workers	No	While KRL does not directly employ any workers, we are committed to operating responsibly. We have established a formal process for workers at our project sites to voice their opinions and ensure a fair and respectful work environment.
Permanent Employees	Yes	To ensure a fair and respectful work environment, we offer a documented grievance redressal policy accessible to all employees and On-the-Job Trainees (OTEs) through our employee handbook.
Other than Permanent Employees	Yes	To ensure a fair and respectful work environment, we offer a documented grievance redressal policy accessible to all employees and On-the-Job Trainees (OTEs) through our employee handbook.

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

Category	2023-24			2022-23		
	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)	% (B/A)
<b>Total Permanent Employees</b>	<b>877</b>	<b>0</b>	<b>0%</b>	<b>759</b>	<b>0</b>	<b>0%</b>
Male	693	0	0%	590	0	0%
Female	184	0	0%	169	0	0%
<b>Total Permanent Workers</b>	<b>0</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0</b>	<b>0%</b>
Male	0	0	0%	0	0	0%
Female	0	0	0%	0	0	0%

## 8. Details of training given to employees and workers:

Category	2023-24					2022-23				
	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	1,148	326	28.40%	762	66.38%	920	150	16.30%	170	18.48%
Female	276	34	12.32%	216	78.26%	239	25	10.46%	40	16.74%
<b>Total</b>	<b>1,424</b>	<b>360</b>	<b>25.28%</b>	<b>978</b>	<b>68.68%</b>	<b>1,159</b>	<b>175</b>	<b>15.10%</b>	<b>210</b>	<b>18.12%</b>
<b>Workers</b>										
Male	0	0	0%	0	0%	0	0	0%	0	0%
Female	0	0	0%	0	0%	0	0	0%	0	0%
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>

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

Category	2023-24			2022-23		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
Male	1,148	1148	100%	920	920	100%
Female	276	276	100%	239	239	100%
<b>Total</b>	<b>1,424</b>	<b>1,424</b>	<b>100%</b>	<b>1,159</b>	<b>1,159</b>	<b>100%</b>
<b>Workers</b>						
Male	0	0	0%	0	0	0%
Female	0	0	0%	0	0	0%
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0</b>	<b>0%</b>

## 10. Health and safety management system

a. Whether an occupational health and safety management system has been implemented by the entity?

Yes

If yes, the coverage of such a system

Yes, KRL has fully implemented occupational health, safety wellbeing and environmental requirements both in letter and spirit. We have established an EHS policy that applies to our head office and all project sites. This policy outlines our philosophy and commitment to managing key aspects of health, safety, and environment (HSE). Regular inspections of critical and hazardous processes are conducted to ensure adherence to these standards.

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

We have established a comprehensive process for Hazard Identification & Risk Assessment. All hazards and risks arising from facility operations are identified and evaluated based on two parameters: frequency and duration, and severity and likelihood. Detailed risk assessments have been conducted for all operations at project sites, with appropriate control measures implemented to mitigate identified risks and hazards. The detailed process and procedure for hazard identification and risk assessment are documented in our safety manual, which is available at all sites.

c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks

Yes

d. Do the employees/worker of the entity have access to non-occupational medical and healthcare services?

Yes

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

		2024	2023
	Category		
Lost Time Injury Frequency Rate (LTIFR)	Employees	0	0
	Workers	0.25	0.01
Total recordable work-related injuries	Employees	0	
	Workers	20	1.74
Number of fatalities from work-related injuries	Employees	0	
	Workers	0	1
Number of high-consequence work-related injuries	Employees	0	
	Workers	0	

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

At KRL, the safety and well-being of our team, the communities we partner with, and the clients we serve is paramount. We are committed to upholding the highest standards of health, safety, and environment (HSE) across all our projects.

**Comprehensive HSE Framework:**

**OHS Framework Integration:** We adhere to the Occupational Health and Safety (OHS) Framework principles in their entirety at every project site.

**EHS Policy Coverage:** Our overarching EHS Policy encompasses all our locations and personnel, including permanent employees, contractual workers, and vendors.

**Regulatory Compliance:** We meticulously comply with all relevant health and safety regulations as mandated by the BOCWA requirements.

**Proactive Risk Management:**

KRL implements a robust occupational health and safety key matrix. This matrix ensures regular monitoring of several crucial aspects:

- OHS compliance
- Near-miss recordings
- Incident recordings
- Lost time injury recordings
- Emergency preparedness
- Operational control monitoring and measurement
- Training and awareness programs

**Investing in a Culture of Safety:**

This year, our project sites independently conducted a wide range of programs on various construction safety topics. These programs aim to:

- Train our workforce in comprehensive well-being practices
- Promote healthy behaviors and safety awareness
- Prevent and mitigate potential health and safety risks

The scope of these initiatives conducted at project sites were significant as stated below:

- 479 Health and Safety awareness trainings were delivered.
- 5846 toolbox talks and safety briefings were conducted.
- 12425 workers received health and safety inductions.
- 5587 workers were covered by safety briefings.

**Continuous Improvement Through Inspections:**

Our dedicated safety team regularly conducts inspections at all project sites. Last year alone, 115 inspections were carried out to identify and address any potential hazards proactively. The results of inspections/assessments are taken seriously and actions taken to correct and prevent recurrence of adverse situations.

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

	2023-24			2022-23		
	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	0	0	No complaints filed during the FY 2023-2024 no	0	0	No complaints filed during the FY 2022-2023
Health & Safety	1	0	Drinking water complaints was raised by labors at one of the sites and the same was resolved immediately.	0	0	No complaints filed during the FY 2022-2023

**14. Assessments for the year:**

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

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

We are pleased to report that all processes functioned as intended, and no corrective actions were required during this period

**Leadership Indicators**

**1. Does the entity extend any life insurance or any compensatory package in the event of death of employees?**

Employees	Yes
Workers	No

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

The labor compliance team ensures that all statutory dues are deducted and deposited in accordance with legal requirements. Our contracts with labor agencies explicitly state that these obligations must be adhered to by our labor contractors.

3. Provide the number of employees / workers having suffered high consequence work- related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been 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	
	2023-24	2022-23	2023-24	2022-23
Employees	0	0	0	0
Workers	0	0	0	0

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment?

Yes

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done) assessed
Health and safety practices	5.96%
Working Conditions	5.96%

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

N/A

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

### Essential Indicators

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

From the very beginning, KRL has embraced a core value of inclusivity. This commitment extends not only to our diverse talent pool but also to all our stakeholders. We believe in fostering strong partnerships with our suppliers, treating our customers with unwavering dedication, and contributing to social causes even during challenging economic times. These actions are driven by our deeply embedded principles of inclusivity and a desire to make a positive impact.

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

Stakeholder group	Whether identified as Vulnerable & Marginalized Group	Channels of communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employee	No	Email, Community Meetings	Annually	Health & Safety at workplace, HR policies, Compliance to ESG by different departments, Reward & Recognition.
Customers	No	Email, Community Meetings	Quarterly	Business related and other allied matters.
Investors	No	Email, Community Meetings	Quarterly	Business performance review.
Suppliers	No	Email, Community Meetings	Quarterly	Negotiations, New contracts, Payments, Updates on new products which are sustainable, Quality of products.

