

Dated: 22nd September 2023

To
The Secretary
BSE Ltd.
Phiroze Jeejeebhoy Towers
Dalal Street,
Mumbai - 400 001
Security Code No.: 523716

Sub: Submission of Business Responsibility and Sustainability Report for FY 2022-23 pursuant to BSE mail dated 21st September 2023

Dear Sir/Ma'am,

With reference to your mail dated 21st September 2023, please find attached enclosed the Business Responsibility and Sustainability Report (the BRSR) for the Financial Year 2022-23 in pdf mode.

Also note that the BRSR was submitted earlier to the Exchange as part of the Annual Report for FY 2022-23 vide letter dated 04th September 2023.

You are requested to take this information on record.

Thanking you,
For **Ashiana Housing Ltd.**

Nitin Sharma
(Company Secretary & Compliance Officer)
Mem No: 21191

Ashiana Housing Ltd.
304, Southern Park, Saket District Centre,
Saket, New Delhi – 110 017
CIN: L70109WB1986PLC040864
Regd. Office: 5F Everest, 46/C Chowringhee Road, Kolkata – 700 071
011-42654265, Email: investorrelations@ashianahousing.com
Website: www.ashianahousing.com



Annexure I

Business Responsibility and Sustainability Report

Section A: General Disclosures

I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity: L70109WB1986PLC040864
2. Name of the Listed Entity: Ashiana Housing Limited
3. Year of incorporation: 1986
4. Registered office address: 5F Everest, 46/C Chowringhee Road, Kolkata – 700071
5. Corporate address: Unit 304 Southern Park, Saket District Centre, Saket New Delhi – 110017
6. E-mail: investorrelations@ashianahousing.com
7. Telephone: 011-42654265
8. Website: www.ashianahousing.com

9. Financial year for which reporting is being done: 2022-23
10. Name of the Stock Exchange(s) where shares are listed: NSE (Nation Stock Exchange of India Ltd.) BSE Ltd. (Bombay Stock Exchange).
11. Paid-up Capital: INR 20,47,04,198/-
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. Vishal Gupta

Designation: Managing Director

Telephone Number: 011-42654265

Email Id: investorrelations@ashianahousing.com
13. Reporting boundary: Disclosures under this report are being made on standalone basis.

II. Products/ Services

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

Sl. No.	Description of the Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Construction	Real estate activities with own or leased property	97.34

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

Sl. No.	Description of the Main Activity	Description of Business Activity	% of Turnover of the entity
2.	Construction	Real estate activities with own or leased property	97.34

III. Operations

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

Location	Number of plants/Projects	Number of offices	Total
Haryana	2	2	4
Rajasthan	8	3	11
Jharkhand	2	1	3
Maharashtra	2	1	3

Location	Number of plants/Projects	Number of offices	Total
Tamilnadu	1	1	2
Delhi*	0	1	1
West Bengal**	0	1	1

* Head Office of the company.

** Regd. Office of the company.

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	7 locations covering 5 States
International (No. of Countries)	Nil

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

Ashiana Housing Ltd. is a real estate development company. It is not involved in export of any product or services.

c. A brief on types of customers

Considering the location of the project, understanding of the micro-market, we expect both, End Users, and Investors to buy with us. Following are our Customer segments / types:

- 1. Customer as End Users:** Self-use purpose.
- 2. Customers as Investor:** Asset creation + Rent income.
- 3. Customers as Pure Investors:** ROI centric investors.

Right percentage is calculated on the basis of analysis of existing customers pool, our experience, and locational data available.

Learning from the past launches of Ashiana projects in different cities, we see high Investor ratio at the time of launch and as the project progresses further the End User contribution starts increasing. In addition to this and based on previous projects' experience, we get major response from our existing customer data base at the time of launch through their references in terms of group / individual bookings and their repeat purchase with Ashiana as investment.

Based on market insights on Type 3 customers, who is pure investor looking for appreciation, we don't focus on it, as ROI in real estate is not in consideration set of such customers and there is no recent traction from these customers towards investment in real estate.

Type One Customers - END USERS:

This type of customer can be further divided into 2 segments – Existing Customer and New Customer. Being a major market player in its niche areas (Kid centric homes, Comfort Homes, Senior living), Ashiana enjoys strong support from our existing customers and their referred customers.

Existing Customers involves Tenants and Residents/Owners from our existing projects. Major considerations include the location of our projects, the product positioning and the features

offered, accessibility/Traffic conditions and the city's expansion due to development in progress, customers are attracted from various nearby locations. It also attracts customers who are looking for premium lifestyle, wants to upgrade their living standard, looking for new construction with modern amenities, wants to have convenience of connectivity to city and to choose forthcoming developing location.

Type two customers: INVESTOR (Asset creation + Rent income)

The investors can bring in initial sales velocity at the time of launch, it becomes another important segment. This involves existing customers/investors, like residents/owners and Investors from our existing projects. And new investors like those who are looking at it for Asset Creation + Rent Income. There can be few investors who wants to invest in real estate as Super Safe investment towards their long-term goals.

Type three customers: Pure Investors

Based on market insights on Type 3 customers, who is pure investor looking for appreciation, we don't focus on it, as ROI in real estate is not in consideration set of such customers and there is no recent traction from these customers towards investment in real estate.

Conclusion: Majority of our customers are from our existing customers pool, be it investor or end user.

Senior Living:

We have pioneered concepts like senior living in India. Senior living is modelled as CCRC (continuing care retirement communities) where care at home and Care Home helps residents to get continuous care in case of short term or long-term care needs. As a strategy, our endeavour is to grow the overall pie of our senior living business. Chennai, Pune and Bhiwadi are our senior living markets. Following are the key features of Senior Living product of our company:

- Someone who is 55+ years of age.
- A working professional from PAN India who need to settle in Senior Living community. People retired from good governmental/Private organizations and are now living alone in Delhi/NCR.



- Defence, Aviation and Govt. Employees (Working/Retired)
- Can be an investor or an end-user. Though our focus would be end-user, but investors might also buy due to good returns SENIOR LIVING space has.
- NRI Children, Parents not wanting to join them.

