

**Godrej Properties Limited**  
**Regd. Office:** Godrej One,  
5th Floor, Pirojshanagar,  
Eastern Express Highway,  
Vikhroli (E), Mumbai – 400 079. India  
Tel.: + 91-22-6169 8500  
Fax: + 91-22-6169 8888  
Website: www.godrejproperties.com

CIN: L74120MH1985PLC035308

July 03, 2024

**BSE Limited**

Phiroze Jeejeebhoy Towers,  
Dalal Street,  
Mumbai – 400 001

**The National Stock Exchange of India Limited**

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

Ref: **Godrej Properties Limited**

BSE - Script Code: 533150, Scrip ID - GODREJPROP

BSE- Security Code – 974950, 974951, 975090, 975091 – Debt Segment

NSE - GODREJPROP

**Sub: Business Responsibility and Sustainability Report for the financial year 2023-24**

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

Dear Sir/ Madam,

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed Business Responsibility and Sustainability Report for the financial year 2023-24, which forms part of the Integrated Annual Report for the financial year 2023-24.

This is for your information and records.

Thank you,

Yours truly,

**For Godrej Properties Limited**

**Ashish Karyekar**  
**Company Secretary**

*Encl: as above*



# BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

## SECTION A: GENERAL DISCLOSURES

### I. Details of listed entity

- Corporate Identity Number (CIN) of the Listed Entity** - L74120MH1985PLC035308
- Name of the Listed Entity** - Godrej Properties Limited
- Year of incorporation** - February 8, 1985
- Registered office address** - Godrej One, 5<sup>th</sup> Floor, Pirojshanagar, Eastern Express Highway, Vikhroli (East), Mumbai – 400079
- Corporate address** - Godrej One, 5<sup>th</sup> Floor, Pirojshanagar, Eastern Express Highway, Vikhroli (East), Mumbai – 400079
- E-mail** - [secretarial@godrejproperties.com](mailto:secretarial@godrejproperties.com)
- Telephone** - 022-61698500
- Website** - <http://www.godrejproperties.com/>
- Financial year for which reporting is being done** - FY 2023-24
- Name of the Stock Exchange(s) where shares are listed** - BSE Ltd. (BSE)/ National Stock Exchange of India Ltd. (NSE)
- Paid-up Capital** - ₹ 139.02 Cr.
- Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report** - Mr. Ashish Karyekar  
Telephone No.: 022-61698731  
Email Id: [akaryekar@godrejproperties.com](mailto:akaryekar@godrejproperties.com)
- Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).** - Consolidated basis
- Name of assurance provider** - Grant Thornton Bharat LLP
- Type of assurance obtained** - Reasonable Assurance of BRSR Core Indicators and Limited Assurance of select non-core indicators

### II. Products/Services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Real Estate Development	Development of Building Projects for sale	100%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Real Estate Development	4100	100%

### III. Operations

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

Location	Number of plants	Number of offices	Total
National	50	8	58
International	0	3	3

Note: We only have sales offices at international locations. However, no operational activity is carried out internationally.

- Markets served by the entity:

- Number of locations

Locations	Number
National (No. of States)	8 states (Maharashtra, Delhi, Haryana, UP, Karnataka, Tamil Nadu, West Bengal, and Gujarat)
International (No. of Countries)	3 Countries (UAE, Singapore, and Qatar)

Note: We only have sales offices at international locations. However, no operational activity is carried out internationally.

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

**Response:** Given the nature of our business, we do not have any exports.

- A brief on types of customers

**Response:** Godrej Properties represents the ethos of the Godrej Group by infusing innovation, sustainability, and excellence into the real estate sector. Drawing from a rich legacy of 127 years, each project is a fusion of trusted tradition and contemporary design, embracing advanced technology. With a focus on diverse customer requirements spanning various locations, demographics, budgets, and architectural styles, Godrej Properties consistently strives to meet and exceed expectations.

### IV. Employees

- Details as at the end of Financial Year:

- Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1.	Permanent (D)	3,015*	2,123	70%	875	29%
2.	Other than Permanent (Contractual) (E)	1,212**	1,062	88%	137	11%
3.	Total employees (D + E)	4,227	3,185	75%	1,012	24%
WORKERS						
4.	Permanent (F)		NA			
5.	Other than Permanent (G)		NA			
6.	Total workers (F + G)		NA			

Note: \*The total headcount of permanent employees is 3,015 which includes 17 employees from 'Other' gender.

\*\*The total headcount of Contractual Employee is 1,212 which includes 13 employees from 'Other' gender.

- Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	7	6	86%	1	14%
2.	Other than Permanent (E)	5	4	80%	1	20%
3.	Total employees (D + E)	12	10	83%	2	17%
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)		NA			
5.	Other than Permanent (G)		NA			
6.	Total workers (F + G)		NA			

Note: GPL development activity is outsourced. Hence, all the workers are employed under contractors & vendors appointed by GPL.

21. Participation/Inclusion/Representation of women:

	Total (A)	No. and percentage of females	
		No. (B)	% (B/A)
Board of Directors	7	2	29%
Key Management Personnel*	2	0	0%

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

22. Turnover rate for permanent employees and workers

	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	25%	25%	25%	29%	24%	30%	9%	19%	12%
Permanent Workers	NA			NA			NA		

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

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

S. No.	Name of the holding/subsidiary/associate companies/joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated in column A participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Godrej Industries Limited	Holding	47.34%	No
2	Godrej Projects Development Limited	Subsidiary	100%	Yes
3	Godrej Garden City Properties Private Limited	Subsidiary	100%	No
4	Godrej Hillside Properties Private Limited	Subsidiary	100%	No
5	Godrej Home Developers Private Limited	Subsidiary	100%	No
6	Godrej Prakriti Facilities Private Limited	Subsidiary	100%	No
7	Prakritiplaza Facilities Management Private Limited	Subsidiary	100%	No
8	Godrej Highrises Properties Private Limited	Subsidiary	100%	No
9	Godrej Genesis Facilities Management Private Limited	Subsidiary	100%	No
10	Citystar InfraProjects Limited	Subsidiary	100%	No
11	Godrej Residency Private Limited	Subsidiary	50.01%	Yes
12	Godrej Property Developers LLP (Subsidiary upto February 29, 2024)	Subsidiary	100%	No
13	Godrej Precast Construction Private Limited	Subsidiary	100%	No
14	Godrej Green Woods Private Limited	Subsidiary	100%	No
15	Godrej Realty Private Limited	Subsidiary	100%	No
16	Godrej Living Private Limited	Subsidiary	100%	No
17	Ashank Land & Building Private Limited (w.e.f. May 19, 2022)	Subsidiary	100%	No
18	Godrej Home Constructions Limited (w.e.f. March 29, 2023)	Subsidiary	100%	Yes
19	Wonder City Buildcon Private Limited (w.e.f. March 29, 2023)	Subsidiary	100%	No
20	Godrej Skyline Developers Private Limited (w.e.f. September 28, 2023)	Subsidiary	93%	Yes
21	Godrej Real Estate Distribution Company Private Limited (w.e.f. July 20, 2023)	Subsidiary	100%	No
22	Godrej Highrises Realty LLP	Subsidiary	100%	No
23	Godrej Project Developers & Properties LLP	Subsidiary	100%	No
24	Godrej Skyview LLP	Subsidiary	100%	No
25	Godrej Green Properties LLP	Subsidiary	100%	No
26	Godrej Projects (Soma) LLP	Subsidiary	100%	No
27	Godrej Athenmark LLP	Subsidiary	100%	No
28	Godrej City Facilities Management LLP	Subsidiary	100%	No