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

Stakeholder group	Whether identified as Vulnerable & Marginalized Group	Channels of communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Contractors	No	Email,Community Meetings	Quarterly	Issues related to labour compliances including welfare, health & safety of contract labour at sites & labour camps.
Regulatory Bodies	No	Email,Community Meetings	As and when required/ needed	Discussion on compliances with legal authorities on existing & upcoming regulations.

**Leadership Indicators**

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

**Leadership and Board Engagement:**

**Chairman and Managing Director Presentation:** The Chairman and Managing Director spearheads ESG initiatives, presenting relevant matters to the Board of Directors for oversight and strategic direction.

**Board Feedback and Action:** The Board provides feedback and potential action items on the presented ESG matters. The status of these items is then tracked and reported at subsequent Board meetings, ensuring accountability and progress.

**Stakeholder Engagement:**

**Committee Meetings:** Through dedicated committees, KRL engages with various stakeholders on a range of economic, environmental, and social topics. This fosters open communication and collaboration on ESG issues.

**Internal Stakeholder Support:** The ESG team conducts regular meeting and surveys with internal stakeholders. These meetings aim to:

- Promote ESG Compliance: Equip employees with the knowledge and resources necessary to comply with ESG best practices within their roles.
- Share Updates: Keep internal stakeholders informed about recent developments in the ESG landscape.

**2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No)**

Yes

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.

At KRL, we are committed to integrating Environmental, Social, and Governance (ESG) principles into our core business practices. We actively seek and value stakeholder input to ensure our ESG efforts are comprehensive and impactful.

**Dedicated Resources and Reporting:**

**ESG Resources:** We have dedicated ESG resources available, demonstrating our commitment to ESG leadership.

**Annual ESG Report:** We publish an annual ESG report, providing transparency on our ESG activities and initiatives.

**Stakeholder Engagement and Policy Development:**

**Regular Meetings:** We hold regular meetings with internal stakeholders to gather valuable insights and perspectives on ESG practices.

**Policy Review and Alignment:** Inputs received during these meetings inform our review and potential revision of existing policies and procedures to ensure alignment with evolving ESG standards.



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

KRL's CSR initiatives with NGOs focus on partnering with vulnerable stakeholders to address their most pressing needs, driving lasting positive change.

**PRINCIPLE 5 Businesses should respect and promote human rights**

**Essential Indicators**

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

Category	2023-24			2022-23		
	Total (A)	No. of employees/workers covered (B)	% (B/A)	Total (C)	No. of employees/workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent Employees	877	174	19.84%	759	387	50.99%
Other than Permanent	547	257	46.98%	400	0	0%
<b>Total Employees</b>	<b>1,424</b>	<b>431</b>	<b>30.27%</b>	<b>1,159</b>	<b>387</b>	<b>33.39%</b>
<b>Workers</b>						
Permanent Workers	0	0	0%	0	0	0%
Other than Permanent	0	0	0%	0	0	0%
<b>Total Workers</b>	<b>0</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0</b>	<b>0%</b>

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

Category	2023-24					2022-23				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		(B)	% (B/A)	(C)	% (C/A)		(E)	% (E/D)	(F)	% (F/D)
<b>Employees</b>										
Permanent Employees	877	5	0.57%	872	99.43%	759	8	1.05%	751	98.95%
Male	693	5	0.72%	688	99.28%	590	8	1.36%	582	98.64%
Female	184	0	0%	184	100%	169	0	0%	169	100%
Other than Permanent Employees	547	473	86.47%	74	13.53%	400	336	84%	64	16%
Male	455	392	86.15%	63	13.85%	330	271	82.12%	59	17.88%
Female	92	81	88.04%	11	11.96%	70	65	92.86%	5	7.14%
<b>Workers</b>										
Permanent Workers	0		0%		0%	0		0%		0%
Male	0		0%		0%	0		0%		0%
Female	0		0%		0%	0		0%		0%
Other than Permanent Workers	0		0%		0%	0		0%		0%
Male	0		0%		0%	0		0%		0%
Female	0		0%		0%	0		0%		0%

### 3. Details of remuneration/salary/wages

#### a. Median remuneration / wages:

	Male		Females	
	Number	Median remuneration/salary/wages of respective category (in INR)	Number	Median remuneration/salary/wages of respective category (in INR)
Board of Directors (BoD)	5	1,94,35,000	1	18,10,000
Key Managerial Personnel	2	1,97,00,000	0	-
Employees other than BoD and KMP	693	12,74,313	184	11,07,788
Workers	0	-	0	-

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

	2023-24	2022-23
Gross wages paid to females as % of total wages	16.99%	16.74%

#### Notes:

Remuneration details apart from/other than BOD and KMP have the median of the gross remuneration of male females across KRL and its subsidiaries as that has been the data point for all ESG inputs.

#### 4. Do you have a focal point (Individual/Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business?

Yes

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

We have established a comprehensive framework of policies to empower employees and ensure their concerns are addressed effectively.

**Grievance Redressal Policy:** Implemented in FY22-23, this policy (available in the employee handbook) provides a clear mechanism for reporting and resolving employee grievances. An escalation matrix ensures timely and fair resolution.

**POSH Policy:** This policy, also included in the employee handbook, prohibits workplace harassment and outlines steps for prevention and reporting. We recently conducted a company-wide webinar to ensure all employees at KRL and its subsidiaries are familiar with their rights and how to access support.

**Whistleblower Policy:** This policy empowers employees to report potential wrongdoing or unethical behavior directly to top management. Clear reporting procedures and actions to be taken are outlined in the policy, accessible via the employee handbook and cascaded through a webinar, aligning with other human rights policies.

#### 6. Number of Complaints on the following made by employees and workers in the previous financial year:

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

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

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

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

At KRL, we are committed to the highest standards of professionalism, integrity, and ethical business practices. This commitment extends to creating a fair and respectful work environment for all employees.

##### Core Values:

- **Fairness and Transparency:** We strive for fairness and transparency in all our actions, as reflected in our company policies.
- **Mutual Trust and Equality:** We believe in fostering a culture of mutual trust and equality, where everyone feels respected and valued.
- **Equal Opportunities and Non-Discrimination:** We strongly uphold the right to work in a professional environment with equal opportunities and a complete absence of discriminatory practices, including harassment of any kind.

##### Strong Support Systems:

To ensure a safe and inclusive workplace, we have implemented robust support systems:

- **Grievance Redressal Mechanism:** A well-defined process allows employees to address any concerns effectively.
- **Prevention of Sexual Harassment Policy (POSH):** This policy prohibits sexual harassment and outlines clear reporting procedures.
- **Whistleblower Policy:** This policy empowers employees to report unethical behavior directly to top management without fear of retaliation. Any attempt to retaliate against someone who raises a concern is subject to disciplinary action.

**9. Do human rights requirements form part of your business agreements and contracts?**

Yes

**Notes:**

We have a Human rights clause for all contracts which includes labour/workers. We are working on the Supplier code of conduct that will standardise the human rights clause across all contracts/agreements.

**10. Assessments conducted**

	<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%

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

We are pleased to report that all processes functioned as intended, and no corrective actions were required during this period.

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

We are pleased to report that all processes functioned as intended, and no process modifications were required during this period.

