

Business Responsibility and Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the Listed Entity

1. Corporate Identity Number (CIN) of your Company	L45200MH1998PLC114818
2. Name of your Company	Oberoi Realty Limited ("We/the Company/ORL")
3. Year of incorporation	1998
4. Registered office address	Commerz, 3 rd Floor, International Business Park, Oberoi Garden City, Off Western Express Highway, Goregaon (East), Mumbai 400 063, India
5. Corporate address	Commerz, 3 rd Floor, International Business Park, Oberoi Garden City, Off Western Express Highway, Goregaon (East), Mumbai 400 063, India
6. E-mail	corporate@oberoirealty.com
7. Telephone	+91 22 66773333
8. Website	https://www.oberoirealty.com
9. Financial year for which reporting is being done	April 2023 - March 2024
10. Name of the stock exchange(s) where shares are listed	BSE Limited & National Stock Exchange of India Limited
11. Paid-up capital	₹ 36,360.22 Lakh
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the Business Responsibility and Sustainability Report	Name: Mr. Saumil Daru Designation: Director - Finance Telephone no.: +912266773333 Email ID: saumil.daru@oberoirealty.com
13. Reporting boundary	Consolidated
14. Name of assurance provider	TUV SUD South Asia Private Limited
15. Type of assurance obtained	Reasonable Assurance

II. Products/Services

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

Sr. No.	Description of main activity	Description of business activity	% of total Turnover entity
1.	Real Estate Development	Real Estate development	96%
2.	Hospitality	Hospitality	4%

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

Sr. No.	Product/Service	NIC Code	% of total Turnover Contributed
1.	Construction of Buildings	4100	86%
2.	Renting of property	6810	14%

III. Operations

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

Sr. No.	Location	Number of sites	Number of offices	Total
1.	National	11	1	12
2.	International	0	0	0

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19. Markets Served by the Entity
a. Number of locations

Sr. No.	Location	Number of sites
1.	National (No. of States)	One
2.	International (No. of Countries)	Not Applicable

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

The Company does not export its products.

c. A brief on types of customers

The Company caters to a diverse range of customers including those who purchase residential apartments, as well as lessees and licensees of commercial and retail spaces. Additionally, we serve individuals who utilize hotel, food & beverage, and banqueting services.

IV. Employees
20. Details as at the end of Financial Year:
a. Employees and workers (including differently abled)¹:

Particulars	Total (A)	Male		Female	
		No. (B)	% (B / A)	No. (C)	% (C / A)
Real Estate Development and Management					
Permanent Employees	1,012	777	76.78	235	23.22
Other than Permanent Employees	12	5	41.67	7	58.33
Total Employees	1,024	782	76.37	242	23.63
Hospitality ²					
Permanent Employees	419	341	81.38	78	18.62
Total Employees	419	341	81.38	78	18.62

¹The Company does not have any workers on its direct payroll. Labourers employed under the contractors and subcontractors have been classified as workers. Approximately, 17,585 workers were employed at our construction sites in FY 2023-24.

² Hospitality Services only have Permanent Employees

b. Differently abled Employees and workers:

Particulars	Total (A)	Male		Female	
		No. (B)	% (B / A)	No. (C)	% (C / A)
Real Estate Development and Management					
Permanent Employees	1	1	100	0	0
Other than Permanent Employees	0	0	0	0	0
Total differently abled employees	1	1	100	0	0
Hospitality					
Permanent Employees	6	6	100	0	0
Total differently abled employees	6	6	100	0	0

21. Participation/Inclusion/Representation of women

Particulars	Total	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	7	2	28.6%
Key Management Personnel	1	0	0%

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22. Turnover rate for permanent employees and workers

Permanent Employees	2023-24			2022-23			2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Real Estate Development and Management	20%	22%	21%	24%	26%	20%	20%	26%	21%
Hospitality	41%	72%	46%	56%	80%	60%	44%	46%	45%

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

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

Sr. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% Of shares held by Listed Entity	Does the Entity indicated at column A, participate in the Business Responsibility Initiatives of the Listed Entity? (Yes/No)
1.	Expressions Realty Private Limited	Subsidiary	100.00%	No
2.	Incline Realty Private Limited	Subsidiary	100.00%	Yes
3.	Integrus Realty Private Limited	Subsidiary	100.00%	No
4.	Sight Realty Private Limited	Subsidiary	100.00%	No
5.	Kingston Hospitality and Developers Private Limited	Subsidiary	100.00%	No
6.	Kingston Property Services Limited	Subsidiary	100.00%	Yes
7.	Perspective Realty Private Limited	Subsidiary	100.00%	No
8.	Encase Realty Private Limited	Subsidiary	100.00%	No
9.	Homexchange Private Limited	Joint Venture	47.50%	No
10.	I - Ven Realty Limited	Joint Venture	50.00%	No

VI. CSR Details

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

(ii) Turnover: ₹ 48,187,665,648

(iii) Net Worth: ₹ 138,444,089,513

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VII. Transparency and Disclosure Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2023-24			FY 2022-23		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes – through the Company website	0	0	-	0	0	-
Investors and Shareholders	Yes – through the Company website	0	0	-	0	0	-
Employees	Yes – internal mechanism	0	0	-	0	0	-
Customers_ Residential Projects	Yes – Customer Relationship Managers are assigned on sale of property	133	20	-	446	0 ³	-
Customers - Commercial Assets	Yes – feedback/complaint forms are available at the helpdesk for customers and an online app – PAZO – for tenants of commercial assets	192	1	-	337	1	-
Value Chain Partners	Yes – through emails	0	0	-	0	0	-

³In FY 2022-23, 9 customer complaints were converted into litigation and 6 customer litigations were closed within the stipulated timeline.

26. Overview of the Entity's Material Responsible Business Conduct Issues

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

Sr. No.	Material Issues Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of Risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Green Building Design	Opportunity	Integrated green building design components is critical for our business to align with environmental, social, and economic priorities. It enables increased resource efficiency and mitigates risks to our business from climate change. It also enhances our brand value, maintains compliance with relevant regulations and enables increased financial growth. Furthermore, it is also a priority requirement for our tenants at our leased assets.		Positive

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Sr. No.	Material Issues Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of Risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2.	Water Management	Opportunity	Management of water is a critical issue to our business to create a positive environmental footprint. Focused efforts for efficient water usage are imperative to demonstrate our commitment to a sustainable future and a healthy planet. Further, it also enhances stakeholder trust and brand reputation.		Positive
3.	Energy Management	Opportunity	Effectively managing our energy consumption is imperative to our operational impact on the environment. It also enables business resilience against extreme weather events and other risks from climate change. Further, it also supports customer satisfaction, regulatory compliance, and financial savings.		Positive
4.	Waste Management	Opportunity	Waste generated at our construction sites is significant and improper handling can have an adverse impact on our operations. As a responsible business, it is imperative that we manage our waste effectively, increase practices of reuse and recycling. Improper management of waste generated can also lead to financial repercussions and loss of reputation.		Positive
5.	Climate Change Adaptation	Risk	Adapting to climate change and its associated risks is imperative for business continuity. Managing our GHG footprint and making focused efforts for reduced emissions reduction is critical for us to remain a sustainable business. Ineffective management of our GHG footprint may expose us to physical and transition risk thereby adversely impacting business resilience and growth.	<ul style="list-style-type: none"> • Implement a robust data monitoring framework for external reporting. • We have conducted climate scenario analysis to understand climate change impacts. • Implement interventions to bridge gaps in climate change mitigation measures, compliance gaps and improve sustainability against ESG KPIs 	Negative
6.	Biodiversity and Habitat Protection	Opportunity	Focused efforts to protect the biodiversity in and around our operations and mitigating potential risks is a critical priority for our business. It enhances our environmental impact and garners positive relationships with local communities and our stakeholders.		Positive