S. 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 in column A participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
29	Godrej Florentine LLP	Subsidiary	100%	No
30	Godrej Olympia LLP	Subsidiary	100%	No
31	Godrej Buildwell Projects LLP (formerly known as Godrej Construction Projects LLP)	Subsidiary	100%	No
32	Oasis Landmarks LLP	Subsidiary	51%	No
33	Ashank Facility Management LLP	Subsidiary	100%	No
34	Maan-Hinje Township Developers LLP (w.e.f. Mar 29, 2023)	Subsidiary	99%	Yes
35	Godrej Reserve LLP (w.e.f. Oct 1, 2022)	Subsidiary	99.8%	No
36	Ashank Realty Management LLP	Subsidiary	100%	No
37	Dream World Landmarks LLP (w.e.f. September 30, 2023)	Subsidiary	40%	Yes
38	Caroa Properties LLP (w.e.f. Mar 28, 2024)	Subsidiary	57.59%	Yes
39	Godrej Vestamark LLP (w.e.f. June 23, 2023)	Subsidiary	100%	Yes
40	Godrej Redevelopers (Mumbai) Private Limited	Joint Venture	51%	No
41	Godrej Greenview Housing Private Limited	Joint Venture	20%	Yes
42	Wonder Projects Development Private Limited	Joint Venture	20%	No
43	Godrej Real View Developers Private Limited	Joint Venture	20%	Yes
44	Pearlite Real Properties Private Limited	Joint Venture	49%	No
45	Godrej Green Homes Private Limited	Joint Venture	50%	No
46	Madhuvan Enterprises Private Limited	Joint Venture	20%	No
47	"Godrej Mackbricks Private Limited (formerly known as Ashank Macbricks Private Limited)"	Joint Venture	20%	Yes
48	Munjat Hospitality Private Limited	Joint Venture	12%	No
49	Vivrut Developers Private Limited	Joint Venture	20%	No
50	Yerwada Developers Private Limited	Joint Venture	20%	No
51	Vagishwari Land Developers Private Limited	Joint Venture	20%	No
52	Mosiac Landmarks LLP	Joint Venture	1%	No
53	Oxford Realty LLP	Joint Venture	35%	No
54	Godrej SSPDL Green Acres LLP	Joint Venture	37%	No
55	M S Ramaiah Ventures LLP	Joint Venture	50.05%	No
56	Godrej Housing Projects LLP	Joint Venture	50%	No
57	Godrej Amitis Developers LLP (formerly known as Amitis Developers LLP)	Joint Venture	46%	Yes
58	A R Landcraft LLP	Joint Venture	40%	Yes
59	Prakhhyat Dwellings LLP	Joint Venture	50%	Yes
60	Godrej Highview LLP	Joint Venture	40%	Yes
61	Godrej Irismark LLP	Joint Venture	50%	No
62	Godrej Projects North Star LLP	Joint Venture	55%	No
63	Godrej Developers & Properties LLP	Joint Venture	37.50%	Yes
64	Roseberry Estate LLP	Joint Venture	49%	Yes
65	Suncity Infrastructures (Mumbai) LLP	Joint Venture	60%	Yes
66	Mahalunge Township Developers LLP	Joint Venture	40%	Yes
67	Manyata Industrial Parks LLP	Joint Venture	1%	No
68	Godrej Odyssey LLP	Joint Venture	55%	No
69	Universal Metro Properties LLP	Joint Venture	49%	Yes
70	Embellish Houses LLP	Joint Venture	50%	No
71	Manjari Housing Projects LLP	Joint Venture	40%	Yes
72	Godrej Projects North LLP	Joint Venture	50.10%	Yes
73	Godrej One Premises Management Private Limited	Associate	30%	No

## VI. CSR Details

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

(ii) Turnover (in ₹): 3,035.62 Cr.

(iii) Net worth (in ₹): 9,992.51 Cr.

## 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 (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2023-24		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes, the Stakeholder Engagement Policy and the Whistle Blower Policy for employees are available on our website at <a href="https://www.godrejproperties.com/investor/corporate-governance">https://www.godrejproperties.com/investor/corporate-governance</a>	0	0	Nil
Investors (other than shareholders)		0	0	
Shareholders		0	0	
Employees and workers		0	0	
Customers		27	1	
Value Chain Partners		0	0	Nil

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2022-23		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes, the Stakeholder Engagement Policy and the Whistle Blower Policy for employees are available on our website at <a href="https://www.godrejproperties.com/investor/corporate-governance">https://www.godrejproperties.com/investor/corporate-governance</a>	0	0	Nil
Investors (other than shareholders)		0	0	
Shareholders		0	0	
Employees and workers		0	0	
Customers		97	30	
Value Chain Partners		0	0	Nil Nil

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

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

S. No.	Material Issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (indicate positive or negative implications)
1.	GHG Management	Risk	Real estate assets contribute substantially to global emissions through energy consumption and waste production. Failure to effectively manage these emissions exposes the company to regulatory risks, as governments worldwide implement stricter climate-related regulations and carbon pricing mechanisms	1. Employ renewable energy systems, achieving IGBC Health and Well-being certifications, and prioritize sustainable procurement of materials. 2. Implementing internal carbon pricing and enhancing energy efficiency through LED lighting, smart technologies, and efficient HVAC systems are crucial steps, along with adopting water-saving measures like low-flow fixtures and rainwater harvesting.	Negative
2.	Waste Management	Risk	Waste management poses a significant risk to real estate sectors due to the significant waste generated by development, operation, and demolition of properties. As environmental regulations become stricter and stakeholders demand more sustainable practices, effective waste management is crucial to ensure compliance, reduce landfill use, and lower environmental impact.	1. We have implemented comprehensive strategies focused on waste diversion, recycling, and reuse. By prioritizing the minimization of construction and operational waste sent to landfills, we actively reduce our environmental impact. 2. Our initiatives include robust recycling programs and onsite material reuse practice. 3. Additionally, through our corporate social responsibility (CSR) projects, we offset additional waste from landfills, further enhancing our commitment to sustainability	Negative
3.	Occupational Health & Safety	Risk	For real estate companies, it is essential to inherent risks associated with property management, construction, and maintenance activities. Providing a safe work environment and preventing accidents are paramount to protecting employees, contractors, and tenants from potential hazards.  Compliance with safety regulations is not only a legal obligation but also a critical factor in mitigating financial risks related to workplace injuries, liability claims, and potential fines	1. Our OH&S Management system is aligned with ISO 45001: 2018, conducting thorough audits and risk assessments. 2. Comprehensive training programs ensure staff are versed in safety protocols. Robust incident reporting and transparent communication foster a safety culture, while regular monitoring and reviews enhance effectiveness.	Negative
4.	Sustainable Supply Chain	Risk	Sustainable supply chain management imposes inherent risks for a real estate business in today's interconnected global economy. As the real estate industry relies heavily on suppliers for construction materials, maintenance services, and operational necessities, disruptions or unethical practices within the supply chain can significantly impact project timelines, costs, and reputation.	1. Our approach encompasses thorough supplier screening procedures, designed to assess potential partners based on sustainability criteria and compliance with environmental and social standards. 2. Our vendor screening processes ensure that all partners align with our sustainability objectives, promoting transparency, accountability, and responsible business practices throughout our operations.	Negative
5.	Product & Service Quality	Opportunity	At GPL, Our main priority is to create customer joy through best-in-class delivery with a focus on quality by ensuring high-quality products and services. By consistently delivering superior products and services, such as well-maintained properties, efficient property management, and responsive customer support, the company can cultivate positive relationships with tenants, investors, and other stakeholders.		Positive