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

This year we have prepared our Human Rights Policy. Our Human Rights Policy aims to promote and safeguard human rights throughout our organization, business operations, and supply chain. We are dedicated to upholding fundamental human rights principles, ensuring equitable treatment, dignity, and equality for everyone connected with our company including our employees, contractors, customers and stakeholders. This policy reflects our commitment to fostering a positive and inclusive work environment while upholding human rights as outlined by laws and conventions.

At KRL and all its subsidiaries (Rustomjee), we hold a steadfast belief in the inherent dignity and rights of every individual, demanding respect and preservation. Our dedication to promoting human rights permeates every facet of our business operations and supply chain. We are resolute in creating a workplace devoid of discrimination, harassment, and any transgressions against human rights, extending this commitment to the communities we impact.

In line with our commitment we have also conducted Human Rights due diligence at all our operational assets in line with our stringent focus on monitoring and preventing human rights violations especially child labor, forced and bonded labor, health, safety and well-being across all our projects for employees and contract workers.

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

Yes

#### 4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	5.96%
Discrimination at workplace	5.96%
Child labour	5.96%
Forced/involuntary labour	5.96%
Wages	5.96%

#### Notes:

All our contractors providing labour have been assessed for all the parameters as mentioned earlier, as it is also a part of their work order issued to them. However, we have not considered contracts that included labour and material issued to the contractors. We have also not considered suppliers providing raw materials/finished goods.

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

We are pleased to report that all processes functioned as intended, and no corrective actions were required during this period.

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

#### Essential Indicators

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

Parameter	2023-24	2022-23
<b>From Renewable Sources</b>		
Total electricity consumption (A)	1,65,70,40,400 KJ	0 KJ
Total fuel consumption (B)	0 KJ	0 KJ
Energy consumption through other sources (C)		
Total energy consumed from renewable sources (A+B+C)*	1,65,70,40,400 KJ	0 KJ
<b>From non-renewable sources</b>		
Total electricity consumption (D)	11,99,92,28,400 KJ	15,40,30,00,000 KJ
Total fuel consumption (E)	18764833907.54 KJ	1,13,85,10,000 KJ
Energy consumption through other sources (F)		31,81,40,000 KJ
Total energy consumed from non-renewable sources (D+E+F)	30764062307.55 KJ	16,85,96,50,000 KJ
Total energy consumed (A+B+C+D+E+F)	32421102707.55 KJ	16,85,96,50,000 KJ
Energy intensity per rupee of turnover	145893.14 KJ / L INR	245889.36 KJ / L INR
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	2949959.26 KJ / (PPP Adjusted) L INR	4971882.90 KJ / (PPP Adjusted) L INR
Energy intensity in terms of physical output	KJ /	KJ /
Energy intensity (optional) – the relevant metric may be selected by the entity	KJ /	KJ /

Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency?

No

**2. Does the entity have any sites/facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India?**

No

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

Parameter	2023-24	2022-23
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water withdrawal	0.00 Kilolitre	0.00 Kilolitre
(ii) Groundwater withdrawal	0.00 Kilolitre	0.00 Kilolitre
(iii) Third party water withdrawal	172170.00 Kilolitre	193331.55 Kilolitre
(iv) Seawater / desalinated water withdrawal	0.00 Kilolitre	0.00 Kilolitre
(v) Other withdrawal	1537.74 Kilolitre	0.00 Kilolitre
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	173707.74 Kilolitre	193331.55 Kilolitre
Total volume of water consumption (in kilolitres)	173707.74 Kilolitre	193331.55 Kilolitre
Water intensity per rupee of turnover	781.68 L / L INR	2819.64 L / L INR
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	15805.47 (PPP Adjusted) / L INR	57013.15 L (PPP Adjusted) / L INR
Water intensity in terms of physical output	L /	L /
Water intensity (optional) – the relevant metric may be selected by the entity	L /	L /

Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency?

No

**4. Provide the following details related to water discharged (in kilolitres):**

	2023-24	2022-23
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water	0.00 Kiloliter	0.00 Kiloliter
- No treatment	0.00 Kiloliter	0.00 Kiloliter
- With treatment	0.00 Kiloliter	0.00 Kiloliter
Level of treatment		
(ii) To Groundwater	0.00 Kiloliter	0.00 Kiloliter
- No treatment	0.00 Kiloliter	0.00 Kiloliter
- With treatment	0.00 Kiloliter	0.00 Kiloliter
Level of treatment		
(iii) To Seawater	0.00 Kiloliter	0.00 Kiloliter
- No treatment	0.00 Kiloliter	0.00 Kiloliter
- With treatment	0.00 Kiloliter	0.00 Kiloliter
Level of treatment		
(iv) Sent to third-parties	0.00 Kiloliter	0.00 Kiloliter
- No treatment	0.00 Kiloliter	0.00 Kiloliter
- With treatment	0.00 Kiloliter	0.00 Kiloliter
Level of treatment		

**4. Provide the following details related to water discharged (in kilolitres): (Contd.)**

	2023-24	2022-23
(v) Others	0.00 Kiloliter	0.00 Kiloliter
- No treatment	0.00 Kiloliter	0.00 Kiloliter
- With treatment	0.00 Kiloliter	0.00 Kiloliter
Level of treatment		
<b>Total water discharged</b>	<b>0.00 Kiloliter</b>	<b>0.00 Kiloliter</b>

Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency?

**5. Has the entity implemented a mechanism for Zero Liquid Discharge?**

No

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

Parameter	Please specify FY unit	2023-24	2022-23
NOx	Micrograms Per Cubic Meter	3.62	46.10
SOx	Micrograms Per Cubic Meter	10.33	117.50
Particulate matter (PM)	Micrograms Per Cubic Meter	16.76	41.50
Persistent organic pollutants (POP)	Micrograms Per Cubic Meter	0	0
Volatile organic compounds (VOC)	Micrograms Per Cubic Meter	0	0
Hazardous air pollutants (HAP)	Micrograms Per Cubic Meter	0	0

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

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

Parameter	User input unit	2023-24	2022-23
Total Scope 1 emissions	T CO <sub>2</sub> e	1227.81	104.74
Total Scope 2 emissions	T CO <sub>2</sub> e	3360.59	3485.28
Total Scope 1 and Scope 2 emission intensity per rupee of turnover	T CO <sub>2</sub> e/L INR	0.02	0.05
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	T CO <sub>2</sub> e (PPP Adjusted)/L INR	0.42	1.06
Total Scope 1 and Scope 2 emission intensity in terms of physical output	T CO <sub>2</sub> e/		
Custom Scope 1 and Scope 2 emission intensity (optional)	T CO <sub>2</sub> e/		

Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency?

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

Yes

If Yes, then provide details.

40% of our projects have transitioned to green power for construction activities in FY 2023-24.