IV. Employees

18. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Employees						
1.	Permanent (D)	625	534	85.44	91	14.56
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total employees (D+E)	625	534	85.44	91	14.56
Workers						
4.	Permanent (F)	0	0	0	0	0
5.	Other than Permanent (G)	2,072	1,589	76.69	483	23.31
6.	Total workers (F+G)	2,072	1,589	76.69	483	23.31

Notes:

1. Workers refer to workers at construction sites who are hired on contractual basis (including piece rate workers) for project to project.

b. Differently abled Employees and workers:

Sl. No.	Particulars	Total	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	0	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

Sl. No.	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	7	2	28.57
Key Management Personnel	5	0	0

Note:

1. Key Management Personnel (KMP) are:
- a) Mr. Vishal Gupta, Managing Director
 - b) Mr. Ankur Gupta, Jt. Managong Director
 - c) Mr. Varun Gupta, Whole Time Director
 - d) Mr. Vikash Dugar, Chief Financial Officer
 - e) Mr. Nitin Sharma, Company Secretary

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	26.77%		26.77%	22.70%		22.70%	15.84%		15.84%

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

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

Sl. No.	Name of the holding/ subsidiary/ associate companies/ joint ventures	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.	Kairav Developers Ltd.	Joint Venture Company	50%	No
2.	Latest Developers Ltd.	Subsidiary Company	100%	No
3.	Topwell Projects Consultants Ltd.	Subsidiary Company	100%	No

There is no holding company of Ashiana Housing Ltd.

VI. CSR Details

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

(ii) Turnover: ₹ 35,051.47 Lakhs (FY 2023)

(iii) Net worth: ₹ 76,389.25 Lakhs (FY 2023)

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 If 'yes' provide web-link for grievance redress policy	Current FY (FY 2022-23)			Previous FY (FY 2021-22)		
		Number of complaints filed during the year	Number of complaints pending resolution at end of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at end of the year	Remarks
Communities*	NA	NA	NA	NA	NA	NA	NA
Investors (other than shareholders)	Yes As per SEBI Listing Regulations	77	1	Closed as on the date of this report	13	2	Closed as on the date of this report
Shareholders	Yes	Nil	Nil	Nil	1	Nil	-
Employees and workers	Yes**	493	31	No Remarks	582	29	No Remarks
Customers	Yes	Nil	Nil	No Remarks	Nil	Nil	No Remarks
Value chain partners and others	Yes	Nil	Nil	No Remarks	Nil	Nil	No Remarks

*Our projects do not involve any rehabilitation or resettlement.

** <https://www.ashianahousing.com/contact-us/customer-care#2>



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

Sl. No.	Material issues identified	Rationale for identifying the risk or opportunity	Indicate whether risk or opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity
1.	Economic Performance	<ul style="list-style-type: none"> a) Impact of macro-economic factors. b) Cyclical nature of business c) Capital intensive business 	Risk	<ul style="list-style-type: none"> - Adoption of asset light model. - Joint Development model with partners. - Partnering with patient investors like IFC. - Maintenance of low debt equity ratio. - Favourable debt equity ratio with a Credit Rating of 'A' with stable outlook. - Healthy relationship with major suppliers. 	<ul style="list-style-type: none"> - Freedom to lower the level of capital requirement. - Help us curtail capital requirements - Lower borrowing cost. - Borrow critical capital as and when required at competitive rates - Sustainable source of supply
2.	Statutory Approvals	<ul style="list-style-type: none"> - Real estate sector is among the heavily regulated sectors - Large number of statutory and regulatory approvals - Diversified compliance requirements varying from state to state - Making projects launches vulnerable to delays - Increased regulatory costs resulting in operational challenges 	Risk	<ul style="list-style-type: none"> - Thorough and diligent approach towards land acquisition. - Investing in land parcels or Joint Developments which already have approvals in place or the investments in such projects & JDAs are linked to the approval milestones. - Strong legal and compliance teams. 	<ul style="list-style-type: none"> - Minimize delays in project launches. - Increase in brand reliability. - Enhanced consumer confidence - Reduces upfront capital requirements
3.	Project execution	<ul style="list-style-type: none"> - Labour availability and access to utilities like water and electricity - Fluctuations in raw material prices - Delays in regulatory clearances - Challenges in identification of suitable land parcels 	Risk	<ul style="list-style-type: none"> - Cautious approach and meticulous planning - Strong In-House Team commensurate with robust systems - Frequent and regular review of the projects internally 	<ul style="list-style-type: none"> - Averts project delays - Averts cost over runs - Control over project progress
4.	Liquidity Risk	<ul style="list-style-type: none"> - Time required to liquidate a real state property can vary depending on the quality and location of the property. - Slow sales and delayed payments from customers. - Increased unsold inventory. 	Risk	<ul style="list-style-type: none"> - Adherence to time schedule of the projects. - Timely identification of liquidity risk - Special sales and marketing efforts to ensure timely payments by customers. - Cash flow forecasting and monitoring of key financial ratios 	Monitoring and controlling of liquidity through tools such as business-specific liquidity indicators, cash flow forecasting and monitoring of key financial ratios provides strong balance sheet and adequate cash reserves.

Sl. No.	Material issues identified	Rationale for identifying the risk or opportunity	Indicate whether risk or opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity
5.	Positive Economic Indicators	<ul style="list-style-type: none"> - Low housing loan rates. - Continues support from the government to prioritize the affordable housing segment. - Unique products like Kid Centric Homes (KCH) segment along with Senior Living Homes segment gives us an opportunity to differentiate ourselves in the market and work in line with our strengths. 	Opportunity	It's an opportunity	<ul style="list-style-type: none"> - Strong consumer connection provides higher sales number. - Robust financial position with conservative debts. - High quality maintenance at low cost
6.	Health and Safety	<ul style="list-style-type: none"> - Towards company's tagline of "you are in safe hands" - Maintain sensible standards of health and safety management - Reduction in number of injuries at workplace 	Opportunity	It's an opportunity	<ul style="list-style-type: none"> - Emergency Response Teams - Reduces cost overruns due to stoppage of work caused by health and safety related issues. - Reduces social and environmental impact - Reduces payment of compensation for injury by accident