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

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes								
b. Has the policy been approved by the Board? (Yes/No)	Yes								
c. Web Link of the Policies, if available	<p>ESG Policies:  <a href="https://www.godrejproperties.com/investor/corporate-governance">https://www.godrejproperties.com/investor/corporate-governance</a></p> <p>Risk Management Policy:  <a href="https://delf2iyv2crlj.cloudfront.net/Files/risk-management-policy-WVfQ6WqYQlgaFPnCc5l.pdf">https://delf2iyv2crlj.cloudfront.net/Files/risk-management-policy-WVfQ6WqYQlgaFPnCc5l.pdf</a></p> <p>Stakeholder Engagement Policy:  <a href="https://delf2iyv2crlj.cloudfront.net/Files/stakeholder-engagement-policy-jsq2oGWqbQbOJ5DBF8hk.pdf">https://delf2iyv2crlj.cloudfront.net/Files/stakeholder-engagement-policy-jsq2oGWqbQbOJ5DBF8hk.pdf</a></p> <p>Sustainable Procurement Policy:  <a href="https://delf2iyv2crlj.cloudfront.net/Files/sustainable-procurement-policy-2ZRdfGMjRy77ODi6D3VU.pdf">https://delf2iyv2crlj.cloudfront.net/Files/sustainable-procurement-policy-2ZRdfGMjRy77ODi6D3VU.pdf</a></p> <p>Anti Sexual Harassment Policy:  <a href="https://delf2iyv2crlj.cloudfront.net/Files/sustainable-procurement-policy-2ZRdfGMjRy77ODi6D3VU.pdf">https://delf2iyv2crlj.cloudfront.net/Files/sustainable-procurement-policy-2ZRdfGMjRy77ODi6D3VU.pdf</a></p> <p>Health &amp; Safety Policy:  <a href="https://delf2iyv2crlj.cloudfront.net/Files/gpl-health-and-safety-policy-r02-IGSvDUASyFKt2LGIT4p.pdf">https://delf2iyv2crlj.cloudfront.net/Files/gpl-health-and-safety-policy-r02-IGSvDUASyFKt2LGIT4p.pdf</a></p> <p>Employee Policy:  <a href="https://delf2iyv2crlj.cloudfront.net/Files/gpl-health-and-safety-policy-r02-IGSvDUASyFKt2LGIT4p.pdf">https://delf2iyv2crlj.cloudfront.net/Files/gpl-health-and-safety-policy-r02-IGSvDUASyFKt2LGIT4p.pdf</a></p> <p>Data Privacy Policy:  <a href="https://delf2iyv2crlj.cloudfront.net/Files/gpl-data-privacy-policy-ajbbqmM8ePSktNRhPTeA.pdf">https://delf2iyv2crlj.cloudfront.net/Files/gpl-data-privacy-policy-ajbbqmM8ePSktNRhPTeA.pdf</a></p> <p>GPL Human Rights Policy:  <a href="https://delf2iyv2crlj.cloudfront.net/Files/gpl-data-privacy-policy-ajbbqmM8ePSktNRhPTeA.pdf">https://delf2iyv2crlj.cloudfront.net/Files/gpl-data-privacy-policy-ajbbqmM8ePSktNRhPTeA.pdf</a></p> <p>Environmental Policy:  <a href="https://delf2iyv2crlj.cloudfront.net/Files/gpl-environmental-policy-one-pager-VBEoNCo4rf1NzPq9VZf.pdf">https://delf2iyv2crlj.cloudfront.net/Files/gpl-environmental-policy-one-pager-VBEoNCo4rf1NzPq9VZf.pdf</a></p> <p>CSR Policy:  <a href="https://delf2iyv2crlj.cloudfront.net/Files/csr-policy1-OZz3CY14ohLyZTd1Rk.pdf">https://delf2iyv2crlj.cloudfront.net/Files/csr-policy1-OZz3CY14ohLyZTd1Rk.pdf</a></p> <p>Information Security Policy:  <a href="https://delf2iyv2crlj.cloudfront.net/Files/gpl-information-security-policy-0ohr2PajHowGFd7J0M.pdf">https://delf2iyv2crlj.cloudfront.net/Files/gpl-information-security-policy-0ohr2PajHowGFd7J0M.pdf</a></p> <p>Whistleblower Policy:  <a href="https://delf2iyv2crlj.cloudfront.net/Files/gpl-information-security-policy-0ohr2PajHowGFd7J0M.pdf">https://delf2iyv2crlj.cloudfront.net/Files/gpl-information-security-policy-0ohr2PajHowGFd7J0M.pdf</a></p> <p>Code of Conduct – Employees:  <a href="https://delf2iyv2crlj.cloudfront.net/Files/gilac-code-of-conduct-v2-0-OFDJ010mcZ6tpBhNYr3.pdf">https://delf2iyv2crlj.cloudfront.net/Files/gilac-code-of-conduct-v2-0-OFDJ010mcZ6tpBhNYr3.pdf</a></p> <p>Code of Conduct – Vendors/Suppliers:  <a href="https://delf2iyv2crlj.cloudfront.net/Files/code-of-conduct-for-vendors-and-suppliers-g6BGhUMWLVhfqHvbEqQS.pdf">https://delf2iyv2crlj.cloudfront.net/Files/code-of-conduct-for-vendors-and-suppliers-g6BGhUMWLVhfqHvbEqQS.pdf</a></p> <p>Code of Conduct for the Board of Directors and Senior Management:  <a href="https://delf2iyv2crlj.cloudfront.net/Files/codeof-conductforthe-boardof-directors-senior-management3-le5eacxVQoQNG21hp.pdf">https://delf2iyv2crlj.cloudfront.net/Files/codeof-conductforthe-boardof-directors-senior-management3-le5eacxVQoQNG21hp.pdf</a></p>								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes								
4. Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<p>All Company's policies are in alignment with international standards such as:</p> <p>ISO 45001:2018</p> <p>ISO 14001:2015</p> <p>Green Building Certifications (IGBC, GRIHA)</p> <p>Forest Stewardship Council</p> <p>UNGC Principles We are still steadfastly committed to the six pillars of our 6P framework—product, partnerships, people, process, profit, and planet. At GPL, we also promote use of FSC certified wood for gold and platinum level projects.</p>								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p>We have undertaken the following goals for FY2025-26:</p> <ul style="list-style-type: none"> <li>Social Goals Achieving 35% overall Diversity</li> <li>Provide access to entitlements and well-being for 200,000 construction workers Environmental targets</li> <li>100% of all products will be mandated IGBC Silver (or equivalent) certified</li> <li>Target at least one Gold/Platinum project per zone</li> <li>Improve position in global sustainability indices</li> <li>Maintain Water Neutrality</li> <li>Maintain Carbon Neutrality for Scope 1&amp;2, extend reporting to Scope 3 GHG emissions</li> <li>Minimize Waste to landfill.</li> </ul>								
6. Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met.	<p><b>Social Goals</b></p> <ul style="list-style-type: none"> <li>Achieving 35% overall Diversity - Achieved 30.84%</li> <li>Provide access to entitlements and well-being for 200,000 construction workers - Provided access to 1,74,771 construction workers Environmental targets</li> </ul> <p><b>Environmental Goals</b></p> <ul style="list-style-type: none"> <li>100% of all products will be mandated IGBC Silver (or equivalent) certified - In progress</li> <li>Target at least one Gold/Platinum project per zone - Achieved</li> <li>Commit to SBTi targets and publish 1.5-degree reduction targets with roadmap - Target approved and validated by SBTi</li> <li>Improve position in global sustainability indices - Achieved: ESG rating improved in GRESB, DJSI &amp; CDP</li> <li>Maintain Water Neutrality - Achieved</li> <li>Maintain Carbon Neutrality for Scope 1&amp;2, extend reporting to Scope 3 GHG emissions - Achieved</li> <li>Minimize Waste to landfill - Achieved</li> </ul>								
<b>Governance, leadership and oversight</b>									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure):	Response: Refer Page No. 26 of the Integrated Report.								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Pirojsha Godrej, Executive Chairperson of Godrej Properties Limited, is responsible for decision making on sustainability related issues. He is also the chairperson of the ESG Committee.								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	<p>Yes. At GPL, the ESG Committee consists of four Directors, out of which two are Independent Directors and one is GPL's Executive Chairperson and the fourth is GPL's Managing Director &amp; CEO. The Board of Directors of the Company, from time to time, makes the alterations in the composition of the ESG Committee. The ESG committee at its discretion invites the head of Sustainability function, head of internal audit, head of finance and any other such executives to be present at the meetings of the ESG Committee. The Committee meets at least once a year, and as and when necessary. Duties and Responsibilities of the Committee:</p> <ul style="list-style-type: none"> <li>- Spearhead GPL's overall Sustainability ambition, strategy, and long-term thinking.</li> <li>- Review progress against Sustainability goals across the company.</li> <li>- Review key ESG risks (including changing regulation) faced by GPL in its operations: Water risks Climate risks social risks (Human Rights, Communities) Governance Risk – Integrity of Financial information and systems of risk management are robust.</li> <li>- Agree on materiality of these risks, prioritize specific risks for action, guide strategic initiatives to mitigate and/or adapt basis specific risks.</li> <li>- Identify long term business opportunities based on ESG risks.</li> <li>- Sign off how these risks and their materiality will be disclosed.</li> <li>- Review of non-financial KPIs and whether, taken as a whole, it is fair balanced and understandable.</li> <li>- Review of the going concern assumption; review of the viability statement</li> <li>- Frame key long-term Sustainability opportunities for GPL and align Board of Directors as required.</li> <li>- Formulate and recommend to the Board of Directors key ESG policies and/or actions, as required.</li> <li>- Performing any other functions and activities related to these terms of reference as requested by the Board of Directors The ESG Committee updates the Board on ESG progress against goals, risks, and opportunities.</li> </ul>								

10. Details of Review of NGRBCs by the Company:

Subject for review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Yes, the review is undertaken by ESG Committee									Annual Review								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Yes, the review is undertaken by ESG Committee									Annual Review								
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.										No								
12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:										Not Applicable								
The entity does not consider the Principles material to its business (Yes/No)																		
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)																		
The entity does not have the financial or/human and technical resources available for the task (Yes/No)																		
It is planned to be done in the next financial year (Yes/No)																		
Any other reason (please specify)																		

## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

### PRINCIPLE 1:

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

#### Essential Indicators

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

Segment	Total number of training and awareness 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	16	During the year, the Board of Directors and KMPs of the Company invested time on various updates pertaining to the business, regulations, economy and environmental, social and governance matters.	100%
Key Managerial Personnel	16	During the year, the Board of Directors and KMPs of the Company invested time on various updates pertaining to the business, regulations, economy and environmental, social and governance matters.	100%
Employees other than BoD and KMPs	5,049	Health & safety, Environment, Human Rights, Skill Development	100%
Workers*	30,790	Health, safety, Environment & Human Rights	100%

Note: \*GPL development activity is outsourced. Hence, all the workers are employed under contractors & vendors appointed by GPL.

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

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine	Principle 1	1. Order passed by Additional Commissioner CGST & Ex, Navi Mumbai against Godrej Landmark Redevelopers Private Limited ("GLRPL") [Now merged with Godrej Projects Development Limited ("GPDL")].	1,293,913,044	The GST department alleged that GST was not paid on flats provided free of cost to the tenants in a redevelopment project.	Yes
	Principle 1	2. Order passed by Office of Deputy commissioner of State Tax (SGST), Gurugram, ETO-Cum-Proper office against Oasis Landmark LLP.	10,504,469	Excess availment of ITC, Short reversal of ITC, Wrong availment of Transitional credit	Yes
	Principle 1	3. Order passed by Additional Commissioner CGST & Ex, Navi Mumbai against Godrej Redevelopers (Mumbai) Private Limited.	483,106,179	The GST department alleged that GST was not paid on flats provided free of cost to the tenants in a redevelopment project.	Yes
Settlement			NA		
Compounding fee			NA		

Non-Monetary				
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment				
Punishment			NA	

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
1. Appeal filed with the Appellate authorities by paying pre-deposit of 10% of tax liability.	Additional Commissioner of Central Tax (Appeal), Raigarh having office at CGO complex, Belapur
2. Appeal filed with the Appellate authorities by paying pre-deposit of 10% of tax liability.	Ld. Appellate Authority, Commissioner Appeals, Gurugram, Haryana
3. Appeal filed with the Appellate authorities by paying pre-deposit of 10% of tax liability.	Additional Commissioner of Central Tax (Appeal), Raigarh having office at CGO complex, Belapur.