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

Parameter	2023-24	2022-23
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	0.40 Metric Ton	569.32 Metric Ton
E-waste (B)	0.00 Metric Ton	0.00 Metric Ton
Bio-medical waste (C)	0.00 Metric Ton	0.00 Metric Ton
Construction and demolition waste (D)	50911.83 Metric Ton	8993.00 Metric Ton
Battery waste (E)	0.00 Metric Ton	0.00 Metric Ton
Radioactive waste (F)	0.00 Metric Ton	0.00 Metric Ton
Other Hazardous Waste (G)	0.01 Metric Ton	
Other Non-hazardous Waste (H)	151.90 Metric Ton	332.95 Metric Ton
Total (A+B + C + D + E + F + G + H)	51064.13 Metric Ton	9895.27 Metric Ton
Waste intensity per rupee of turnover	229.79 kg / L INR	144.32 kg / L INR
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	4646.27 kg (PPP Adjusted) / L INR	2918.10 kg (PPP Adjusted) / L INR
Waste intensity in terms of physical output	kg /	kg /
Custom Waste intensity metric (optional)	kg /	kg /
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
(i) Recycled	0.00 Metric Ton	0.00 Metric Ton
(ii) Re-used	0.00 Metric Ton	0.00 Metric Ton
(iii) Other recovery operations	0.00 Metric Ton	0.00 Metric Ton
<b>Total</b>	<b>0.00 Metric Ton</b>	<b>0.00 Metric Ton</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
(i) Incineration	0.00 Metric Ton	0.00 Metric Ton
(ii) Landfilling	0.00 Metric Ton	0.00 Metric Ton
(iii) Other disposal operations	0.00 Metric Ton	0.00 Metric Ton
<b>Total</b>	<b>0.00 Metric Ton</b>	<b>0.00 Metric Ton</b>

Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency?

No

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

At KRL, we are dedicated to minimizing our environmental footprint throughout the construction lifecycle. Our waste management philosophy is centered on the "Reduce, Reuse, Recycle" principles, with the ultimate goal of achieving zero waste to landfill.

**Minimizing Construction Waste:**

**Active Minimization:** We actively seek ways to reduce waste generation through careful planning, material selection, and optimized processes.

**Investment in Technology:** We invest in innovative recycling technologies and streamlined systems to maximize resource recovery.

**Circular Economy Approach:** We strive to create a circular economy by converting construction waste into valuable resources whenever possible.



**Waste Management at KRL Facilities:**

**Reduced Hazardous Waste:** As a construction company, we primarily handle construction debris and materials. Our office and facility operations generate minimal hazardous waste.

**Strict Regulations:** We adhere to stringent regulations regarding potentially hazardous waste generated by our contractors, ensuring proper disposal through SPCB-approved recyclers.

**Organic Waste Management:** KRL utilizes in-house composting systems to convert organic waste generated at our sites and labor camps into fertilizer for landscaping. This reduces waste volume and creates a valuable resource.

**Single-Use Plastics Phase-Out:** Committed to aligning with government directives, KRL has eliminated single-use plastics at all our sites which was one of our commitments for FY 2023-24.

**Moving Forward:**

**Reinforcing 3R Principles:** In the coming year, we are dedicated to further strengthening our commitment to the "Reduce, Reuse, Recycle" philosophy. This includes the following steps: 1. Segregation of waste at source. 2. Categorization of waste into recyclable and reusable. 3. Reuse and Recycling of waste either in-house or through external vendors. 4. Maximizing the sustainable utilization of raw materials and products to minimize waste generation at the source.

**Responsible Contractor Management:** KRL ensures that all hazardous waste generated by our contractors is disposed of according to the Hazardous Waste Management and Handling Rules.

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

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

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency	Results communicated in public domain	Relevant Web link
Expansion of residential project "Rustomjee Crown" with MCGM parking lot	2	28-11-2023	Yes	Yes	
Redevelopment of Existing Buildings knowns as "Jariwala Compound"	1	09-02-2024	Yes	Yes	
Expansion in residential and commercial project "Rustomjee Urbania"	445563	13-07-2023	Yes	Yes	
Residential cum commercial development	441362	14-10-2023	Yes	Yes	

**13. 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).**

Yes

## Leadership Indicators

### 1. Areas of water stress

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

(i) Name of the area	(ii) Nature of operations
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For each facility / plant located in areas of water stress, provide the water withdrawal and consumption

	2023-24	2023-24 Unit	2022-23	2022-23 Unit
(i) Surface water withdrawal	0	Litre	0	Litre
(ii) Groundwater withdrawal	0	Litre	0	Litre
(iii) Third party water withdrawal	0	Litre	0	Litre
(iv) Seawater/desalinated water withdrawal	0	Litre	0	Litre
(v) Other withdrawal	0	Litre	0	Litre
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	0	Litre	0	Litre
Total volume of water consumption (in kilolitres)	0	Litre	0	Litre

For each facility / plant located in areas of water stress, provide the water withdrawal and consumption

	2023-24 INR	2023-24 Unit	2022-23 INR	2022-23 Unit
Turnover	22,22,25,00,000		6,85,66,00,000	
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0	L / L INR	0	L / L INR
Optional relevant intensity metric				
Water intensity (optional) – the relevant metric may be selected by the entity		L /		L /

For each facility / plant located in areas of water stress, provide the water discharge by destination and level of treatment

	2023-24	2023-24 Unit	2022-23	2022-23 Unit
(i) To Surface water	0	Litre	0	Litre
- No treatment	0	Litre	0	Litre
- With treatment	0	Litre	0	Litre
(ii) To Groundwater	0	Litre	0	Litre
- No treatment	0	Litre	0	Litre
- With treatment	0	Litre	0	Litre
(iii) To Seawater	0	Litre	0	Litre

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

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

Parameter	Unit	2023-24	2022-23
Total Scope 3 emissions	T CO2e	8258.32	NA
Total Scope 3 emissions per rupee of turnover	T CO2e/L INR	0.04	NA
Total Scope 3 emission intensity (optional)	T CO2e/		

Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency?

No

**3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.**

Not Applicable

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

Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
IGBC Certification	KRL is pursuing IGBC certifications to build sustainable projects. Our focus areas include energy and water efficiency, land use optimization, waste reduction, accessibility, EV charging, and proximity to amenities.	IGBC Silver certification for two of our project (Crown & Azziano - Wing D&L).
Green Power	KRL is committed to reducing Scope 2 emissions by adopting green power solutions during the construction phase. By procuring electricity from renewable sources, we aim to minimize our carbon footprint and contribute to a sustainable future.	Switch to renewable energy and Scope 2 emission reduction
Elimination of Single Use Plastic	In line with Central and State Government directives in India, KRL aimed to eliminate single-use plastics at all its sites through alternative arrangements in FY23-24. We have avoided single-use food and drink containers and utensils in cafeterias and meeting rooms, and we closely monitor waste generation.  KRL is committed to the principles of Reduce, Reuse, and Recycle in the coming financial year, maximizing the sustainable use of raw materials and products to minimize waste generation. Additionally, we are dedicated to ensuring that hazardous waste generated by our contractors at our sites is disposed of in accordance with the HW (Management and Handling) Rules.	We have successfully eliminated single-use plastics in our offices, reducing their use by nearly 75%.
Sensor Based Lighting	KRL is implementing sensor-based lighting systems to optimize energy consumption. By automatically adjusting lighting levels based on occupancy and ambient light conditions, we are reducing energy waste and contributing to a more sustainable environment.	Energy efficiency improvement and Scope 2 emission reduction
Reduction in Paper Consumption	KRL is committed to reducing paper consumption by implementing paper-saving measures such as pin-based printing, double-sided printing, and reducing tissue paper usage. These initiatives contribute to resource conservation and minimize our environmental impact.	Reduction in usage of paper and waste

**5. Does the entity have a business continuity and disaster management plan?**

Yes

If yes, give details in 100 words/web link.

