

June 30, 2023

BSE Limited

Scrip Code: 543287

Debt Segment – 974163, 974199, 974473, 974511

National Stock Exchange of India Limited

Trading Symbol: LODHA

Dear Sirs,

Sub: Submission of Business Responsibility and Sustainability Report for the FY 2023.

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ('SEBI Listing Regulations'), we submit herewith the Business Responsibility and Sustainability Report ('BRSR') for the financial year ended March 31, 2023 along with the Independent Assurance Statement provided by DNV Business Assurance India Private Limited ('DNV').

The said BRSR also forms an integral part of the 2nd Integrated Annual Report for the FY 2023, submitted to the stock exchanges vide letter dated June 30, 2023.

This is for your information and record please.

Thanking you,

Yours truly,

For Macrotech Developers Limited

Sanjyot Rangnekar

Company Secretary & Compliance Officer

Membership No. F4154

Encl: As above.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity GRI 2-1, 2-2, 2-3, 2-5

1.	Corporate Identification Number (CIN) of the Listed Entity	L45200MH1995PLC093041
2.	Name of the Listed Entity	MACROTECH DEVELOPERS LIMITED
3.	Year of Incorporation	1995
4.	Registered office address	412, Floor- 4, 17G Vardhaman Chamber Cawasji Patel Road, Horniman Circle, Fort, Mumbai MH 400001
5.	Corporate office address	Lodha Excelus, Apollo Mills Compound, N.M.Joshi Marg, Mahalaxmi, Mumbai 400011
6.	E-mail id	investor.relations@lodhagroup.com
7.	Telephone	+91 22 6773 7373
8.	Website	www.lodhagroup.in
9.	Financial year for which reporting is being done	2022-2023
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited and National Stock Exchange of India Limited
11.	Paid-up capital	₹ 4.8 Bn
12.	Name and contact details of the person who may be contacted in case of any queries on the BRSR report	Ms Sanjyot Rangnekar Company Secretary and Compliance Officer Tel: +91 22 6773 7373 Email: Sanjyot.Rangnekar@lodhagroup.com Address: 10 th Floor, Lodha Excelus, Apollo Mills Compound, N M Joshi, Marg, Mahalaxmi, Mumbai 400011
13.	Reporting boundary	Disclosures are made on a consolidated basis for Macrotech Developers Limited and its subsidiaries. GRI Assurance: DNV Business Assurance Private Limited has carried out an independent third party assurance of the sustainability disclosures brought out in the Report 2022-23. The scope and basis of assurance have been described in their Assurance Statement

II. Products/services GRI 2-2, 2-6

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	Construction	Development of a. Residential Projects, b. Commercial Projects and c. Digital Infrastructure park	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	Construction and development of real estate and allied activities	410	100%

III. Operations GRI 2-2, 2-6

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

S. No.	Location	Number of plants*	Number of offices	Total
1	National	34	2	36
2	International	0	1	1

Notes: 1. The company does not have any plants. Total number of project offices is 34.

2. The Company has a representative sales office in Dubai.

17. Markets served by the entity

a. Number of locations

S. No.	Location	Total
1	National (No. of States)	2
2	International (No. of Countries)	0

Note: The Company does not have any international projects. However the Company has a representative sales office in Dubai.

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

Nil

c. A brief on types of customers

In our "for-sale" business, our customers are generally individuals. In our commercial annuity and digital infrastructure park business, our customers are financial institutions, business houses, high net worth individuals etc.

IV. Employees GRI 2-2, 2-7, 2-8

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)
EMPLOYEES						
1.	Permanent (D)	4,200	3,443	82.0%	757	18.0%
2.	Other than Permanent (E)	105	54	51.4%	51	48.6%
3.	Total employees (D + E)	4,305	3,497	81.2%	808	18.8%
WORKERS						
4.	Permanent (F)	0	0	0	0	0
5.	Other than Permanent (G)	12,709	12,709	100%	0	0
6.	Total workers (F + G)	12,709	12,709	100%	0	0

Note: Workers at our construction sites are employed by our contractors and their sub-contractors. There are no workers on our pay roll.

b. 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)	1	1	100%	0	0
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total differently abled employees (D + E)	1	1	100%	0	0
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	0	0	0	0	0
5.	Other than Permanent (G)	0	0	0	0	0
6.	Total differently abled workers (F + G)	0	0	0	0	0

19. Participation/Inclusion/Representation of women [GRI 405-1]

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	9	2	22.2%
Key Management Personnel	5	2	40.0%

20. Turnover rate for permanent employees and workers [GRI 401-1]

	FY 2023 (Turnover rate in current FY)			FY 2022 (Turnover rate in previous FY)			FY 2021 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	22.7%	26.5%	23.4%	21.0%	29.1%	22.4%	31.5%	27.5%	30.9%
Permanent Workers	Not applicable								

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

21. (a) Names of holding / subsidiary / associate companies / joint ventures [GRI 2-2]

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	Sambhavnath Infrabuild And Farms Private Limited	Holding	-	No
2	Apollo Complex Private Limited	Subsidiary	100%	No
3	Bellissimo Buildtech LLP	Subsidiary	100%	No
4	Bellissimo Constructions And Developers Private Limited ²	Subsidiary	100%	No
5	Bellissimo In City FC NCR 1 Private Limited	Subsidiary	100%	No
6	Brickmart Constructions And Developers Private Limited	Subsidiary	100%	No
7	Center For Urban Innovation Private Limited ²	Subsidiary	100%	No
8	Cowtown Infotech Services Private Limited	Subsidiary	100%	Yes
9	Cowtown Software Design Private Limited	Subsidiary	100%	No
10	Digirealty Technologies Private Limited	Subsidiary	100%	No
11	G Corp Homes Private Limited	Subsidiary	100%	Yes
12	Homescapes Constructions Private Limited ²	Subsidiary	100%	No
13	Lodha Developers International 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)
14	Lodha Developers International (Netherlands) B.V	Subsidiary	100%	No
15	Lodha Developers U.S., Inc	Subsidiary	100%	No
16	National Standard (India) Limited	Subsidiary	73.94%	Yes
17	One Place Commercial Private Limited	Subsidiary	100%	Yes
18	Palava City Management Private Limited	Subsidiary	100%	No
19	Palava Induslogic 3 Private Limited	Subsidiary	100%	No
20	Palava Institute Of Advanced Skill Training Private Limited ²	Subsidiary	100%	No
21	Primebuild Developers And Farms Private Limited ²	Subsidiary	100%	No
22	Roselabs Finance Limited	Subsidiary	74.25%	No
23	Sanathnagar Enterprises Limited	Subsidiary	72.7%	Yes
24	Simtools Private Limited ³	Associate	49.85%	No
25	Thane Commercial Tower A Management Private Limited	Subsidiary	100%	No
26	Bellissimo Digital Infrastructure Development Management Private Limited	Joint Venture	60%	No
27	Bellissimo Digital Infrastructure Investment Management Private Limited	Joint Venture	60%	No
28	Bellissimo In City FC Mumbai 1 Private Limited	Joint Venture	33.34%	No
29	Palava Induslogic 2 Pvt Ltd	Joint Venture	100%	No
30	Palava Induslogic 4 Private Limited	Joint Venture	33.34%	No
31	Grosvenor Street Apartments Limited ¹	Joint Venture	51%	No
32	Lincoln Square Apartments Limited ¹	Joint Venture	51%	No
33	Lodha Developers 1GSQ Holdings Limited ¹	Joint Venture	53.45%	No
34	Lodha Developers 1GSQ Limited ¹	Joint Venture	53.45%	No
35	Lodha Developers 48CS Limited ¹	Joint Venture	53.45%	No
36	Lodha Developers Dorset Close Limited ¹	Joint Venture	53.45%	No
37	Lodha Developers International (Jersey) III Limited ¹	Joint Venture	53.45%	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)
38	Lodha Developers UK Limited ¹	Joint Venture	51%	No
39	New Court Holdings Limited ¹	Joint Venture	51%	No
40	1 GSQ Leaseco Limited ¹	Joint Venture	51%	No
41	1 GS Residences Limited ¹	Joint Venture	53.43%	No
42	1 GS Investments Limited ¹	Joint Venture	53.45%	No
43	1 GS Properties Investments Limited ¹	Joint Venture	51%	No
44	1GS Quarters Holdings Limited ¹	Joint Venture	53.45%	No
45	Mayfair Square Apartments Limited ¹	Joint Venture	45.9%	No
46	Mayfair Square Residences Limited ¹	Joint Venture	45.9%	No