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

**Response:** Yes, the Company has an Anti-Bribery and Anti-Corruption Policy as a part of Godrej Code of Conduct. This policy applies to all stakeholders or persons associated with the Company and who may be acting on behalf of the Company and sets out conduct that must be always adhered to. The Policy is placed on the Company's Website: [GILAC Code of Conduct](#)

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

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

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

	FY 2023-24		FY 2022-23	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	Nil	0	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

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

**Response:** Not Applicable, as there were no such cases reported.

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

	FY 2023-24	FY 2022-23
Number of days of accounts payables	186.36	158.66

## 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	FY 2023-24	FY 2022-23
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	7.05%	8.76%
	b. Number of trading houses where purchases are made from	70	50
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	85.22%	93.02%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	NA	NA
	b. Number of dealers / distributors to whom sales are made		
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors		
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0%	0%
	b. Sales (Sales to related parties / Sale of Real Estate Developments/Land)	0%	0%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	92.14%	92.88%
	d. Investments (Investments in related parties / Total Investments made excluding treasury investments)	100%	100%

## 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
30,790	Safety trainings, Emergency mock drills, implementation of ISO 45001:2018, National Safety Day, World Environment Day, Road Safety Week, and Fire Service Day are also celebrated, safety communications, safety assessment exercise, Health Safety & Environment, Human Rights	100%

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

**Response:** Yes, the entity has a code of conduct for Board of Directors, which states that they enrich the Board's decision-making and prevent possible conflicts of interest that may emerge in such decision-making. Refer Page No. 257 of the Corporate Governance. Refer to <https://delf2iyv2crj.cloudfront.net/Files/codeof-conductforthe-boardof-directors-senior-management3-le5eacxVQoQNG21hp.pdf>.

## PRINCIPLE 2:

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

## Essential Indicators

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

	FY 2023-24	FY 2022-23	Details of improvements in environmental and social impacts
R&D	26.66%	23.08%	R&D (Research and Development) and capital expenditure investments in construction technologies aimed at enhancing environmental performance.
Capex	73.34%	76.92%	

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

**Response:** Yes

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

**Response:** We have achieved around 90% sustainable procurement across all our sites, adhering to IGBC guidelines for local procurement within 400km of our operations. By prioritizing sustainability, we reduce environmental impact and support local economies.

3. Describe the processes in place to safely reclaim your products for reusing, recycling, and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

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

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

**Response:** Not Applicable.

### Leadership Indicators

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

NIC Code	Name of product/service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain. (Yes/No) If yes, provide the web-link.
No LCA has been conducted in FY 2023-24.					

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

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

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2023-24	FY 2022-23
Construction waste	97.92%	94.44%

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:

	FY 2023-24			FY 2022-23		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Not Applicable			Not Applicable		
E-waste						
Hazardous waste						
Other waste						

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

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

Category	Total (A)	% of employees covered by									
		Health Insurance		Accident Insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	2,123	2,123	100%	2,123	100%	0	0	87	4%	2	0.09%
Female	875	875	100%	875	100%	17	2%	0	0%	5	0.6%
Total	3,015*	3,015	100%	3,015	100%	17	0.6%	87	3%	7	0.2%
Other than Permanent Employees											
Male	1,062	1,062	100%	1,062	100%	0	0	1	0.09%	0	0
Female	137	137	100%	137	100%	2	1.46%	0	0	0	0
Total	1,212**	1,211	100%	1,212	100%	2	0.16%	1	0.08%	0	0

Note: \*The total headcount of permanent employees is 3,015 which includes 17 employees from 'Other' gender.

\*\*The total headcount of Contractual Employee is 1,212 which includes 13 employees from 'Other' gender.

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

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

Category	Total (A)	% of workers covered by									
		Health Insurance		Accident Insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	NA										
Female											
Total											
Other than Permanent Workers											
Male	NA										
Female											
Total											



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

	FY 2023-24	FY 2022-23
Cost incurred on well-being measures as a % of total revenue of the company	0.27%	0.33 %

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

Benefits	FY 2023-24			FY 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.)
PF	100%	NA	Y	100%	NA	Y
Gratuity	100%	NA	Y	100%	NA	Y
ESI	-	-	-	-	-	-
Others – Insurance	100%	NA	Y	100%	NA	Y

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

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

- We provide gender neutral restrooms which are 'people with disabilities' (PwD) compliant.
- We are doing accessibility audits to identify further modifications required.

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

**Response:** Yes, [Diversity, Anti-Discrimination & Equal Opportunities Policy](#)

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	99%	82%	NA	
Female	50%	86%		
Total	89%	83%		

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

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Workers	NA
Other than Permanent Workers	NA
Permanent Employees	Yes, GPL has policies that allows employees to report concerns without any fear of retaliation. The policies are – <ul style="list-style-type: none"> <li>- Whistle Blower Policy</li> <li>- Anti Sexual Harassment Policy</li> <li>- Stakeholder Engagement Policy</li> </ul>
Other than Permanent Employees	

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

Category	FY 2023-24			FY 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)	% (D/C)
Total Permanent Employees	Not Applicable			Not Applicable		
Male						
Female						
Total Permanent Workers						
Female						

8. Details of training given to employees and workers:

Category	FY 2023-24					FY 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)
Employees										
Male	2,123	2,123	100%	814	38.34%	1,727	1,727	100%	1,727	100%
Female	875	875	100%	574	65.6%	656	656	100%	656	100%
Total	3,015	3,015	100%	1,403	46.54%	2,391	2,391	100%	2,391	100%
Workers										
Male	NA					NA				
Female	NA					NA				
Total	NA					NA				

Note: The total headcount of permanent employees is 3,015 which includes 17 employees from 'Other' gender. For the employees who were provided skill upgradation trainings, 15 participants are from 'Other' gender.

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	2,123	1,657	78%	1,727	1,332	77.12%
Female	875	678	77%	656	523	79.72%
Total	3,015	2,344*	78%	2,391	1,855	77.58%
Workers						
Male	NA			NA		
Female	NA			NA		
Total	NA			NA		

Note: Employees who have joined on or before 30th September 2023 are eligible for FY24 Performance Management System cycle. 100% employees covered who were in the system as on the day of ratings release.

\*2,344 employees include 17 employees identified as Others, out of which 9 were eligible and underwent the process.

\*\*The total headcount of permanent employees is 3,015 which includes 17 employees from 'Other' gender

10. Health and safety management system:

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

**Response:** Yes, at GPL, we prioritize safety through the implementation of a robust Occupational Health and Safety (OH&S) Management system across all our locations. Key components of our safety framework include:

- Comprehensive Planning: Before any activities commence, we develop Site Safety Plans and conduct thorough Hazard Identification and Risk Assessments to mitigate potential risks effectively.

- Work Permit System: Our Work Permit System ensures that tasks are performed safely and in accordance with established protocols.
- Internal Safety Audits: Regular internal safety audits are conducted to evaluate the effectiveness of safety measures and identify areas for improvement.
- Culture for Safety and Capability Building: We foster a culture of safety and continuously build capabilities among our employees through:
  - Comprehensive Safety Induction programs for all new hires.
  - Job-specific trainings to equip employees with the necessary skills for safe task execution.
  - Motivational programs and safety campaigns to instill a positive safety culture.
  - Regular review meetings, including Contractor Site Safety Committee, Joint Site Safety Committee, and Management review meetings, to address safety concerns and drive improvements.
  - Health check-ups and toolbox talks to monitor employee well-being and reinforce safety practices.
- Continual Improvement: Our internal audit mechanism monitors safety performance and identifies areas for ongoing enhancement, ensuring compliance with safety standards and regulations.

These initiatives underscore our unwavering commitment to the safety and well-being of our employees and stakeholders, as well as our dedication to continually improving safety standards across all our operations.

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

**Response:** As part of our Occupational Health and Safety (OH&S) Management System, SOP GPL P HS 02 has been developed to provide a structured approach for hazard identification, risk assessment, control implementation, and improvement of occupational health and safety (OH&S) within our organization.

This SOP systematically guides the process for hazard identification for all activities, following the hierarchy of controls framework. This framework includes the following steps:

- Elimination: Identifying opportunities to remove hazards entirely from the workplace.
- Substitution: Identifying safer alternatives to hazardous materials, equipment, or processes.
- Engineering Controls: Implementing physical changes to the work environment to isolate or minimize exposure to hazards.
- Administrative Controls: Implementing policies, procedures, and training programs to reduce exposure to hazards.
- Personal Protective Equipment (PPE): Providing appropriate PPE to workers as a final line of defense against identified hazards.

The goal of this SOP is to prioritize risk control measures that effectively mitigate or eliminate identified hazards. By following this systematic approach, we aim to ensure the safety and well-being of all personnel involved in our operations.

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

**Response:** The GPL Occupational Health and Safety (OH&S) Management System, as outlined in the Safety Manual, comprehensively delineates the roles and responsibilities of each stakeholder, including workmen. The manual serves as a guiding document that ensures clear understanding and adherence to safety protocols throughout project execution.

Key elements of the Safety Manual include:

**Roles and Responsibilities:** The manual explicitly outlines the roles and responsibilities of all stakeholders involved in the project, including management, supervisors, contractors, consultants, and workmen. Each stakeholder is provided with clear guidance on their specific duties regarding safety compliance and incident prevention.

