

# Anant Raj Limited

CIN: L45400HR1985PLC021622

Head Off : H-65, Connaught Circus, New Delhi-110 001

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Email : [info@anantrajlimited.com](mailto:info@anantrajlimited.com) Website : [www.anantrajlimited.com](http://www.anantrajlimited.com)

Regd. Office : CP-1, Sector-8, IMT Manesar, Haryana-122051

Telefax : (0124) 4265817



**ARL/CS/13274**

**June 9, 2023**

<p>The Secretary, <b>The National Stock Exchange of India Limited,</b> "Exchange Plaza", 5th Floor, Plot No. C/1, G-Block, Bandra – Kurla Complex, Bandra (E), Mumbai-400051</p> <p><b>Scrip code: ANANTRAJ</b></p>	<p>The Manager Listing Department <b>The BSE Limited,</b> Phiroze Jee Jee Bhoj Towers, Dalal Street, Mumbai – 400001</p> <p><b>Scrip code: 515055</b></p>
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**Subject: Business Responsibility and Sustainability Report for the financial year 2022-2023.**

Dear Sir,

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations & Disclosure Requirements) Regulations 2015, we are submitting herewith the Business Responsibility and Sustainability Report ('BRSR') for financial year 2022-2023 which forms part of the Annual Report for the financial year 2022-2023.

The BRSR is also available on the website of the Company at <https://anantrajlimited.com/investors.php>

This is for your information and records.

Thanking You,

For **Anant Raj Limited**

**Manoj Pahwa**  
**Company Secretary**  
**A7812**

**Encl: As above**

# Business Responsibility & Sustainability Report

## SECTION A: GENERAL DISCLOSURES

### I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L45400HR1985PLC021622
2.	Name of the Listed Entity	Anant Raj Limited
3.	Year of incorporation	1985
4.	Registered office Address	Plot No. CP-1, Sector-8 IMT Manesar, Gurugram-122051, Haryana, India
5.	Corporate address/Head Office Address	H-65, Connaught Circus, New Delhi-110001
6.	E-mail	manojpahwa@anantrajlimited.com
7.	Telephone	011-43034400
8.	Website	www.anantrajlimited.com
9.	Financial year for which reporting is being done	April 1, 2022-March 31, 2023
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited National Stock Exchange of India Limited
11.	Paid-up Capital	₹ 64,81,92,670
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Name: Mr. A.K. Prashar E-mail id: ak.prashar@anantrajlimited.com Phone No.:011-43034426
13.	Reporting boundary-Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Consolidated (For the entity and its subsidiaries)

### II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Real Estate	Real estate activities by sale of plots, villas, independent floors, commercial buildings etc.	100

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Residential	4100	>95%
2	Commercial		
3	Integrated cities		
4	Rental		

### III. Operations

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

Location	Number of plants	Number of offices	Total
National	Not applicable	Area offices (including branch and project offices of the Company and its subsidiaries): 16 – Rajasthan (1), Haryana (7), Delhi (7), Andhra Pradesh (1)	16
International	Not applicable	Nil	Not Applicable

17. Markets served by the entity:

**a. Number of locations**

Locations	Number
National (No. of States)	Haryana, Rajasthan, Delhi and Andhra Pradesh Total no. of states served: 4
International (No. of Countries)	None (Not Applicable)

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

The Company is not involved in export of any product or services; hence it is not applicable.

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

The Company is in the real estate and infrastructure development business. It is committed to crafting the future with environmentally and socially responsible homes and commercial developments through its residential and commercial customers.

### IV. Employees

18. Details as at the end of Financial Year:

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

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	176	152	86.36	24	13.64
2.	Other than Permanent (E)	-	-	-	-	-
3.	<b>Total employees (D + E)</b>	<b>176</b>	<b>152</b>	<b>86.36</b>	<b>24</b>	<b>13.64</b>
<b>WORKERS</b>						
4.	Permanent (F)	Nil	Nil	-	Nil	-
5.	Other than Permanent (G)	Nil	Nil	-	Nil	-
6.	<b>Total workers (F + G)</b>	<b>Nil</b>	<b>Nil</b>	<b>-</b>	<b>Nil</b>	<b>-</b>