Notes:

1. Subsidiaries as per Companies Act 2013, considered under "joint control" as per Ind AS 110

2. Wholly owned subsidiaries merged with the Company w.e.f. 20.05.2023

3. Associate company, considered a subsidiary due to control under Ind AS 110

VI. CSR Details

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

Yes

(ii) Turnover ₹ **87.3 Bn**

(iii) Net worth ₹ **122.2 Bn**

VII. Transparency and Disclosures

23. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct [GRI 2-16]

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			FY 2022		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes www.lodhagroup.in/sustainability	Nil	Nil	-	Nil	Nil	-
Investors	Yes www.lodhagroup.in/investor-relations	Nil	Nil	-	Nil	Nil	-
Shareholders	www.lodhagroup.in/investor-relations	4	Nil	-	Nil	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 2023			FY 2022		
		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
Employees and workers	Yes www.lodhagroup.in/sustainability	778	19	All pending cases closed as on date.	996	42	All cases closed
Customers	Yes www.lodhagroup.in/sustainability	4,609	96	All pending cases closed as on date. 16 customer complaints were converted into litigation and 4 customer litigations were closed successfully.	4,455	Nil	61 customer complaints were converted into litigation and 31 customer litigations were closed successfully.
Value Chain Partners	Yes www.lodhagroup.in/sustainability/	2,730	51	All pending cases closed as on date.	-	-	-

Notes:
Number of customer complaints includes complaints received /addressed of any nature.

24. Overview of the entity’s material responsible business conduct issues [GRI 3-2, 3-3]

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

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)
Environmental stewardship	Risk and Opportunity	<p>Risk: Health impacts of heat stress, water stress and flooding (water borne diseases and displacement); Increase in peak energy demand; Impact on affordability (energy and water)</p> <p>Opportunity: Minimized urban heat island effect; Improved health and well being of residents; Resilient project portfolio with sustained value growth of real estate</p>	<ol style="list-style-type: none"> Developed a climate risk toolkit for aiding in masterplanning and development of new land parcels and properties; toolkits include mitigation measures against potential risks Robust infrastructure deployment on projects Energy and water sufficiency roadmaps for large developments Transition to renewable energy 	Positive

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)
Workforce development	Risk and Opportunity	<p>Risk: Inability to attract or retain the right talent or higher attrition due to increasing number of career options</p> <p>Opportunity: Attract the best talent by providing growth opportunities and nurturing environment</p>	We provide a workplace which is both fulfilling and conducive to professional and personal growth through our talent management approach coupled with our culture and our We Care approach	Positive
Stakeholder collaboration & development	Risk and Opportunity	<p>Risk:</p> <ol style="list-style-type: none"> 1. Environment - Higher scope 3 emissions in use of sold products (downstream) and embodied carbon emissions (upstream) 2. Social - Communication gaps with stakeholders and delay in issues faced by them 3. Governance - Value chain partners' non-compliance with sustainability related norms and regulations <p>Opportunity:</p> <ol style="list-style-type: none"> 1. Reduced costs, attracting pro environment customers, 2. Creating long term sustainable relationships with stakeholders through continuous engagement 3. Promoting inclusive growth by educating VCPs about the changing regulations and benefits of integrating sustainability with business 	We continue to strengthen our engagement with stakeholders through various platforms and channels. For more details refer the Stakeholder Engagement section on page 38 of the Integrated Report	Positive
Responsible Business Conduct	Risk and Opportunity	<p>Risk: Regulatory risks and uncertainties</p> <p>Opportunity: Build stakeholders trust by leading ethically and through high degree of transparency and accountability</p>	<ol style="list-style-type: none"> 1. Strong board with diverse experience to guide management through the business cycles 2. Strong risk management framework 	Positive
Data Protection & Technology	Risk and Opportunity	<p>Risk:</p> <ol style="list-style-type: none"> 1. Prolific digitisation and evolving technological landscape 2. Regulations becoming stringent on data protection and increasing threats to information security <p>Opportunity: Early mover advantages by piloting promising technologies</p>	<ol style="list-style-type: none"> 1. Testing technologies in collaboration with industry partners and policy makers thereby limiting the cost impacts. 2. Technology transformation to achieve operational excellence and superior customer experience 3. Continuous enhancement of reliability and security of our systems 	Positive

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Policy and Management

1. a. Whether your entity’s policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)

		P1	P2	P3	P4	P5	P6	P7	P8	P9
1	a. Whether your entity’s policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c. Web Link of the Policies, [GRI 2-23]	www.lodhagroup.in/sustainability								
2	Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4	Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO 45001: 2018 ISO 14001:2015, IGBC, GBCI And LEED								
5	Specific commitments, goals and targets set by the entity with defined timelines, if any. [GRI 3-3]	<p>We have set specific Environmental, Social and Governance (ESG) goals and have defined our strategy to deliver consistent, competitive, profitable, and responsible growth. Top goals include:</p> <ol style="list-style-type: none"> 1. Net Zero: <ol style="list-style-type: none"> a. Scope 1 & 2: Accelerated decarbonisation trajectory with a target of getting to Net Zero by 2027 b. Scope 3: <ol style="list-style-type: none"> i) Achieve 51% reduction in Scope 3 emission intensities by 2030 ii) Emissions reduction pathway aligned with 1.5°C goal, i.e. achieving Net Zero by 2050 2. Diversity & Inclusion: <p>Achieve gender diversity target of 44% by 2027 (excluding construction workforce)</p> 3. Health & Safety: Ensuring a safe working environment as sties to achieve zero fatality, zero hospitalization, and lowest LTIFR in the industry <p>For more details refer the Sustainable Growth section on page 54 of the Integrated Report</p>								
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	<p>We constantly monitor our performance against our ESG Goals’ and take adequate actions wherever required.</p> <ol style="list-style-type: none"> 1. a) Scope 1 & 2: Renewable energy transition at 90% of our construction sites and standing assets; Anticipating to become operationally Net Zero (scope 1, 2) by FY24 b) 17.8% YoY reduction in scope 3 emission intensities in FY23; Launched Lodha Net Zero Urban Accelerator, in partnership with RMI 2. Gender diversity at 27.2% in FY23 (excluding construction workforce) 3. 0.054 lost time injury frequency rate (LTIFR) and one fatality in FY23 <p>For more details refer the Sustainable Growth section on page 54 of the Integrated Report</p>								

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) [GRI 2-22]

Refer the MD & CEO's statement on page 22 of the Integrated Report.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies). [GRI 2-9, 2-13]

The ESG Committee of the Board is responsible for the following:

- Approve, note and ratify ESG goals, targets and strategy and monitor performance thereof including the ESG initiatives to ensure long-term value creation for stakeholders
- Periodically review implementation, execution, progress and impact of the Company's ESG initiatives and targets
- Review of ESG reporting in line with various national and global sustainability/ ESG indices and guidelines.
- Do all acts, deeds and things incidental and deemed necessary for achievement of ESG goals, targets and strategy of the Company. Composition of the ESG Committee is provided in the Corporate Governance Report on page 270 of this Report.