**Worker Roles:** It is emphasized within the Safety Manual that workers possess full rights to refuse work if they identify any unsafe conditions during project execution. This right empowers workers to prioritize their safety and well-being, ensuring that potential hazards are promptly addressed to prevent accidents or injuries.

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

**Response:** GPL's contract safety rules and regulations encompass a robust procedure for establishing and operating Health Management and Medical Facilities at all our locations. As part of this initiative, a medical officer regularly visits each site at least once a week, with designated timings prominently displayed for easy access. We strongly encourage all workers to utilize this facility for addressing any non-occupational medical issues they may encounter.

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

Safety Incident/Number	Category*	FY 2023-24	FY 2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0.03	0.059
Total recordable work-related injuries	Employees	0	0
	Workers	1	4
No. of fatalities	Employees	0	0
	Workers	1	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

\*Includes contractual workforce

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

**Response:** GPL has implemented a range of measures to ensure a safe and healthy workplace environment for all employees. These initiatives include:

- Developing Occupational Health and Safety Policy: GPL has developed a comprehensive Occupational Health and Safety (OH&S) policy that outlines the organization's commitment to providing a safe work environment and adhering to relevant regulations and standards.
- Conducting Trainings: Regular safety trainings are conducted for employees to ensure they are equipped with the necessary knowledge and skills to identify and mitigate workplace hazards effectively. This includes training on hazard recognition, emergency procedures, and the proper use of personal protective equipment (PPE).
- Internal Audits: GPL conducts internal audits to assess the effectiveness of safety measures and identify areas for improvement. These audits help ensure compliance with safety regulations and standards and promote continuous improvement in safety performance.
- Daily Inspections: Daily inspections are carried out to identify and address potential hazards in the workplace promptly. This proactive approach helps prevent accidents and injuries and maintains a safe working environment.
- Hazard Identification and Risk Assessment: GPL conducts regular hazard identification and risk assessment activities to identify workplace hazards and assess the associated risks. This allows for the implementation of appropriate control measures to minimize risks to employee health and safety.
- Formation of Safety Committees: Safety committees comprising representatives from various departments are formed to promote employee involvement in safety initiatives. These committees facilitate communication and collaboration on safety matters and help drive continuous improvement in safety performance.
- Developing Emergency Response Plans (ERP): GPL has developed Emergency Response Plans to effectively respond to accidents, injuries, or other emergencies. This includes conducting regular emergency mock drills to ensure employees are familiar with emergency procedures and can respond appropriately in emergency situations.
- Developing Health & Safety Plan: A Health & Safety Plan is in place to outline specific measures and strategies aimed at promoting employee health and safety in the workplace. This plan includes initiatives such as safety campaigns, health and wellness programs, and awareness campaigns on issues like smoking cessation, alcohol addiction, and HIV awareness.
- Health and Wellness Programs: GPL offers health and wellness programs to employees to promote overall well-being. These programs may include initiatives such as smoking cessation programs, alcohol addiction support, HIV awareness campaigns, and other health promotion activities.
- Meeting Legal Requirements: GPL ensures compliance with all applicable occupational health and safety regulations, standards, and legal requirements. This includes regularly reviewing and updating safety policies and procedures to reflect changes in regulations and industry best practices.

By implementing these measures, GPL demonstrates its commitment to providing a safe and healthy workplace environment for all employees, promoting employee well-being, and fostering a culture of safety across the organization.

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

	FY 2023-24			FY 2022-23		
	Filed during this year	Pending resolution at the end of year	Remarks	Filed during this year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	Nil	0	0	Nil
Health & Safety	0	0	Nil	0	0	Nil

14. Assessments for the year:

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

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

**Response:** As per our process, hazard identification is systematically conducted for all activities to pinpoint potential risks. We then prioritize risk control measures in line with the hierarchy of controls, which includes elimination, substitution, engineering controls, administrative controls, and personal protective equipment (PPE). Once the control measures are finalized, we ensure dissemination of these hazards and controls to the execution team, including workers, to proactively eliminate hazards arising in day-to-day work. In addition to risk assessment, we actively share horizontal deployment related to incident case studies across all locations. This ensures the implementation of control measures and fosters a culture of continuous improvement in our safety practices.

**Leadership Indicators**

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

**Response:** (A) Yes, (B) Yes

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

**Response:** Statutory compliances/challans have been submitted by all the contractors during each RA bill from the Contractors. GPL also has monthly compliance audits in place to ensure compliance from the 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 rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment.

**Response:**

	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2023-24	FY 2022-23	FY 2023-24	FY 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/ No)

**Response:** No

5. Details on assessment of value chain partners

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	100%*
Working Conditions	

Note: \*Includes all contractors.

The general terms of the contract and safety SOP has been agreed and executed by all the contractors working at site which involves maintaining good working conditions at site. Health & safety, including working conditions are evaluated by the Safety team through frequent Audits as spelled out in our EHS SOP.

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.

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

**PRINCIPLE 4:**  
Businesses should respect the interests of and be responsive to all its stakeholders.

**Essential Indicators**

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

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

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

Stakeholder group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Government Bodies and Regulatory Agencies	No	Meetings and personal interactions	Need Basis	Ensuring statutory compliance, environmental and social responsibility, robust corporate governance practices, and maximizing tax revenues are imperative facets of holistic business management.
Joint Venture Partners	No	Workshops, meetings, and personal interactions	Continuous engagement	Addressed through a structured process ensuring efficient delivery.
Suppliers	No	Feedback surveys and personal interactions	Continuous engagement	Encompass health and safety initiatives, regular capacity building efforts, and compliance measures
Consultants	No	Workshops, meetings, and personal interactions	Continuous engagement	Encompass capacity building and quality enhancement, addressing key topics and concerns raised throughout the consultation process
Contractors	No	Meetings and personal interactions	Continuous engagement	Encompass capacity building, health, and safety.

## 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.

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

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

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

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

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

## PRINCIPLE 5:

### Businesses should respect and promote human rights.

#### Essential Indicators

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. of employees/Workers (B)	%B/A	Total (C)	No. of employees/Workers (D)	% D/C
Employees						
Permanent	2,669	2,669	100%	2,391	2,391	100%
Other than Permanent	0	0	NA	0	0	NA
Total Employees	2,669	2,669	100%	2,391	2,391	100%
Workers						
Permanent	NA			NA		
Other than Permanent	NA			NA		
Total Employees	NA			NA		

Note: At the end of FY 2023-24, the headcount was 3,015. However, the human rights training was launched for 15 days in March 2024. Training for permanent employees has been mentioned based on the headcount as of March 2024.

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

Category	FY 2023-24					FY 2022-23				
	Total (A)	Equal to Minimum wage		More than Minimum wage		Total (D)	Equal to Minimum wage		More than Minimum wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	3,015*	0	0%	3,015	100%	2,391	0	0%	2,391	100%
Male	2,123	0	0%	2,123	100%	1,727	0	0%	1,727	100%
Female	875	0	0%	875	100%	656	0	0%	656	100%
Other than Permanent	1,211	0	0%	1,211	100%	2,080	0	0%	2,080	100%
Male	1,069	0	0%	1,069	100%	1,835	0	0%	1,835	100%
Female	142	0	0%	142	100%	240	0	0%	240	100%
Workers										
Permanent	NA					NA				
Male	NA					NA				
Female	NA					NA				
Other than Permanent	NA					NA				
Male	NA					NA				
Female	NA					NA				

Note: The total headcount of permanent employees is 3,015 which includes 17 employees from 'Other' gender.

3. Details of remuneration/salary/wages

#### a. Median remuneration / wages

	Male		Female	
	Number	Median remuneration/salary/ wages of respective category	Number	Median remuneration/salary/ wages of respective category
Board of directors (BoD)	5	6,520,000	2	6,060,000
Key Managerial Personnel	2	57,543,777	0	Nil
Employees other than BoD and KMP*	2,110	1,391,697	871	1,000,000
Workers	NA			

Remuneration includes fixed compensation and target variable pay.

Note: \*This excludes 30 employees from 'Other' gender and those who are located in international geographies.

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

	FY 2023-24	FY 2022-23
Gross wages paid to females as % of total wages	21%	20%

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

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

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

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

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

	FY 2023-24			FY 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	6	0	Nil	3	0	Nil
Discrimination at workplace	0	0		0	0	
Child Labour	0	0		0	0	
Forced Labour/Involuntary Labour	0	0		0	0	
Wages	0	0		0	0	
Other human rights related issues	0	0		0	0	

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

	FY 2023-24	FY 2022-23
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	6	1
Complaints on POSH as a % of female employees / workers	0.69%	0.15%
Complaints on POSH upheld	6	1

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

**Response:** The complainant's identity is concealed if they are not comfortable sharing. Also, in case the complainant wants to make a police complaint considering fear of retaliation by the respondent then the POSH IC helps raise the same. POSH IC or HR teams in case of discrimination take interim measures to avoid any interaction between both parties to avoid any adverse consequences during investigation period.

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

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

10. Assessments for the year

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others- Health & Safety, Working hours	100%

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

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

### Leadership Indicators

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

**Response:** We have put in place a code of conduct, company values, and policies to ensure that human rights are respected and upheld at every level of our operations. To encourage employees to voice their concerns, we have implemented an

open-door and whistleblower policy. There have been no human rights grievances/complaints resulting in introduction/ modification of business process.