<https://www.rustomjee.com/about-us/codes-and-policies/>

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

The company has provided labor camps for contract workers at some project sites. In line with our commitment to human rights and equality, we ensure that contract laborers have access to basic amenities such as potable drinking water, sanitized and hygienic washrooms, clean rest areas, and good housekeeping measures, including regular pest control to avoid pests and rodents. This not only enhances the well-being of workers by keeping them free from contagious diseases spread by infestations of pests and mosquitoes but also increases productivity by reducing absenteeism. Our new labor camp in Thane is designed with better amenities, including a full-fledged STP aimed at reusing treated water, as well as recreation areas for workers. We also plan to build a crèche for workers with families and children.

We are working on our Supplier Code of Conduct and plan to roll it out in FY2024-25 to foster an environmentally sustainable culture among our critical suppliers, who need our support and assistance to ensure that their activities do not further impact the planet.

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

5.96%

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

**Essential Indicators**

1. a. Number of affiliations with trade and industry chambers/associations: 3

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

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations
1.	CREDAI	National
2.	CREDAI-MCHI	State
3.	IMC	State

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

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

### Leadership Indicators

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

Public policy advocated	Method resorted for such advocacy	Whether information available in public domain?	Frequency of Review by Board	Web Link, if available
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### Principle 8: Businesses should promote inclusive growth and equitable development

#### Essential Indicators

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

Name and brief details of project	SIA Notification No	Date of notification	Whether conducted by independent external agency	Results communicated in public domain	Relevant Web link
Not Applicable as there were no projects initiated this year that required this study					

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

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)
NA					

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

KRL is committed to maintaining open communication with the communities in which we operate. We have established a streamlined process for receiving and addressing community complaints.

**Multiple Channels:** We provide various channels for residents to submit complaints, ensuring accessibility for all.

**Priority Action:** Upon receiving a complaint, the designated point of contact (SPOC) within the relevant department promptly takes ownership and works towards a swift resolution.

**Logical Solutions:** Our focus is on finding practical and effective solutions that address the root cause of the concerns raised by the community.

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

	2023-24	2022-23
% of materials sourced from MSMEs/small producers	16.69%	20.72%
% of materials sourced directly from India	98.22%	99.21%

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

	2023-24	2022-23
Rural	0%	0%
Semi-urban	0%	0%
Urban	0%	0%
Metropolitan	100%	100%

### Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments

Details of negative social impact identified	Corrective action taken
Not Applicable	Not Applicable

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

State	Aspirational District	Amount spent (in INR)
Maharashtra	Mumbai Suburban	2,49,47,507

3. a. Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized/vulnerable groups?

No

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

Not Applicable

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

0%

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

Intellectual Property based on traditional knowledge	Owned/Acquired	Benefit shared	Basis of calculating benefit share
Not Applicable			Not Applicable

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

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

## 6. Details of beneficiaries of CSR Projects

CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
Education for All - Scholarships for student, School education for slum communities and tribal communities, Hostels for orphans, Education and literacy for prisoners, Elementary education to underprivileged children)	741	100%
Healthcare for children (Infrastructure and Technology Adoption)	1	100%
Environment (Water conservation and desilting)	56	100%
Social Welfare (For senior citizens, students, and children)	1347	100%

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

### Essential Indicators

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

KRL recognizes the importance of open communication and strives to continuously improve customer satisfaction. To achieve this, we have established a comprehensive system for receiving and responding to consumer complaints and feedback.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	0%
Safe and responsible usage	0%
Recycling and/or safe disposal	0%

#### Notes:

As KRL is not manufacturing any product, this information is not applicable.

#### 3. Number of consumer complaints in the previous financial year:

	2023-24			2022-23		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0		0	0	Nil
Advertising	0	0		0	0	Nil
Cyber-security	0	0		0	0	Nil
Delivery of essential services	113	46		0	0	Nil
Restrictive Trade Practices	0	0		0	0	Nil
Unfair Trade Practices	0	0		0	0	Nil
Other	0	0		6	6	Nil

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

	Number	Reasons for recall
Voluntary recalls	0	Not Applicable
Forced recalls	0	Not Applicable

**5. Does the entity have a framework/policy on cyber security and risks related to data privacy?**

Yes

If available, provide a web-link of the policy

<https://www.rustomjee.com/about-us/codes-and-policies/>

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

We are pleased to report that all processes functioned as intended, and no corrective actions were required during this period.

**7. Provide the following information relating to data breaches**

a. Number of instances of data breaches	0
b. Percentage of data breaches involving personally identifiable information of customers	
c. Impact, if any, of the data breaches	NO

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

Website, Brochures and Site Offices, Phone Calls, Whatsapp, Newspapers, Social Media

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

The company is not a manufacturing company and hence does not make consumer products that can be misused and therefore this requirement is not applicable to us. However, as our commitment to sustainability we ensure that our customers are made aware of all the initiatives taken by our company to provide homes that are complying to ESG requirements that are material to our industry.

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

Not Applicable

**4. Does the entity display product information on the product over and above what is mandated as per local laws?**

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



BRSR Framework	GRI Standards and Disclosures	UNSDG Index
<b>SECTION A: GENERAL DISCLOSURES</b>		
<b>I. Details of Listed Entity</b>		
A1	No direct linkage	No direct linkage
A2	GRI 2: General Disclosures 2021, Disclosure 2-1-a	No direct linkage
A3	No direct linkage	No direct linkage
A4	No direct linkage	No direct linkage
A5	GRI 2: General Disclosures 2021, Disclosure 2-1-c	No direct linkage
A6	GRI 2: General Disclosures 2021, Disclosure 2-3-d	No direct linkage
A7	GRI 2: General Disclosures 2021, Disclosure 2-3-d	No direct linkage
A8	No direct linkage	No direct linkage
A9	GRI 2: General Disclosures 2021, Disclosure 2-3-a,2-3-b	No direct linkage
A10	No direct linkage	No direct linkage
A11	No direct linkage	No direct linkage
A12	GRI 2: General Disclosures 2021, Disclosure 2-3-d	No direct linkage
A13	GRI 2: General Disclosures 2021, Disclosure 2-2-a,2-2-c	No direct linkage
A14	No direct linkage	No direct linkage
A15	No direct linkage	No direct linkage
<b>II. Products / Services</b>		
A16	GRI 2: General Disclosures 2021, Disclosure 2-6-b-i	No direct linkage
A17	GRI 2: General Disclosures 2021, Disclosure 2-6-b-l	No direct linkage
<b>III. Operations</b>		
A18	GRI 2: General Disclosures 2021, Disclosure 2-6-b-i	No direct linkage
A19 a	GRI 2: General Disclosures 2021, Disclosure 2-6-b-i	No direct linkage
A19 b	No direct linkage	No direct linkage
A19 c	GRI 2: General Disclosures 2021, Disclosure 2-6-b-iii	No direct linkage
<b>IV. Employees</b>		
A20 a	GRI 2: General Disclosures 2021, Disclosures 2-7-a; 2-7-b-i-ii; 2-8-a	SDG- 5.1, SDG- 5.5, SDG- 8.5, SDG- 10.3, 4
A20 b	GRI 405: Diversity and Equal Opportunity 2016 Disclosure 405-1-b-iii	
A21	GRI 405: Diversity and Equal Opportunity 2016 Disclosure 405-1-a-l; 405-1-b-i	SDG- 5.1, 5.5, 8.5, 10.3
A22	GRI 401: Employment 2016 Disclosure 401-1-b	SDG- 5.1, 8.5, 8.6, 10.1
<b>V. Holding, Subsidiary and Associate Companies (Including joint ventures)</b>		
A23	GRI 2: General Disclosures 2021, Disclosures 2-2-a; 2-2-b	No direct linkage
A24	GRI 201: Economic Performance 2016 Disclosure 201-1-a-i-ii	SDG- 8.1, 9.1, 9.5
A25	GRI 2: General Disclosures 2021, Disclosures 2-25-e	SDG- 16.6
A26	GRI 3: Material Topics 2021 Disclosure 3-1-a-i-ii; 3-1-b	SDG- 8.5, 13.1
	GRI 3: Material Topics 2021 Disclosure 3-2-a	
	GRI 3: Material Topics 2021 Disclosure 3-3-d-i-ii	
	GRI 3: Material Topics 2021 Disclosure 3-3-a	
	GRI 201: Economic Performance 2016 Disclosure 201-2-a	