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

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

## 19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	7	1	14.29
Key Management Personnel	2	0	0

## 20. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2022-23 (Turnover rate in current FY)			FY 2021-22 (Turnover rate in previous FY)			FY 2020-21 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	29.53%	1.67%	31.2%	13.51%	0.54%	14.05%	16.02%	0.52%	16.54%
Permanent Workers	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil

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

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

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Adonai Home Private Limited	Subsidiary	100%	No
2	Advance Buildcon Private Limited	Subsidiary	100%	No
3	Anant Raj Cons. & Development Private Limited	Subsidiary	100%	No
4	Anant Raj Cloud Private Limited	Subsidiary	100%	Yes
5	Anant Raj Digital Private Limited	Subsidiary	100%	No
6	Anant Raj Green Energy Private Limited	Subsidiary	100%	No
7	Ashok Cloud Private Limited	Subsidiary	100%	No
8	Anant Raj Estate Management Services Limited	Subsidiary	100%	No
9	Anant Raj Housing Limited	Subsidiary	100%	No
10	AR Login 4 Edu Private Limited	Subsidiary	100%	No
11	Century Promoters Private Limited	Subsidiary	100%	No
12	Echo Properties Private Limited	Subsidiary	81.01%	No
13	Empire Promoters Private Limited	Subsidiary	100%	No
14	Excellent Inframart Private Limited	Subsidiary	100%	No
15	Four Construction Private Limited	Subsidiary	100%	No
16	Glaze Properties Private Limited	Subsidiary	100%	No
17	Green Valley Builders Private Limited	Subsidiary	100%	No
18	Green Way Promoters Private Limited	Subsidiary	100%	No
19	ARE Entertainment Limited	Subsidiary	100%	No
20	Grandstar Realty Private Limited	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 at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
21	Hamara Realty Private Limited	Subsidiary	100%	No
22	Jai Govinda Ghar Nirman Limited	Subsidiary	100%	Yes
23	Jasmine Buildwell Private Limited	Subsidiary	100%	No
24	North South Properties Private Limited	Subsidiary	100%	No
25	Pasupati Aluminum Limited	Subsidiary	100%	No
26	Pelikan Estates Private Limited	Subsidiary	100%	No
27	Pioneer Promoters Private Limited	Subsidiary	100%	No
28	Rolling Construction Private Limited	Subsidiary	50.10%	No
29	Romano Estates Private Limited	Subsidiary	100%	No
30	Romano Estate Management Services Limited	Subsidiary	100%	No
31	Romano Infrastructure Private Limited	Subsidiary	100%	No
32	Rose Realty Private Limited	Subsidiary	100%	No
33	Sartaj Developers and Promoters Private Limited	Subsidiary	100%	No
34	Sovereign Buildwell Private Limited	Subsidiary	100%	No
35	Spring View Developers Private Limited	Subsidiary	75%	No
36	Springview Properties Private Limited	Subsidiary	100%	No
37	Tumhare Liye Realty Private Limited	Subsidiary	100%	No
38	Woodland Promoters Private Limited	Subsidiary	100%	No
39	Roseland Buildtech Private Limited	Associate	50%	No
40	E2E Solutions Private Limited	Associate	49%	Yes
41	Romano Projects Private Limited	Associate	50%	No
42	Avarna Projects LLP	Joint Venture	50%	Yes

## VI. CSR Details

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes
- (ii) Turnover (in ₹) 64,870.17 lakhs
- (iii) Net worth (in ₹) 2,76,135.02 lakhs

**VII. Transparency and Disclosures Compliances**

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2022-23			FY 2021-22		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	In- person reporting to the Project Manager or Site incharge	0	0	-	0	0	-
Investors (other than shareholders)	Yearly monitoring on ESG parameters	-	-	-	-	-	-
Shareholders	Filed with Company/Stock Exchanges/SEBI	14	0	<b>Nature of complaints involve:</b> 1. Non receipt of Dividend. 2. Non receipt of annual report 3. Non receipt of share certificate	15	0	<b>Nature of complaints involve:</b> 1. Non receipt of Dividend. 2. Non receipt of annual report 3. Non receipt of share certificate
Employees and workers	Third parties	0	0	-	0	0	-
Customers	Through Communication Channel like email, telephone etc.	57	0	-	48	0	-
Value Chain Partners	Complaints registered online	0	0	-	0	0	-
Other (please specify)	-	-	-	-	-	-	-