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

**Response:** We have diligently conducted Human Rights Assessments for this year, scrutinizing all our operations, including 100% of GPL's offices and project sites. These assessments, mandated by GPL's human rights policy and aligned with the United Nations' guidelines, comprehensively cover crucial areas such as health and safety, working hours, wages and leave policies, fair treatment practices, community impacts, product stewardship, freedom of association, prevention of forced labor and child labor, discrimination mitigation, and robust compliance monitoring. Additionally, every project and site office has undergone rigorous self-assessment on human rights issues. Furthermore, to ensure a deep understanding and commitment across our workforce, all employees have participated in thorough training sessions focused on human rights awareness.

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

**Response:** Yes. Godrej One, Vikhroli our head office has had accessibility audits done and post that made accessible with usage of accessible elevators, ramps, and screen readers. We currently have accessibility walks and audits being conducted for our sites too basis which adjustments will be made to ensure accessibility for Persons with Disability.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	0%
Discrimination at workplace Child Labour	0%
Child Labour	0%
Forced Labour	0%
Involuntary Labour Wages	0%
Others – please specify	NA

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

**Response:** Not Applicable.

## PRINCIPLE 6:

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

#### Essential Indicators

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

Parameter	FY 2023-24	FY 2022-23
<b>From renewable sources</b>		
Total electricity Consumption (A)	698.58 GJ	542.64 GJ
Total Fuel Consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	698.58 GJ	542.64 GJ
<b>From Non-renewable sources</b>		
Total electricity consumption (D)	18,452.1 GJ	17,538.69 GJ
Total fuel consumption (E)	7224.5 GJ	7,066.06 GJ
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	25,676.66 GJ	24,604.75 GJ
Total energy consumed (A+B+C+D+E+F)	26,375.24 GJ	25,147.44 GJ
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.0000008	0.000001

Parameter	FY 2023-24	FY 2022-23
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	0.000019	0.000025
Energy intensity in terms of physical output (GJ/sq.ft. built-up area of offices)	0.055	0.052
Energy intensity (optional) – the relevant metric may be selected by the entity	NA	NA

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency. Response: Yes, Grant Thornton Bharat LLP

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

Response: Not Applicable

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

Parameter	FY 2023-24	FY 2022-23
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	0	0
(ii) Groundwater	794.65	802.74
(iii) Third party water	290,783.76	217,363.56
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	291,574.42*	218,166.3
Total volume of water consumption (in kilolitres)	352,587.96	267,748.04
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.0000115	0.0000118
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.000259	0.000263
Water intensity in terms of physical output (kl/sq.ft. produced)	0.0362	0.0399
Water intensity (optional) the relevant metric may be selected by the entity	NA	NA

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

\*Total water consumption and withdrawal is 291,574.42 KL, however 61,013.55 KL is the water recycled hence total water consumption come out to be 352,587.96.

4. Provide the following details related to the water discharged.

Parameter	FY 2023-24	FY 2022-23
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
i. To Surface Water	Nil	Nil
- No Treatment		
- With treatment- please specify level of treatment		
ii. To Groundwater		
- No Treatment		
- With treatment- please specify level of treatment		
iii. To Seawater		
- No Treatment		
- With treatment- please specify level of treatment		
iv. Sent to third parties		
- No Treatment		
- With treatment- please specify level of treatment		
v. Others		
- No Treatment		
- With treatment- please specify level of treatment		
Total water discharged (in kilolitres)		

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

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

Response: Not Applicable

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

Parameter	Please specify unit	FY 2023-24	FY 2022-23
NOx	µg/m3	1,990.96	40
SOx	µg/m3	1,083.89	50
Particulate Matter (PM)	µg/m3	PM2.5=2,785.99 PM10= 6,217.38	60
Persistent organic pollutants (POP)	NA	NA	0
Volatile organic compounds (VOC)	NA	NA	0
Hazardous air pollutants (HAP)	NA	NA	0
Others – please specify	NA	NA	

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency: Yes, Ambient air monitoring done by Environmental laboratories, Authorised by State pollution Control board.

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

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	541.74	529.02
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	3,528.69	3,375.6
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	tCO2e/ ₹	0.000000134	0.000000173
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Power Purchasing Parity (PPP)*	tCO2e/ ₹	0.000003	0.00000384
Total Scope 1 and Scope 2 emission intensity in terms of physical output (tCO2e/sq. ft. produced)	tCO2e/sq. ft. produced	0.0087	0.00881
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	NA	NA	NA

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

\*Implied PPP conversion rate for India by IMF (International Monetary Fund) is 22.573 for 2022, and 22.167 for 2023.

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

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

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

Parameter	FY 2023-24	FY 2022-23
<b>Total waste generated (Tonnes)</b>		
Plastic waste (A)	0	0
E-waste (B)	0	0.6045
Bio-medical waste (C)	0	0
Construction and demolition waste (D)*	12,954.86	27,510.38
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other hazardous waste. Please specify, if any (G)	1.54	995.14
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	813,579.86	452,939.14
Soil	812,916.64	424,515.21
Scrap	663.22	913.55
Total (A+B + C + D + E + F + G + H)	826,536.27	481,445.26
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.0000272	0.0000213
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.00061	0.00047
Waste intensity in terms of physical output (MT/sq. ft. constructed)	0.0858	0.0718
Waste intensity (optional) – the relevant metric may be selected by the entity	NA	NA
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in tonnes)		
Category of waste		
(i) Recycled	664.76	1,908.69
(i) Reused	813,867.24	426,728.12
(ii) Other recovery options	0	0
Total	814,532	428,636.81
For each category of waste generated, total waste disposed by nature of disposal method		
Category of waste		
(i) Incineration	0	0
(ii) Landfilling	12,004.26	25,297.48
Total	12,004.26	25,297.48

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

\*Construction and Demolition Waste includes debris.

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.

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

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

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

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 (Yes / No)	Results communicated in public domain (Yes/ No)	Relevant Web link
Godrej Splendour	SIA/KA/INFRA2/412100/2022	2022	Yes	Yes	<a href="https://parivesh.nic.in/newupgrade/#/proposal-summary/proposal-document?proposal=2572446&amp;proposal_no=SIA%2FKA%2FINFRA2%2F414866%2F2023&amp;proposal_id=2572445">https://parivesh.nic.in/newupgrade/#/proposal-summary/proposal-document?proposal=2572446&amp;proposal_no=SIA%2FKA%2FINFRA2%2F414866%2F2023&amp;proposal_id=2572445</a>
Godrej Park Retreat	SIA/KA/INFRA2/414866/2023	2023	Yes	Yes	<a href="https://parivesh.nic.in/newupgrade/#/proposal-summary/proposal-document?proposal=2207347&amp;proposal_no=SIA%2FKA%2FINFRA2%2F412100%2F2022&amp;proposal_id=2207346">https://parivesh.nic.in/newupgrade/#/proposal-summary/proposal-document?proposal=2207347&amp;proposal_no=SIA%2FKA%2FINFRA2%2F412100%2F2022&amp;proposal_id=2207346</a>
Godrej Bengal Lamps	IA/KA/INFRA2/455165/2023	2023	Yes	Yes	<a href="https://parivesh.nic.in/newupgrade/#/proposal-summary/proposal-document?proposal=31225873&amp;proposal_no=IA%2FKA%2FINFRA2%2F455165%2F2023&amp;proposal_id=31225869">https://parivesh.nic.in/newupgrade/#/proposal-summary/proposal-document?proposal=31225873&amp;proposal_no=IA%2FKA%2FINFRA2%2F455165%2F2023&amp;proposal_id=31225869</a>
Godrej Reserve	SIA/MH/INFRA2/453110/2023	2023	Yes	Yes	<a href="https://parivesh.nic.in/newupgrade/#/proposal-summary/proposal-document?proposal=26344506&amp;proposal_no=SIA%2FMH%2FINFRA2%2F453110%2F2023&amp;proposal_id=26344505">https://parivesh.nic.in/newupgrade/#/proposal-summary/proposal-document?proposal=26344506&amp;proposal_no=SIA%2FMH%2FINFRA2%2F453110%2F2023&amp;proposal_id=26344505</a>
Godrej Ascend	SIA/MH/INFRA2/443582/2023	2023	Yes	Yes	<a href="https://parivesh.nic.in/newupgrade/#/proposal-summary/proposal-document?proposal=9118595&amp;proposal_no=SIA%2FMH%2FINFRA2%2F443582%2F2023&amp;proposal_id=9118590">https://parivesh.nic.in/newupgrade/#/proposal-summary/proposal-document?proposal=9118595&amp;proposal_no=SIA%2FMH%2FINFRA2%2F443582%2F2023&amp;proposal_id=9118590</a>
Prakhyat	SIA/MH/INFRA2/450660/2023	2023	Yes	Yes	<a href="https://parivesh.nic.in/newupgrade/#/proposal-summary/proposal-document?proposal=20795387&amp;proposal_no=SIA%2FMH%2FINFRA2%2F450660%2F2023&amp;proposal_id=20795383">https://parivesh.nic.in/newupgrade/#/proposal-summary/proposal-document?proposal=20795387&amp;proposal_no=SIA%2FMH%2FINFRA2%2F450660%2F2023&amp;proposal_id=20795383</a>

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

**Response:** Yes. We are complaint with all applicable environmental law/regulations/guidelines in India. However, there are three penalties received at our sites as mentioned in the table below against which corrective actions have been taken.

