

Ajmera Realty & Infra India Limited

Regd. Office: "Citi Mall", 2nd Floor, Link Road, Andheri (West), Mumbai 400 053
Tel.: +91-22-6698 4000 • Email: investors@ajmera.com • Website: www.ajmera.com
CIN NO. L27104 MH 1985 PLC035659



Ref: SEC/ARIL/BSE-NSE/2023-24

Date: July 26, 2023

The Bombay Stock Exchange Limited Phiroze Jeejeebhoy Towers Dalal Street Mumbai – 400 001 Script Code: 513349	National Stock Exchange of India Limited 5 th Floor, Exchange Plaza, Bandra Kurla Complex Bandra (East) Mumbai - 400051 Script Code: AJMERA
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Sub: Intimation under Regulation 34 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015

Dear Sir/Madam,

Pursuant to Regulation 34(2)(f) of Securities Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are submitting herewith the Business Responsibility and Sustainability Report ("BRSR") for the Financial Year 2022-23, which also forms part of the Annual Report for the Financial Year 2022-23.

The above information is also available on the website of the Company at www.ajmera.com.

This is for your information and records.

Thanking You.

For AJMERA REALTY & INFRA INDIA LIMITED

NITIN BAVISI
CHIEF FINANCIAL OFFICER

Encl. As above

Business Responsibility And Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the listed Entity

1. Corporate Identity Number (CIN)	L27104MH1985PLC035659
2. Name of the Listed Entity	AJMERA REALTY & INFRA INDIA LIMITED
3. Year of incorporation	1985
4. Registered office address	Citi Mall, 2nd Floor, New Link Road Andheri (W) Mumbai Maharashtra - 400053
5. Corporate Address	Citi Mall, 2nd Floor, New Link Road Andheri (W) Mumbai Maharashtra - 400053
6. E-mail address	info@ajmera.com
7. Telephone No.	+91 22 66984000
8. Website	https://ajmera.com/
9. Financial year for which reporting is being done	April 2022 - March 2023
10. Name of the Stock Exchange(s) where shares are listed	BSE Limited & National Stock Exchange of India Limited
11. Paid-up Capital	₹ 35.48 Crore
12. Name and contact details of the person who may be contacted in case of any queries on the BRSR report	Name: Kartik Sharma Telephone No.: +91 22 66984000 Email ID: investors@ajmera.com
13. Reporting boundary	Consolidated basis

II. Products/Services

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

Description of main activity	Description of business activity	% of Turnover of the entity
Real Estate Development	Real Estate Development	100%

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

Product/Service	NIC Code	% of total Turnover contributed
Construction and Real Estate Development	4100	98%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	0	4	4
International	0	2	2

17. Markets served by the entity

- i. **Locations** : Mumbai, Bengaluru, Pune & Ahmedabad
- ii. **Exports** : The Company does not exports its products.
- iii. **Types of customers** : The Company caters to a diverse range of customers including individuals, families, corporations, institutions, and government bodies. Its primary focus is on the residential and commercial real estate markets, offering a wide range of products and services such as apartments, commercial spaces and land development projects.

IV. Employees

18. Details as at the end of Financial Year

- i. Employees (including differently abled)

Particulars	Total (A)	Male		Female	
		No. (B)	% (B/A)	No. (C)	% (C/A)
Permanent (D)	205	164	80%	41	20%
Other than Permanent (E)	22	14	63.63%	8	36.36 %
Total employees (D+E)	227	178	78.41%	49	21.59 %

Note 1: Laborers employed through contractors and their subcontractors have been classified as workers. These workers are not on the direct payroll of the Company.

Note 2: Employee data considered in this report is on consolidated basis.

- ii. Differently abled Employees

Particulars	Total (A)	Male		Female	
		No. (B)	% (B/A)	No. (C)	% (C/A)
Permanent (D)	0	0	0	0	0
Other than Permanent (E)	0	0	0	0	0
Total employees (D+E)	0	0	0	0	0

Note : Laborers employed through contractors and their subcontractors have been classified as workers. These workers are not on the direct payroll of the Company.

19. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. of Female (B)	% (B/A) of Females
Board of Directors	6	1	16.67%
Key Management Personnel	2	0	0

20. Turnover rate for permanent employees

Particulars	FY (2022-2023)			PY (2021-2022)			PPY (2020-2021)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	21.88%	23.07%	22.11%	18.12%	17.72%	18.04%	16.24%	12.65%	15.56%

Note : Laborers employed through contractors and their subcontractors have been classified as workers. These workers are not on the direct payroll of the Company.

V. Holding, Subsidiary & Assoc. Companies (including joint ventures)

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

Name	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Entity indicated at col A, participate in the Business Responsibility initiatives of the listed entity?
Jolly Brothers Private Limited	Subsidiary	100%	No
Ajmera Estate (Karnataka) Private Limited	Subsidiary	100%	Yes
Shree Yogi Realcon Private Limited	Subsidiary	100%	Yes
Ajmera Clean Green Energy Limited	Subsidiary	100%	No
Ajmera Realty Ventures Private Limited	Subsidiary	100%	No
Ajmera Realcon Private Limited	Subsidiary	100%	No
Ajmera Luxe Private Limited	Subsidiary	100%	No
Ajmera Corporation UK Ltd	Subsidiary	100%	No
Radha Raman Dev Ventures Private Limited	Subsidiary	100%	No
Anirdesh Developers Private Limited	Subsidiary	84.90%	No
Sana Building Products LLP	Subsidiary	74.90%	No
Sana Buildpro LLP	Subsidiary	74.90%	No
Laudable Infrastructure LLP	Subsidiary	70%	No
Ajmera Infra Development LLP	Subsidiary	70%	No
Ajmera Mayfair Global W.L.L	Subsidiary	60%	No
V.M. Procon Private Limited	Joint Venture	50%	No
Sumedha Spacelinks LLP	Joint Venture	50%	No
Ultratech Property Developers Private Limited	Joint Venture	36%	No