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. [GRI 2-9, 2-11, 2-13, 2-14]

Mr Abhishek Lodha, Managing Director & CEO is responsible for decision making on sustainability related issues. The Company has also constituted an ESG Committee with terms of reference as set out in point no 8 above.

10. Details of Review of NGRBCs by the Company:

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

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. [GRI 2-5]

Yes. Price Waterhouse Coopers Services LLP has done on Assessment evaluating the working of our Sustainable Design polices and the CSR policy along with the Human Rights Due Diligence evaluating our Human Rights, Diversity and inclusion policies' implementation in the Company in FY22.

DNV Business Assurance Private Limited has provided a limited assurance on non-financial sustainability disclosures based on GRI standards for FY23.

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

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURES

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	4	All 9 principles	100%
Key Managerial Personnel	4	All 9 principles	100%
Employees other than BoD and KMPs	645	All 9 principles	99.8%
Workers	331	Business Ethics, Environment, Health and Safety and Well-being	100%

Note: Impact of training

- Awareness and understanding on organization commitment towards ethical business practices, human rights, health and safety.
- Building awareness on organization commitment and targets on ESG.
- Zero cases of any violation on ethical business practices, human rights, discrimination and harassment.

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 Requirement) Regulations, 2015 and as disclosed on the entity's website):

Nil

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

NA

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy. [GRI 205 - 1]

Yes. The Company has adopted an Anti Money laundering, Anti corruption and Anti Bribery policy. The Policy is applicable to all our stakeholders and seeks to ensure that there are adequate procedures to prevent any involvement in any activity related to bribery, facilitation payments, corruption or money laundering etc. Employees affirm the policy annually and other stakeholders like vendors, channel partners etc at the time of onboarding and at the time of entering into contracts with the Company. The policy is available on our website at www.lodhagroup.in/sustainability. There were no breaches on account of bribery or corruption or money laundering in FY23.

5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption: [GRI 205 - 3]

	FY 2023	FY 2022
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

6. Details of complaints with regard to conflict of interest [GRI 2-15]

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

In FY 23, the Company did not receive any complaint with regard to conflict of interest from any stakeholder.

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.

Nil

Leadership Indicators

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

S.No.	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
1	12	Product sustainability, Stakeholder engagement, Environment Protection, Inclusive growth	52

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. [GRI 2-15]

Yes. The Company receives annual declarations from its Directors and KMPs on the entities they are interested in and ensures requisite approvals as required under the applicable laws as well as the Company's policies are in place before transacting with such entities / individuals. The Nomination & Remuneration Committee considers potential conflict of interest scenarios at the time of induction of directors to the Board. Interested directors do not vote or participate in decision on matters where they have or may have a conflict of interest.

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	FY 2022	Details of improvements in environmental and social impacts
R&D	7.3%	6.9%	In-house innovations in product design and strategic partnerships to ensure environmentally sustainable buildings, which has led to increase in our green certified portfolio. We are also addressing our full-spectrum of emissions through the Lodha Net Zero Urban Accelerator in partnership with Rocky Mountain Institute (RMI).
Capex	15.9%	16%	Significant use of sustainable products in our developments, ensuring considerations of circularity by use of recycled materials and operational efficiency in the form of system renewable energy, recycled steel, fly ash and ggbs, AAC blocks, star rated air conditioners and geysers, sewage treatment plants, performance facade systems etc.

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No) [GRI 308-1]

Yes, We have a strong procurement policy that supports sustainable sourcing and a circular economy model. We prioritise hiring from local communities and strategically creating job opportunities for vendors and allied service providers to positively impact their economic growth. We carefully evaluate and monitor vendor performance to maintain our high standards for quality, safety, and sustainability. Our approach supports the vendors and contributes to the socioeconomic development in the region. The policy is available on our website www.lodhagroup.in/sustainability. For more details refer the Social and Relationship section on page 158 of the Integrated Report.

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

Geomapping was done for ~72% of total material procurement and within this we found that ~72% of material is procured from within 400 km radius.

For more details refer the Social and Relationship section on page 158 of the Integrated Report.

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.[GRI 306-2]

Not 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.

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

S.No.	NIC Code	Name of Product/ Service	% of total Turn over 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 weblink.
1	410	Construction of buildings	5%	1.81	yes	Yes, www.lodhagroup.in/blogs/embodyed-carbon-in-high-rise-buildings-insights-from-a-baselining-study?utm_source=blog-lodha&utm_medium=blog-lodha&utm_campaign=lodha

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

S.No.	Name of Product / Service	Description of the risk / concern	Action Taken
1	Construction of buildings	The LCA confirmed that the embodied carbon emissions outweigh the overall emissions in the near-term. It is therefore imperative for us to engage with the supply chain and also devise innovative designs to reduce these upstream Scope 3 emissions.	Actions taken for embodied carbon reduction: - Published EC base lining for concrete buildings - Piloted higher GGBS content cement mix at UT; Planning LC2/3 pilot in FY24 - Central formwork yard helping reduce significant AI related emissions -Piloting agrocrete blocks at Premier project

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).

S.No.	Indicate input material	Recycled or re-used input material to total material	
		FY 2023	FY 2022
1	Steel	9.54	7.2
2	Fly ash and Ground granulated blastfurnace slag (ggbfs)	0.57	0.19

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

Not applicable

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product 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 [GRI 401-2]

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	3,443	3,443	100%	3,443	100%	0	0	3,443	100%	940	27.3%
Female	757	757	100%	757	100%	757	100%	0	0	387	51.1%
Total	4,200	4,200	100%	4,200	100%	757	18.0%	3,443	81.9%	1,327	31.6%
Other than Permanent employees											
Male	54	26	48.1%	26	48.1%	0	0.0	26	48.1%	32	59.3%
Female	51	16	31.4%	16	31.4%	16	31.4%	0	0.0	37	72.5%
Total	105	42	40.0%	42	40.0%	16	15.2%	26	24.8%	69	65.7%

Health Insurance, Accident Insurance, Parental leave is applicable only for permanent employees and full time consultants.

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

The Company ensures that all workers have a "Fit for Work" medical certificate before induction. Labour welfare facilities e.g. accommodation, food, recreation facilities, rest rooms, drinking water, toilets and urinals and health care facilities eg first aid facilities, qualified doctors and nurses, ambulance & emergency care are provided by the company. Regular pest control, fogging, sanitisation is conducted at sites. For more details refer the Human Capital section on page 136 of the Integrated Report.

2. Details of retirement benefits for current FY and previous FY [GRI 201-3]

S.No	Benefits	FY 2023			FY 2022		
		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.)
1	PF	100%	100%	Yes	100%	100%	Yes
2	Gratuity	100%	NA	NA	100%	NA	NA
3	ESI	1.3%	100%	Yes	6%	100%	Yes

Note: ESIC is applicable to employees as per the threshold limit prescribed under the ESIC Act.