BRSR Framework	GRI Standards and Disclosures	UNSDG Index
<b>SECTION B: MANAGEMENT AND PROCESS DISCLOSURES</b>		
<b>I. Details of Listed Entity</b>		
<b>Policy &amp; Management Processes</b>		
B1 a, b c	GRI 2: General Disclosures 2021 Disclosure 2-23-a;2-23-c;2-23-d	SDG- 16.6
B2	GRI 2: General Disclosures 2021 Disclosure 2-24-a-ii	SDG- 5.5, 16.7
B3	GRI 2: General Disclosures 2021 Disclosure 2-23-e	SDG- 12.2, 12.4, 12.5, 12.8
B4	No direct linkage	No direct linkage
B5	GRI 3: Material Topics 2021 Disclosure 3-3-c;3-3-e-ii	SDG- 5.5, 12.2, 12.4, 12.5
B6	GRI 3: Material Topics 2021 Disclosure 3-3-e-iii	No direct linkage
<b>Governance, Leadership and Oversight</b>		
B7	GRI 2: General Disclosures 2021 Disclosure 2-22-a	SDG- 5.5, 16.7
B8	GRI 2: General Disclosures 2021 Disclosure 2-13-a-i	SDG- 12.2
B9	GRI 2: General Disclosures 2021 Disclosure 2-9-b; 2-9-c-i-viii	SDG- 12.2
B10	No direct linkage	No direct linkage
B11	GRI 2: General Disclosures 2021 Disclosure 2-5-b-i-iii	No direct linkage
B12	No direct linkage	No direct linkage
<b>SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE</b>		
P1 E1	GRI 2: General Disclosures 2021 Disclosures 2-17-a; 2-24-a-iv	SDG- 16.3, 16.7
P1 E2	GRI 2: General Disclosures 2021 Disclosures 2-27 a i- ii; b i-ii; c, d	No direct linkage
P1 E3	GRI 2: General Disclosures 2021 Disclosure 2-27 a I, ii	No direct linkage
P1 E4	GRI 2: General Disclosures 2021 Disclosures 2-23-a; 2-23-c; GRI 3: Material Topics 2021 GRI 205: Anti-corruption 2016 Disclosure 3-3-c	SDG- 16.5
P1 E5	GRI 205: Anti-corruption 2016 Disclosure 205-3-a; 205-3-b	SDG- 16.5
P1 E6	GRI 2: General Disclosures 2021 Disclosure 2-25-e	SDG- 16.6
P1 E7	GRI 205: Anti-corruption 2016 Disclosure 205-3-d	SDG- 16.5
P1 E8	No direct linkage	No direct linkage
P1 E9	No direct linkage	No direct linkage
P1 L1	GRI 2: General Disclosures 2021 Disclosure 2-24-a-iv	SDG- 16.7
P1 L2	GRI 2: General Disclosures 2021 Disclosures 2-10-b-iii; 2-15-a	No direct linkage
P2 E1	No direct linkage	No direct linkage
P2 E2 a	GRI 308 Supplier environmental assessment Disclosure 308-1-a; GRI 414 Supplier social assessment Disclosure 414-1-a	SDG- 5.2, 8.8, 16.1
P2 E2 b	GRI 3: Material Topics 2021 GRI 301: Materials 2016 Disclosures 3-3-d GRI 306: Waste 2020 Disclosure 306-2-a	
P2 E3	GRI 3: Material Topics 2021 GRI 301: Materials 2016 Disclosures 3-3-d GRI 306: Waste 2020 Disclosure 306-2-a	SDG- 3.9, 6.3, 6.6, 8.4, 11.6, 12.4
P2 E4	No direct linkage	
P2 L1	No direct linkage	