VI. CSR Details

22. Enter details for Corporate Social Responsibility (CSR)

- i. Whether CSR is applicable as per section 135 of Companies Act, 2013 : Yes
- ii. Turnover (In ₹) : ₹ 36,102.21 lakhs
- iii. Net worth (In ₹) : ₹ 70,430.72 lakhs

VII. Transparency and Disclosures Compliances

23. Complaints

Stakeholder group from whom the complaint is received	Grievance Redressal Mechanism in place	Web-link for grievance redress policy	FY (2022-2023)			PY (2021-2022)		
			No. of complaints filed during current year	No. of complaints pending resolution at close in current year	Remark	No. of complaints filed during current year	No. of complaints pending resolution at close in current year	Remark
Communities	Yes	https://ajmera.com/policies/	0	0	-	0	0	-
Shareholders	Yes	https://ajmera.com/policies/	0	0	-	0	0	-
Investors	Yes	https://ajmera.com/policies/	1	0	The complaint filed was related to delay/non-receipts in issue of duplicate Share Certificate. The average time taken for redressal of complaints was 7 working days.	0	0	-
Employees and workers	Yes	https://ajmera.com/policies/	0	0	-	0	0	-
Customers	Yes	https://ajmera.com/policies/	0	0	-	0	0	-
Value Chain Partners	No	Not Applicable	0	0	-	0	0	-

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

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

Material issue identified	Indicate whether risk or opportunity	Rationale for identifying risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity
Economic Performance	Opportunity (O)	ARIL's business objectives and principles are in line with various industry standards & global frameworks like GRI, SASB, NVGs, ESG Metrics, etc. This analysis based on the various global frameworks has helped ARIL in identifying the risks & opportunities.	-	Positive Implications
Customer Centricity	Opportunity (O)	Customer satisfaction is a top priority. We believe that providing a positive customer experience is essential for building long-term relationships and establishing a positive reputation. Satisfied customers are more likely to return for repeat business, refer others, and contribute to our growth. We actively seek feedback to identify areas for improvement to differentiate ourselves, build our brand, and drive business growth.		Positive Implications
Ethics & Governance	Opportunity (O)	Compliance with necessary policies ensures ARIL's ethical corporate governance, fostering transparency, integrity, and regulatory adherence.	Various policies like 'Whistle blower Policy', 'Anti-bribery & Anti-corruption Policy' cover guidelines related to ethics, governance, human rights, etc.	Positive Implications
Regulatory Compliance	Risk (R)	Regulatory compliance is crucial as it ensures that businesses operate within legal frameworks, minimizing environmental impact and promoting sustainability. Adhering to these standards not only protects the environment but also fosters trust, reputation, and long-term success for businesses.	<ol style="list-style-type: none"> 1. Operate under the Air, Water, Hazardous Waste, e-waste and Battery waste regulations 2. Monitoring and reporting of stack emissions 3. Submission of periodic filings to Pollution Control Boards 4. Periodic audits to ensure compliance with socio-economic regulations covering employee and contract workers benefits 	Negative Implications

Material issue identified	Indicate whether risk or opportunity	Rationale for identifying risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity
Energy & Emissions	Opportunity (O)	Energy efficiency results in reduced power consumption followed by reduce GHG emissions.	We have set a target to increase our renewable energy share by FY2025.	Positive Implications
Materials	Opportunity (O)	Eco-friendly / Green materials have a lower environmental impact than traditional construction materials & are bio-degradable/recyclable.	By FY 2025, we are targeting to ensure that 5% of all materials used for our construction projects are green/ eco-certified.	Positive Implications
Water Stewardship	Opportunity (O)	Due to climate change & extreme weather conditions, there is a rise in global disasters. Some areas experience flooding whereas some experience water scarcity / droughts. Installing efficient water management systems reduces the water footprint & fresh water demand as well.	We have set a target to reduce the water consumption in our portfolio by 5% by FY2025.	Positive Implications
Waste Management	Opportunity (O)	Sustainable waste management practices include waste reduction, recycling & responsible waste disposal. Efficient waste management systems ensure reduced chances of soil & groundwater contamination. Segregation of waste & treatment at the source significantly curbs the quantity of waste being sent to landfills for disposal.	The goal is to install organic waste converters & STPs in our upcoming projects also.	Positive Implications
Sustainable and resilient supply chain	Opportunity (O)	Building a sustainable and resilient supply chain involves integrating environmental, social, and economic considerations throughout the supply chain to minimize risks and enhance long-term sustainability	ARIIL intends to achieve this by promoting ethical sourcing, reducing waste and emissions, fostering supplier partnerships and implementing robust risk management strategies.	Positive Implications
Biodiversity	Risk (R)	Biodiversity poses a risk because the loss or degradation of biodiversity can have severe environmental and economic consequences. Businesses reliant on natural resources are particularly vulnerable.	ARIIL intend to improvise our current approach to pave way for greener technology, construction methods & biophilic design .	Negative Implications