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Sr. No.	Material Issues Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of Risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
7.	Customer Satisfaction	Opportunity	Customer satisfaction is an essential component of our business model because it acts as a definitive metric to gauge business performance and brand value. It provides critical insights on customer expectations and provides us with opportunities to ensure high levels of customer service and experience. It enables us to learn more about customer requirements and the standard of products provided to maintain a high level of customer service quality.		Positive
8.	Human Capital Development	Opportunity	Focused and holistic human capital development initiatives enhance employee satisfaction and well-being. It also enables attraction and retention, which drives productivity and business growth. Failure to align with employee requirements and expectations can lead to loss of talent and thereby affect our business performance and reputation.		Positive
9.	Human Rights	Risk	Protecting and promoting Human Rights is imperative to our business success. As a responsible corporate citizen, it is our duty to protect the Human Rights of all our employees and stakeholders. Human Rights violations will have an adverse impact on our brand value, lead to financial repercussions and loss of stakeholder trust.	<ul style="list-style-type: none"> • We have incorporated human rights principles into our code of conduct. Our code of conduct outlines our commitment to respect human rights, our obligations, and the measures we undertake to mitigate human rights risks. • To ensure compliance with our code of conduct, we have established a comprehensive process that assesses and monitors potential human rights risks. Additionally, we provide training to all our employees to raise awareness of human rights issues and our commitment to upholding them. 	Negative
10.	Labor Conditions and Working Conditions	Risk	The success of our business majorly depends on our workforce. Ensuring alignment with statutory requirements and international guidelines on labor management and working conditions is therefore critical. This includes compliance with laws on child and forced/compulsory labor, working hours, wages, etc.	We conduct regular monitoring and audits of our suppliers to ensure compliance and maintain ongoing communication and education with our employees and suppliers on this issue. Any non-compliance is addressed immediately with corrective action taken. We are committed to continuously improving our mitigation plan to ensure the well-being of children.	Negative

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Sr. No.	Material Issues Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of Risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
11.	Diversity, Equity, and Inclusivity	Opportunity	Diversity, inclusion and providing equal opportunities improves our performance by bringing together people with varied knowledge, views, and perspectives. This results in identifying innovative ideas and improves talent attraction and retention at the workplace.		Positive
12.	Occupational Health and Safety Management	Risk	Prioritizing our employee's health and safety is a core value of our business. Providing for a safe work environment brings about high levels of employee satisfaction and ensures that they can achieve their highest potential. Ineffective management of health and safety practices can lead to a high number of safety related incidents.	<ul style="list-style-type: none"> Regularly assess our practices to identify and address any areas of non-compliance. Provide ongoing training to employees to ensure that they are aware of and comply with relevant regulations and standards. Implement regular inspections and audits to identify and address any potential hazards. Encourage open communication between employees and management to identify and address any concerns. Continuously monitor and improve our health and safety practices to ensure compliance and mitigate potential risks. 	Negative
13.	Local Community Development	Opportunity	Engaging with the local community and providing for opportunities of empowerment creates a positive perception of our company. It creates a relationship of mutual trust with enhances our social positioning. This further enhances our brand reputation and enables long-term value creation		Positive
14.	Business Ethics and Governance	Risk	Adherence to ethical business practices good governance is crucial for long term value creation for our business. Failure to align with regulatory standards and engagement in ethical misconduct can lead to financial repercussions and loss of stakeholder trust.	To mitigate this risk, we implement strict anti-bribery and corruption policies and procedures, including training for our employees on ethical business practices. Regular audits and reviews of our financial transactions also help identify any potential red flags and ensure compliance with laws and regulations. By taking these steps, we protect the Company from the negative consequences of unethical business conduct.	Negative

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Sr. No.	Material Issues Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of Risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
15.	Data Protection and Cyber Security	Risk	A strong governance mechanism for data integrity, technology and digitalization leads to a secure IT network, thus supporting the productivity and growth of the business. Any threat to our IT System can severely impact our business and brand value and lead to the loss of sensitive information of our customers and employees.	<ul style="list-style-type: none"> • Establishing strict data protection policies and procedures to ensure the secure handling, storage, and transfer of data. • Providing training and awareness programs for our employees to help them understand the importance of data protection and privacy • Providing training and awareness programs for our employees to help them understand the importance of data protection and privacy. • Conducting regular security audits and risk assessments to identify potential vulnerabilities and address them promptly. • Partnering with reputable data security and privacy vendors to ensure that our systems and networks are protected from cyber threats • Implementing encryption and access control measures to prevent unauthorized access to sensitive data. 	Negative
16.	Building Quality and Safety	Opportunity	Providing for high quality and safe buildings is a central component of our business model. It is critical to protect the health and safety of our occupants as well as align with regulatory standards and requirements. Further, it supports retention of our occupants as well as provides for long-term durability.		Positive

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Sr. No.	Material Issues Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of Risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
17.	Sustainable Supply Chain	Opportunity	Maintaining a sustainable supply chain management is vital to our business for reducing environmental impact, ensuring compliance, enhancing property value, and meeting market demands. Enhancing sustainable practices across our supply chain can bring about benefits from cost savings, increased resilience, and improved reputation, all of which contribute to long-term success and profitability.		Positive
18.	Business Continuity and Planning	Opportunity	Business continuity and planning is crucial to ensure the uninterrupted operation of our business and the protection of our investments and assets. These plans are essential for dealing with various disruptions, including natural disasters, economic downturns, and other unforeseen events.		Positive

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SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and Management Processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No).	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No).	Yes, the policies are approved by the Board and signed by the heads of the respective department responsible for the implementation of the policies.								
c. Web link of the policies, if available.	https://www.oberoirealty.com .								
2. Whether the entity has translated the policy into procedures. (Yes/No).	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners?	Y	Y	Y	Y	Y	Y	Y	Y	Y
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	Leadership in Energy and Environmental Design (LEED), Indian Green Building Council (IGBC) and Green Rating for Integrated Habitat Assessment (GRIHA), etc.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p>The Company has adopted the following long-term (FY 2030) ESG aspirations.</p> <p>Environmental Goals</p> <ol style="list-style-type: none"> 100% Green Certified Projects (Minimum Gold) No Net Deforestation Achieve Net Zero by 2040 for Scope 1&2 Achieve Water positivity by 2030 Achieve Net Zero Waste to Landfill by 2030 <p>Social Goals</p> <ol style="list-style-type: none"> Achieve 30% Gender Diversity target by 2030 Achieve LGBTQ+ and People with Disabilities Inclusion 100% health & wellbeing certified commercial offices by 2030 Provide access to social protection for 100% workers at sites by 2030 								
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 recently undertaken critical targets as stated above. Performance on these targets will be reported from FY 2024-25 onwards.								