3. Accessibility of workplace

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

Yes

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.

The Company has an Equal Opportunity Policy which echoes our commitment to creating equal opportunities in employment and an inclusive work culture. The policy is available on our website at <https://www.lodhagroup.in/sustainability>

5. Return to work and Retention rates of permanent employees and workers that took parental leave. [GRI 401-3]

Gender	Permanent employees		Permanent workers	
	Return to work rate %	Retention rate %	Return to work rate %	Retention rate %
Male	100%	82.6%	NA	NA
Female	100%	88.0%	NA	NA
Total	100%	83.4%	NA	NA

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. [GRI 102-33]

	Yes/No(If Yes, then give details of the mechanism in brief)
Permanent Workers	This is not applicable as the Company does not have any permanent workers.
Other than Permanent Workers	Yes. Grievances can be registered in the complaint registers provided at all our sites or online on our Stakeholders' Grievance redressal portal. These complaints are acted upon and closed by the site staff. Details are shared with Project EHS associates on a monthly basis. EHS Associates conduct Camp inspections and check the complaint register periodically to ensure timely closeout. Report on outstanding complaints is reviewed in monthly project committee meetings.
Permanent Employees	Yes. Grievances may be raised with the Human Resources Business Partners assigned to the department / project site. Employees can also raise grievances online on the Stakeholders Grievance redressal portal. The Company also provides a whistleblower mechanism where complaints on violation of our Code of Conduct or on illegal or unethical practices may be raised anonymously as per our Whistleblower Policy.
Other than Permanent Employees	

7. Membership of employees and worker in association(s) or Unions recognised by the listed entity [GRI 2-30]

Employees are allowed to associate with any trade union or seek collective bargaining agreements. As on March 31, 2023, no employees were part of any independent trade union or collective bargaining agreements.

8. Details of training given to employees and workers [GRI 404-1]

Category	FY 2023					FY 2022				
	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	3,497	2,123	60.7%	3,359	96.1%	2,782	939	33.7%	1,982	71.2%
Female	808	313	38.7%	786	97.3%	577	29	5.0%	530	91.8%
Total	4,305	2,436	56.6%	4,145	96.3%	3,359	968	28.8%	2,512	74.7%
Workers										
Male	12,709	12,709	100%	8,598	67.7%	10,879	10,879	100%	10,098	92.8%
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	12,709	12,709	100%	8,598	67.7%	10,879	10,879	100%	10,098	92.8%

9. Details of performance and career development reviews of employees and worker [GRI 404-3]

Category	FY 2023			FY 2022		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	3,497	3,469	99.2%	2,804	2,804	100%
Female	808	773	95.7%	586	586	100%
Total	4,305	4,242*	98.5%	3,390	3,390	100%

*Trainees and Interns are not included

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? [GRI 403-1]

Yes. The Company is certified for ISO 45001:2018 which is an Internationally well recognized and accepted Occupational Health and Safety (OHS) Management System Standard, implemented at all of our facilities and projects in India. These certified locations constitute 100% of office footprint and 100% of people footprint operating from these locations. The Company has a well-defined Occupational Health and Safety Management System which includes (OHS) policy, OHS Manual and supporting processes to ensure the safety and well-being of its employees and 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? [GRI 403-2]

As a part of ISO 45001:2018 Occupational Health and Safety Management System, the Company has a documented procedure to carry out assessment of work-related hazards and risks by conducting hazard identification and risk assessment sessions, daily site inspections, weekly management walkabouts, audits, etc for all routine and non-routine activities carried out at all our facilities and projects. Hazard and risk identification is carried out by the process owners in consultation with the safety experts. The process owners are responsible to ensure adequate controls are identified and implemented to control the identified OHS risks. For more details refer the Occupational Health and Safety section on page 148 of the Integrated Report.

- c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Yes/ No) [GRI 403-2]

Yes. The Company has an OHS observations (unsafe condition and unsafe act) and incident (accidents, near misses) reporting system and management process to ensure that all observations are closed, and work-related incidents are investigated and corrective and preventive actions are implemented. Company has a Stop Work Policy and empowered all employees and workers to act immediately to remove themselves and co-workers from OHS risks. For more details refer the Occupational Health and Safety section on page 148 of the Integrated Report.

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

Yes. We take a holistic approach to well-being of our employees. Our well-being programs cover various aspects such as mental health, ergonomic health, physical health, and safety at home, delivered through digital channels, hospital insurance services and occupational health services. We have instituted programs for employees and their families to help cope with the mental stress and anxiety. Our employees have various health benefits including medical insurance, 24x7 free doctor consultations, in-house nutritionist and numerous other initiatives which ensure their physical, mental and emotional well-being. Maternity benefits, crèche policy and other exclusive wellness initiatives ensure that our women employees have a conducive work environment and are able to strike a work life balance. Regular health campaigns/awareness sessions are conducted in worker camps by the qualified doctors/NGOs. Regular medical check-ups for workers are organized. Company has implemented "Substance Abuse Policy" at all our projects. For more details refer the Human Capital section on page 136 of the Integrated Report.

11. Details of safety related incidents [GRI 403-9, 403-10]

Safety Incident/Number	Category	FY 2023	FY 2022
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0.062	0.152
Total recordable work-related injuries	Employees	0	0
	Workers	8	17
No. of fatalities	Employees	0	0
	Workers	1	1
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

12. Describe the measures taken by the entity to ensure a safe and healthy work place. [GRI 403-2, GRI 3-3, GRI 403-9, GRI 403-10]

Occupational health and safety risks identified are typical to our nature of operations including workplace ergonomic risks arising due to computer usage at work stations, indoor air quality, workplace illumination, noise and fire risk typical to an office building; and general risks including slips, trips, falls, electrical shock, etc.

Hazard identification and risk assessment process is conducted to identify each such risk and ensure that proper mitigation measures are put in place to create a healthy and safe work environment. A similar approach for hazard identification is followed at our projects where the OHS risks are fall of persons/ materials, Working at height, manual and mechanical material handling, electrical and mechanical hazards, fire, collapse of soil/scaffolding/structures, failure of equipment/machinery, slips and trips, air quality, noise, illumination, etc.; measures include creating awareness through induction, OHS trainings, deployment of competent work force, implementation of preventive measures as per Risk Assessment of the activity, adopting safe work methods, adopting zero tolerance to OHS violations, implementation of disciplinary and reward programs, etc.

Some of the mitigation measures to prevent or mitigate significant occupational health & safety impacts include,

- Provision and maintenance of fire detection, alarm and suppression systems.
- Regular mock drills for fire as well as medical emergencies
- Regular site OHS inspections and audits
- Provision of ergonomically designed chairs and workstations to prevent musculoskeletal disorders (MSD's) and low radiation computer monitors for better visual health
- Digital monitoring of indoor air quality and periodic cleaning of the HVAC ducts to avoid sick building syndrome.
- Monitoring of air quality & noise monitoring at construction sites which is conducted by third party vendor to ensure emission is within MPCB permissible limit.
- Regular training on occupational health & safety training to sensitize employees on OHS aspects to inculcate a culture of safety
- Employee engagement campaigns on health & safety topics such as Everyone home safe, fire safety, road safety, emergency evacuation, ergonomics among others.