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

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

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	Our Planet	Opportunity	<b>Energy Efficient</b> Green Buildings	Certified product by Indian Green Building Council	Positive implications
2	Our Customers	Opportunity	<b>Energy Efficient</b> Improve Customer health and well-being Preserve natural habitat	Green Building-Energy conservation	Positive implications

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3	Our People	Opportunity	<b>Health and Safety</b> Employee well-being Gender diversity Employee representation Attract talent for benefit of Company	It is opportunity	Positive implications
4	Our Communities	Opportunity	<b>Energy Efficient</b> Create positive impact on climate change prevention	Green Building- Energy conservation	Positive implications
5	Governance	Opportunity	<b>Anti-Bribery and corruption</b> Code of conduct/ business practices Privacy and data security	It is opportunity	Positive implications

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</b>									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	As per company practice, all the policies are approved by the concerned authority depending upon the nature of policy. The concerned authority could be Board, MD, CEO / Functional Head etc.  The Company has formulated the policies and adopted best practices in its own volition. However, while formulating the policies and adopting the same, the Company has been sensitive to the stakeholders' interest.								
c. Web Link of the Policies, if available	<a href="https://www.anantrajlimited.com">https://www.anantrajlimited.com</a>								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes								
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Internal stakeholders are made aware of the policy and external stakeholders are communicated to the extent applicable.								
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.	The Company policies are aligned with Anant Raj Group policies incorporating the best global practices.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company has set target for its Data Centre at Manesar, Haryana to be a green field project and achieved the same.  The Company has set target for its building at Sector-44, Gurugram to be a green field project and achieved the same.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	All the targets are long term, the Company annually monitors and measure the performance of the commitments. The Company has achieved its commitments.								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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**Governance, leadership and oversight**

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (*listed entity has flexibility regarding the placement of this disclosure*)

The Company is engaged in the business of real estate and not manufacturing any product, therefore no environment impact of the same.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies). Mr. Amit Sarin, Managing Director

9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details. Yes, The Company's multi-tiered governance structure spearheaded by Board of Directors (BOD), responsible for overseeing – formulation and implementation of the strategy. Management of daily activity rests with Managing Director, CEO, COO and other senior leaders. Board level committees such as Audit Committee, Corporate Social Responsibility Committee, Risk Management Committee, Stakeholders Relationship Committee etc., formed from amongst the board members helps in formulation, overseeing and implementation of associated policies.

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 (Annual/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	Managing Director - Management Team updates Board/ Board Committee - Board notes									Quarterly/ Annually								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Managing Director - Management Team updates Board/ Board Committee - Board notes									Quarterly/ Annually								

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.

P1	P2	P3	P4	P5	P6	P7	P8	P9
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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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

### 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	-	-	-
Key Managerial personnel	4	Anti-Bribery/ Anti-corruption/ POSH/ Climate responsive design/ code of conduct	100%
Employees other than BOD and KMP's	5	Code of conduct/ POSH/ Anti Bribery/ Anti-corruption	100%
Workers	-	-	-

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 regulatory/ enforcement agencies/ judicial institutions	Amount (IN INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine	P1	National Stock Exchange of India Limited	10000/-	Prior intimation of Board Meeting	No
Settlement	-	-	-	-	-
Compounding fee	-	-	-	-	-

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

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

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

In Financial year 22-23, NSE has imposed a fine of ₹ 10,000/- for non-disclosure as specified in Regulation 29(2)/(3) of SEBI (Listing Obligations and Disclosure Requirements), Regulations 2015.

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.

Anant Raj provides guidance on business ethics and supplements the principles set out in Anant Raj Code of Conduct to show that all Anant Raj entities operate fairly, transparently and with integrity. We prefer foregoing business opportunities rather than paying bribes.