Section B Management and Process Disclosures

(a) Details of compliance (Reply in Y/N)

No.	Questions	P1 Ethics, Transparency and Accountability	P2 Product should provide sustainability throughout their life cycle	P3 Well-being of all employees	P4 Stakeholders' engagement	P5 Promotion of Human Rights	P6 Environment Protection	P7 Responsible Public Policy Advocacy	P8 Inclusive Growth	P9 Customer Value
Policy and management processes										
1.	(a) Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs (Yes/No) (b) Has the policy been approved by the Board (Yes/No) (c) Web link of the policies, if available	Yes Yes** www.ashianahousing.com	Yes No** www.ashianahousing.com	Yes Yes** www.ashianahousing.com	Yes Yes** www.ashianahousing.com	Yes Yes** www.ashianahousing.com	Yes Yes** www.ashianahousing.com	N.A. N.A. N.A.	Yes Yes** www.ashianahousing.com	Yes No** www.ashianahousing.com
2.	Whether the entity has translated the policy into procedures?	Yes	Yes	Yes	Yes	Yes	Yes	N.A.	Yes	Yes
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	N.A.	Yes	Yes
4.	Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Reinforcement Alliance, Trustees) standards (e.g. SABOOO, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	No	No	No	No	No	No	N.A.	No	No
5.	Specific commitments, goals, targets, set by the entity with defined timelines, if any.	No	No	No	No	No	No	N.A.	No	No
6.	Performance of the entity against specific commitments, goals, and targets along with reasons in case the same are not met	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Governance, Leadership and Oversight										
7.	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements (listed entity has the flexibility regarding the placement of this disclosure)	The messages highlighting the ESG aspects, challenges initiatives undertaken and implemented, and our ESG aligned growth story has been presented in the section Letter from MD section of the Annual Report.								
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	We have well defined governance structure with clearly laid down roles and responsibilities. With the Board of Directors on the top responsible for overseeing, formulation, and implementation of different policies of the company rests with the senior executive teams.								
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.	There is no specified committee of the Board responsible for decision making on sustainability related issues. Committees consisting of Board members like Audit Committee, Nomination and Remuneration Committee, Corporate Social Responsibility Committee, etc. helps in formulation, overseeing and implementation of associated policies which combined together takes care of sustainability related issues. Further, there are internal Standard Operating Procedures (SOPs) guiding operations and affairs of the company which also addresses sustainability issues. These SOPs are approved by the functional heads of the Company.								

No.	Questions	P1 Ethics, Transparency and Accountability	P2 Product should provide sustainability throughout their life cycle	P3 Well-being of all employees	P4 Stakeholders' engagement	P5 Promotion of Human Rights	P6 Environment Protection	P7 Responsible Public Policy Advocacy	P8 Inclusive Growth	P9 Customer Value
10.	Details of review of National Guidelines on Responsible Business Conduct (NGRBCs):									
	Subject for Review	Indicate whether review was undertaken by Director/ Committee of the Board/ Any other Committee								
	Performance against above policies and follow up action	Since the company have in-house structure to implement the policy/policies, performance against above policies is measured through updates by the respective management team to the Board of Directors, and respective committees.								
	Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	Compliance with statutory requirements of relevance to the principles is looked after by the respective management team through reporting to the Board of Directors, and respective committees.								
11.	Has the company carried out independent assessment/ evaluation of the working of these policy/ policies by an external agency? (Yes/No). If yes, provide name of the agency.	No	No	No	No	No	No	N.A.	No	No

* The policies are developed and aligned with following standards prescribed by/ under:

- a) As per Rules and Regulations prescribed by the Securities and Exchange Board of India.
- b) As per Rules and Regulations prescribed by the Ministry of Corporate Affairs, National Building Code, Guidelines of the Ministry of Environment and Forest, Guidelines of the National Green Tribunal.
- c) Applicable legal requirements.
- d) Company's internal requirements, detailed consultations and research on the practices adopted by organizations.

** Since the above stated principles are governed by multiple policies, some policies are approved, some are noted by the Board of Directors while some policies are approved and noted by respective committees of the Board of Directors. Further, there are internal Standard Operating Procedures (SOPs) guiding operations and affairs of the company. These SOPs are approved by the functional heads of the Company.

*** CSR Committee, Nomination and Remuneration Committee, Internal Complaints Committee, Executive Committee, Environment and Social Management Committee for "Ashiana Daksh" project at Jaipur (Rajasthan).

12. If answer to the question at serial number 1 against any principle is 'No' i.e. not all Principles are covered by a policy, reasons to be stated:

No.	Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
1.	The entity does not consider the Principles material to its business (Yes/No)	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
2.	The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
3.	The entity does not have financial or human/ and technical resources available for the task	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
4.	It is planned to be done within next financial year	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
5.	Any other reason (please specify)	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.



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 no. 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 (BODs)	1	Legal and Ethics	100%
Key Managerial Personnel (KMP)	1	SEBI (Prohibition of Insider Trading) Regulations, 2015	100%
Employees other than BoD and KMPs	*	Health & Safety, and Skill upgradation	2.83% for Health & Safety 61.54% for Skill Upgradation
Workers	*	Health & Safety, and Skill upgradation	100% for Health & Safety 14.82% for Skill Upgradation

*Note: Number is not available. A total of 3798 no. of employees (402) and workers (3396) attended these programmes.

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 (National Guidelines on Responsible Business Conduct)	Name of the regulatory/ enforcement agency/ judicial institutions	Amount (In INR)	Brief of the case	Has an appeal been preferred? (Yes/No)
Fine/ Penalty	Nil	N.A.	N.A.	N.A.	N.A.
Settlement	Nil	N.A.	N.A.	N.A.	N.A.
Compounding fee	Nil	N.A.	N.A.	N.A.	N.A.

Non-Monetary				
	NGRBC Principle	Name of the regulatory/ enforcement agency/ judicial institutions	Brief of the case	Has an appeal been preferred? (Yes/No)
Fine/ Penalty	Nil	N.A.	N.A.	N.A.
Settlement	Nil	N.A.	N.A.	N.A.
Compounding fee	Nil	N.A.	N.A.	N.A.