BRSR Framework	GRI Standards and Disclosures	UNSDG Index
P2 L2	GRI 3: Material Topics 2021 GRI 306: Waste 2020 Disclosures 3-3-a; - 3-3-d-i-iii; GRI 306: Waste 2020 Disclosure 306-2-a	SDG- 3.9, 6.3, 8.4, 11.6, 12.4
P2 L3	GRI 301: Materials 2016 Disclosure 301-2-a	SDG- 8.4, 12.2, 12.5
P2 L4	No direct linkage	SDG- 8.4, 12.2, 12.5
P2 L5	GRI 301: Materials 2016 Disclosure 301-3-a	SDG- 8.4, 12.2, 12.5
P3 E1 a	GRI 401: Employment 2016 Disclosure 401-2-a-I- vii	SDG- 3.2, 5.4, 8.5, 8.6
P3 E1 b	No direct linkage	
P3 E1 c	GRI 401: Employment 2016 Disclosure 401-2-a	SDG- 3.8.2
P3 E2	GRI 201: Economic Performance 2016 Disclosures 201-3-b-i-iii; 201-3-c; 201-3-d; 201-3-e	No direct linkage
P3 E3	GRI 3: Material Topics 2021, GRI 405: Diversity and Equal Opportunity 2016 Disclosure 3-3	No direct linkage
P3 E4	GRI 3: Material Topics 2021, GRI 405: Diversity and Equal Opportunity 2016 Disclosure 3-3-c	No direct linkage
P3 E5	GRI 401: Employment 2016 Disclosure 401-3-a; 401-3-b; 401-3-c; 401-3-d; 401-3-e	SDG- 5.1, 5.4, 8.5, 8.6
P3 E6	GRI 2: General Disclosures 2021 Disclosure 2-25-b	SDG- 16.6
P3 E7	GRI 2: General Disclosure 2021 Disclosure 2-30-a	SDG- 8.8
P3 E8	GRI 403: Occupational Health and Safety 2018 Disclosure 403-5-a; GRI 404: Training and Education 2016 Disclosures 404-1-a-I; 404-2-a	SDG- 4.3, 5.1, 8.2, 8.5, 10.3
P3 E9	GRI 404: Training and Education 2016 Disclosure 404-3-a	SDG- 4.3, 5.1, 8.5, 10.3
P3 E10 a	GRI 403: Occupational Health and Safety 2018 Disclosure 403-1-a, 403-1-b	
P3 E10 b	GRI 403: Occupational Health and Safety 2018 Disclosure 403-2-a	SDG- 3.3, 3.5, 3.8, 8.8, 16.7
P3 E10 c	GRI 403: Occupational Health and Safety 2018 Disclosures 403-2-b; 403-2-c	
P3 E10 d	GRI 403: Occupational Health and Safety 2018 Disclosure 403-6-a	
P3 E11	GRI 403: Occupational Health and Safety 2018 Disclosure 403-9-a-i-v; 403-9-b-i-v; 403-10-a; 403-10-b-ii	SDG- 3.3, 3.4, 3.6, 3.9, 8.8, 16.1
P3 E12	GRI 3: Material Topics 2021, GRI 403: Occupational Health and Safety 2018 Disclosure 3-3-d-i-iii; GRI 403: Occupational Health and Safety 2018 Disclosure 403-2-a-i-ii; 403-9-c-iii; 403-9-d; 403-10-c-iii	SDG- 3.6, 8.8, 16.1
P3 E13	GRI 2: General Disclosures 2021 Disclosure 2-25-e	SDG- 16.6
P3 E14	GRI 3: Material Topics 2021, GRI 403: Occupational Health and Safety 2018 Disclosures 3-3-e-I	No direct linkage
P3 E15	GRI 3: Material Topics 2021, GRI 403: Occupational Health and Safety 2018 Disclosure 3-3 d-i-ii; GRI 403: Occupational Health and Safety 2018 Disclosures 403-9-c-ii-iii; 403-9-d; 403-10-c-ii-iii	SDG- 8.8
P3 L1	No direct linkage	SDG- 5.4, 8.5
P3 L2	No direct linkage	No direct linkage
P3 L3	GRI 3: Material Topics 2021, GRI 403: Occupational Health and Safety 2018 Disclosure 3-3-d-ii	No direct linkage
P3 L4	GRI 404: Training and Education 2016 Disclosure 404-2-b	SDG- 4.3, 8.5, 10.3

BRSR Framework	GRI Standards and Disclosures	UNSDG Index
P3 L5	GRI 414: Supplier social Assessment 2016 Disclosure 414-2-a	SDG- 5.2, 8.8, 16.1
P3 L6	GRI 414: Supplier social Assessment 2016 Disclosures 414-2-d; 414-2-e	SDG- 5.2, 8.8, 16.1
P4 E1	GRI 2: General Disclosures 2021 Disclosure 2-29-a-l	SDG- 16.7
P4 E2	GRI 3: Material Topics 2021 Disclosure 3-1-b; GRI 2: General Disclosures 2021 Disclosure 2-29-a-i-iii	SDG- 16.7
P4 L1	GRI 2: General Disclosures 2021 Disclosure 2-29-a-l	SDG- 16.7
P4 L2	GRI 3: Material Topics 2021 Disclosure 3-1-a-i-ii; 3-1-b	No direct linkage
P4 L3	GRI 2: General Disclosures 2021 Disclosure 2-29-a-i-iii	SDG- 16.7
P5 E1	GRI 2: General Disclosures 2021 Disclosure 2-24-a-iv GRI 205: Anti-Corruption 2016 Disclosure 205-2-e GRI 403: Occupational Health and Safety 2018 Disclosure 403-5-a GRI 404: Training and Education 2016 Disclosure 404-1-a-i-ii GRI 410: Security Practices 2016 Disclosure 410-1-a	SDG- 4.3, 8.5, 8.8, 10.3, 16.5, 16.7
P5 E2	GRI 202: Market Presence 2016 Disclosures 202-1-a; 202-1-b GRI 405: Diversity and Equal Opportunity 2016 Disclosure 405-2-a	SDG- 1.2, 5.1, 8.5, 10.3
P5 E3 a	GRI 2: General Disclosures 2021 Disclosures 2-19-a-i-v; 2-21-a	SDG- 16.7
P5 E3 b	No Direct Linkage	SDG- 8.5.1
P5 E4	GRI 2: General Disclosures 2021 Disclosure 2-13-a-i-ii	No direct linkage
P5 E5	GRI 2: General Disclosures 2021 Disclosures 2-25-b; 2-25-d; 2-25-e	SDG- 16.6
P5 E6	GRI 406: Non-discrimination 2016 Disclosure 406-1-a GRI 2: General Disclosures 2021 Disclosure 2-25-e	SDG- 5.1, 5.2, 8.7, 8.8, 16.2, 16.6
P5 E7	GRI 406: Non-discrimination 2016 Disclosure 406-1-a, 406-1-b	SDG- 5.2, 11.7.2,
P5 E8	GRI 2: General Disclosures 2021 Disclosure 2-25-e	SDG- 16.6
P5 E9	GRI 2: General Disclosures 2021 Disclosures 2-23-a-iv; 2-23-e; 2-23-f; 2-24-a-iii; GRI 3: Material Topics 2021 GRI 414: Supplier Social Assessment 2016 Disclosure 3-3	SDG- 5.2, 8.8, 16.1, 16.7
P5 E10	No direct linkage	SDG- 5.2, 8.7, 16.2
P5 E11	Disclosures 3-3-d-i-ii	
P5 L1	GRI 2: General Disclosures 2021 Disclosures 2-25-b; 2-25-e; GRI 3: Material Topics 2021 Disclosures 3-3-d-i-ii	SDG- 16.6
P5 L2	GRI 3: Material Topics 2021 Disclosures 3-1-a-i; 3-3-a; 3-3-c; 3-3-d	No direct linkage
P5 L3	GRI 3: Material Topics 2021, GRI 405: Diversity and Equal Opportunity 2016 Disclosure 3-3	No direct linkage
P5 L4	GRI 3: Material Topics 2021, GRI 414: Supplier Social Assessment 2016 Disclosure 3-3; GRI 414: Supplier Social Assessment 2016 Disclosures 414-1-a; 414-2-a	SDG- 5.2, 8.7, 8.8, 16.1
P5 L5	GRI 414: Supplier Social Assessment 2016 Disclosures 414-2-d; 414-2-e	SDG- 5.2, 8.7, 8.8, 16.1
P6 E1	GRI 302: Energy 2016 Disclosure 302-1-a; 302-1-b; 302-1-c-l; 302-1-e GRI 302: Energy 2016 Disclosure 302-3-a; 302-1-b	SDG- 7.2, 7.3, 8.4, 12.2, 13.1
P6 E2	GRI 3: Material Topics 2021 GRI 302: Energy 2016 Disclosure 3-3	SDG- 7.2, 8.4, 12.2, 13.2
P6 E3	GRI 303: Water and Effluents 2018 Disclosures 303-3-a-i-v; 303-5-a	SDG- 6.3, 6.4, 12.4
P6 E4	GRI 303: Water and Effluents 2018 Disclosure 303-4-a-i-iv	SDG- 6.3