13. Number of complaints on the following made by employees and workers [GRI 2-16]

	FY 2023			FY 2022		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	1,948	0	All complaints are addressed	975	0	All complaints are addressed
Health & Safety	124	0		23	0	

14. Assessments for the year [GRI 3-3]

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

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions [GRI 403-10]

There were no significant risks/ concerns arising out of the health & safety assessments carried out during the year. There were a few slip, trip and fall related incidents during the year which were investigated and closed with necessary corrective and preventive actions. For further details on the safety measures taken at our sites, refer the Occupational Health and Safety section on page 148 of the Integrated Report.

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of (a) employees and (b) workers (Y/N)

a. Employees (Y/N)

Yes. A monthly compensation equivalent to the last drawn salary of the deceased employee for a period of 12 months is paid to the nominee of the deceased employee. For more details refer the Human Capital section on page 136 of the Integrated Report.

b. Workers (Y/N)

Yes. As a part of the contract, the contractor is liable to pay statutory compensation to a worker. Additionally, the Company also pays a one-time compensation equivalent to twelve months wages to the nominee of the deceased worker.

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

Contractors are required to submit valid PF and ESIC registrations and copies of attendance & wage registers, workmen compensation policy and challans as a proof of payment of statutory dues on an ongoing basis.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2023	FY 2022	FY 2023	FY 2022
Employees	0	0	0	0
Workers	1	1	0	0

Note: In case of contract workers, it is the responsibility of the contractor to provide compensation/rehabilitation/alternate employment. There was one worker fatality during the year. We ensured that the compensation has been paid by the contractor to the nominee of the worker.

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)

No, the Company does not have any formal policy on transition assistance, however, support is provided on case to- case basis.

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	39%
Working Conditions	

*suppliers and contractors

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

The value chain partners are required to maintain safe working conditions as per the Supplier’s Code of Conduct as well as the general conditions of the contract. The contractors who are working at our project sites are governed by our safety policy. All aspects related to health and safety measures and working conditions including risk identification and corrective measures are common for the entire project, as enumerated in preceding questions.

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. [GRI 2-29]

All individuals/ groups of individuals or entities which are affected by our operations, product and/or services, or can influence and /or have interest in our operations, product and/or services are mapped as stakeholders. Key stakeholders are identified basis the influence which a stakeholder has on the Company and vice versa. We further categorise our stakeholders as internal or external basis the nature of their association with the Company. Key stakeholder mapping:

- Internal stakeholders – Employees and contractual support staff
- External stakeholders – Investors, lenders, customers, channel partners, suppliers and other value chain partners, local communities, Government and the media.

For more details refer the Stakeholder Engagement section on page 38 of the Integrated Report.

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group [GRI 2-12, 2-29]

S.No.	Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
1	Investors and Lenders	No	<ul style="list-style-type: none"> • Investor and analyst conferences • Periodic meetings • Annual report • Press releases or media updates • Earnings calls 	Ongoing	<ul style="list-style-type: none"> • Focus on strong operating and financial performance. • Focus on highlighting sustainability commitments and disclosures
2	Media	No	<ul style="list-style-type: none"> • Press conferences • Press releases • Leadership conversations and interviews • Industry events • Product launches • Familiarization visits • Social media • Participate in industry news with trend stories • Mitigate crisis situations • Performance updates 	Ongoing	<ul style="list-style-type: none"> • Enhancing traditional and digital media presence • Enhanced perception for the brand • Broadening media horizon with national news
3	Local Communities	Yes	<ul style="list-style-type: none"> • Community meetings • CSR initiatives 	Ongoing	<ul style="list-style-type: none"> • Enabling sustainable livelihoods • Providing access to education • Empowering women and promoting equality
4	Employees	No	<ul style="list-style-type: none"> • Coffee with CEO • Townhalls • HR connect • Project reviews • Offsites • Rewards & recognition • Employee engagement surveys • Lodha World newsletter 	Ongoing	<ul style="list-style-type: none"> • Attracting & retaining diversity in talent • Providing a learning environment • Providing engaging & enriching culture • Providing career & growth opportunities

S.No.	Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
5	Channel Partners	No	<ul style="list-style-type: none"> • Channel partner meets • Product training • Lodha CP portal • Website • Business reviews 	Continuous	<ul style="list-style-type: none"> • Generating business and leads • Expanding reach of innovative business models and offerings
6	Suppliers	No	<ul style="list-style-type: none"> • One-on-one meetings • Training and awareness drives on sustainability topics • Townhalls • CEO meets 	Continuous	<ul style="list-style-type: none"> • Ensuring quality & and meeting project schedules • Expanding reach & impact of sustainability initiatives by integrating sustainability principles across the supply chain
7	Contractual Support Staff	Yes	<ul style="list-style-type: none"> • Periodical review meetings • CSR interventions • EHS training • Skill building trainings 	Continuous	<ul style="list-style-type: none"> • Building responsible citizenry • Socio-economic upliftment
8	Customers	Yes	<ul style="list-style-type: none"> • Sponsored events • Mailers & newsletters • Brochures • Brand campaigns • Sales pitches • Customer visits • Website • Webinars • Media and social media • Customer satisfaction • Surveys • Community events 	Continuous	<ul style="list-style-type: none"> • Understanding customer requirements • Identifying opportunities to improve our products & services

For more details refer the Stakeholder engagement section on page 38 of the Integrated Report.

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. [GRI 2-29]**

Our ESG team leads engage and consult with the relevant stakeholders and beneficiaries to identify the focus areas prevalent to economic, environmental and social topics which are used as key inputs to design and define the Company's sustainability strategy. The findings from these consultations and the strategized initiatives are presented to the ESG Committee. Chairman of the ESG Committee also provides updates to the Board and seeks their inputs. Feedback of the committee and the Board is then incorporated in the final execution of initiatives.

- 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.**

Yes, stakeholder consultation is used to support the identification and management of environmental and social topics. For instance, before the Lodha Unnati and the Lodha Genius Programme were conceptualized we used extensive stakeholder consultation in

designing the programs. For Unnati, we conducted surveys within the local communities, key informant interviews and focus group discussions with women in our low cost housing developments to understand their skill levels, employability and aspirations. We did the same with employers to understand job roles in which women can be placed in their company. For the Lodha Genius Programme, we conducted surveys and interviews with academically gifted students, their teachers and parents. After understanding the issues they face in nurturing and helping that talent flourish is what we pinned down as key interventions for the programme.

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

The local business development team engages with marginalized stakeholder groups from communities closer to our projects. Apart from that the CSR team frequently engages with the local communities to understand their challenges. Our CSR initiatives are derived from the feedback obtained from the communities and are planned after understanding their challenges of the local communities.

The Lodha Unnati program is aimed at women in marginalized sections of society and our engagement has been focused on women who either have not worked or while working have been earning below ₹ 15000 per month. For the Lodha Genius Programme as well, we reached out to large networks of NGO schools (Akanksha Foundation, Teach for India etc) and Government schools (Jawahar Narvodaya Vidyalaya) to find the brightest students in our country. These schools have children from the most marginalized sections of society.