There was a penalty of ₹ 17 lakhs paid by the partnership firm in which Ashiana Housing Ltd. is one of the partners "Megha Colonizers" under Rajasthan State Pollution Control Board. Apart from that no other penalty imposed which comes under this clause.

In Financial Year 2022-23, there have been no instances of payment of fines, penalties, or any non-monetary punishments based on materiality as specified in Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

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.

Not applicable

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.

We have Vigil Mechanism as part of Whistle Blower Policy, Code of Conduct for Board of Directors, and Senior Management, which are already available on our website at www.ashianahousing.com. In addition to that anti-corruption or anti-bribery covenants are part of the appointment letter.

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

There is no such instance of disciplinary action against Directors/KMPs/employees/workers during FY 2022-23 or 2023-24.

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

There is no complaint with regard to conflict of interest of the directors and key managerial personnel during the FY 2022-23 or 2023-24.

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 conflict of interest.

There have been no such instances during the period under reporting.

Leadership Indicators

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

There has been no such awareness programme during the period under reporting.

2. Does the entity have processes in place to avoid / manage conflict of interest involving members of the Board? If yes, provide details of the same.

Yes, the company has Code of Conduct for Board of Directors and Senior Management.

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.

Reply: We are Real Estate Developers in the field of development of residential group housing projects. During development and after operational phase i.e. handing over of the project to the buyers we do propose and agree to implement certain activities like implementation of feasible, safe and sustainable construction practices for which we have designated employee doing R&D. Apart from that for improving Environmental and Social Impacts we propose and follow Environmental Management Plan (EMP) for our projects which consists of regular Environmental Monitoring, construction of Rain water Recharge pits, Installation of Acoustically enclosed DG Sets, Adequate Stack heights to reduce Air Pollution etc. and Social Activities like Roads and area development, skill training, donation for Education and Wellness etc. as part of social activities under this EMP.

Essential Indicators

2. Does the entity have procedures in place for sustainable sourcing? If yes, what percentage of inputs were sourced sustainably?

Reply: As part of the company's procurement policy, it is our commitment to reduce the environmental impact of our product

(real estate) through adopting procurement practices that are sustainable in nature. We also place a strong focus on promoting local procurement practices and encouraging engagement with suppliers in close proximity, thereby greatly contributing to overall community development as well. Such a focus also enables us to manage and reduce our carbon footprint from transportation.

The company has a proper purchase/procurement department and code of conduct to take suitable steps to provide valuable feedback to improve local and small vendor's capacity and quality.

It is difficult to specify a percentage, but the Company acquired most of the input materials required for construction like steel, cement, concretes, tiles, and paints etc. for its construction sites from local vendors.

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.

Reply: Being a Real Estate Developers, while proposing the project we also propose the method of disposal for the waste and agree to follow the rules and regulations in this regard.

All the waste generated from our projects is domestic waste. Wastes like Plastics, E-waste, and hazardous waste (used oil from DG operations is the only hazardous waste in our case) is handled through vendors for collection and further disposal.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activity (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, the Extended Producer Responsibility (EPR) is not applicable to the entity's activity.

Leadership Indicators

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

Since Ashiana Housing Ltd. is in construction and development of real estate, the company has not conducted any Life Cycle Perspective/ Assessment.

2. If there is/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/ Assessment (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Since Ashiana Housing Ltd. is in construction and development of real estate, the company has not conducted any Life Cycle Perspective/ Assessment.

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).

Not Applicable.



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

Since we are in construction and development of residential projects, reclamation of product and packaging material is not applicable to our business.

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

Since we are in construction and development of residential projects, reclamation of product and packaging material is not applicable to our business.

PRINCIPLE 3 BUSINESSES SHOULD RESPECT AND PROMOTE 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	% of employees covered by										
	Total	Health Insurance		Accident Insurance		Maternity benefits		Paternity Benefits		Day care facilities	
	(A)	No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Employees											
Male	534	456	85.71	534	456	-	-	-	-	-	-
Female	91	75	81.52	91	75	91	100.00	-	-	-	-
Total	625	531	85.09	625	531	91	100.00	-	-	-	-
Other Than Permanent Employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

Notes:

1. Health insurance covers accident insurance coverages.
2. The count also includes employees covered under Group Medical Insurance and ESIC.

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

Category	% of employees covered by										
	Total	Health Insurance		Accident Insurance		Maternity benefits		Paternity Benefits		Day care facilities	
	(A)	No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Workers*											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-
Other than Permanent Workers											
Male#	-	-	-	-	-	-	-	-	-	-	-
Female	483	-	-	-	-	-	-	-	-	483	100.00
Total	483	-	-	-	-	-	-	-	-	483	100.00

* No Permanent Workers. # No specific data

Notes:

Database is not available in the format required here, however for the labours working at construction sites:

Daycare facilities are provided to their children at construction sites through Phoolwari, Creche facility is set -up at all construction sites of the company for the children of labours with the objective to keep them safe, healthy, and impart basic education. Further, the company is consistently complying with provisions of The Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 as statutory obligation for the welfare of construction workers.

Company monitors and tracks compliance of vendors with regard to statutory benefits and other state-wise labour rules pertaining to individuals on their payrolls working on company premises.

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

Benefits	FY 2021-22			FY 2022-23		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted & deposited with the authority (Yes/No/NA)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted & deposited with the authority (Yes/No/NA)
PF	77.44	0	Yes	78.69	0	Yes
Gratuity	100.00	0	Yes	100.00	0	Yes
ESI	20.07	0	Yes	16.67	0	Yes
Others (Please specify)	-	-	-	-	-	-

Notes:

- The retirement benefits are available to employees on the payroll of the company (permanent employees).
- The company monitors and tracks compliance of vendors with regard to statutory benefits and other State Labour Laws pertaining to individuals on their payrolls working on company premises.

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.

Reply: We recognise the importance of meeting the requirements of the Rights of Persons with Disabilities Act, 2016, and have taken proactive steps to support the needs of individuals with disabilities. Candidate with desired skills and experience can join organisation if the nature of duties allows to do so.