Governance, leadership and oversight

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

As a leading entity in the Indian real estate sector, and a responsible corporate citizen, we recognize that our growth and development must create value for all our stakeholders. Through our engagement with them, we have identified the need to extend our contribution beyond our fiduciary responsibilities and prioritize sustainable development.

All matters related to sustainability and our approach is governed by our Board ESG and CSR Committee. Furthermore, our ESG Steering Committee, consisting of Senior Executives and Department Heads, is responsible for monitoring and providing oversight on our sustainability performance.

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Our transparent, accountable, and robust governance framework enables us to deliver positive outcomes. We uphold our commitments through strong policies and processes, including our environment, health and safety (EHS) policy, procurement policy, employee engagement activities, and approach to project delivery. These policies have facilitated our success and established us as a “partner of choice” for our customers, employees, communities, and other stakeholders.

We make focused efforts to enhance our commitment to sustainable design and construction. We prioritize energy efficiency and innovation in our projects to optimize resource utilization and minimize waste. Our efforts have included the implementation of sensor-based faucets, water-efficient fittings, energy-efficient HVAC systems, on-site organic waste converters, and rainwater harvesting systems.

We are glad to share that Oberoi Realty was recognized as the ‘ESG Champions of India 2024’ in the Home Builders sector by Dun & Bradstreet. We published our 1st standalone ESG Report for FY 2022-23 during this year.

We also acknowledge the role we can play to create positive social impact. At Oberoi Realty, we prioritize the wellbeing of our employees and are committed to their overall growth and development. Robust employee centric policies and systems supported with details employee engagement initiatives support our stand as an ‘Employer of Choice’. Furthermore, we are also committed to positive engagement with local communities in and around our operations. Aligned to our vision, ‘To create spaces that enhance the quality of life’, we are committed to providing and preserving long term value creation for society and the planet.

<p>8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).</p>	<p>Name: Mr. Saumil Daru Designation: Director - Finance Director Identification Number (DIN): 03533268</p>
<p>9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.</p>	<p>The Company has established a ESG and CSR Board Committee consisting of Board Members, dedicated to making decisions regarding sustainability matters. The ESG Steering Committee includes Senior Executives/Heads of Departments tasked with monitoring and guiding the Company's performance in Environmental, Social, and Governance (ESG) aspects.</p>
<p>10. Details of Review of NGRBCs by the Company:</p>	
<p>Performance against policies and follow up action.</p>	<p>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.</p>
<p>Compliance with statutory requirements of relevance to the principles, and the rectification of any non-compliances.</p>	<p>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.</p>
<p>11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.</p>	

No, the Company has not undertaken an independent assessment/evaluation of its policies by an external agency. Periodic internal audits are undertaken to ensure the effective working of all policies and strict alignment with internal protocols and guidelines.

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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	% of persons in a respective category covered by the awareness programmes
Board of Directors	5	<ul style="list-style-type: none"> • Code of Conduct • Anti-bribery and Anti-corruption and Insider Trading • Prevention of Sexual Harassment • Health and Safety • Mentorship Training 	100%
Key Managerial Personnel	5	<ul style="list-style-type: none"> • Code of Conduct • Cyber Security 	100%
Employees other than BoD and KMP	167	<ul style="list-style-type: none"> • Prevention of Sexual Harassment • Communication and Interpersonal Skills • Leadership and Mentorship Training • Customer Relationship Management • Environmental, Social and Governance • Diversity and Inclusion • Sales Skills • Health and Safety 	94%

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):

There have been no instances 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, based on the materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 in FY 2023-24 and 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 or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.

The Company has a strict no tolerance approach to bribery and corruption. Our commitment to and guidelines for ethical business conduct is detailed in our Code of Conduct, applicable to all Directors, senior management, employees, and third-party agents associated with the Company. Additionally, members of the Board and senior management personnel are mandated to provide an annual affirmation of the Code of Conduct. Further, strict adherence is ensured with all local laws and regulations with respect to bribery and corruption.

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

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

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

There have been no complaints regarding conflicts of interest against Board of Directors or KMPs for FY 2023-24 and FY 2022-23.

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

Not Applicable.

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

Particulars	FY 2023-24	FY 2022-23
Number of days of accounts payables	93.30	16.16

9. Open-ness of business - Provide details of concentration of purchases and sales with trading houses, dealers and related parties along-with loans and advances & investments, with related parties in the following format:

Particulars	Metrics	FY 2023-24	FY 2022-23
Concentration of Purchases	Purchases from trading houses as % of total purchases	NA	NA
	Number of trading houses where purchases are made from	NA	NA
	Purchases from top 10 trading houses as % of total purchases from trading houses	NA	NA
Concentration of Sales	Sales to dealers / distributors as % of total sales	NA	NA
	Number of dealers / distributors to whom sales are made	NA	NA
	Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	NA	NA
Share of RPTs in	Purchases (Purchases with related parties / Total Purchases)	0	0
	Sales (Sales to related parties / Total Sales)	0	0
	Loans & advances (Loans & advances given to related parties / Total loans & advances)	13.54%	12.51%
	Investments (Investments in related parties / Total Investments made)	0.38%	2.38%

Leadership Indicators

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

All Board of Directors and Key Managerial Personnel (KMP) submit an annual declaration with details of their interests in other 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 and Remuneration Committee undertakes 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.

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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.

As a real estate company, research and development investments are not applicable to us. The Company is committed to undertaking investments that prioritizes and enhances our sustainability objectives and business practices. This will involve a detailed assessment of current operations, environmental and social impacts as well as identification of opportunities and of improvement.

The Company remains committed to making focused investments in sustainable technologies and practices that drive value creation for all stakeholders and enable a positive impact on the society and planet.

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

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

Yes, the Company is committed to sustainable procurement processes of goods and services that reduce the environmental impact of our operations. This commitment is enshrined in our Procurement Policy, which forms the foundation of our engagement with our value chain partners. Additionally, we place a critical focus on local procurement, further supporting community development and reduction of our carbon footprint from transportation. Approximately 80% of inputs were sourced locally in the financial year.

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.

The Company is dedicated to reducing waste and enhancing the reuse and recycling of resources. To achieve this, we have set up a comprehensive waste management system for the efficient gathering and disposal of all waste materials. Regular waste audits are conducted to discover and expand opportunities for waste minimization, reuse, and recycling.