Material issue identified	Indicate whether risk or opportunity	Rationale for identifying risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity
Community Development	Opportunity (O)	It is important for businesses to recognize that the specific needs and priorities of each community may vary and hence, customization and flexibility in approaches are necessary for effective community development.	ARIL through its CSR activities works towards providing healthcare, educational & nutritional benefits to marginalised groups.	Positive Implications
Occupational Health and safety	Opportunity (O)	There are several risks like employee, supply chain, legal, financial & reputation risks associated with occupational health & safety. It is important to prioritize occupational health and safety to mitigate these risks and promote responsible business conduct.	1. ARIL has already been conducting occupational health & safety trainings as well as awareness sessions. 2. It also intend to get its projects OHSAS Certified & monitor the health & safety practices to improve its efficiency.	Positive Implications
Diversity and Inclusion	Risk (R)	Diversified team provides a range of experiences & skill sets that enhance problem solving and stimulates business innovation.	1. Conducting awareness & training programs to educate the workforce about diversity & inclusion. 2. Set Diversity, Equity & Inclusion (DEI) goals	Negative Implications
Training & Development	Opportunity (O)	Training & development offers help to boost knowledge of the workforce results in increased retention of employees, better preparedness for contingencies, attracts new talent & improves the efficiency & productivity.	Upskilling & development of employees on emerging technologies as well as behavioral and safety aspects.	Positive Implications
Human Rights	Risk (R)	Businesses should identify, assess, and address the actual and potential adverse human rights impacts of their activities, including those of their subsidiaries, suppliers, and business partners. They should have policies and processes in place that ensure they respect human rights in their operations.	1. Training on various issues related to human rights, employee health & safety, POSH, Code of conduct, etc. 2. Periodic engagement with relevant stakeholders, taking cognizance of their grievances, ensuring efficient functioning of the grievance redressal & resolving the issues at the earliest.	Negative Implications

SECTION B: MANAGEMENT & PROCESS DISCLOSURES

I. Policy and management processes

Disclosure Question	P1	P2	P3	P4	P5	P6	P7	P8	P9
1 a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Weblink of the policy, if available					https://ajmera.com/policies/				
2 Whether the entity has translated the policy into procedures	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3 Do the enlisted policies extend to your value chain partners?	No	No	No	No	No	No	No	No	No

Disclosure Questions	4. Name of the national and international codes / certifications / labels / standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	5. Specific commitments, goals and targets set by the entity with defined timelines, if any.
Principle 1	-	Conducting anti-corruption training sessions.
Principle 2	ISO 26000	The target is to have at least 25% of our inputs sourced from suppliers who are covered by ARILL's sustainable and sourcing policy and supplier code of conduct.
Principle 3	OHSAS	Track diversity-related KRAs of hiring managers, Conduct diversity and ESG related trainings.
Principle 4	ISO 26000	The aim is to include all stakeholders, engage with them regularly and address their concerns at the earliest.
Principle 5	SA-8000	Third party assessments for involuntary labour, child labour, wages, sexual harassment, etc.
Principle 6	LEED Certification-Leadership in Energy and Environmental Design, EDGE Certification-Excellence in Design for Greater Efficiencies IGBC Certification-Indian Green Building Council	1. Increase Renewable Energy Consumption by FY 2025. 2. Getting all project green certified. 3. Achieve water savings between 30-50% through installation of low flow fixtures & STPs. 4. Reduced energy consumption & GHG emissions by 15-20%.

Disclosure Questions	4. Name of the national and international codes / certifications / labels / standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	5. Specific commitments, goals and targets set by the entity with defined timelines, if any.
Principle 7	-	Conducting awareness programs for value chain partners.
Principle 8	-	1. Implementing Procurement Policy & Supplier Code of Conduct. 2. Procure maximum input material directly sourced from MSMEs/ small producers.
Principle 9	9001:2015	1. Conduct customer satisfaction surveys. 2. Address & resolve their grievances/issues.

6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.

The Company has not made any specific commitments or established goals for FY 2022-23. The Company understands the importance of creating measurable objectives to guide its operations towards achieving its long-term aspirations. Consequently, it will continue to evaluate its performance and consider the feasibility of setting concrete commitments or goals in the future.

II. Governance, leadership and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements.

Mr. Rajnikant S. Ajmera (DIN: 00010833), "As the Director of Ajmera Realty & Infra India Ltd., I am proud to report on our progress in advancing sustainability and responsible business practices. We recognize the significant ESG-related challenges faced by our industry and society at large and are committed to addressing them through our operations and projects. Our targets include reducing our carbon footprint, promoting social inclusion and diversity, and fostering ethical governance and transparency. We have made significant strides towards these targets, with achievements such as adopting green building standards, establishing employee diversity and inclusion policies, and enhancing our reporting and accountability frameworks. However, we know there is still much to do, and we will continue to learn, innovate, and collaborate to build a more sustainable and resilient future".

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).

The Board of Directors are responsible for monitoring the implementation and oversight of the Business Responsibility policies of ARILL.

9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on Sustainability related issues? If yes, provide details.

Yes. Corporate Social and Business Responsibility Committee Comprises of:

1. Mr. Rajnikant S. Ajmera: Executive Director
2. Mr. Manoj I. Ajmera: Executive Director
3. Mr. Ambalal C. Patel: Non-Executive Independent Director

10. Details of Review of NGRBCs by the Company.

i. Performance against above policies and follow up action.	Yes, The Board of Directors conducts annual review of the Company's performance in relation to policies, as well as the necessary follow-up actions.
ii. Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	The Company maintains strict compliance with all statutory requirements. In the event of any material non-compliances, the Audit Committee and the Risk Management Committee are notified.

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

Disclosure Question	P1	P2	P3	P4	P5	P6	P7	P8	P9
i. Has the entity carried out independent assessment/ evaluation of the working	Yes								
ii. Name of the agency	Adv. Dr Gouri Shyam Joshi, Bonjaee Telic Pvt Ltd, Pune								

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/Principles covered under the training and its impact	%age of persons in respective category covered by awareness programmes
Board of Directors Key Managerial Personnel	6	1. Code of Conduct 2. Anti-bribery and anti-corruption 3. Insider Trading 4. Prevention of Sexual Harassment 5. Business strategy, risk and update of laws	100%
Employees other than BoD and KMPs	47	1. Safety and Hazard Prevention Training 2. Construction Techniques, Materials, and Waterproofing 3. Professional Communication and Project Execution Skills 4. Customer Engagement and Team Collaboration 5. Leadership and Performance Management Development 6. Regulatory Compliance and Workplace Ethics 7. Technical Skills Enhancement	100%

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 awareness programmes
Workers	24	1. Safety and Hazard Prevention Training 2. Construction Techniques	100%

Note: Laborers employed through contractors and their subcontractors have been classified as workers. These workers are not on the direct payroll of the Company. Company provides training programs aimed at enhancing safety measures for workers.