BRSR Framework	GRI Standards and Disclosures	UNSDG Index
P6 E5	GRI 303: Water and Effluents 2018 Disclosures 303-1-a; 303-2-a	SDG- 6.3, 6.4, 6.A, 12.4
P6 E6	GRI 305: Emissions 2016 Disclosure 305-7-a-i-vii	SDG- 3.9, 12.4, 14.3, 15.2
P6 E7	GRI 305: Emissions 2016 Disclosures 305-1 a; 305-1-b; 305-2-a, 305-2-b; 305-2-c; 305-4-a; 305-4-b; 305-4-c	SDG- 3.9, 12.4, 13.1, 14.3, 15.2
P6 E8	GRI 305: Emissions 2016 Disclosures 305-5-a; 305-5-b; 305-5-c; 305-5-d	SDG- 3.9, 7.2, 12.4, 13.1, 14.3, 15.2
P6 E9	GRI 306: Waste 2020 Disclosures 306-3-a; 306-4-a; 306-4-b-i-iii; 306-4-c-i-iii; 306-5-a; 306-5-b-i-iii; 306-5-c-i-iv	SDG- 3.9, 6.6, 8.4, 11.2, 11.6, 12.4, 15.1
P6 E10	GRI 306: Waste 2020 Disclosure 306-2-a; GRI 3: Material Topics 2021, GRI 306: Waste 2020 Disclosures 3-3-c; 3-3-d-i-ii	SDG- 3.9, 6.3, 6.6, 8.4, 11.6, 12.4
P6 E11	GRI 304: Biodiversity 2016 Disclosure 304-1-a-i-v	SDG- 6.6, 14.2, 15.1, 15.5
P6 E12	GRI 304: Biodiversity 2016 Topic management disclosures Guidance; GRI 413: Local Communities Disclosure 413-1-a-ii; GRI 303: Water and Effluents 2018 Disclosure 303-1-a No direct linkage	SDG- 6.3, 6.A, 12.4
P6 E13	GRI 2: General Disclosures 2021 Disclosures 2-27a-i-ii; 2-27-b-i-ii	No direct linkage
P6 L1	GRI 302: Energy 2016 Disclosures 302-1-a; 302-1-b; 302-1-c-l; 302-1-e	SDG- 7.2, 7.3, 8.4, 12.2, 13.1
P6 L2	GRI 303: Water and Effluents 2018 Disclosures 303-3-b-i-iv; 303-4-a-i-ii	SDG- 6.3
P6 L3	GRI 305: Emissions 2016 Disclosures 305-3-a; 305-3-b; 305-4-a; 305-4-b; 305-4-c	SDG- 3.9, 12.4, 13.1, 14.3, 15.2
P6 L4	GRI 304: Biodiversity 2016 Disclosures 304-2-a-i-vi; 304-2-b-i-iv; 304-3-a	SDG- 6.6, 14.2, 15.1, 15.5
P6 L5	GRI 3: Material Topics 2021, GRI 301: Materials 2016, GRI 302: Energy 2016, GRI 303: Water and Effluents 2018, GRI 304: Biodiversity 2016, GRI 305: Emissions 2016, and GRI 306: Waste 2020 Disclosure 3-3	SDG- 8.4, 11.6, 12.2, 12.4
P6 L6	No direct linkage	No direct linkage
P6 L7	GRI 308: Supplier Environmental Assessment 2016 Disclosures 308-2-c; 308-2-d	No direct linkage
P6 L8	GRI 308: Supplier Environmental Assessment 2016 Disclosures 308-1-a; 308-2-a	No direct linkage
P7 E1	GRI 2: General Disclosures 2021 Disclosure 2-28-a	No direct linkage
P7 E2	GRI 3: Material Topics 2021, GRI 206: Anti-competitive Behavior 2016 Disclosure 3-3	SDG- 16.3
P7 L1	GRI 2: General Disclosures 2021 Disclosures 2-28-a; GRI 415: Public Policy 2016	SDG- 16.5
P8 E1	GRI 413: Local Communities 2016 Disclosure 413-1-a-i-iii	SDG- 1.4, 2.3, 9.1, 9.4, 11.2
P8 E2	GRI 413: Local Communities 2016 Disclosure 413-1-a-iv	SDG- 1.4, 2.3, 9.1, 11.2
P8 E3	GRI 3: Material Topics 2021, GRI 413: Local Communities 2016 Disclosure 3-3; GRI 2: General Disclosures 2021 Disclosure 2-25-b; GRI 413: Local Communities 2016 413-1-a-viii	SDG- 1.4, 2.3, 9.1, 9.4, 16.6
P8 E4	GRI 204: Procurement Practices 2016 Disclosures 204-1-a; 204-1-b; 204-1-c	SDG- 8.3

<b>BRSR Framework</b>	<b>GRI Standards and Disclosures</b>	<b>UNSDG Index</b>
P8 E5	GRI 401: Employment 2016 Disclosure 401-1-a	SDG- 8.3
P8 L1	GRI 413: Local Communities 2016 Disclosure 413-1-a-iv; GRI 3: Material Topics 2021, GRI 413: Local Communities 2016 Disclosure 3-3-d-i-ii	SDG- 1.4, 2.3
P8 L2	GRI 413: Local Communities 2016 Disclosure 413-1-a-iv	SDG- 1.4, 2.3
P8 L3	GRI 3: Material Topics 2021, GRI 204: Procurement Practices 2016 Disclosure 3-3; GRI 204: Procurement Practices 2016 Disclosure 204-1-a	SDG- 8.3, 11.2
P8 L4	GRI 201: Economic Performance 2016 Disclosure 201-1-a	SDG- 8.1, 9.1, 9.5
P8 L5	GRI 3: Material Topics 2021,	No direct linkage
P8 L6	GRI 413: Local Communities 2016 Disclosure 413-1-a-ivC	SDG- 1.4, 2.3
P9 E1	GRI 2: General Disclosures 2021 Disclosures 2-25-b; 2-25-d; 2-25-e	SDG- 16.6
P9 E2	GRI 417: Marketing and Labeling 2016 Disclosures 417-1-a-i-v; 417-1-b	SDG- 12.8
P9 E3	GRI 418: Customer Privacy 2016 Disclosure 418-1-a-i-ii; 418-1-b	SDG- 16.3, 16.10
P9 E4	GRI 416: Customer Health and Safety 2016 Disclosure 416-2-a-i-iii	SDG- 16.3
P9 E5	GRI 3: Material Topics 2021, GRI 418: Customer Privacy 2016 Disclosure 3-3; GRI 2: General Disclosures 2021 Disclosures 2-23-a; 2-23-c	SDG- 16.3, 16.10
P9 E6	GRI 3: Material Topics 2021,	No direct linkage
P9 E7	GRI 418: Customer Privacy 2016 Disclosure 418-1-a	SDG- 12.8, 16.3
P9 L1	GRI 2: General Disclosures 2021 Disclosure 2-6-b-I	No direct linkage
P9 L2	GRI 3: Material Topics 2021, GRI 417: Marketing and Labeling 2016 Disclosure 3-3	No direct linkage
P9 L3	No direct linkage	SDG- 12.8, 16.3
P9 L4	GRI 417: Marketing and Labeling 2016 Disclosures 417-1-a-i-v; 417-1-b	No direct linkage