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

Category	FY 2023			FY 2022		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	4,200	4,200	100%	3,359	3357	99.94%
Other than permanent	105	105	100%	97	96	98.97%
Total Employees	4,305	4,305	100%	3,456	3,453	99.91%
Workers						
Permanent	0	0	0	0	0	0
Other than permanent	12,709	12,709	100%	Data was not available for FY22		
Total Workers	12,709	12,709	100%			

2. Details of minimum wages paid to employees and workers [GRI 405-2]

Category	Total (A)	FY 2023				Total (D)	FY 2022			
		Equal to Minimum Wage		More than Minimum Wage			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	4,200	0	0	4,200	100%	3,359	0	0	3,359	100%
Male	3,443	0	0	3,443	100%	2,782	0	0	2,782	100%
Female	757	0	0	757	100%	577	0	0	577	100%
Other than Permanent	105	0	0	105	100%	97	0	0	97	100%
Male	54	0	0	54	100%	55	0	0	55	100%
Female	51	0	0	51	100%	42	0	0	42	100%

Category	FY 2023					FY 2022				
	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)
Workers										
Permanent	0	0	0	0	0	0	0	0	0	0
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
Other than Permanent	12,709	0	0	12,709	100%	10,879	0	0	10,879	100%
Male	12,709	0	0	12,709	100%	10,879	0	0	10,879	100%
Female	0	0	0	0	0	0	0	0	0	0

3. Details of remuneration/salary/wages [GRI 2-19, 2-20, 2-21]

	Number	Male	Female
		Median remuneration/salary/wages of respective category (₹ Mn)	Median remuneration/salary/wages of respective category (₹ Mn)
Board of Directors(BoD)			
- Executive Directors	2	49.5	24.4
- Non Executive director	1	9.0	-
- Independent Directors	4	4.3	2.2
Key Managerial Personnel	1	47.2	10.7
Employees other than BoD and KMP	3439	0.8	0.8
Workers	-	-	-

- Ratio of Annual total compensation of highest-paid employee to the median annual total compensation for all employees(excluding the highest-paid individual): 127.72
- Ratio of % increase in annual total compensation of highest-paid employee to the median % increase for all employees (excluding the highest-paid individual) : 1.02

Ratio of basic salary and remuneration of women to men

S. No.	Employee Category	Average Basic Salary of Men (₹ Mn)	Average Basic Salary of Women (₹ Mn)	Average Remuneration of Men (₹ Mn)	Average Remuneration of Women (₹ Mn)	Ratio of Basic Salary of Women to Men	Ratio of Basic Remuneration of Women to Men
1	Senior Management	8.5	6.9	10.5	8.1	81%	78%
2	Middle Management	1.4	1.3	1.7	1.5	90%	90%
3	Junior Management	0.6	0.5	0.6	0.6	93%	101%
4	Consultants - PT	3.8	0.00	3.8	0.00	0%	0%
5	Consultants - FT	3.8	2.2	4.1	2.8	58%	69%
6	Intern	0.1	0.1	0.1	0.1	113%	113%
7	Temporary	0.4	0.5	0.4	0.5	126%	126%

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) [GRI 2-12]

Yes

5. Describe the internal mechanisms in place to redress grievances related to human rights issues. [GRI 2-16]

Redressal mechanism has been provided to our stakeholders by encouraging them to raise concerns or make disclosures in relation to any actual or potential violation of the Lodha Code of Conduct and other policies or law including human rights violations. The Stakeholder grievance policy is available on our website www.lodhagroup.in/investor-relations.

6. Number of complaints on the following made by employees and workers [GRI 406-1]:

	FY 2023			FY 2022		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	-	0	0	-
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. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases [GRI 2-25]

During the pendency of an inquiry, on a written request made by the aggrieved woman, the Internal Complaints Committee may recommend any of the following: 1) transfer the aggrieved woman or the respondent to any other workplace / site / department / cell 2) grant leave to the aggrieved woman as deemed necessary in addition to the leave she would be otherwise entitled 3) grant such other relief to the aggrieved woman as may be prescribed by the Internal Complaints Committee

8. Do human rights requirements form part of your business agreements and contracts? (Yes/No) [GRI 2-23, GRI 2-2]

Yes. Our Supplier’s Code of Conduct which is affirmed by business partners at the time of empanelment. The Code reiterates the requirement for business partners to adhere to human rights requirements.

9. Assessments for the year

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	100%
Forced Labour/Involuntary Labour	100%
Sexual Harassment	100%
Discrimination at Workplace	100%
Wages	100%

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

There were no significant risks / concerns arising from human rights assessments.

Leadership Indicators

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

We are committed to providing a safe and positive work environment to our employees. Employees have access to several forums where they can highlight matters or concerns faced at the workplace. There has been no human rights grievance/complaint resulting in introduction/modification of business process.

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

We have completed human rights assessment by an independent external agency covering our operations including employees and contractual worker (100% of our workforce) in FY 22. The topics covered include child labour, forced labour, harassment, discrimination, work-life balance, training and education, occupational health and safety etc. The assessment was conducted in combination of online and in-person interviews.

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

Yes

4. Details on assessment of value chain partners

	% of value chain partners (by value of business done with such partners) that were assessed*
Sexual Harassment	
Discrimination at Workplace	
Child Labour	39%
Forced Labour/Involuntary Labour	
Wages	

* suppliers and contractors

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

There were no significant risks / concerns.

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 [GRI 302-1, 302-3]

Parameter	FY 2023		FY 2022	
	Value	Unit	Value	Unit
Total electricity consumption (A)	92,594	GJ	80,526	GJ
Total fuel consumption (B)	8,317	GJ	3237	GJ
Energy consumption through other sources (C)	0	GJ	0	GJ
Total energy consumption (A+B+C)	1,00,911	GJ	83,764	GJ
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	10.66	GJ/₹ Crore	9.07	GJ/₹ Crore

Det Norske Veritas (DNV) conducted an independent assessment and has given limited assurance for FY23.

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.

No

3. Provide details of the following disclosures related to water [GRI 303-3, 303-5]

Parameter	FY 2023		FY 2022	
	Water withdrawal by source (in kilolitres)			
(i) Surface water	0	Kilolitres	1,45,039	Kilolitres
(ii) Groundwater	0	Kilolitres	0	Kilolitres
(iii) Third party water	5,62,873	Kilolitres	5,11,039	Kilolitres

Parameter	FY 2023		FY 2022	
	Value	Unit	Value	Unit
(iv) Seawater / desalinated water	0	Kilolitres	0	Kilolitres
(v) Others by the entity	0	Kilolitres	0*	Kilolitres
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	5,62,873	Kilolitres	6,56,078	Kilolitres
Total volume of water consumption (in kilolitres)	5,62,873	Kilolitres	6,56,078	Kilolitres
Water intensity per rupee of turnover (Water consumed / turnover)	59.44	Kilolitres/ ₹ Cr	71.06	Kilolitres/ ₹ Cr

Det Norske Veritas (DNV) conducted an independent assessment and has given limited assurance for FY23.

*Note: 1. The number has been updated since the quantity was generated from the originally sources freshwater and not fresh water withdrawal. As a result, the total volume of freshwater has been reduced by 68,367 kiloliters.

4. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation [GRI 303-1, 303-2]

All our standing assets have chilled water systems. The excess treated water is used in cooling towers of these chilled water systems. Hence at all our facilities, 100% water withdrawn is consumed and there is no local discharge.

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

Parameter	FY 2023		FY 2022	
	Value	Unit	Value	Unit
(i) NOx	0.08	mg/m3	0.08	mg/m3
(ii) SOx	0.08	mg/m3	0.08	mg/m3
(iii) Particulate matter (PM)	0.06	mg/m3	0.06	mg/m3
(iv) Persistent organic pollutants (POP)	NA	mg/m3	NA	mg/m3
(v) Volatile organic compounds (VOC)	NA	mg/m3	NA	mg/m3
(vi) Hazardous air pollutants (HAP)	NA	mg/m3	NA	mg/m3

Det Norske Veritas (DNV) conducted an independent assessment and has given limited assurance for FY23.