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year

There have been no instances of fines / penalties / compounding fees / settlement / imprisonment / punishment for FY 2022-23.

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 policy or anti-bribery policy? If yes, provide details in brief Provide a web-link to the policy, if available, provide a web-link to the policy.

Yes. The Company has 'zero tolerance' of any practice that may be classified as corruption, bribery or giving or receipt of bribes and the same has been mentioned in its Code of Conduct. The objective of this policy is to serve as a guide for all directors, executives, employees and associated persons for ensuring compliance with applicable anti-bribery laws, rules and regulations. This policy is applicable to all individuals working at all levels and grades, including Board Members and Senior Managerial Personnel, other employees, consultants, interns, contractors, agency staff, agents or any other person associated with the Company and such person acting on behalf of the Company.

Further details can be found here: <https://ajmera.com/policies/>

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 have been no charges of bribery or corruption against Directors/KMPs/employees/workers for FY 2022-23 and FY 2021-22.

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

There have been no complaints with regard to conflict of interest against Board of Directors or KMPs for FY 2022-23 and FY 2021-22.

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

Not Applicable.

Leadership Indicators

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

No.

- Does the entity have processes in place to avoid / manage conflict of interests involving members of the Board?**

Yes, the Company obtains annual declarations from the Board of Directors (BOD) and Key Managerial Personnel (KMP) regarding their interests in any entities. This is to ensure that all requisite approvals mandated by the relevant statutes and the Company's policies are obtained prior to engaging in transactions with such entities or individuals. Additionally, the Nomination & Remuneration Committee conducts a comprehensive assessment of potential conflict of interest scenarios when inducting new Directors to the Board. It is also noteworthy that Directors abstain from voting or participating in decision-making processes concerning matters where a conflict of interest exists or may arise.

PRINCIPLE 2: Businesses should provide goods and services in a manner that is sustainable and safe.

Essential Indicators

- 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.**

As a forward-thinking real estate company, we prioritize sustainable investment opportunities that align with our commitment to responsible practices. We assess our operations, environmental footprint, and social impact to enhance our positive influence. By investing in innovative and sustainable solutions, we drive long-term value while contributing to society and the environment.

- Does the entity have procedures in place for sustainable sourcing?**

No.

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

i. **Plastic (including packaging)** : Not Applicable

ii. **E-waste** : Not Applicable

iii. **Hazardous waste** : Not Applicable

iv. **Other waste** : Not Applicable

- Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No).**

No.

Leadership Indicators

- Has the Company conducted Life Cycle Assessments (LCA) for its products /services?**

The Company has not undertaken any Lifecycle Perspective/ Assessments for FY 2022-23.

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.

Not Applicable.

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

Not Applicable.

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

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

	Percentage of Employees Covered by FY(2022-2023)						
	Total	Health Insurance		Accident Insurance		Maternity Benefits	
Permanent Employees							
		No.	%	No.	%	No.	%
Male	164	164	100%	164	100%	-	-
Female	41	41	100%	41	100%	41	100%
Total	205	205	100%	205	100%	41	20%
Other than Permanent Employees							
		No.	%	No.	%	No.	%
Male	14	-	-	-	-	-	-
Female	8	-	-	-	-	-	-
Total	22	-	-	-	-	-	-

Note: Laborers employed through contractors and their subcontractors have been classified as workers. These workers are not on the direct payroll of the Company.

2. Details of retirement benefits.

Benefits	FY (2022-2023)			PY (2021-2022)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority
PF	27%	NA	Yes	27%	NA	Yes
Gratuity	84%	NA	Yes	86%	NA	Yes
ESI	0.42%	NA	Yes	0.42%	NA	Yes

Note: Laborers employed through contractors and their subcontractors have been classified as workers. These workers are not on the direct payroll of the Company.

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.

Yes.

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

Yes, the policies can be accessed at <https://ajmera.com/policies/>.

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

	Permanent Employees	
	Total	Health Insurance
Male	-	-
Female	2	100%
Total	2	100%

Note: Laborers employed through contractors and their subcontractors have been classified as workers. These workers are not on the direct payroll of the Company.

6. Mechanism to receive and redress grievances

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

Yes. The Company provides for various channels for our workforce to raise their grievances in a safe and confidential manner. All grievances are escalated to appropriate authorities for timely and effective resolution. Grievance redressal mechanisms include:

Whistle-blower - helpline@ajmera.com

Prevention of Sexual Harassment (POSH) – ICC members

HR Head - hrd@ajmera.com

Amber – amber@ajmera.com

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

i. Total Permanent Employees

Not Applicable.

Note: Laborers employed through contractors and their subcontractors have been classified as workers. These workers are not on the direct payroll of the Company.

8. Details of training given to employees and workers.

i. Employees - FY (2022-2023)

Category	FY (2022-2023)			PY (2021-2022)		
	Total (A)	Number (B)	Percentage (B/A)	Total (A)	Number (B)	Percentage (B/A)
Health and Safety						
Male	178	178	100%	191	191	100%
Female	49	49	100%	48	48	100%
Total	227	227	100%	239	239	100%
Skill Upgradation						
Male	178	178	100%	191	191	100%
Female	49	49	100%	48	48	100%
Total	227	227	100%	239	239	100%

9. Details of performance and career development reviews of employees & workers

Employees	FY (2022-2023)			PY (2021-2022)		
	Total (A)	No. (B)	% (B/A)	Total (D)	No. (E)	% (E/D)
Male	178	178	100%	191	191	100%
Female	49	49	100%	48	48	100%
Total	227	227	100%	239	239	100%

Note: Laborers employed through contractors and their subcontractors have been classified as workers. These workers are not on the direct payroll of the Company.