- Efficient waste collection and segregation plans have been implemented at all project sites, offices, residential buildings and hotel business for effective management of solid waste, plastic waste, C&D waste, E-waste, Hazardous waste, and other scrap materials. Collected waste is disposed of through authorized third-party recyclers. Additionally, at Westin MGC, an in-house glass bottling plant to support the replacement of plastic bottles. This plant has supported a reduction of 55% in the number of plastic bottles used on a monthly basis.
 - For e-waste, the Company has tie-ups with authorized e-waste recyclers for safe and secure disposal. Furthermore, regular maintenance and service of electronic equipment is also undertaken to increase the lifespan.
 - Hazardous waste is secured in safe containers and is disposed of through authorized waste disposal channels. Furthermore, kitchen oil and diesel generator oil is safely disposed of through certified vendors who specialize in such treatment.
 - For all other waste, we have devised robust protocols, supported by our dedicated staff who ensure accurate segregation of waste based on composition. Upon segregation, all waste is sent to authorized agencies for proper disposal. Additionally, bins with proper partitions for recyclable and non-recyclable waste are provided at Westin MGC. All waste from guest rooms is collected and stored in a designated garbage room. On collection, all waste is segregated based on composition and then sent for disposal to certified agencies. Wet waste generated is treated through our On-Site Waste Converter (OWC). Waste treated is thereafter used for gardening/landscaping purposes.
- 4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.**

Not Applicable

Leadership Indicators

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

The Company has not undertaken any Lifecycle Perspective/Assessments for FY 2023-24.

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

Not Applicable

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

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).

The Company uses recycled materials such as AAC blocks, fly ash, and GGBS, and excavated soil for land filling within the site premises. In addition to these, we also use recycled metals in equipment and supports, materials containing gypsum content, broken tiles and blocks, among others. Further, an in-house Rebottling plant at Westin MGC, facilitates the complete reutilization of all glass bottles within the hotel, achieving a 100% re-use rate.

Indicate input material	Recycled or re-used input material to total material	
	FY 2023-24	FY 2022-23
Glass water bottles	100%	100%
Plastic water bottles	100%	100%
Kitchen Oil / DG Oil	100%	100%

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

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

Principle 3: Businesses should respect and promote the well-being of all employees, including those in their value chains.

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
	No (B)	% (B\A)	No C	% (C\A)	No D	% (D\A)	No (E)	% (E\A)	No (F)	% (F/A)	
Real Estate Development and Management											
Permanent Employees											
Male	777	777	100%	777	100%	0	0%	777	100%	777	100%
Female	235	235	100%	235	100%	235	100%	0	0%	235	100%
Total	1,012	1,012	100%	1,012	100%	235	23.22%	777	76.78%	1,012	100%
Other than Permanent Employees											
Male	5	5	100%	5	100%	0	0%	5	100%	5	100%
Female	7	7	100%	7	100%	7	100%	0	0%	7	100%
Total	12	12	100%	12	100%	7	58.33	5	41.67%	12	100%
Hospitality											
Permanent Employees											
Male	341	341	100%	341	100%	0	0%	341	100%	341	100%
Female	78	78	100%	78	100%	78	100%	0	0%	78	100%
Total	419	419	100%	419	100%	78	18.62%	341	81.38%	419	100%

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

Particulars	FY 2023-24	FY 2022-23
Cost incurred on wellbeing measures as a % of total revenue of the Company		
Real Estate Development and Management	0.029%	0.021%
Hospitality	0.017%	0.012%

2. Details of retirement benefits.

Benefits	FY 2023-24			FY 2022-23		
	No. of Employees Covered as a % of Total Employees	No. of Workers Covered as a % of Total Workers	Deducted and Deposited with the Authority (Y/N/N.A.)	No. of Employees Covered as a % of Total Employees	No. of Workers Covered as a % of Total Workers	Deducted and Deposited with the Authority (Y/N/N.A.)
Real Estate Development and Management						
PF	100%	NA	Y	100%	NA	Y
Gratuity	99%	NA	Y	100%	NA	Y
ESI	0.8%	NA	Y	1.31%	NA	Y
Hospitality						
PF	100%	NA	Y	100%	NA	Y
Gratuity	100%	NA	Y	100%	NA	Y
ESI	31.50%	NA	Y	32.50%	NA	Y

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

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, the Company's premises/offices are accessible to differently abled employees. These include accessible restrooms and ramps for differently abled employees.

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

The Company's Code of Conduct affirms its dedication to providing equal opportunities and preventing discrimination in all stages of employment, such as recruitment, hiring, termination, 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, nationality, citizenship, age, sexual orientation, physical disability, pregnancy, childbirth, marital status, medical condition, ancestry, language, or any other characteristic protected by applicable law. Additionally, the Company opposes any type of discrimination, whether direct or indirect, and includes all protected classes recognized by law. For further information, please refer to the ORL Code of Conduct at: https://www.oberoirealty.com/pdf/Code_of_Conduct_Reg17.pdf

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

Gender	Real Estate Development		Hospitality	
	Return to Work Rate	Retention Rate	Return to Work Rate	Retention Rate
Male	100%	70%	100%	100%
Female	40%	- ⁴	100%	100%
Total	90%	70%	100%	100%

⁴Four female employees returned from maternity leave in FY 2022-23. Out of these four employees, one employee left and three employees have not yet completed 12 months

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

The Company provides for various channels for permanent and non-permanent employees 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 - whistleblower@oberoirealty.com

Prevention of Sexual Harassment (POSH) - orl.posh@oberoirealty.com

HR Head - head.hr@oberoirealty.com

At Westin MGC, all employees are provided with access to a toll-free number for reporting grievances for timely redressal. Further, an Internal Complaints Committee has been established to address any grievances and provide a timely resolution.

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

Company	FY 2023-24			FY 2022-23		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of association(s) or Union (B)	Percentage (B/A)	Total employees/workers in respective category (C)	No. of employees/workers in respective category, who are part of association(s) or Union (D)	Percentage (D/C)
Real Estate Development and Management						
The Real Estate Development and Management employees do not have any applicable memberships in association(s) or Unions for the sector.						
Hospitality						
Male	341	160	47%	313	150	48%
Female	78	37	47%	53	28	53%
Total	419	197	47%	366	178	49%

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT
8. Details of training given to employees and workers.

Category	FY 2023-24			FY 2022-23		
	Total (A)	Number (B)	% (B/A)	Total (C)	Number (D)	% (D/C)
Real Estate Development and Management						
Health and Safety						
Male	777	474	61%	733	581	79%
Female	235	67	28%	201	175	87%
Total	1,012	541	53%	934	756	81%
Skill Upgradation						
Male	777	496	64%	733	677	92%
Female	235	162	67%	201	191	95%
Total	1,012	658	65%	934	868	83%
Hospitality						
Health and Safety						
Male	341	301	88%	313	313	100%
Female	78	75	96%	53	53	100%
Total	419	376	90%	366	366	100%
Skill Upgradation						
Male	341	287	84%	313	175	56%
Female	78	67	86%	53	30	57%
Total	419	354	84%	366	205	56%

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	Number (B)	% (B/A)	Total (C)	Number (D)	% (D/C)
Real Estate Development and Management						
Male	777	614	79%	733	432	60%
Female	235	181	77%	201	113	56%
Total	1,012	795	78%	934	545	58%
Hospitality						
Male	341	140	41%	313	195	62%
Female	78	26	33%	53	26	49%
Total	419	166	40%	366	118	32%

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 a system?