We conduct a six monthly assessment of outdoor air quality at our sites, and consistently maintain values below the limits specified in the table below and ensure that the emission parameters are within the limits prescribed by Maharashtra Pollution Control Board (MPCB).

6. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity [GRI 305-1, 305-2, 305-4]

Parameter	Unit	FY 2023		FY 2022	
		Scope 1 GHG emissions	Scope 2 GHG emissions	Scope 1 GHG emissions	Scope 2 GHG emissions
Total GHG Emissions	Metric tonnes of CO2 equivalent	1,587.5	8,361.9	1,134.8	14,277.5
Total Scope 1 and Scope 2 emissions per rupee of turnover	Metric tonnes of CO2 equivalent/ ₹ Cr	1.05		1.67	

Scope 2 emissions are market-based.

Det Norske Veritas (DNV) conducted an independent assessment and has given limited assurance for FY23.

7. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details [GRI 305-5]

We have undertaken the following measures to reduce our greenhouse gas emissions:

- a) Energy usage reduction through efficiency improvement – Smart Systems and Passive Designs for company owned assets
- b) Purchasing renewable energy from the electricity utility for company owned assets and site operations
- c) Enhancing on-site solar generation capacities to support the operations and proportionately reducing the renewable energy purchase from the electricity utility in the upcoming years
- d) By investing in energy efficiency and making a switch to renewable energy in operations, we have reduced 50% of our Scope 1,2 emissions in the last 4 years To reduce our upstream Scope 3 emissions, we are focusing on active procurement of material with low embodied carbon.

We aim to minimise the emissions related to use of sold products during the entire life cycle by reducing the energy demand through passive means and deployment of energy efficiency measures, complemented by progressive increase of renewable energy use on the projects. Our flagship initiative 'LODHA NET ZERO URBAN ACCELERATOR' aims to promote Net Zero initiatives in the real estate sector. The program not only focuses on the reduction of embodied carbon but also on reduction of emissions happening during the use of sold products.

A) Reduction in embodied carbon from purchased goods and services -

Embodied carbon, or upfront carbon contributes to around 15%-30% of lifecycle emissions in the built environment. -

The accelerator will continue to engage with industry leaders and stakeholders to influence and control the supply chain emissions by committing growing demand for greener materials.

B) Emission reduction strategy - Use of Sold Products

i) Energy Efficiency

a) Ultra-efficient Equipment -

The accelerator is working towards the best achievable efficiencies of the equipment starting with a focus on Cooling, which is one of the biggest contributors of emissions during the operational stage of the built environment. - The accelerator is leveraging the pioneering work done during the Global Cooling Prize conducted by RMI recently to work towards mainstreaming climate-friendly residential cooling solutions without warming the planet.

b) Passive Design

- i) Energy efficiency can be achieved by eliminating the need of energy by taking an integrated design approach and deploying passive design. The accelerator will significantly reduce avoidable operational energy through passive measures, not only in the building, but also in the development and areas around it.
- ii) Energy Transition - Renewable energy integration is a key driver of decarbonization, and the accelerator is working towards a rapid transition across the spectrum - from deploying renewable energy in operations as well as in the final product - The Accelerator will help create an integrated renewable energy transition roadmap by enabling aggregation, economy, and access to green energy in all aspects of development and end use

8. Provide details related to waste management by the entity [GRI 306-3,306-4, 306-5]

a. Total Waste generated

Parameter	FY 2023	FY 2022
	(in metric tonnes)	(in metric tonnes)
Waste category		
A. Plastic waste	31.88	46.44
B. E-waste	0.01	9.00
C. Bio-medical waste	0.08	0.13
D. Construction and demolition waste ¹	81,370.29	2,229.88
E. Battery waste ²	NA	NA
F. Radioactive waste	0	0
G. Other Hazardous waste. (Thermcol, Chemicals, etc.)	7.05	2.84
H. Other Non-hazardous waste generated Organic Waste, Miscellaneous waste	359.37	7.42
Total (A+B + C + D + E + F + G+ H)	81,768.68	2,295.71

Parameter	FY 2023	FY 2022
	(in metric tonnes)	(in metric tonnes)
b. For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
i. Recycled	4,560.07	2,292.73
ii. Re-used	55,413.14	0
iii. Other recovery operations	0	0
Total	59,973.21	2,292.73
c. For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
i. Incineration	0	0
ii. Landfilling	21,788.33	0
iii. Other disposal operations	7.14	2.97
Total	21,795.47	2.97

¹ We started measuring the debris and soil waste from FY23. FY22 numbers do not include the debris and soil waste.

² All batteries are covered under a buyback program with the vendors. Therefore, battery waste is not measured.

Det Norske Veritas (DNV) conducted an independent assessment and has given limited assurance for FY23.

9. Briefly describe the waste management practices adopted in your establishment. 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. [GRI 306-2]

Waste expected from a project is determined after a thorough examination of project activities. Waste generated from a project is segregated according to type and stored in designated yards. Waste is further segregated for reuse or recycling depending on the quality of waste. Waste requiring treatment before disposal is given to an approved vendor.

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 [GRI 304-1]

Not applicable.

11. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year [GRI 2-27]

S. No.	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
1	Proposed redevelopment project under scheme 33(9) at Plot Bearing C.S. No. 137/74 , Parel Siwri Division , F / south Ward , At Dr. E.Borges Road , Parel , Mumbai 400012	EC22B038M H176854	2023-02-14	Yes	Yes	Link
2	Environmental clearance for proposed redevelopment construction project on plot bearing C.S.No. 31,1, Malabar cumbala hill division, D ward, Situated at walkeshwar road, Mumbai	EC22BO38 MH110647	2022-08-29	Yes	Yes	Link

12. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format: [GRI 302-1]

We are fully compliant with applicable environment laws/ regulations / guidelines in India. There were no non compliances during the year.

Leadership Indicators

1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources [GRI 2-27]

Parameter	FY 2023		FY 2022	
	Value	Unit	Value	Unit
From renewable sources				
Total electricity consumption (A)	55,658	GJ	15,464	GJ
Total fuel consumption (B)	0	GJ	0	GJ
Energy consumption through other sources (C)	0	GJ	0	GJ
Total energy consumed from renewable sources (A+B+C)	55,658	GJ	15,464	GJ
From non-renewable sources				
Total electricity consumption (D)	36,936	GJ	64,062	GJ
Total fuel consumption (E)	8,317	GJ	3,237	GJ
Energy consumption through other sources (F)	0	GJ	0	GJ
Total energy consumed from non-renewable sources (D+E+F)	45,253	GJ	67,299	GJ

Det Norske Veritas (DNV) conducted an independent assessment and has given limited assurance for FY23.

2. Provide the following details related to water discharged

All our standing assets have chilled water systems. The excess treated water is used in cooling towers of these chilled water systems. Hence at all our facilities 100% water withdrawn is consumed and there is no local discharge.

3. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres): [GRI 303-4]

Not applicable

4. Please provide details of total Scope 3 emissions & its intensity

Parameter	FY 2023		FY 2022	
	GHG Emissions	Unit	GHG Emissions	Unit
Total GHG Emissions	9,20,211	Metric tonnes of CO2 equivalent	7,76,034	Metric tonnes of CO2 equivalent
Total Scope 3 emissions per rupee of turnover (tCO2/ ₹ Cr)	97.16		84.05	
Total Scope 3 emission intensity (tCo2e per sqm of area developed)	106.86		130.14	

Note: Scope 3 emissions for FY22 have been revised (and increased) because we have moved to lifecycle emissions approach from annual emissions approach which was considered last year.

5. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

We do not have any project in ecologically sensitive areas.

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

S.No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Installation of BEE 5 star air conditioning units in apartments	Installation of 5-star AC units in our residential apartments yields superior performance and lower energy consumption, ultimately benefiting both the environment and customers in the long term	Results in reduction of 3574 tCO ₂ e on an annual basis.
2	Installation of solar hot water systems and BEE 4 star rated geysers	By using solar energy to heat water, our buildings have reduced dependence on non-renewable sources which results in lower carbon footprint and reduced energy costs. Using water heaters with high BEE ratings also significantly reduces energy consumption, lowers costs, and benefits the environment by reducing CO ₂ emissions	Results in reduction of 420 tCO ₂ e on an annual basis
3	Installation of LED lighting	LED lighting uses less energy, lasts longer, and produces less heat than traditional lighting, making it a more sustainable and cost-effective option.	Results in reduction of 18,268 tCO ₂ e on an annual basis.
4	Premium efficiency motors	Installation of premium efficiency motors in pumps and motor results in significant reduction in energy consumption	Results in reduction of 605 tCO ₂ e on an annual basis.
5	High performance glass facade	Energy-saving building envelope design with better glazing than the one recommended in the ECBC in residential segment and better than ECBC+ in commercial segment. A well-designed facade reduces energy consumption by improving insulation and controlling heat gain and loss through the building envelope.	Results in reduction of 234 tCO ₂ e on an annual basis.
6	Water resilience - Onsite wastewater treatment	We have incorporated sewage treatment plants (STPs) in all our projects to recycle sewage, which is reused for flushing and irrigation. This process significantly reduces our dependence on potable water, thereby conserving precious water resources. Total STP installations in FY22-23 totals to 4342 kilolitres.	4342 kiloliters of water will be effectively treated within the premises per day, diverting it away from the municipal nallah.

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

Yes. We have a well-established business continuity and disaster management framework. All applications hosted on our premises have multiple backup solutions for power, connectivity etc. We also have a Disaster Recovery Centre in a located in a different seismic zone. The Business Continuity policy is available on our website www.lodhagroup.in/sustainability.

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

Our supply chain results in significant Scope 3 GHG emissions. We have undertaken various steps with our value chain partners to gradually abate these emissions. For more details refer the Natural Capital section on page 96 and the Social & Relationship Capital on page 158 of the Integrated Report.

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

Our Supplier Code of Conduct is applicable to all suppliers and is an integral part of new contracts and new vendor empanelment process. We have surveyed top 100 suppliers who contribute more than ~40% of our construction spent on ESG parameters. For further details refer the Social and Relationship Capital Section on page 158 of this Integrated Report.

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. [GRI 2-28]
2
- 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 [GRI 2-28]

S.No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Indian Green Building Council (IGBC)	National
2	United States Green Building Council (USGBC)	International

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.

The Company did not receive any adverse orders from regulatory authorities on issues related to anti-competitive conduct.

Leadership Indications

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

Nil

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. [GRI 413-1]

During the year, we have not undertaken any projects which require Social Impact Assessment (SIA).

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity

During the year we have not undertaken any project which required Rehabilitation and Resettlement.

3. Describe the mechanisms to receive and redress grievances of the community [GRI 2-25, GRI 413-1]

Local communities can raise their grievances via dedicated email id as per the Stakeholder Grievance Redressal Policy. We also facilitate easy accessibility by providing the alternative to reach out to our business development officers at our local site offices. Grievances may also be raised on our stakeholder grievance portal.

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers [GRI 204-1]

	FY 2023	FY 2022
Directly sourced from MSMEs/ small producers	35%	40%
Sourced directly from within the district and neighbouring districts	72%	70%

Note: This also includes high value materials procured through contractors.

Leadership Indications

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

It is not applicable as there was no Social Impact Assessment required to be conducted during FY23.

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

Nil

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

No

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

NA

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

NA

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:

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.

Not applicable

6. Details of beneficiaries of CSR Projects

S.No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Lodha Unnati Program	560	30%
2	Providing quality education	10,000	40%
3	Lodha Genius Program	100	2%

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. [GRI 2-25]

Customers are provided with multiple mechanisms to report complaints or feedback. Customers are provided with a dedicated email id where all concerns / grievances can be raised. Our Stakeholder Grievance Redressal policy sets out the mechanism to receive, address and ensure that customer complaints are dealt with on priority. Our C-SAT score for FY23 was 4.64, indicating a high level of satisfaction with our products and services.

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

Not applicable

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

	FY 2023		Remarks	FY 2022		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	4,609	96	All 96 pending cases closed as on date. 16 customer complaints were converted into litigation and 4 customer litigations were closed successfully.	4,455	0	61 customer complaints were converted into litigation and 31 customer litigations were closed successfully.

Note: The complaints are transactional in nature and some of the examples are understanding gap offers given at time of booking, possession timelines, Interest being charged for delayed payments

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

Not applicable

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. [GRI 2-23]

Yes. Our commitment to privacy is supported with IT policies on software usage, password management, information security. We also have Lodha cyber security incident report process. The policy is available on our website at <https://www.lodhagroup.in/sustainability/>

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

Leadership Indicators

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

Information related to our products can be availed on our website www.lodhagroup.in. Additionally, we also use different platforms to update and inform customers of our new projects and offerings. A dedicated Relationship Manager (RM) is assigned to each customer and serves as the primary point of contact for any questions, concerns, or issues that the customer may have We provide customers with easy access to self-information at all times through our community portal. This portal allows customers to access all the information

pertaining to their unit, including the status of the project, payment information, other important details and information about new and upcoming projects. Our super app 'Bellevie' will also act as a one stop solution, offering customers access to premium quality brands across home products and services along with wide ranging society management services.

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

We launched a 'Building a Sustainable Future' campaign in collaboration with 'Better India', to educate and engage residents across seven Lodha projects to engage in waste segregation and minimise plastic consumption.

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

Not applicable

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

Not applicable

5. Provide the following information relating to data breaches:

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

Nil

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

Nil

Policy - Principle mapping

P1	P2	P3	P4	P5	P6	P7	P8	P9
Anti Bribery Anti Corruption Policy	Contracts policy	Associate Wellbeing handbook	CSR Policy	Human Rights Policy	Environmental Sustainability policy	Lodha code of conduct	CSR Policy	Lodha Code of conduct
Code of conduct for Board & Senior Management	Environment Management Apex Manual	Diversity & inclusion policy	Stakeholder engagement policy	Human Rights Risk Management Policy	Environment Management System Procedures		Diversity & inclusion policy	Stakeholders engagement Policy
Fair disclosure code	Environmental Sustainability policy	Employee Health & Safety Policy	Stakeholders grievance redressal policy				Equal Opportunities Policy	
Group Tax policy	Supplier Code of conduct	Equal Opportunities Policy						
Information security policy	Sustainable procurement policy	Human Rights policy						
Insider Trading code		Human Rights Risk Management Policy						
Lodha Code of conduct		Prevention of sexual harrassment policy						
Nomination & Remuneration policy		Prevention of personal harrassment policy						
Policy for determination of materiality		Whistle blower policy						
Policy on Board diversity								
Policy on Board evaluation								
Related Party Transactions Policy								
Risk Management Policy								
Shareholders' Rights Charter								
Transparency & Ethics Policy								
Whistle blower policy								