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

	<b>FY 2022-23</b>	<b>FY 2021-22</b>
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	<b>FY 2022-23</b>		<b>FY 2021-22</b>	
	<b>Number</b>	<b>Remarks</b>	<b>Number</b>	<b>Remarks</b>
Number of Complaints received in relation to issues of Conflict of Interest of the Directors	Nil	N.A.	Nil	N.A.
Number of Complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	N.A.	Nil	N.A.

**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.**

Not applicable as there has been no cases of corruption and conflict of interest and associated penalties by regulators/ law enforcement agencies/ judicial institutions against any of our KMPs and directors.

**Principle 2: Business should provide goods and services that are 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.**

	<b>Current Financial year</b>	<b>Previous Financial year</b>	<b>Details of improvements in environmental and social impacts</b>
R & D	Nil	Nil	Nil
Capex	Nil	Nil	Nil

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

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

No, Anant Raj is involved in construction and development of residential homes, and operation and maintenance of integrated cities and commercial spaces, hence there is almost nil scope of sustainable sourcing.

**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.**

Anant Raj is involved in construction and development of residential homes, and operation and maintenance of integrated cities and commercial spaces. Since the lifecycle of such developments is long-term, the Company is not involved in reusing, recycling of the developed products. The Company does handle the construction and demotion and other waste generated during construction activity through partnership with authorised recyclers/ waste handlers and reuses most of the construction waste material as applicable.

**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.**

No, Extended Producer Responsibility (EPR) is not applicable to the Company's activities.

### 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	%age of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity Benefits		Paternity Benefits		Day care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent Employees</b>											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	-	-	-	-	-	-	-	-	-	-	-
<b>Other than Permanent Employees</b>											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	-	-	-	-	-	-	-	-	-	-	-

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

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

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

Benefits	FY 2022-23			FY 2021-22		
	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	70-80%	-	Y	70-80%	-	Y
Gratuity	100%	-	N.A	100%	-	N.A
ESI	40-50%	-	Y	40-50%	-	Y
Bonus & Leave Encashment	100%	-	N.A	100%	-	N.A

**3. Accessibility of workplaces**

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

No such provision is applicable as the Company does not currently have any differently abled employees, but our Registered Office at Manesar and office at Sector 63A, Gurugram is accessible to differently abled persons as per the requirements of the rights of Persons with Disabilities Act, 2016.

**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.**

Currently we do not have differently abled employee, hence there is no policy as such in the Company but the Board of Directors are contemplating creating a policy of the same.

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

Benefits	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	-	-	-	-
Female	-	-	-	-

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

Yes. Grievance redressal mechanism is available at project site establishments and offices. Complaints can be raised directly to site In charges at the respective sites or directly reported to the HR & Admin. Also, grievances can be raised through e-mails and all the grievances that are received through different platforms are directed to the respective Head of the Department and resolved through respective HR & Admin Department.

The grievances can also be raised through whistle blower system through dedicated mail.

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

There is no association or union of employees or workers recognised by the company.

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

Category	FY 2022-23					FY 2021-22				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	%(B/A)	No. (C)	%(C/A)		No. (E)	%(E/D)	No. (F)	%(F/D)
<b>Employees</b>										
Male	152	20	13.16	55	36.18	160	15	9.38	60	37.50
Female	24	4	16.67	5	20.83	23	5	21.74	5	21.74
<b>Total</b>	<b>176</b>	<b>24</b>	<b>13.64</b>	<b>60</b>	<b>34.09</b>	<b>183</b>	<b>20</b>	<b>10.93</b>	<b>65</b>	<b>35.52</b>
<b>Workers</b>										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-
<b>Total</b>	-	-	-	-	-	-
<b>Workers</b>						
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-
<b>Total</b>	-	-	-	-	-	-

## 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?**

Yes. Our Health and Safety management system covers all of our employees and contractual workers.

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

The Company has in place systematic risk management process to identify and control all the hazards in construction project sites and offices. The Company collects and review information about the hazards present or likely to be present in the workplace. The Company conducts initial and periodic inspections of the workplace to identify new or recurring hazards.