The Company prioritizes creating a secure and healthy workplace for all employees. In alignment with this commitment, we have developed a Health and Safety management system, which outlines specific expectations and duties for both employers and employees in promoting occupational health and safety, alongside a comprehensive plan for preventive actions. This extensive health and safety framework encompasses vital areas such as identifying workplace hazards, implementing infection control measures, conducting medical assessments, providing education on health and safety to staff, and ensuring access to healthcare benefits. By placing the well-being and safety of our employees at the forefront, we foster a constructive and efficient working environment that benefits all parties.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

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

The hazard identification and risk assessment process is structured into three key stages, involving collaboration between ORL and its contractors, to ensure workplace safety. An overview of the procedures adhered to has been provided below:

- Contractors are tasked with creating a method statement and risk assessment for their activities, which must be reviewed and sanctioned by ORL before any work commences.
- Contractors conduct an evaluation of the site's Environment, Health, and Safety (EHS) requirements and submit their EHS Plan to ORL for approval, ensuring all operations meet the set safety standards.
- It is the contractors' responsibility to devise a Monthly Inspection Schedule and carry out inspections of the equipment, machinery, and workplace to pinpoint potential hazards and implement necessary corrective measures.
- ORL staff engage in cross inspections according to a Monthly Activity Plan. Any hazards detected during these inspections are reported to the involved contractors via the BIM 360 App for prompt action.
- The Central Safety Team undertakes a Monthly EHS Audit at the site, producing a comprehensive report that includes an EHS Rating. This report is forwarded to the Projects team to action any needed corrections.
- Civil Contractors conduct third-party safety audits independently and follow up with the required corrective measures to address any identified risks.
- Mandatory Third-Party Inspections (TPI) of all material lifting cranes, tools, tackles, pressure vessels, and passenger hoists are carried out biannually, with any necessary corrective actions being executed promptly.
- At Oberoi Mall, safety is a paramount concern. Hazards associated with both routine and non-routine tasks are identified and evaluated, with effective control measures applied to mitigate risks. Job safety instructions and Standard Operating Procedures (SOPs) are carefully drafted and displayed in relevant areas to maintain a safe environment.
- Westin MGC adopts a proactive approach to safety, with Daily Rounds to offer continuous updates and feedback. Job Safety Analysis (JSA) Trainings are conducted to raise safety awareness and reduce risk exposure. New Joiner Orientations are provided to ensure that all new employees are well-integrated into our safety-conscious culture.

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

In our dedication to fostering a safe and secure workplace, we ensure that all employees receive thorough safety induction training. This encompasses daily toolbox discussions and specific job safety training sessions. Such training is designed to equip our workers with the necessary knowledge and skills to identify potential hazards in their tasks and take immediate corrective measures to minimize risks. We are convinced that by providing our workers with essential training and tools, we can establish a safer work environment that not only safeguards our employees' well-being but also enhances overall efficiency and productivity.

Furthermore, we have instituted strict safety protocols and procedures that are rigorously enforced to reduce risk and prevent accidents. Our commitment to safety permeates every facet of our operations, and we are continually seeking ways to refine our safety measures to offer the highest level of protection for our workforce.

At Oberoi Mall, we encourage a proactive approach to safety. Employees are actively involved in conducting safety inspections, reporting near misses, and offering suggestions for safety improvements through our safety suggestion box. We conduct regular safety committee meetings to deliberate on and address safety concerns, fostering an environment of ongoing enhancement in our safety protocols. Ensuring the well-being of our employees remains our utmost priority.

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

The Company profoundly understands that the comprehensive well-being of our employees is fundamental to achieving our business objectives and growth ambitions. To this end, we have embraced a people-centric strategy that prioritizes the well-being of our employees, offering regular consultations and training focused on physical, mental, and overall wellness.

To cultivate the right environment and emphasize employee well-being, we have introduced a robust Employee Assistance Program (EAP) in collaboration with MediBuddy. This program provides our employees and their family members with access to 24/7 tele-counselling and confidential support throughout the year. We also offer face-to-face counselling sessions as necessary and conduct special online sessions aimed at promoting mental wellness, raising awareness, and increasing sensitivity among our workforce.

Our facilities include a fully equipped first aid center staffed by trained first aiders who are prepared to offer immediate assistance in any situation. Furthermore, a medical doctor is available for consultations, ensuring that employees receive the required medical care and support.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

At Oberoi Mall, we have taken steps to ensure comprehensive medical support by stationing a dedicated ambulance on-site, staffed with trained paramedic personnel available for consultations and assistance with non-occupational medical concerns.

At Westin MGC, the well-being of both our guests and employees is a top priority. The hotel facilitates easy access to doctor services three times a week and has established a beneficial partnership with Sanjeevani Hospital to provide swift and dependable medical help whenever it is needed.

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

Safety/Incident Number	Category	FY 2023-24	FY 2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.9	0
	Workers	0.1	0.1
Total recordable work-related injuries	Employees	1	0
	Workers	2	3
No. of fatalities	Employees	0	0
	Workers	1	2
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

The metrics for workers reported above includes the contractors' workforce.

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

Our organization places a high priority on the safety and well-being of our staff and workers. To this end, we have rolled out various comprehensive strategies to create and maintain a secure working environment:

- We conduct regular Environment, Health, and Safety (EHS) Audits to spot potential hazards and ensure a safe workplace.
- We offer periodic safety training sessions, including EHS Induction, Daily Toolbox Talks (TBT), staff training, and emergency mock drills, to keep our team informed and ready to handle emergencies.
- Our use of mechanized equipment, such as tower cranes, batching plants, passenger hoists, concrete pumps, boom placers, aluminum formwork shuttering, Rope Suspended Platforms (RSP) for height access, and mobile platforms for working at heights, minimizes the need for manual labor and reduces safety risks. We also employ insulated power tools and incorporate earth fault and overload protection devices in our electric supply system to prevent electrocution and circuit-related hazards, creating a safer work environment.
- We ensure the periodic removal of construction waste to keep the work area clean and reduce accidents.
- Washrooms and drinking water tanks are cleaned regularly to maintain hygiene in the workplace.
- We organize regular medical check-ups for our staff and workers upon entry and arrange periodic health camps to promote health awareness and ensure the well-being of our team.
- We provide appropriate personal protective equipment (PPE), such as safety harnesses for work at heights, ensuring that our employees are adequately protected.
- The use of scaffolding and mobile platforms for elevated work guarantees the safety of our staff and workers when working at heights.
- Our electric supply panels are outfitted with Miniature Circuit Breaker (MCB) and Residual Current Circuit Breaker (RCCB) protections, securing our electrical systems against potential risks.

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

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

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

14. Details on Assessments for the year.

Assessment Parameters	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100.00%
Working Conditions	100.00%

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 of (A) Employees (Y/N) (B) Workers (Y/N).

The Company provides Group Life Insurance coverage and extends Accidental Life Insurance coverage to all employees.

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 rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

Particulars	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2023-24	FY 2022-23	FY 2023-24	FY 2022-23
Employees	0	0	0	0
Workers	0	0	0	0

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/No)

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.