10. Health and safety management system.

i. Whether an occupational health and safety management system has been implemented by the entity? If yes, the coverage such system?

Yes, occupational health and safety management system has been implemented by the entity. The system covers all the employees & contractual workers.

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

The company has a systematic risk management process in place for identification, assessment, mitigation, monitoring & reporting work-related hazards on a routine and non-routine basis which is taken care of by the risk management committee.

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

Yes.

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

Yes.

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

Safety Incident/Number	FY (2022-2023)		PY (2021-2022)	
	Employees	Workers	Employees	Workers
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	0	0	0	0
Total recordable work-related injuries	0	0	0	0
No. of fatalities	0	0	0	0
High consequence work related injury or ill-health (excluding fatalities)	0	0	0	0

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

ARIL has an EHS management system which is a part of the Risk Management Committee that ensures a safe & healthy work place to all its employees & contractual workers. Before the initiation of a new project, an EHS plan is prepared to identify the risks & hazards that possibly could arise out of the scope of work & prescribes preventive measures for the same. Periodic EHS meetings & site inspections are conducted. EHS Audits are also carried out to ensure all safety measures & precautions are being implemented.

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

Benefits	FY (2022-2023)			PY (2021-2022)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
PF	0	0	-	0	0	-
ESI	0	0	-	0	0	-

14. Assessments for the year

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

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

Not Applicable.

Leadership Indicators

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

Yes, the Company offers Life Insurance coverage and Accidental Life Insurance coverage which is extended to all employees & workers.

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

Payment of statutory dues by all value chain partners is included as a contractual obligation.

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

Description	FY (2022-2023)		PY (2021-2022)	
	Employees	Workers	Employees	Workers
Total no. of affected employees/workers.	0	0	0	0
No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	0	0	0	0

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

The Company does not provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination.

5. Details on assessment of value chain partners.

No.

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.

Not Applicable.

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.

Any individual or group of individuals or institution that adds value to the business is identified as a core stakeholder. In line with its business model, the company has identified the following stakeholders: communities (benefitting from the CSR activities), investors, shareholders, employees, suppliers/contractors, regulatory bodies, Government, etc.

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 & Marginalised Group	Channels of communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Government and regulatory authorities	No	E-mail Letters	Quarterly & Event based	Approvals & Compliances
Shareholders	No	E-mail AGM/ EGM Results presentations, Investor meetings, Conferences	Quarterly, annual and email frequency on need basis	Financial performance & Annual Report for the purpose of communicating the relevant information, resolving their queries/grievances, seeking of approvals.
Suppliers	No	Emails & One to One meetings	Project Basis	Material requirement Supply timeframe Procurement contracts.
Investors	No	Emails & One to One meetings	As per requirement	Financial Performance & quarterly results.
Customers	No	Marketing - Email Sales	Event based	Product Launched, Campaigns, Festive greetings amongst others.

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.

ARIL has set up various committees to not only address issues & concerns of all the stakeholders with respect to ESG/ Sustainability, ERM, Stakeholder relationship, CSR & risks but also to ensure smooth functioning of the company. The committees set up the company are as follows: Stakeholders Relationship Committee, Committee, Risk Management Committee, Corporate Social and Business Responsibility Committee, Audit Committee, Independent Directors' Committee and Nomination & Remuneration Committee.

2. Whether stakeholder consultation is used to support the identification and management of environmental and social topics? If so, provide details of instances as to how inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes, the outcome of stakeholder consultations is used to identify material risks & opportunities related to the environment & sustainability for the company. Based on these material topics of significance to the company, further strategy development, policy setting, if required, objectives and goal setting with monitoring mechanism are developed and implemented. The sustainability related expectations of our stakeholders help us improve our performance.

3. Instances of engagement with and actions taken to address the concerns of vulnerable /marginalised stakeholder groups.

Our social licence to operate and brand value are considerably strengthened by fostering and maintaining positive relationships with communities. The Company's Corporate Social Responsibility (CSR) policy directs engagement with marginalized / vulnerable groups. Our CSR strategy is based on our dedication to empowering local communities near our activities and helping to create better times ahead for all.

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

i. Employees

Category	FY (2022-2023)			PY (2021-2022)		
	Total (A)	No. of employees covered (B)	% (B / A)	Total (C)	No. of employees covered (D)	% (D / C)
Permanent	205	205	100%	233	233	100%
Other than permanent	22	22	100%	6	6	100%
Total Employees	227	227	100%	239	239	100%

Note: Laborers employed through contractors and their subcontractors have been classified as workers. These workers are not on the direct payroll of the Company.

2. Details of minimum wages paid to employees and workers

Permanent Employees	FY (2022-2023)					PY (2021-2022)				
	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)
Male										
Permanent Employees										
Male	164	0	-	164	100%	188	1	0.53%	187	99.47%
Female	41	0	-	41	100%	45	0	-	45	100%
Total	205	0	-	205	100%	233	1	0.43%	232	99.57%
Other than Permanent Employees										
Male	14	0	-	14	100%	3	0	-	3	100%
Female	8	0	-	8	100%	3	0	-	3	100%
Total	22	0	-	22	100%	6	0	-	6	100%

Note: Laborers employed through contractors and their subcontractors have been classified as workers. These workers are not on the direct payroll of the Company.

3. Details of remuneration/salary/wages

	Male		Female		Other Gender	
	Number	Median remuneration/salary/wages (in ₹)	Number	Median remuneration/salary/wages (in ₹)	Number	Median remuneration/salary/wages (in ₹)
Board of Directors (BoD)	3	9,16,200	0	0	0	0
Key Managerial Personnel	2	2,79,790	0	0	0	0
Employees other than BoD and KMP	159	36,440	41	56,000	0	0

Note: Laborers employed through contractors and their subcontractors have been classified as workers. These workers are not on the direct payroll of the Company.