The following steps are taken for the control of risk:

- (i) The Quick attention to critical or high-risk hazards
- (ii) Effective temporary solutions until permanent fixes were applied
- (iii) Long-term solutions for those risks which can cause long-term illness
- (iv) Long-term solutions for those risks with the worst consequences
- (v) Training of workers on the risks, which continue to remain and its control measures
- (vi) Regular monitoring to check whether control measures are intact or not.

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

Yes, the Company has processes for workers to report work related hazards and to remove themselves from such risks.

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

Yes

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

Safety Incident/Number	Category	FY 2022-23	FY 2021-22
Lost Time injury Frequency rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
	Workers	Nil	Nil
Total recordable work-related injuries	Employees	Nil	Nil
	Workers	Nil	Nil
No. of fatalities	Employees	Nil	Nil
	Workers	Nil	Nil
High Consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	Nil	Nil

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

Our buildings are thoughtfully designed, keeping the health and well-being of our employees and occupiers in mind. Different design elements ensure that the buildings offer a conducive work environment. These elements minimise stress or discomfort due to loud sounds, insufficient light or excessive glare, or thermal stress in order to create ergonomically friendly spaces. At Anant Raj, we have taken a number of steps to control the dust released from our projects.

- Each of our sites is surrounded by high barricades
- When not in use, construction materials kept on the ground or in vehicles are mandatorily covered

The Company is committed to continuously employing Safety, Health and Environment practices through benchmarking with the companies that are best in the business. We check for Air quality at our offices spaces and take regular measures to improve the same. Frequent equipment checks are carried out to mitigate any wear and tear due to continued use, E.g.: Air Conditioners, UPS, Stabilisers etc, Fire alarm systems and smoke detectors are installed at all premises. Fire extinguishers are kept filled to ensure effective use during any untoward incidents.

The Company strives to use inflammable substitutes for its construction project sites. Project specific safety committee is established and improvement areas are discussed.

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

Category	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working Conditions	Nil	Nil	-	Nil	Nil	-
Health & safety	Nil	Nil	-	Nil	Nil	-

**14. Assessments for the year:**

	% of your plants and offices that were assessed (by entity or Statutory authorities or third parties)
Health and Safety Practices	100% by Anant Raj Safety Team
Working Conditions	100% by Anant Raj Safety Team

**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.**

Our internal assessment on different parameters helps us streamline our processes wherever applicable. Our annual assurance on sustainability aspects (including safety) helps us streamline the data monitoring, recording process and make the required changes in our SOP and policy.

In financial year 2022-23, working conditions at 100% of our project locations was assessed by Anant Raj Safety Team to understand the processes in place to help us maintain and improve the working environment for our workforce.

**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.**

The internal and external groups/ bodies whose activities, participation and aspirations are integral to the business and have immediate and significant impact on the operations of the Anant Raj, are regarded as a key stakeholder groups and have been identified accordingly.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board Website) Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others-Please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagements
Shareholder	No	Annual General Meeting/ Stock Exchange disclosures/ Quarterly and Half Yearly Results publications/ Email Communications/ letters/ press release/ complaints and resolutions	AGM – Annual H/Y results – Half Yearly Q/Y Results- Quarterly Others - Ongoing	Financial results, dividends, financial stability, induction of board members, changes in shareholdings, growth prospects
Employees	No	Forum, performance appraisal meeting, review, exit interviews, wellness initiatives, grievance mechanism functioning, email, circulars	Ongoing	Performance analysis and career path setting, operational efficiency, long-term strategy plans, training and awareness, health, safety and engagement initiatives.
Customers	No	Newsletter and brochures and meetings	Ongoing and as per product launches	Product quality, safety and availability, responsiveness of needs, timely delivery, fair and competitive pricing
Suppliers/ Contractors/ Partners	No	Annual supplier and contractor meeting	Annual/ Monthly	Inclusion of local suppliers/ contractors
Government	No	Meetings with local administration/ state government authorities through seminars on need basis	Ongoing	Statutory compliance, transparency in disclosures, tax revenues, sound corporate governance mechanisms
Communities	Yes	Community visits and projects, partnership with local charities, CSR initiatives	Ongoing	Assess local communities needs, strengthen livelihood opportunities.