Assessment Parameters	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	The Company's Code of Conduct emphasizes the paramount importance of maintaining the highest standards of health and safety as well as working conditions. As part of this commitment, the Company actively encourages its value chain partners to prioritize and uphold similar standards in their respective operations. Details on assessments of value chain partners will be made available from subsequent financial years.
Working conditions	

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.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

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, group of individuals, or institution that contributes to the enhancement of the Company's business chain is regarded as a critical stakeholder. This broadly encompasses Employees, Suppliers, Investors, Consumers, regulators, community members, and organizations. We are dedicated to sustaining robust relationships with all stakeholders and is committed to meeting their expectations and requirements.

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

Stakeholder Group	Stakeholder Type	Mode of Communication	Frequency of Communication (Annual/Half-yearly/any other)	Purpose and scope of engagement
Employees <ul style="list-style-type: none"> Permanent Other than permanent 	Internal	Email, townhalls, Intranet portal, trainings & workshops, events, FGD, surveys, Informal Pulse checks, reviews	Continuous engagement	<ul style="list-style-type: none"> Employee feedback / suggestions Update of various key process/policy Announcements Employee engagement important updates
Customers <ul style="list-style-type: none"> Residential Projects Commercial Assets 	External	Marketing <ul style="list-style-type: none"> Email, newsletter Sales <ul style="list-style-type: none"> Email, in-person, or telephonic interactions 	Marketing <ul style="list-style-type: none"> Quarterly Sales <ul style="list-style-type: none"> Continuous Engagement 	Marketing <ul style="list-style-type: none"> Updates and Greetings Sales <ul style="list-style-type: none"> Update on construction progress (demand invoices are sent) New project launch Festive Greetings
Joint Ventures	External	Emails, meetings, Personal interactions	Continuous engagement basis project requirements	Project delivery and other business operations
Suppliers	External	Email, Telephonic conversations, personal interactions, surveys	Continuous engagement basis project requirements	Supply of required materials
Shareholders	External	Email, AGM/EGM, conference calls, Results presentations, Investor meetings, Company website, stock exchange dissemination	Quarterly, annual and email frequency on need basis	Communicate Financial performance, Internal audit report and other relevant information, resolving their queries/ grievances, seeking of approvals.
Investors - Bond holders	External	Emails. In-person meetings	As and when required	Review of financial performance, quarterly results
Communities	External	Engagement programs, PR articles, CSR activities	As and when organized	Addressing their needs and grievance resolution
Consultants	External	Emails, workshops, meetings, Personal interactions	Continuous engagement basis project requirements	Partner for expert solutions in specific subject matter areas like design, engineering, sustainability, software, etc.
Contractors	External	Emails, meetings, Personal interactions	Continuous engagement basis project requirements	Expertise in construction and other related activities and provide workers support
Workers	Internal / External	Trainings & workshops, engagement events, site-level campaigns	As and when organized	For construction and other related activities at our project sites

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

Stakeholder Group	Stakeholder Type	Mode of Communication	Frequency of Communication (Annual/Half-yearly/any other)	Purpose and scope of engagement
Government/Regulators	External	One-on-one meetings, emails, letters etc.	Event based, as and when organized	Approvals for project launches construction purpose and occupation
Media (Print and Electronic)	External	Out of Home, Digital (Social & Paid Media), PR articles, Brochures & Project marketing collaterals	As and when planned – project requirement basis	<ul style="list-style-type: none"> • Awareness and lead generation • Showcasing project to customer • Sending news to external stakeholders

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.

The above table outlines the strategies, methods, and goals behind the Company's stakeholder engagement initiatives. The Company firmly believes that active and ongoing engagement with our key stakeholders allows ORL to communicate its strategies and achievements more effectively. Continuous interaction facilitates the alignment of expectations, enabling ORL to meet the needs of its stakeholders more efficiently. Feedback and insights obtained from these stakeholder engagements are consistently relayed to the ESG (Environmental, Social, and Governance) Board Committee, ensuring that stakeholder perspectives are integrated into the Company's decision-making processes.

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

In the FY 2023-24, our company conducted a double materiality assessment, based on our prior assessment conducted to pinpoint and prioritize issues of utmost relevance. This assessment began with an analysis of pertinent ESG (Environmental, Social, and Governance) topics within the Real Estate Industry. By examining the broader business landscape and identifying trends specific to our sector and operational locations, we finalized thirty-one topics for further evaluation.

These topics were then presented to both our internal and external stakeholders via a survey, seeking their input on the importance of these ESG aspects in relation to our global business operations. The range of stakeholders consulted included a representative group of our employees, suppliers, contractors, customers, media, and other partners. The feedback received was thoroughly analyzed by our Senior Management, and the ESG topics were evaluated based on their potential impact on our business and strategic direction in the short to medium term. Consequently, ten topics emerged as significant to both our stakeholders and the business and have since been incorporated into our overall strategic planning process.

In line with the principles of a double materiality assessment, in FY 2023-24, we have further assessed the inward and outward impact of our identified material issues.

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

Nurturing and sustaining positive connections with communities significantly enhances our social license to operate and increases our brand's value. Our engagement with marginalized or vulnerable communities is directed by the Company's Corporate Social Responsibility (CSR) policy. Rooted in a commitment to empower the communities surrounding our operations and contribute to creating a better future for everyone, our CSR philosophy is action-oriented and impactful.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

Principle 5: Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2023-24			FY 2022-23		
	Total(A)	No. of employees/ workers covered	% (B/A)	Total (C)	No. of employees/ workers covered (D)	Percentage
Real Estate Development and Management						
Permanent Employees	1,012	1,012	100%	934	325	34.8%
Other than Permanent	12	10	83%	0	0	NA
Total employees	1,024	1,022	99%	934	325	34.8%
Hospitality						
Permanent Employees	419	391	93%	366	315	86%
Total employees	419	391	93%	366	315	86%

2. Details of minimum wages paid to employees and workers.

Category	FY 2023-24					FY 2022-23				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Real Estate Development and Management										
Permanent Employees										
Male	777	0	0.00%	777	100.00%	733	0	0.00%	733	100.00%
Female	235	0	0.00%	235	100.00%	201	0	0.00%	201	100.00%
Total	1,012	0	0.00%	1,012	100.00%	934	0	0.00%	934	100.00%
Other than Permanent Employees										
Male	5	0	0.00%	5	100.00%	5	0	0.00%	5	100.00%
Female	7	0	0.00%	7	100.00%	5	0	0.00%	5	100.00%
Total	12	0	0.00%	12	100.00%	10	0	0.00%	10	100.00%
Hospitality										
Permanent Employees										
Male	341	177	52%	164	48%	313	201	64%	112	36%
Female	78	45	58%	33	42%	53	34	64%	19	36%
Total	419	222	53%	197	47%	366	235	64%	131	36%

3. Details of remuneration/salary/wages.

a. Median remuneration / wages

Category	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Real Estate Development and Management				
Board of Directors (BoD)	5	2,500,000	2	1,250,000
Key Managerial Personnel	1	7,077,000	0	NA
Employees other than BoD and KMP	780	1,214,000	242	1,000,000
Hospitality				
Employees other than BoD and KMP	341	1,46,26,815	78	31,59,239

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

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

Particulars	FY 2023-24	FY 2022-23
Gross wages paid to females as a % of total wages		
Real Estate Development and Management	21.66%	19.73%
Hospitality	17.93%	16.19%

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

Yes, the Company's Head of Human Resources is responsible for monitoring and addressing human rights impacts and issues. This includes oversight on implementation of policies, addressing concerns and ensuring compliance with internal standards and regulatory requirements.