Note 2: Employees don't include other than Permanent Employees.

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

No

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

The Company does not have a single focal point for addressing the human rights issues. However, the HR head of the respective IC is responsible for addressing the same. All grievances are addressed as and when received by the respective heads through Admin/HR.. All the grievances received are duly investigated and appropriate

actions are taken to resolve the issue/complaint. Whenever required, disciplinary actions are initiated as deemed fit and assistance from regulatory authority is sought. A grievance redressal policy is in place for the same and all the issues reported are resolved within 30 working days.

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

Category	FY (2022-2023)			PY (2021-2022)		
	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	NA	0	0	NA
Discrimination at workplace	0	0	NA	0	0	NA
Child Labour	0	0	NA	0	0	NA
Forced Labour/ Involuntary Labour	0	0	NA	0	0	NA
Wages	0	0	NA	0	0	NA
Other human rights related issues	0	0	NA	0	0	NA

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

The Company has a Whistle Blower Policy wherein the employees report, without fear of retaliation, any wrong practices, unethical behaviour or noncompliance which may have a detrimental effect on the organisation, including financial damage and impact on brand image. Also, the Code of Conduct of the Company requires employees to behave responsibly in their action and conduct. Apart from that, the Company has Committees for the protection of women at workplace to ensure their rights, receive grievances, conduct investigation and to take actions.

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

Yes, human rights requirements are included as contractual requirements within all business agreements, contracts and purchase orders, in alignment with our Code of Conduct. We are committed to creating a culture of accountability and transparency, grounded in ethical principles.

9. Assessment for the year

No specific assessments were carried out by the Company or any statutory body or third parties. However, the Company's unwavering commitment to Human Rights lies at the core of its business operations. Our strict internal vigilance mechanisms ensure that every aspect of our business is conducted with unwavering fairness, transparency, and respect, in strict adherence to all national Human Rights standards.

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

Not Applicable.

Leadership Indicators

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

No complaint received in F.Y.2022-23 for human rights violation.

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

The Company adheres to the UNGC (United Nation Global Compact) principles which include Human Rights clauses. These clauses are part of the Company's contracts in the form of Supplier/Vendor Code of Conduct (CoC) and is extended across entire value chain. Fostering a culture of caring and trust are embedded in various corporate policies like Environment, Health & Safety (EHS) Policy, Whistle-Blower policy, Protection of Women's Rights at Workplace Policy and the CoC.

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 the Company's corporate office in Andheri West , Mumbai is accessible to differently abled visitors.

4. Details on assessment of value chain partners

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

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

Not Applicable

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

Essential Indicators

1. Total energy consumption

i. Details of total energy consumption (in Giga Joules) and energy intensity

Parameter	FY (2022-2023)	PY (2021-2022)
Total electricity consumption (A)	129444.48	132259.58
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumption (A+B+C)	129444.48	132259.58
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0	0
Energy intensity (optional) - the relevant metric may be selected by the entity	0	0

- ii. Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? If yes, name of the external agency

No

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

No

3. Water related information.

- i. Provide details of the following disclosures related to water (Water withdrawal by source in kilolitres)

Parameter	FY (2022-2023)	PY (2021-2022)
Surface water (A)	473700.06	541145.08
Groundwater (B)	11945.01	13645.73
Third party water (C)	2285848.95	2611306.19
Seawater / desalinated water (D)	0	0
Others (E)	0	0
Total volume of water withdrawal (in kilolitres) (A + B + C + D + E)	2771494.02	3166096.99
Total volume of water consumption (in kilolitres)	2771494.02	3166096.99
Water intensity per rupee of turnover (Water consumed / turnover)	0.77	0.88
Water intensity (optional) - the relevant metric may be selected by the entity	0	0

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

No.

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

Yes, the Company's some of the large completed and future residential / commercial properties are outfitted with cutting-edge sewage treatment plants (STP) and rainwater harvesting systems. For irrigation of gardens, landscapes, etc., the STP/RWH treated/collected water is recirculated and reused. By developing water balance diagrams and models, we hope to limit the discharge of wastewater and eventually achieve Zero Liquid Discharge. Also, installation of sensor based taps, water-saving fixtures and smart meters that can detect leaks and send out alarms for scheduled repair in our upcoming projects would increase water savings significantly.

5. Air emissions

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

Parameter	Unit	FY (2022-2023)	PY (2021-2022)
NOx	-	-	-
Sox	-	-	-
Particulate matter (PM)	-	-	-
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air Pollutants (HAP)	-	-	-
Others	-	-	-

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

No.

6. Greenhouse gas emissions.

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

Parameter	Unit	FY (2022-2023)	PY (2021-2022)
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	3089.45	4560.5
Total scope 2 emissions (Break-up of the GHG into CO2, CH4, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	36735.65	26659
Total Scope 1 and Scope 2 emissions per rupee of turnover	Tonne CO2 per ₹ million	-	-
Total Scope 1 and Scope 2 emission intensity (optional)	-	-	-

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

No.

7. Does the entity have any project related to reducing Green House Gas emission?

No.

8. Provide details related to waste management by the entity

i. Total Waste generated (in metric tonnes)

Parameter	FY (2022-2023)	PY (2021-2022)
Plastic waste (A)	1067.50	993.38
E-waste (B)	5.77	5.34
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	5414.56	5038.60
Battery waste (E)	24.12	22.45
Radioactive waste (F)	0	0
Other Hazardous waste (G)	24.31	22.63
Other Non-hazardous waste generated (H)	907.38	844.37
Total (A + B + C + D + E + F + G + H)	7443.64	6926.80

ii. For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)

Category of waste	FY (2022-2023)	PY (2021-2022)
Recycled	893.24	893.09
Re-used	309.41	287.93
Other recovery operations	180.53	167.99
Total (A + B + C + D + E + F + G + H)	1383.18	1349.01

iii. For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

Category of waste	FY (2022-2023)	PY (2021-2022)
Incineration	0	0
Landfilling	58.32	60.18
Other disposal operations	26.20	22.26
Total	84.52	82.44

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

No.