**Principle 5: Business should respect and promote human rights.**

**Essential Indicators**

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. of Employees/ workers Covered (B)	% (B /A)	Total (C)	No. of Employees/ workers covered (D)	% (D /C)
<b>Employees</b>						
Permanent	-	-	-	-	-	-
Other than Permanent	-	-	-	-	-	-
<b>Total Employees</b>	-	-	-	-	-	-
<b>Workers</b>						
Permanent	-	-	-	-	-	-
Other than Permanent	-	-	-	-	-	-
<b>Total Workers</b>	-	-	-	-	-	-

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

Category	FY 2022-23					FY 2021-22				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No. (B)	% (B/A)	No. (C)	%(C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
<b>Permanent</b>	231	73	31.60%	158	68.40%	204	81	39.71%	123	60.29%
Male	197	67	34.01%	130	65.99%	180	76	42.22%	104	57.78%
Female	34	06	17.65%	28	82.35%	24	05	20.83%	19	79.17%
<b>Other than Permanent</b>	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
<b>Workers</b>										
<b>Permanent</b>	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
<b>Other than Permanent</b>	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-



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

	Male		Female	
	Number	Median Remuneration/salary/wages of respective category in ₹	Number	Median Remuneration/salary/wages of respective category in ₹
Board of Directors (BOD)	3	1,15,20,000	-	-
Key Managerial Personnel	2	21,29,400	-	-
Employees other than BOD and KMP	147	2,61,257	24	3,80,771
Workers	-	-	-	-

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

Yes

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

Any employee can voice all types of issues and violations to the internal complaints committee, which take immediate remedial measures to ensure that such violations must not occur in future.

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

Category	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	-	-	-	-	-	-
Discrimination at Workplace	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced Labour/Involuntary Labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other human rights related issues	-	-	-	-	-	-

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

Anant Raj believes in providing a safe, non-hostile and harassment free work environment at all its workplaces. It follows a zero-tolerance approach towards sexual harassment at workplace. Sexual harassment includes any direct or implied unwelcome physical, verbal or non-verbal conduct of sexual nature. We have a gender neutral policy on prevention of sexual harassment and applied to everyone irrespective of their sexual orientation of preference.

We treat all incidents of sexual harassment and discrimination seriously. All incidents of sexual harassment and discrimination are strictly prohibited and any complaint or report on the same is investigated and if proved, is treated as serious misconduct and breach of Company's code of conduct and appropriate action is initiated against the offending person.

All complaints or incidents report under the POSH policy is treated with all possible care, sensitivity and discretion in protecting the sensibilities of the affected person and no information is divulged publicly or to any third party which can enable identification of the identity of the affected person. During the pendency of the inquiry, the complainant may submit a written request to the Committee for interim relief which will be considered and decided by the Committee on a case-to-case basis.

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

No, The Company is planning to implement the same in a timely and planned manner.

**9. Assessments for the year:**

	<b>% of your plants and offices that were assessed (by entity or Statutory authorities or third parties)</b>
Child Labour	100%
Forced/involuntary Labour	100%
Sexual Harassment	100%
Discrimination at workplace	100%
Wages	100%
Others-please specify	-

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

Not applicable.

**Principle 6: Business 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**

<b>Parameter</b>	<b>FY 2022-23</b>	<b>FY 2021-22</b>
	<b>GJ</b>	<b>GJ</b>
Total electricity consumption (A)	71,797.86	58,165.56
Total fuel consumption (B)	6,296.03	4,065.80
Energy consumption through other sources (C)	-	-
Total energy consumption (A+B+C)	78,093.89	62,231.35
Energy intensity per rupee of turnover (Total energy consumption/ million rupees of turnover)	8.161	13.474

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

**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.**

Not Applicable

**3. Provide details of the following disclosures related to water**

<b>Parameter</b>	<b>FY 2022-23</b>	<b>FY 2021-22</b>
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	40506	31902
(iv) Seawater / desalinated water	0	0
(v) Others	15683	29669
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>56189</b>	<b>61571</b>
<b>Water intensity per rupee of turnover (Water consumed / million rupees of turnover)</b>	<b>5.87</b>	<b>13.33</b>

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

No, owing to the nature of business, the Company has not implemented a mechanism for Zero Liquid Discharge.