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.

Reply: The Company is dedicated to providing equal opportunities and preventing discrimination at all stages of employment, such as recruitment, hiring, and promotion. All employment decisions are based solely on an individual's qualifications and abilities, without regard to race, colour, religion, creed, caste, economic or social status, gender, age, or any other characteristic. Weblink of the equal opportunity policy is www.ashianahousing.com.

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

Gender	Permanent Employees (given here in percentage)		Permanent Workers	
	Return to work rate	Retention Rate	Return to work rate	Retention Rate
Male	100%	100%	-	-
Female	0	0	-	-

Note: There was only one female employee who availed maternity leave, but she couldn't return to work due to health issues. However, no details are available about Permanent Workers.

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.

Particulars	Yes/No (If yes, then give details of the mechanism in brief)
Permanent workers	Yes
Other than Permanent Workers	Yes
Permanent Employees	Yes
Other than Permanent Employees	Yes

Note: For all grievances employees can connect with Corporate/Regional HR person. However, the grievances which comes under the purview of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 i.e. POSH complainant need to connect with ICC (Internal Complaint Committee) constituted under the POSH, and redressal process follows accordingly.



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

Reply: We have no such association or Trade Union, hence not applicable.

8. a). Details of training given to employees and workers on Health and Safety measures:

Category	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Total (A)	On Health and Safety measures		Total (D)	On Health and Safety measures	
		No. (B)	% (B/A)		No. (E)	% (E/D)
Employees						
Male	625	18	2.88	563	11	1.95
Female						
Total	625	18	2.88	563	11	1.95
Workers						
Male	2072	2072	100.00	Details for the previous financial year is not available		
Female						
Total	2072	2072	100.00			

Health check-ups of workers at project sites are part of our routine exercise. Inspection of labour/workers hutments at project sites happens every day as part of our sanitation drive. Method statement is part of our Workers/ labour safety program. Safety induction planning is mandatory for all new joiners whether they are workers, employees, or trainees. Similarly, toolbox stock is part of safety pledge which happens every day before the commencement of work at sites.

We are committed to supporting professional growth and providing opportunities for continuous learning. This year, we expanded our training programs, both in-person and online, to enhance skills and knowledge of our employees. During FY 2022-23, we delivered 32 customized in both virtual & in-person formats. With the support of our trusted training partners like Dale Carnegie, LMI, EU Radicle, IIT – Mumbai, and few independent trainers we were able to conduct high-quality training with an average NPS score of 84%.

It is only when people can lead themselves that they can genuinely be creative and innovative. We witnessed an incremental & differentiated impact on personal development which helped amplify potential of 16 individuals under the Effective Personal Productivity (EPP) led by Management Institute (LMI), USA.

b). Details of training given to employees and workers on Skill Upgradation:

Category	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Total (A)	On Skill upgradation		Total (D)	On Skill upgradation	
		No. (B)	% (B/A)		No. (F)	% (F/D)
Employees						
Male	534	304	57.14	485	287	62.66
Female	91	80	86.96	78	68	87.18
Total	625	384	61.54	563	355	0.63
Workers						
Male	1589	238	14.98	1826	325	17.79
Female	483	69	14.29	703	84	11.95
Total	2072	307	14.82	2529	409	16.17

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

Reply: Career development reviews and performance appraisals are done for all eligible employees annually. Biannual management conversation helps employee(s) and manager(s) to review the performance and alignment of personal/professional goals along with KRAs and KPIs. The final appraisal process involves a detailed review with the appraiser/manager/location head/Head of the department on the performance and career development of the employee, post which the performance appraisal/increment and promotions are awarded to the employees with constructive feedback. Performance and Career development review of employees are aligned with our company's priority and thrust.

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 of such system?

Reply: The company has a self-developed Standard Operating Procedure (SOP) of all safety parameters as required for a company being a real estate developer. The Safety parameters as per this SOP are implemented across all project sites. We also follow an Audit routine, every engineer at site has been assigned to perform weekly audit on rotational basis, further the Project Managers also do audits.

Apart from that there is one quarterly audit which is also performed by the engineering team at Head Office across all locations. Such initiatives made us safety complaints. "Accident-Free Days" have increased in the company which is a significant feat in ensuring safety to our 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?

Reply: The structured and self-developed Standard Operating Procedure (SOP) enables us to identify and mitigate the risks. The following processes are used to identify work-related hazards and assess risks on a routine and non-routine basis:

- Site Training – On-site Safety Training to all workers is provided for the Safety SOP
- Incident Analysis – Any past or current incidents and possible mitigation measures are discussed.
- We have developed a checklist of necessary and desired points and audits are done for all these points implementation at site.

Safety Information/Slogans are displayed at different places on-site, which are changed on rotational basis (so that it is not ignored and noticed when changed).

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

Reply: The structured and self-developed Standard Operating Procedure (SOP) enables us to identify and mitigate the risks.

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

Yes, we provide wide range of benefits to our employees which includes life insurance, healthcare, provident fund etc. With the intent to create a balanced work-life culture, our employees can also avail flexible working hours. Every project location has presence of paramedical team on-site to treat minor injuries. Also, we do organize medical camps from time to time for our workers and other staff members in office and on-site.

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

For FY 2022-23:

Sl. No.	Particulars	Details
1.	Accident-free days	2885/2920

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

Reply: The structured and self-developed Standard Operating Procedure (SOP) enables us to identify and mitigate the risks. The following processes are used to identify work-related hazards and assess risks on a routine and non-routine basis:

- Site Training – On-site Safety Training to all workers is provided for the Safety SOP
- Incident Analysis – Any past or current incidents and possible mitigation measures are discussed.
- We have developed a checklist of necessary and desired points and audits are done for all these points implementation at site.
- Sites are given Green/Red Tags based on Audit results.
- Safety Information in the form of Posters/Slogans are displayed at different places on-site, which are changed on rotational basis (quarterly so that it is not ignored and noticed when changed).
- Safety Pledge followed by Daily Toolbox Talk is done before starting work on-site.

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

Reply: There were no complaints related to working conditions, and health & safety during FY 2022-23 or 2021-22.