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.

Waste reduction & management helps protect the environment. At the same time, it also helps in reducing the cost of disposal. ARILL recycles & reuses most of the construction waste on site & the remaining construction waste is handed over to recyclers.

With respect to post-occupancy waste management, all the upcoming projects have provision of Organic Waste Converters & STPs which would minimise waste as well the water demand. Organic fertilizers derived using the OWCs will be further used for tending the landscape areas.

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.

Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? If no, the reasons thereof and corrective action taken, if any.	The reasons thereof and corrective action taken, if any.
Ajmera Manhattan & Greenfinity, located at Bhakti Park in Wadala, Mumbai.	Residential Towers with an approximate built-up area of 125000 sq.mt. Currently, the project is under construction and has obtained its Environmental Clearance.	Yes	Not Applicable

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

Name and Brief of the project	EIA Notification no	Date	Whether conducted by independent external agency?	Results communicated in public domain?	Relevant web link
Ajmera Manhattan & Greenfinity	EC22B039MH133375	2022-02-26	Yes	Yes	https://ajmera.com/projects/ajmera-manhattan/# https://ajmera.com/projects/ajmera-greenfinity/

12. Applicable environmental law/ regulations/ guidelines in India.

i. 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.

Yes.

ii. If not, provide details of all such non-compliances

Specify the law / regulation / guidelines which was not complied with	Provide details of non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Not Applicable	Not Applicable	Not Applicable	Not Applicable

Leadership Indicators

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

i. From renewable sources

Parameter	FY (2022-2023)	PY (2021-2022)
Total electricity consumption (A)	38833.34	39677.87
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	-	-
Total energy consumption (A+B+C)	38833.34	39677.87

ii. From non-renewable sources

Parameter	FY (2022-2023)	PY (2021-2022)
Total electricity consumption (D)	90611.13	92581.70
Total fuel consumption (E)	0	0
Energy consumption through other sources (F)	-	-
Total energy consumption (D+E+F)	90611.13	92581.70

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

No

2. Provide the following details related to water discharged.

i. Water discharge by destination and level of treatment (in kilolitres)

Category	FY (2022-2023)		PY (2021-2022)	
	Level of treatment	Value	Level of treatment	Value
To Surface water (A)	-	0	-	-
- Surface water with no treatment	-	0	-	0
- Surface water with treatment	0	0	0	0
To Groundwater (B)	-	-	-	-
- Groundwater with no treatment	-	-	-	-
- Groundwater with treatment	-	-	-	-
To Seawater (C)	-	-	-	-
- Seawater with no treatment	-	-	-	-
- Seawater with treatment	-	-	-	-
Sent to third-parties (D)	-	-	-	-
- Sent to third-parties with no treatment	-	-	-	-
- Sent to third-parties with treatment	-	-	-	-
Others (E)	-	-	-	-
- Others with no treatment	-	-	-	-
- Others with treatment	-	-	-	-
Total water discharged (in kilolitres)	-	-	-	-

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

No

3. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres)

i. For each facility / plant located in areas of water stress.

Area 1

- Name of the area:** Not Applicable
- Name of the operation:** Not Applicable
- Water withdrawal, consumption and discharge.**

Water withdrawal by source (in kl)

Parameter	FY (2022-2023)	PY (2021-2022)
Surface water	0	0
Groundwater	0	0
Third party water	0	0
Seawater / desalinated water	0	0

Others	0	0
Total volume of water withdrawal (in kilolitres)	0	0
Total volume of water consumption (in kilolitres)	0	0
Water intensity per rupee of turnover (Water consumed / turnover) (kl/rupee)	0	0

Water discharge by destination and level of treatment (in kl)

Parameter	FY (2022-2023)		PY (2021-2022)	
	Level of treatment	Value	Level of treatment	Value
To Surface water (A)	-	-	-	-
- Surface water with no treatment	-	-	-	-
- Surface water with treatment	-	-	-	-
To Groundwater (B)	-	-	-	-
- Groundwater with no treatment	-	-	-	-
- Groundwater with treatment	-	-	-	-
To Seawater (C)	-	-	-	-
- Seawater with no treatment	-	-	-	-
- Seawater with treatment	-	-	-	-
Sent to third-parties (D)	-	-	-	-
- Sent to third-parties with no treatment	-	-	-	-
- Sent to third-parties with treatment	-	-	-	-
Others (E)	-	-	-	-
- Others with no treatment	-	-	-	-
- Others with treatment	-	-	-	-
Total water discharged (in kilolitres)	-	-	-	-

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

No

4. Total Scope 3 emissions

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

Parameter	Unit	FY (2022-2023)	PY (2021-2022)
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Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	-		-	-
Total Scope 3 emissions per rupee of turnover	-		-	-
Total Scope 3 emission intensity (optional) - the relevant metric may be selected by the entity	-		-	-

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

No

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.

Not Applicable

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.

Initiative Undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative	Corrective action taken, if any
Installation of STPs	Sewage Treatments Plants (STPs) helps in recycling & reusing of water. Thus, reducing the solid waste & water footprint. All our large-scale residential projects have STPs installed on the site.	Reduced water demand and solid waste footprint.	-
Installation of Solar PV Panels	Solar Energy is a clean & a green form of energy. It helps in reducing electric consumption of conventional energy significantly.	Installation of rooftop solar PV panels in our large-scale projects has impacted the common area load and has helped in reducing it by 35-40% approximately. They do not emit any harmful GHG gases, thus, further reducing the carbon footprint.	-
Use of energy-efficient lighting fixtures	Energy efficient lighting fixtures use far more less energy than traditional lighting fixtures.	We have proposed energy efficient lighting fixtures for all the indoor as well outdoor spaces of our projects.	-
Low flow sanitary fixtures	Low flow sanitary fixtures limit water waste.	Reduction in water demand.	-

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

Business continuity and disaster management plans are crucial for construction companies to ensure the safety of their employees, clients and assets. These plans should include steps to mitigate potential risks, such as natural disasters, cyberattacks and supply chain disruptions.