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

The Company acknowledges the importance of timely and effective grievance resolution in order to safeguard and protect human rights. All human rights concerns/grievances can be reported to the Head of HR at head.hr@oberoirealty.com. Upon reporting, the Human Resources team conducts the necessary investigations to ensure timely resolution.

All complaints with respect to sexual harassment are reported to and resolved by the Internal Complaints Committee. Additionally, within the purview of our Whistleblower Policy, all employees can report any concerns anonymously without any fear of retaliation.

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

Particulars	FY 2023-24			FY 2022-23		
	Filed	Pending	Remarks	Filed	Pending	Remarks
Sexual Harassment	1	1	-	0	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour/ Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights related issues	0	0	-	0	0	-

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

Particulars	FY 2023-24	FY 2022-23
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	1	0
Complaints on POSH as a % of female employees / workers	0.3%	0
Complaints on POSH upheld	0	0

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

The Company has a stringent zero-tolerance approach towards any discrimination, retaliation, or harassment directed at employees who either report issues through the vigil mechanism or participate in investigations. This commitment is deeply embedded in our Whistleblower policy and Code of Conduct, with rigorous measures in place to maintain the confidentiality of the complainant's identity and actively prevent any form of retaliation.

To foster a culture of transparency and accountability, we empower our leaders to address any breaches of our policies promptly and effectively. This ensures that every member of our organization is treated with the dignity and respect they deserve. Our aim is to cultivate an organizational culture characterized by transparency, fairness, and respect, which aligns with our core values.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

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

Human rights requirements are incorporated as contractual obligations in all business agreements, contracts, and purchase orders, consistent with our Code of Conduct.

10. Assessments for the year:

Parameter	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%

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

Not Applicable

Leadership Indicators

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

The Company is committed to protecting and promoting human rights of all stakeholders. All daily operations are implemented in line with this commitment, as enshrined in the Code of Conduct.

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, as per the requirements of the Rights of Persons with Disabilities Act 2016, the Company's corporate office in Goregaon, Mumbai is accessible to differently abled visitors.

4. Details on assessment of value chain partners:

All value chain partners are assessed on their compliance with Human Rights standards and regulation during the onboarding process. Throughout their engagement with the Company, we encourage all our partners to promote and protect Human Rights within their operations.

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:

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

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

Essential Indicators

1. Details of total energy consumption (in Joules or multiples) and energy intensity.

Parameter	FY 2023-24	FY 2022-23
From renewable sources		
Total electricity consumption (A)	21,409.59 GJ	4,033.75 GJ
Total fuel consumption (B)	0 GJ	0 GJ
Energy consumption through other sources (C)	0 GJ	0 GJ
Total energy consumed from renewable sources (A+B+C)	21,409.59 GJ	4,033.75 GJ
From non-renewable sources		
Total electricity consumption (D)	1,14,229.73 GJ	1,49,893.67 GJ
Total fuel consumption (E)	16,233.41 GJ	16,288.38 GJ
Energy consumption through other sources (F)	0 GJ	0 GJ
Total energy consumed from non-renewable sources (D+E+F)	1,30,463.14	1,66,182.05 GJ
Total energy consumed (A+B+C+D+E+F)	1,51,872.73	1,70,215.80 GJ
Energy intensity per rupee of turnover	0.000003	0.000004
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	0.000076	0.000092
Energy intensity in terms of physical output	0.11	0.12

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

Yes, TUV SUD South Asia Pvt. Ltd.

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?

Yes, for Westin MGC, the initial target set by Perform Achieve Trade (PAT) for energy consumption was 36.62 TOE (Tonne of Oil Equivalent), but we have successfully achieved a lower consumption of 33.15 TOE.

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

Parameter	FY 2023-24	FY 2022-23
Water withdrawal by source (in kilolitres)		
(i) Surface Water	0	0
(ii) Groundwater	0	0
(iii) Third party water	1,57,029	5,21,652
(iv) Seawater/Desalinated water	0	0
(v) Others	0	20,154
Total volume of water withdraw (i + ii + iii + iv + v)	1,57,029	5,41,806
Total volume of water consumption (in kiloliters)	1,52,975	5,37,617
Water intensity per rupee of turnover	0.000003	0.000013
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	0.000077	0.00029
Water intensity in terms of physical output	0.11	0.37

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

Yes, TUV SUD South Asia Pvt. Ltd.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT
4. Provide the following details related to water discharged:

Parameter	FY 2023-24	FY 2022-23
Water discharge by destination and level of treatment (in kiloliters)		
(i) To Surface water	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) To Groundwater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) To Seawater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third parties	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(v) Others	4,054	4,189
- No treatment	0	0
- With treatment – please specify level of treatment	4,054 (Tertiary level)	4,189 (Tertiary level)
Total water discharged (in kiloliters)	4,054	4,189

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

Yes, TUV SUD South Asia Pvt. Ltd.

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

The Company's residential and commercial properties, both existing and those under development, are provided with cutting-edge Sewage Treatment Plants (STP) and Rainwater Harvesting (RWH) systems. These systems are designed to operate together to achieve Zero Liquid Discharge, ensuring that all wastewater is treated and recycled. The water that is treated or collected through the STP and RWH systems is then repurposed and used for various needs such as toilet flushing, gardening, and landscape irrigation, among others.

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

The Company strives to minimize other significant air emissions to ensure healthy air quality in areas of operation by putting measures in place to limit emissions at the source. The onus lies with the contractor to conduct an ambient air and noise monitoring survey through the authorized agency at the initial stage of the project and later every six months as per SPCB/CPCB standards. In addition to this, we have undertaken various initiatives to reduce dust and noise pollution such as tire and road cleaning, installation of sprinklers, use of sound barriers in the construction sites etc. Further, the Company prioritizes the usage of low Volatile Organic Compound (VOC) paints, sealants and adhesives to ensure healthy indoor air quality.