**5. Please provide details of air emissions (other than GHG emissions) by the entity.**

Parameter	UoM	FY 2022-23	FY 2021-22
NOx	tonnes	8.09	6.21
SOx	tonnes	4.16	2.72
Particulate matter (PM)	tonnes	34.74	26.22
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please specify	-	-	-

**6. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity**

Parameter	FY 2022-23	FY 2021-22
Total Scope 1 emissions Metric tonnes of CO <sub>2</sub> equivalent	479.16	328.54
Total Scope 2 emissions Metric tonnes of CO <sub>2</sub> equivalent	16,154.52	13,087.25
Total Scope 1 and Scope 2 emissions (per million rupees of turnover)	1.74	2.90

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

The company is proactive in deploying energy conservation measures in its operations and reducing the operational footprint including the replacement of conventional lightings with energy efficient LED lights, 5 star rated ACs etc., The initiatives gave delivered multifold benefits to the company and to further contribute for the mitigation of the climate impacts on people and planet.

**8. Provide details related to waste management by the entity**

The company carefully handles the wastes generated in the premises by tracing the generating streams and following 3R approach (Reduce, Recycle, Reuse). We have developed separate processes and practices for different waste types which is evaluated for effectiveness periodically. The company will report the waste generated quantities from next reporting cycle.

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

Plastic Waste, Paper Waste generated by the organisation are disposed responsibly by adopting sustainable waste management practices. The company takes initiatives for the safe disposal by E-Wastes by handling the wastes to authorized recyclers. We are also progressively incorporating circularity in our projects reducing the demand for new virgin materials.

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

Not Applicable, as the Company does not have offices in/around ecologically sensitive areas.

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

Not Applicable

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

Yes, Anantraj is compliant with all applicable environmental law/regulations/guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, and Environment Protection Act and Rules and there were no instances of non-compliances with the above laws in the reporting year.

**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.**

We have two such association at present

**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	CII (Confederation of Indian Industry)	National
2	FICCI	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.**

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

There are zero incidents of anti-competitive behavior or corruption within Anant Raj during the reporting period.

**PRINCIPLE 8: Businesses should promote inclusive growth and equitable development**
**Essential Indicators**
**1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.**

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

**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 INR)
Not applicable.						

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

The Company has internal complaints committee to address sexual harassment cases and other complaints of employees, customers.

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

	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/ small producers	2.26%	2.49%
Sourced directly from within the district and neighbouring districts	98%	97%

**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.**

The Company has a strong 'Customer Relationship Department' located in the Head Office in Delhi and is a nodal point for dealing with customer Grievances. Customer feedback plays a vital role as it gives us insight into customer satisfaction levels. Customer queries could either be in the form of service request or a complaint where the desired work is unfulfilled within the stipulated time frame. We are adequately and suitably staffed to facilitate customers to lodge their grievances through our IVR system, Emails, phones, website, social media etc. While complaints are resolved through structured complaints matrix, queries involving inputs required from cross-functional teams are dealt accordingly by the team and the same is communicated to customer for closure of their service request within the defined time frame. The team reports to the Department head and escalate the customer complaints as and when required for complete resolution of customer query. All complaints/queries received are being recorded, tracked and reported by the customer care representative where focus is on customer satisfaction and retaining him with the company.

We have a designated team for receiving grievances and for advising; the department has been devised along with an escalation matrix for unresolved grievances. There is a Turn Around time (TAT) to resolve/respond to the received complaints. The complaints are being resolved within a stipulated timeframe through various mediums like phones, emails, website, social media, IVR system, etc. Thus, the company has a planned and organised process of resolving customer grievances.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	100%
Safe and responsible usage	The products of the Company include residential homes, integrated cities and commercial complexes, hence recycling and disposal is not applicable to our business, but safety provisions within the product, and during development is handled in a structured manner.
Recycling and/or safe disposal	

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

	FY 2022-23		Remarks	FY 2021-22		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	-	0	0	-
Delivery of essential services	0	0	-	0	0	-
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-
Other	0	0	-	0	0	-

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

	Number	Reasons for recall
Voluntary recalls	-	-
Forced recalls	-	-

- 
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.**

No.

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

Not applicable.

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