Key elements of a business continuity and disaster management plan for ARIL include identifying critical business functions and resources, establishing emergency response and communication protocols, training employees on safety procedures, maintaining backups of important data and documents and testing the plan regularly to ensure its effectiveness.

ARIL has a comprehensive plan, which helps minimize the impact of unexpected events and maintain business operations during and after a crisis.

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?

ARIL is in the process of implementing Supply Chain Policy, Procurement Policy & Environmental Policy in the following financial year.

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

Not Applicable

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. Trade and industry chambers / associations

- i. Number of affiliations with trade and industry chambers / associations
- ii. 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.

The Company is affiliated with five trade/industry chambers/associations

Sr No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations
1	The Confederation of Real Estate Developers' Associations of India (CREDAI)	National
2	Maharashtra Chamber of Housing Industry -Confederation of Real Estate Developers' Associations of India (MCHI CREDAI)	State
3	Confederation of Indian Industry (CII)	National
4	The Associated Chambers of Commerce and Industry of India (ASSOCHAM)	National
5	Federation of Indian Chamber of Commerce and Industry (FICCI)	National

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

The Company has not received any order from regulatory authorities on issues related to anti-competitive conduct for FY 2022-23.

Leadership Indicators

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

Not Applicable

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

Essential Indicators

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

The Company's projects do not fall under the purview or warrant the need for a Social Impact Assessment (SIA).

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

Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (in ₹)
Not applicable as there were no projects requiring Rehabilitation and Resettlement (R&R) during the year.	-	-	-	-	-

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

Not Applicable

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

Parameter	FY (2022-2023)	PY (2021-2022)
Directly sourced from MSMEs/ small producers	23%	18%
Sourced directly from within the district and neighbouring districts	90%	90%

Leadership Indicators

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

Not Applicable.

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

The Company has not undertaken any CSR projects in designated aspirational districts.

3. Preferential procurement policy.

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

No, the Company does not have a preferential procurement policy for vulnerable/marginalised suppliers. A procurement policy including emphasis on purchases through marginalized / vulnerable group is in making and shall be implemented in the next financial year.

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.

	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	To Improve Nutritional Status among pregnant women and children to reduce deaths due to severely malnourishment in 5 tribal villages of Melghat through MAHAN Trust	1000	100%
2	Educational Sponsorship to Underprivileged students through Samjuben Shamaji Ajmera Trust (SSAT)	77	Majority of the project will serve the vulnerable and marginalized group.
3	Distribution of school bags in villages near Khardi site through Samjuben Shamaji Ajmera Trust (SSAT)	213	Majority of the project will serve the vulnerable and marginalized group.
4	JSPM'S Student Hostel fees towards Educational help to Pratik Amrish Shah	1	100%
5	Donation to Helping Hand Foundation	1	100%
6	Donation to yuvak pratisthan towards hearing aids for Senior Citizen	250	Majority of the project will serve the vulnerable and marginalized group.
7	Donation to MCGM towards Har Ghar Tiranga Campaign	1 lakh national flags provided to Brihanmumbai Municipal Corporation on the occasion of 75th Independence day	As a part of 75th Independence Day under Amrut Mahotsav ,supported Government initiative to provide Tricolor flags
8	Support to Navarushti International Trust (DBM India) towards empowerment of youth mostly women by providing skill based vocational training for sustainable livelihood.	60	100%
9	Support to Malvi Educational & Charitable Trust providing free education to tribal communities with residential hostel facilities	50	100%

	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
10	Donation to MCHI Social Welfare Fund	4	Majority of the project will serve the vulnerable and marginalized group
11	Donation to Sir Kikabhai Premchand Trust towards bypass surgery and Angioplasty of Patients	155	100%

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

Essential Indicators

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

A grievance redressal policy has been adopted by ARIIL to receive and respond to consumer/customer & stakeholders' complaints and feedback. Periodic meetings & reviews are conducted to address & resolve customer/stakeholder complaints & issues.

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:

Category	FY (2022-2023)			PY (2021-2022)		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	-	0	0	-
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	-

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, ARIIL has a "Cyber Security Policy" covering cyber security and risks related to data privacy in place. However, the policy is undergoing a few amendments & improvements and shall be actively implemented in the FY 2024.

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, as no issues have been raised at ARILL 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.

Leadership Indicators

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

ARILL is a service based real estate entity. Information on all our completed as well ongoing projects can be found at: <https://ajmera.com/our-projects/>

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

We have initiated the inclusion of ‘Green Lease’ clauses in our lease agreements to help us monitor our environmental impact and jointly take corrective actions in partnership with our occupiers. Awareness sessions are conducted for the occupants/end-users to educate them about various green building features of the project, how to use & how to maintain them.

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

During execution of construction projects and transport of heavy machinery, the clients and concerned departmental authorities are informed through transmittal letters and their permissions are sought for road closure, traffic diversion and isolation of essential services.

4. Entity display product information

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

Yes. ARILL is a service-based real estate entity. Hence product display information requirements are not applicable. However, we comply by the rules laid down by Real Estate (Regulation and Development) Act 2016 (RERA) implemented by the Government.

ii. 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?

No

5. Provide the following information relating to data breaches

i. Number of instances of data breaches along-with impact	0
ii. Percentage of data breaches involving personally identifiable information of customers	0%