14. Assessments for the year:

Assessments of health and safety practices and working conditions are carried out by safety audit measures. 45 safety audits were carried out, as planned, during FY 2022-23.

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.

Reply: The audits done at site and the discussion regarding incidents along with mitigation measures help us in implementation of corrective actions wherever and whenever required. The following actions are taken in last FY:

- A revision was done in our SOP for Fall Arrester Process
- Safety Audit frequency is revised and from next FY we will be doing monthly audits instead of the quarterly audits.
- The Audit Checklist is also updated and some more points added to ensure Safety on-site.
- Different processes in the SOP are also upgraded.



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.

Suggested answer: Stakeholder analysis (i.e. brainstorming) is the first stage of identifying key stakeholders, where we identify and start to understand our most important stakeholders.

There are three steps to follow in Stakeholder Analysis. First, identify who your stakeholders are. Next, work out their power, influence, and interest, so that you know who you should focus on. Finally, develop a good understanding of the most important stakeholders, so that you know how they are likely to respond, and how you can win their support.

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 Communications (Email, SMS, newspaper, Pamphlets, Advertisements, 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 engagement
Customers	No	Newsletters, Brochures, Website, E-mails	Quarterly, Customer site visits, at launch of new project	Adequate information on products. Fair disclosures. Project updates. Timely delivery schedule. Amenities
Employees	Yes	Newsletters, Brochures, Website, E-mails 1. Address by Managing Director. 2. Quarterly meetings with senior leadership and mid-management. 3. Management conversations. 4. Open house discussions. 5. Employee wellness sessions	Monthly Quarterly Half yearly	1. Nurturing work environment and culture 2. Career growth prospects 3. Personal development 4. Diversity and equal opportunity 5. Health and well-being 6. Company's short- and long-term priorities along with discussion on issues (if any) 7. Health and Well-being including health check-ups
Workers	No	Open house session. External sessions and camps.		Check on basic health and hygiene and other work-related issues.

Leadership Indicators

Q1. Provide the process 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.

Suggested Reply: The above table describes in detail the manner and objective of the Company's stakeholder engagement processes. We believe in continuous and proactive engagement with our key stakeholders which helps serving the brand promises thereby better serving its stakeholders. Insights generated through such stakeholder engagement are regularly communicated to all stakeholders through monthly and quarterly updates.

Q2. 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.

Suggested Reply: Yes, consultations with stakeholder help provide support in identification and management of environmental and social aspects.

Q3. Provide details of instances of engagement with, and actions taken to address the concerns of vulnerable/ marginalised stakeholder groups.

Suggested reply: We encourage development, nurture, and maintaining positive relationships with all stakeholders which strengthens our brand promises. Engagement with marginalised and vulnerable section of the community in and around our projects are guided by our Corporate Social Responsibility (CSR) policy. The main CSR activities include training of unskilled labour to make them skilled labour, educating the children of labour or other unprivileged children, women empowerment, environment sustainability, donation to the needy etc.

PRINCIPLE 5 BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS (HR DEPARTMENT)

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 Current Financial Year			FY 2021-22 Previous Financial Year		
	Total (A)	No. of employees /workers (B)	% (B/A)	Total (C)	No. of employees /workers (D)	% (D/C)
Employees						
Permanent	625	625	100%	563	563	100%
Other than Permanent	-	-	-	-	-	-
Total Employees	625	625	100%	563	563	100%
Workers						
Permanent	-	-	-	-	-	-
Other than Permanent	-	-	-	-	-	-
Total Employees	-	-	-	-	-	-

* No Permanent Workers

Training on human rights & policies of the company is provided while on boarding employees.

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

Category	FY 2022-23 Current Financial Year			FY 2022-23 Current Financial Year		
	Total (A)	No. of employees /workers (B)	% (B/A)	Total (C)	No. of employees /workers (D)	% (D/C)
Employees						
Permanent	625	625	100%			
Male	534	534	100%	485	485	100%
Female	91	91	100%	78	78	100%
Other than Permanent						
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-
Workers						
Permanent						
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-
Other than Permanent						
Male	1,589	1,589	100%	1,476	1,476	100%
Female	483	483	100%	546	546	100%

* No Permanent Workers

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

Gender	Male		Female	
	Number	Median remuneration/ salary/wages of respective category (₹)	Number	Median remuneration/ salary/wages of respective category (₹)
Board of Directors (BOD)	5	13,00,000/-	2	13,00,000/-
Key Managerial Personnel (KMP)	5	2,43,87,612/-	-	-
Employees other than BOD and KMP	534	4,03,338/-	91	5,02,968/-

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)

Reply: For all grievances (including but not limited to impacting human rights) employees can connect with Corporate/Regional HR person. However, the grievances which comes under the purview of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 i.e. POSH complainant need to connect with ICC (Internal Complaint Committee) constituted under the POSH, and redressal process follows accordingly. Further, we have vigil mechanism as part of whistle Blower Policy to address grievances related to unethical behaviour, actual or suspected fraud or violation of the company's code of conduct or ethics policy, any suspected violation of any law that applies to the Company including possible accounting or financial reporting violations where the employees of the company may directly report to the Chairman of the Audit Committee.



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

Reply: Replied above.

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

Benefits	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	Nil	Nil	No Remarks	1	1	Report submitted under the provisions of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013
Discrimination at workplace	Nil	Nil	Nil	Nil	Nil	No Remarks
Child labour	Nil	Nil	Nil	Nil	Nil	No Remarks
Forced labour/ involuntary labour	Nil	Nil	Nil	Nil	Nil	No Remarks
Wages	Nil	Nil	Nil	Nil	Nil	No Remarks
Other human rights related issues	Nil	Nil	Nil	Nil	Nil	No Remarks

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

Reply: We believe in providing a safe, nonhostile and harassment free work environment at all workplaces. We follow a zero-tolerance approach towards any form of discrimination, retaliation, or harassment against employees. Any complaint or report on discrimination or harassment is thoroughly investigated and appropriate action is initiated against the offending person under the Whistle blower policy, and Code of Conduct.