S. No.	Specify the law / regulation/ guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
1.	NGT	Godrej Woods, Noida ₹ 5,000,000/- paid by us pursuant to the order imposing penalty for non-adherence of NGT Ban;	5,000,000	All obligations form NGT has been met and adhered to regularly. Along with this project have been ensuring air pollution control mitigation measures like covering of construction material, installation of Anti-Smog Guns, availability of sensor based Air monitoring device, water sprinkling etc. Also the compliance to above requirements are regularly verified through internal audits.
2.	NGT	Godrej South Estate: Fine of ₹ 2,893,063/- imposed for Non-adherence instance during NGT Ban, DJB and MCD	2,893,063	NGT Ban: Required Anti-Smog Guns deployed and operational, availability AQI meter & display, availability of Fencing, sprinkling of water, installation of dust curtains (Sift & hard). DJB: One-time incident resolved and no further probable risks associated. MCD: Dust control & PHE risks are identified and regular monitoring & actions are being taken.
3.	PCMC	Godrej Emerald Waters: A penalty of an amount of ₹297,080/- was imposed by a flying squad of PCMC on 08/11/2023 at ICC-Pimpri site, being developed by GPL, for carrying out construction activities without taking measures of controlling air pollution as per Air Pollution Control Guidelines dated 07/11/2023 issued by Commissioner, PCMC, as per Order of the Hon'ble Bombay High Court passed in PIL/3/2023.	297,080	All obligations form PCMC has been met and adhered to regularly. Along with this project have been ensuring air pollution control mitigation measures like: Installation of anti-smog gun for dust suppression, sprinkle water on the road, Construction materials stored at the site are covered properly, All debris-transporting vehicles are covered properly with tarpaulin sheets, installed a sensor-based AQI machine for air quality monitoring, Material Recovery Facility for C&D waste management, availability of wheel washing facility, provided Personal protective equipment such as masks and goggles.

## Leadership Indicators

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

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

- Name of the area
- Nature of operations
- Water withdrawal, consumption, and discharge in the following format

	FY 2023-24	FY 2022-23
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	0	0
(ii) Groundwater	555	0
(iii) Third party water	130,187.67	74,975.13
(iv) Seawater/desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal	130,742.67	74,975.13
Total volume of water consumption	130,742.67	74,975.13
Water intensity per rupee of turnover (Water consumed / turnover)	0.0000043	0.0000033
Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) Surface water	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) Groundwater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) Seawater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third parties	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(v) Others	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0

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

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

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 3 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Tonnes of CO <sub>2</sub> equivalent	1,594,025.04	1,951,267
Total Scope 3 emissions per rupee of turnover	tCO <sub>2</sub> e/₹	0.000052	0.000086
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	tCO <sub>2</sub> e/sq. ft. Produced	0.16	0.29

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.  
Response: Yes, Refer IR page number 88-89, GRI 305-3 and Limited assurance is conducted on IR

### 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.

**Response:** Not Applicable.



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

S. No.	Initiative Undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Waste Management and Waste Reduction Initiative	In order to manage and reduce C&D waste at project sites, we implemented on-site material recovery facility (MRF) which enabled efficient segregation and management of waste with separate storage areas for different waste streams and linking them to authorized vendors for recycling. In first phase as a best practice, GPL has piloted setup of dedicated MRF centers at 10 project sites located in 3 Zones.	10 Projects has successfully setup Material Recovery Facility. Total 98% of Waste is Recycled or Reused.
2.	Use of Renewable energy for temporary structure at Projects	Solar energy is the alternate source of energy integrated into our projects and their operations. At our projects, Godrej City in Mumbai & Manjari, Mahalunge, Maan Hinjewadi in Pune, we had installed an ON-GRID PV Solar System for the project offices. The installed capacity 200 KW & 460 KW capacity solar plant.	Units generated till Date (KWh) 512,779 which eventually reduced emission by approximately 19,297.77 KgCO <sub>2</sub> e

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

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

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.

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

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

**Response:** 29%

## 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.

**Response:** 6

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

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

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.

**Response:** No such cases were reported.

## Leadership Indicators

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

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

## 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.

S. No.	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain? (Yes / No)	Relevant Web link
Not Applicable. There being no compliance mandate, GPL has voluntarily conducted a Social and Water Impact assessment of the CSR project, 'Integrated Watershed Development in Beed district of Maharashtra'					

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

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

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

**Response:** As per the stakeholder grievance redressal policy, local communities can file grievances using specific email addresses or phone numbers. For more information, refer to [Stakeholder Engagement Policy](#).

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

	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/ small producers	58%	22%
Directly sourced from within India	100%	100%

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

	FY 2023-24	FY 2022-23
Rural	0%	0%
Semi-urban	0%	0%
Urban	1%	17%
Metropolitan	99%	83%

### Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Not Applicable	

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

S. No.	State	Aspirational District	Amount spent (in ₹)
1.	Rajasthan	Sirohi	5,38,715

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No).

**Response:** Not Applicable

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

**Response:** Not Applicable

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

**Response:** Not Applicable

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:

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
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 the authority	Brief on the case	Corrective action taken
Not Applicable		

6. Details of beneficiaries of CSR Projects:

S. No.	Social Protection for Construction workers	84,743	100%
1	Supporting Community Creches in Pune and Gurgaon	1,056	100%
2	Tree plantation project, PAN India	93	100%
3	Crop Residue Management, Punjab	33,587	0%
4	Decentralised Solid Waste Management, Dhanpuri & Burhar	58,000	1%
5	Decentralised Solid Waste Management, Budni and Gohad	88,840	1%
6	Bioremediation, Biomining and Decentralised Solid Waste Management, Chakrata	5,000	1%
7	Decentralised Dry Waste Management, Panaji	45,000	1%
8	Decentralised Dry Waste Management, Nagpur	238,000	1%
9	DSWM, Clement Town	43,000	1%
10	DSWM, APMCs Bangalore	20,000	1%
11	DSWM, APMCs Bangalore	20,000	1%

### PRINCIPLE 9:

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

#### Essential Indicators

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

**Response:** 1) Each customer is assigned a Relationship Manager through whom the customer can raise complaints, seek clarifications or provide feedback. Each interaction with a customer is tracked in our ECRM through a Service Request Module.

2) Customers are provided information on the RM assigned, RM coordinates, and mechanism to raise a service request themselves via the GPL Mobile App.

3) GPL conducts half yearly relationship NPS survey with all its customers, asking them to rate their likelihood of recommendation Godrej Properties to friends and family on a scale of 0 to 10 (0 being lowest; 10 being highest). The survey also provides customers to share objective and qualitative feedback abouts Godrej Properties Ltd's products and services.

4) GPL further conducts Episodic NPS surveys during key moments of truth in a customer lifecycle, namely, onboarding, registration of their unit, site visit and handover. These surveys provide customers another opportunity to rate their experience during these critical moments of truth.

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

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

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

	FY 2023-24			FY 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	NA	54	0	NA
Advertising	0	0	NA	8	0	
Cyber-security	0	0	NA	0	0	
Delivery of essential services	2	1	The said case pertains to one of the customer belonging to Godrej Lake Garden Project on which the pending NGT litigation is going on, due to which the project is stopped and the case is pending before Hon'ble Supreme Court. The customer has filed a case seeking refund of the amount paid by him, in 2021 when we gave the customer option to exit the project he had accepted to stay invested with us until the final order in the said case pending before Supreme Court, the same contention has been taken by us before RERA and RERA has now adjourned the matter to September as premature as the RERA timeline of Godrej Lake Garden is September and the case before Supreme Court is also pending.	33	30	The 30 Pending resolutions reported for FY22-23 pertain to ongoing litigations regarding the construction of 24 mtr. road at Godrej Summit which is under the purview of the Govt. authorities. The construction of road within the project was completed by GPL and handed over to the RWA. Hence the matter is sub judice.
Restrictive Trade Practices	8	0	NA	0	0	NA
Unfair Trade Practices	17	0	NA	1	0	NA
Other	0	0	NA	1	0	NA

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

	Number	Reasons for recall
Voluntary Recalls	NA	NA
Forced Recalls	NA	

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

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

**Response:** Yes, our ISMS policy can be found on our intranet ([GPL Information Security Policy](#)).

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

**Response:** Not Applicable

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches

**Response:** 0

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

**Response:** 0%

c. Impact, if any, of the data breaches

**Response:** Not Applicable

### Leadership Indicators

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

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

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

**Response:** Not Applicable. Although during the handing-over of the project, our teams inform and educate customers about safe and responsible usage of products and/or services through various engagement mechanisms including handover manuals, sustainability master classes, and focused site visits.

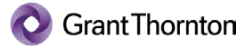
3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.

**Response:** We have developed an app for our all our customers to help them through their post-possession journey, and the same app is used to share notification and information regarding all crucial matters including service disruption/discontinuation (if any).