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

Reply: Yes, human rights forms part of and are adhered in business agreements and contracts. We are committed to creating a culture of accountability and transparency, grounded in ethical principles.

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/ Involuntary Labour	
Sexual Harassment	
Discrimination at workplace	
Wages	
Others-please specify	

We have been doing regular assessments to ensure that there is no Child Labour, Forced/ Involuntary Labour, Sexual Harassment, Discrimination at workplace, or wage related issues. However, there is no such assessment by third party.

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

Reply: We have not come across any incident where any corrective action needed to be taken to address risks/ assessment in question 9 above.

Leadership Indicators

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

Reply: There is no such change/ modification in any of the business process.

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

Reply: Our HR policy covers all the aspects of human rights from freedom of expression and opinion, the right to work and education, equal opportunity, and prevention of sexual harassment.

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

Reply: Yes, our head office at Saket District Centre, Saket (Delhi), and our branch offices at different locations are accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016.

4. Details of assessment of value chain partners

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Sexual harassment	Nil
Discrimination at workplace	
Child labour/Involuntary labour	
Wages	
Other – please specify	

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

Not applicable.

PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT

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

Parameter	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Total electricity consumption (A)	3669912000000	1243916000000
Total fuel consumption (B)	1159956000000	414180000000
Energy consumption through other sources (C)	Nil	Nil
Total energy consumption (A+B+C)	3785907600000	1285334000000
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees)	1080.08	747.28
Energy intensity (optional) – the relevant metric may be selected by the entity	1080.08	747.28

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.

Reply: There is no external evaluation carried out by any external Agency in this regard, as of now.

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.

Reply: No

Note: Perform Achieve and Trade (PAT) scheme is a market-based compliance mechanism to accelerate improvements in energy efficiency in energy intensive industries. The energy savings achieved by notified industries is converted into tradable instruments called Energy Saving Certificates (ESCerts). The ESCerts after issuance by Bureau of Energy Efficiency are traded at Power Exchanges.



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

Parameter	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Water withdrawal by source (in Kilo liter)		
(i) Surface water	Not Applicable	Not Applicable
(ii) Groundwater	Not Used for Construction	Not Used for Construction
(iii) Third party water	292735 KL	270150 KL
(iv) Seawater / desalinated water	Not Applicable	Not Applicable
(v) Others	Nil	Nil
Total volume of water withdrawal (in Kiloliter) (i+ii+iii+iv+v)	292735 KL	270150 KL
Total volume of water consumption (in Kiloliter)	292735 KL	270150
Water intensity per rupee of turnover (Water consumed / turnover)	0.00008351	0.000157064

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.

Reply: No external evaluation has been carried out by any external agency in this regard.

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

Reply: There is no mechanism implemented for Zero Liquid Discharge, but we install STP in our projects and during the operational phase all the domestic wastewater generated from the households is treated in the in-house STP. The treated water is used within project for Flushing and Gardening etc. and there is some surplus water also which is again used in various activities like irrigation purposes in nearby farmland, horticulture purpose in roadside plantation nearby project site, construction activity in same or other project etc. through agreements with the concerned persons or authority as per applicability. Therefore, it can be considered that we achieve Zero Liquid Discharge situation in all projects.

5. Please provide details of air emissions (other than GHG emissions) by the entity. Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Reply: Being Residential Group Housing developers we do not follow any process which results in air emissions apart from the DG Set operations as back-up during power-cut.

There is no external evaluation carried out by any external Agency in this regard.

6. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity. Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Reply: Replied above against question 5.

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

No, the entity does not have any project related to reducing Green House Gas emission.

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

Parameter	Please specify unit	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Total Waste generated (in metric tonnes)			
Plastic Waste (A)	MT	9.49 MT	9.35 MT
E-Waste (B)	Nil	Nil	Nil
Bio medical waste (C)	Nil	Nil	Nil
Construction and Demolition Waste (D)	MT	6570 MT	6475 MT
Battery Waste (E)	Nil	Nil	Nil
Radioactive Waste (F)	Nil	Nil	Nil
Other Hazardous waste. Please specify, if any. (G)	Litre	169 L	162 L
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	Nil	Nil	Nil
Total (A+B + C + D + E + F + G + H)			

Parameter	Please specify unit	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations			
(in metric tonnes)			
Category of waste			
(i) Recycled	-	-	-
(ii) Re-used	Litre	169 L	162 L
(iii) Other recovery operations	MT	6570 MT	6475 MT
Total			
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)			
Category of waste			
(i) Incineration	MT	Nil	Nil
(ii) Landfilling	MT	Nil	Nil
(iii) Other disposal operations	MT	Nil	Nil
Total			

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.

Reply: Waste Management is being done through vendors.

There is no external evaluation carried out by any external Agency in this regard.

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.

Reply: Not Applicable.

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:

Reply: Our projects are not located near any of the above-mentioned sensitive areas. In order to comply with the EIA Notification 2006, since our projects fall in the category of Environmental Clearance (Area wise and Built-Up Area-wise) we do ensure to obtain prior Environmental Clearance (EC) before starting construction activities at site. A regular six-monthly compliance report is also submitted for those projects falling in category of Environmental Clearance.

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain. (Yes / No)	Relevant Web link
Nil	Nil	Nil	Nil	Nil	Nil

Reply: As per the requirements of EIA Notification, if the built-up area of project is more than 150,000 sq. mtr. we need to get the Environmental Impact Assessment Report Prepared by Environmental Clearance Consultant for obtaining Environmental Clearance. During FY 2022-2023 none of our projects fall under this category but we've got Environmental Clearance for eight of our projects under category B(b) which does not require Environment Impact Assessment preparation.

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.

Reply: Yes. We regularly comply with the applicable environmental law/ regulations/ guidelines in India / evaluation/assurance has been carried out by an external agency? (Yes/No).

If yes, name of the external agency.



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 & industry chambers/ associations.

Three (CREDAI, CII, PHDCCI)

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

Sl. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ association (State/ National)
1	Confederation of Real Estate Developers' Associations of India (CREDAI)	National
2	Confederation of Indian Industry (CII)	National
3	PHDCCI	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.

There was no incident of anti-competitive behaviour during the reporting period (FY 2022-23).

PRINCIPLE 8: BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT

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

Note: A Social Impact Assessment is a process of research, planning and the management of social change or consequences arising from policies, plans, developments, and projects.

Reply: This is not applicable on us.

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

Sl. 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)

Reply: This is not applicable on us.

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

Apart from the internal complaints committee, whistle blower policy as part of the vigil mechanism, we have proper HR mechanisms for redressal of grievances for all employees and workers of all type. We have Environmental and Social Management System (ESMS) Policy in place to redress grievances at project level. Our grievance mechanism is designed to ensure transparency and accountability while dealing with redressal process. By providing our stakeholders with a reliable and responsive redressal system, we aim to instil trust and confidence in our brand, while also fostering a culture of continuous improvement.

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

Parameter	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Directly sourced from MSMEs/ small producers	50.29%	16.16%
Sourced directly from within the district and neighbouring districts.*		

*Data not available.

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken

Since we purchase vacant land for our projects, this does not involve any rehabilitation or resettlement of any sort. Hence no Social Impact Assessment applies on any of our projects.

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

Note: Ashiana Housing Ltd. goes beyond adhering to the statutory and legal compliances related to Corporate Social Responsibility requirements. Ashiana believes in contributing in various ways to improve the lives of the people living in the areas it operates in. The theme of being socially responsible runs through its very core and taking up any philanthropic activity is not limited only to the CSR Team. The very first core value of the company is in fact “Happiness all around” and spreading happiness by helping those in need is the very first thing followed by employees as it is well entrenched in the thought process of every team member in the company. CSR Activities of Ashiana are executed by Ashiana Foundation, a Trust committed to work for development of community and benefitting the society through various initiatives in Education, Employment enhancing Skill Development, Women Empowerment, Environment Sustainability and Area Development.

Further details are given in the Corporate Social Responsibility section, and Annexure VI of the Directors Report section of the Annual Report 2022-23.

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

Reply: We don't have any preferential procurement policy. The objective of our procurement policy is to ensure Q1 i.e. right quality of the material, and L1 i.e. material procured is of right quantity, on right time, from right source, and at competitive price.

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

Replied above in clause (a) hence not applicable.

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

Replied above in clause (a) hence not applicable.

4. Details of 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 shared.

Not Applicable.

6. Details of beneficiaries of CSR projects

Related details are given in the Corporate Social Responsibility section, and Annexure VI of the Directors Report section of the Annual Report 2022-23.

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.

Ashiana Housing Ltd. has internal system of gauging the satisfaction level of its customers through Net Promoters Scores called “Khusimeter”. Under this system customers satisfaction is gauged by its internal customer care team within seven days from the date of handing over of possession of the unit purchased. Satisfaction level is measured on a scale of 0-10 against different parameters. There is also a system of corrective action if there has been any reason of material dissatisfaction from the customer. Further, the Ashiana Maintenance Services LLP, a maintenance entity of Ashiana Housing Ltd., has also initiated internal system of gauging the satisfaction level of our existing customers through ‘Delight Meter’. Under this system satisfaction level is measured under three bands against different parameters.

Apart from the above the executive team of senior management also takes feedback from existing customers as well as from prospective buyers to measure happiness quotient or satisfaction level of the customers and to understand how the company can serve them better.

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

	As a percentage of total turnover
Environmental and social parameters relevant to the product	Ashiana Housing Ltd. is in real estate sector, our products are residential houses. We take care of environmental and social parameters which is basic for our project approvals. Though, recycling and disposal is not applicable to our business, however, in the context of real estate development activities of the company, the Government of India has enacted the Real Estate [Development & Regulation] Act, 2016 (RERA) on 26 th March 2016 effective from 01 st May 2017. As per the RERA complete information about the project is displayed on the RERA website of the respective States where project is located along-with other requirements.
Safe and responsible usage	
Recycling and/ or safe disposal	



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

Benefits	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Received during the year	Pending during the year	Remarks	Received during the year	Pending during the year	Remarks
Data Privacy	Nil	N.A.	No Remarks	Nil	N.A.	No Remarks
Advertisement	Nil	N.A.	No Remarks	Nil	N.A.	No Remarks
Cyber Security	Nil	N.A.	No Remarks	Nil	N.A.	No Remarks
Delivery of Essential Services	Nil	N.A.	No Remarks	Nil	N.A.	No Remarks
Restrictive Trade Practices	Nil	N.A.	No Remarks	Nil	N.A.	No Remarks
Unfair Trade Practices	2	2	No Remarks	2	2	No Remarks
Others	493	31	No Remarks	582	29	No Remarks

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

Reply: We are in real estate sector (construction and development of residential projects). There has never been any such instance of product recall on account of safety issue.

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.

We don't have any framework/policy for cyber security and risks related to data privacy. We have data privacy policy for our customers data. Link is shared here. <https://www.ashianahousing.com/privacy-policy>

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

We didn't face any issue of cyber security and data privacy of customers in the last year.

Leadership Indicators

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

All information about products and services of the entity is available in the public domain on the website at www.ashianahousing.com

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

At the time of handover of unit/flat to the customer we educate them about the utilities, facilities provided in and around the

project, we also educate about electrical installations, fire safety, water usage requirements amongst other documents. And this process is called as Handing Over process. Further our maintenance entity also holds fire safety drills, educational session on energy management and other sustainability aspects which serves the objective of behavioural changes towards environment and saves cost and resources.

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

Yes, we inform the customers on disruption and discontinuation of essential services through a notice both at the time when we do proactive preventive maintenance, and when reactively whenever there is downtime due to external issues.

Information is shared through circulars on WhatsApp broadcast groups, servicing apps and email broadcast groups.

4. Does the entity display product information on the product over and above what is mandated as per local laws? If yes, provide details in brief. Did your entity carry out 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)

Reply: This is not applicable on us.

5. Provide the following information relating to data breaches:

- a) Number of instances of data breaches along with impact.
- b) Percentage of data breaches involving personally identifiable information of customers.

There has been no incidence of any kind of data breaches in financial year 2022-23. This has been possible due to cyber security and processes in place to deal with such incidences.