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

**Response:** Yes, external creative communications contain the real estate regulatory authority (RERA) registration number. All projects listed on the website have all project details including the registration number. GPL is one of very few real estate companies that has adopted Net Promoter Score (NPS) as a metric to measure of customer satisfaction. We received encouraging NPS score of 68% an improvement from 65% in FY 2022-23 with over 14,267 of our customers providing us this performance rating.

# External Assurance Statement for BRSR Core



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Independent Practitioner's reasonable assurance report on Identified Sustainability Information in Godrej Properties Limited's Business Responsibility and Sustainability Report (BRSR) for FY 2023 – 2024

To

**The Board of Directors**  
**Godrej Properties Limited**  
**Mumbai, Maharashtra, India**

1. We have been engaged to perform a reasonable assurance engagement for B Godrej Properties Limited ("Godrej" or "the Company") vide our engagement letter dated 18.03.2024 with addendum on 11.06.2024, in respect of the agreed sustainability information listed below (the "Identified Sustainability Information") in accordance with the criteria stated below. This Identified Sustainability Information is as included in the Business Responsibility and Sustainability Report (BRSR) of the Company for FY 2023 – 2024.

#### Identified Sustainability Information

2. The Identified Sustainability Information for FY 2023-24 is summarised below:

Attribute	Principle	Key Performance Indicator
Energy footprint	Principle 6 – 1	<ul style="list-style-type: none"> <li>Total energy consumption (in Joules or multiples) and energy intensity</li> <li>% of energy consumed from renewable sources</li> <li>Energy intensity</li> </ul>
Water footprint	Principle 6 – 3	<ul style="list-style-type: none"> <li>Total water consumption</li> <li>Water consumption intensity</li> </ul>
	Principle 6 – 4	<ul style="list-style-type: none"> <li>Water Discharge by destination and levels of Treatment</li> </ul>



Attribute	Principle	Key Performance Indicator
Greenhouse (GHG) footprint	Principle 6 – 7	Greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity
Embracing circularity - details related to waste management by the entity	Principle 6 – 9	<ul style="list-style-type: none"> <li>Details related to waste generated by the entity (category wise)</li> <li>Waste intensity</li> <li>Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations</li> <li>For each category of waste generated, total waste disposed by nature of disposal method</li> </ul>
Enhancing Employee Wellbeing and Safety	Principle 3 – 1(c)	Spending on measures towards well-being of employees and workers (including permanent and other than permanent) - cost incurred as a % of total revenue of the company
	Principle 3 – 11	Safety related incidents: <ul style="list-style-type: none"> <li>Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)</li> <li>Total recordable work-related injuries</li> <li>No. of fatalities</li> <li>High consequence work-related injury or ill-health (excluding fatalities)</li> </ul>
Enabling Gender Diversity in Business	Principle 5 – 3(b)	Gross wages paid to females as % of total wages paid by the entity
	Principle 5 – 7	Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013
Enabling Inclusive Development	Principle 8 – 4	Percentage of input material (inputs to total inputs by value) directly sourced from MSMEs/ small producers and from within India
	Principle 8 – 5	Job creation in smaller towns – Wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the locations, as % of total wage cost
Fairness in Engaging with Customers and Suppliers	Principle 1 – 8	Number of days of accounts payables
	Principle 9 – 7	Instances involving loss / breach of data of customers as a percentage of total data breaches or cyber security events
Open-ness of business	Principle 1 – 9	Details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties

3. Boundary of the report covers Godrej's operations in India which includes the Corporate office, 50 Sites and 8 offices.



- Our reasonable assurance engagement is with respect to the FY 2023 – 2024 information only unless otherwise stated and we have not performed any procedures with respect to earlier periods or any other elements included in the BRSR and therefore, do not express any opinion thereon.

#### Criteria

- The criteria used by the Company to prepare the Identified Sustainability Information for the FY 2023 – 2024 are the BRSR Core – 'Framework for assurance and ESG disclosures for value chain' and BRSR format, issued under SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ('LODR Regulations') read with SEBI circular SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated 12 July 2023 ("SEBI Circular") and the Guidance note for BRSR read with National Guidelines for Responsible Business Conduct Issued by Ministry of Corporate Affairs ("BRSR Framework") (hereinafter referred to as 'Criteria').

#### Management's Responsibilities

- The Company's management is responsible for selecting or establishing suitable criteria for preparing the Identified Sustainability Information, taking into account applicable laws and regulations, if any, related to reporting on the Identified Sustainability Information, identification of key aspects, engagement with stakeholders, content, preparation and presentation of the Identified Sustainability Information in accordance with the Criteria. This responsibility includes design, implementation and maintenance of internal control relevant to the preparation of the BRSR and the measurement of Identified Sustainability Information, which is free from material misstatement, whether due to fraud or error.

#### Inherent limitations

- The absence of a significant body of established practice on which to draw to evaluate and measure non-financial information allows for different, but acceptable, measures and measurement techniques and can affect comparability between entities.

#### Auditor's Independence and Quality Control

- We are independent of the Company and have fulfilled our other ethical responsibilities in accordance with the requirements of the International Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants ('IESBA') and have the required competencies and experience to conduct this assurance engagement.
- Our firm applies International Standard on Quality Management (ISQM) 1, "Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements" and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

#### Auditor's Responsibility

- Our responsibility is to express a reasonable assurance in the form of an opinion on the Identified Sustainability Information based on the procedures we have performed and evidence we have obtained. We conducted our reasonable assurance engagement in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised), "Assurance Engagements other than Audits or Reviews of Historical Financial Information ('ISAE 3000 (Revised)') issued by the International Auditing and Assurance Standards Board ('IAASB'). This standard requires that we plan and perform our engagement to obtain reasonable assurance about whether the Identified Sustainability Information are prepared, in all material respects, in accordance with the Criteria.
- A reasonable assurance engagement involves assessing the suitability in the circumstances of the Company's use of the Criteria as the basis for the preparation of the Identified Sustainability Information, assessing the risks of material misstatement of the Identified Sustainability Information whether due to



fraud or error, responding to the assessed risks as necessary in the circumstances and evaluating the overall presentation of the Identified Sustainability Information.

- The procedures we performed were based on our professional judgment and included inquiries, observation of processes performed, inspection of documents, evaluating the appropriateness of quantification methods and reporting policies, analytical procedures and agreeing or reconciling with underlying records.

- Given the circumstances of the engagement, in performing the procedures listed above, we:

- Conducted physical site visits at the corporate office in Mumbai, Godrej Urban Park in Mumbai and Godrej Orchard in Kolkata, for data and document verification.
- Conducted desk reviews of the Godrej Emerald Waters, Godrej Nirvaan, Godrej Upavan, Godrej Riverhills – Hill Retreat, Godrej Riverhills – Meadows and Godrej Mann-Hinjawadi.
- Conducted desk review of Godrej Park Retreat and Godrej Meridien for safety disclosure.
- Interviewed senior executives to understand the reporting process, governance, systems and controls in place during the reporting period.
- Reviewed the records and relevant documentation including information from audited financial statements or statutory reports submitted by the Company to support relevant performance disclosures within our scope.
- Evaluated the suitability and application of Criteria and that the Criteria have been applied appropriately to the subject matter.
- Selected key parameters and representative sampling, based on statistical audit sampling tables and agreeing claims to source information to check accuracy and completeness of claims such as source data, meter data, etc.
- Re-performed calculations to check accuracy of claims,
- Reviewed data from independent sources, wherever available,
- Reviewed data, information about sustainability performance indicators and statements in the report.
- Reviewed and verified information/ data as per the BRSR framework;
- Reviewed accuracy, transparency and completeness of the information/ data provided;

#### Exclusions

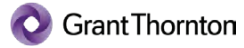
- Our reasonable assurance engagement scope excludes the following and therefore we do not express an opinion on the same:
  - Any disclosure other than those mentioned in the Scope section above
  - Data and information outside the defined reporting period
  - Data related to Company's financial performance, strategy and other related linkages expressed in the Report.
  - The Company's statements that describe expression of opinion, belief, aspiration, expectation, forward looking statements provided by the Company and assertions related to Intellectual Property Rights and other competitive issues.
  - Mapping of the Report with reporting frameworks other than those mentioned in Reporting Criteria above.

While we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls.

The procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within IT systems.

#### Opinion

- Based on the procedures we have performed and the evidence we have obtained, the Identified Sustainability Information included in the BRSR for FY 2023 – 2024 is prepared in all material respects, in accordance with the Criteria.



**Restriction on use**

16. Our reasonable assurance report has been prepared and addressed to the Board of Directors of the Company at the request of the Company solely, to assist the Company in reporting on the Company's sustainability performance and activities. Accordingly, the Assurance Statement may not be suitable for any other purpose and should not be used, referred to or distributed for any other purpose or to any other party without our prior written consent. Further, we do not accept or assume any duty of care or liability for any other purpose or to any other party to whom the assurance report is shown or into whose hands it may come without our prior consent in writing.

A handwritten signature in blue ink, appearing to read "Abhishek Tripathi", written over a horizontal line.

**Grant Thornton Bharat LLP**

Abhishek Tripathi

Partner

Dated: 28 June 2024

Place: Grant Thornton Bharat LLP

Plot No. 19A, 2nd Floor, Sector – 16A,

Noida - 201301,

Uttar Pradesh, India