DG Set 750 KVA

Parameter	Unit	FY 2023-24	FY 2022-23
NO _x	g/kw-hr	1.60	2.01
SO _x	g/kw-hr	0.10	0.43
Particulate matter	g/kw-hr	0.10	0.24
Hazardous air pollutants (HAP) (Carbon Monoxide CO)	g/kw-hr	0.99	0.96

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

DG Set 2000 KVA

Parameter	Unit	FY 2023-24	FY 2022-23
NO _x	ppm	110	25.7
SO _x	mg/Nm ³	35.7	69.1
Particulate matter	mg/Nm ³	69.3	58.7
Hazardous air pollutants (HAP) (Carbon Monoxide CO)	mg/Nm ³	32.9	29.7

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

Yes, TUV SUD South Asia Pvt. Ltd

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

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 1 emissions	Metric tonnes of CO ₂ equivalent	3,985.68	925
Total Scope 2 emissions	Metric tonnes of CO ₂ equivalent	22,719.02	29,562
Total Scope 1 and 2 Emissions	Metric tonnes of CO₂ equivalent	26,704.7	30,487
Total Scope 1 and Scope 2 emission intensity per rupee of turnover	Metric tonnes of CO₂ eq./INR	0.000001	0.000001
Total Scope 1 and Scope 2 emissions per rupee of turnover adjusted for Purchasing Power Parity (PPP)	Metric tonnes of CO₂ eq./USD	0.000013	0.000016
Total Scope 1 and Scope 2 emission intensity in terms of physical output	Metric tonnes of CO₂ eq./Sq.Ft	0.02	0.02

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

Yes, TUV SUD South Asia Pvt. Ltd.

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

The Company is committed to minimizing any adverse impact our operations may have on the environment. We are continually identifying opportunities for increased energy efficiency and make focused investments for the same. The Company places strong focus on increasing the usage of renewable energy to reduce the dependence on grid electricity. Solar Rooftop PV panels have been installed that support 18-20% of the electricity requirement of common areas. In FY 2023-24, 14% of our energy consumption was from renewable sources. Other initiatives for increased energy efficiency include:

- Drywall construction in hospitality projects for reduced energy consumption of cement, sand and water.
- Use of economizer and natural gas in energy efficient steam generators thereby decreasing the use of harmful gases.
- Limiting the number of lifts in operation at night to reduce unnecessary energy consumption.
- Use of PNG instead of cylinders in Oberoi Mall and Westin that supports the reduction of emissions from transportation.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

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

DG Set 2000 KVA

Parameter	FY 2023-24	FY 2022-23
Total Waste generated (in metric tonnes)		
Plastic waste (A)	85.47	166.4
E-waste (B) W	5.62	0.9
Bio-medical waste (C)	0.01	0
Construction and demolition waste (D)	2,42,573.85	844.01
Battery waste (E)	4.24	3.76
Radioactive waste (F)	0	0
Other Hazardous waste (G) – DG set oil and kitchen oil	1.87	3.79
Other Non-hazardous waste generated (H) – Wet and Dry waste	1,367.85	141.44
Total (A+B + C + D + E + F + G + H)	2,44,038.90	1160.30
Waste intensity per rupee of turnover	0.000004	0.000000003
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	0.000123	0.0000006
Waste intensity in terms of physical output	0.17	0.0008
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
(i) Recycled	1,465.05	149.6
(ii) Re-used	1,39,445.49	48.23
(iii) Other recovery operations	0	28.14
Total	1,40,910.54	225.97
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
(i) Incineration	0.01	0
(ii) Landfilling	1,03,128.36	844.01
(iii) Other disposal operations	0	90.32
Total	1,03,128.37	934.33

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

Yes, TUV SUD South Asia Pvt. Ltd.

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

Through a precautionary approach, the Company's strategy for waste management prioritizes reduction in amount of waste generated. In line with the 3R's (reduce, reuse and recycle), the Company has taken significant steps to promote a circular economy.

All project sites are mandated to follow comprehensive protocols for construction waste management. C&D Waste collection points are identified and designated based on composition of waste for controlled waste collection and generation. Further, it is ensured that an adequate number of skips and/or wheel bins are made available across all sites. All disposal of waste is undertaken with the utmost safety and in line with waste management regulations.

Sustainable and safe handling of our biodegradable waste is undertaken through our on-site Organic Waste Converters (OWC) across our owned and leased sites. Compost generated from these OWCs is converted into natural fertilizers, enabling improvement in quality of soil as well as cost savings. Wet and Dry Waste at our Hospitality operations are also treated through on-site OWCs. E-waste, cooking and engine oil are recycled through authorized vendors.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

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

The Company's operations are not located in and around ecologically sensitive areas.

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

The Company submits Environmental Impact Assessments (EIA) as part of the MOEF&CC approval for respective projects. The Company has not undertaken any environmental impact assessments of projects in FY 2023-24.

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

Yes, the Company is complaint with all applicable environmental laws/regulations/guidelines in India, monitored through a centralized system.

Leadership Indicators

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

The Company does not have any operations in water stress areas.

2. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Not Applicable

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

Sr.no	Initiative Undertaken	Outcome of Initiative
1	Usage of Harmonic Systems (wave frequency distortion)	Reduces power consumption
2.	High performance double glass glazing and windows system	Minimizes heat absorption and reduces the load on air conditioning and energy requirement for cooling
3.	Deployment of water-cooled chillers and VRF systems as part of the HVAC systems	To have maximum energy efficiency, VRF systems are installed. VRF systems consist of one outdoor unit for multiple indoor units which require lesser electrical connections thus reducing consumption of material and chances of short circuits. Individual controls and inverter technology increase the efficiency of VRF units by allowing them to work only when required leading to substantial energy savings at load condition
4.	Installation of Solar rooftop PV panels	To support approximately 18-20 % of common area load to reduce the dependency on grid electricity
5.	Use of High tension (HT) transformers	To reduce energy losses in commercial buildings
6.	Ground Granulated Blast Furnace Slag (GGBS), a by-product of the iron-steel industry, is used at several project as a replacement of cement to the extent of 40-70% as per the Concrete Mix Design requirement	Improves durability and environmental credentials of concrete mixes and has enabled a reduction of approximately 50% of carbon emissions.
7.	Replacement of conventional lamps with energy efficient lighting fixtures such as T5, LEDs, CFLs across projects	Resulting in electricity savings
8.	Use of latest technologies at Westin MGC such as key cards, fan control units and lighting control units in all rooms. Along with this, motion and day-light sensors have also been installed and conventional bulbs have been re-placed with energy efficient LEDs	Resulting in an average saving of 432 kWh a day, and 157,736 kWh annually

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

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

All operation sites have a robust emergency preparedness plan. As a part of the construction project site's EHS Plan, the respective contractors are mandated to prepare an emergency response plan and submit to the respective project heads for review and approval. The plan should integrate the emergency response to all its sub-contractors. The emergency response plan should detail the procedures, including communications arrangements for dealing with all emergencies that could affect the site. The project heads ensure that an emergency response plan is prepared to deal with the emergencies arising out of:

- Fire and explosion
- Major industrial incidents; leading to fatalities, major injuries or ill health
- Collapse of lifting appliances and transport equipment
- Collapse of building, sheds, scaffolding or structure etc.
- Gas leakage or spillage of dangerous goods or chemicals
- Civil disturbance, terrorism
- Drowning of workers
- Landslide getting building workers buried
- Rescue of person/s hanging on the safety harness after accidental fall.
- Natural disaster (earthquakes, cyclones/hurricanes/ tropical storms
- Outbreak of disease/ infection
- Environmental incidents/ release of hazardous materials and substances, etc.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

PRINCIPLE 7 Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.

Essential Indicators

1. a. Number of affiliations with trade and industry chambers/ associations.

The Company is a member of 9 trade and industry chambers/associations.

b. List the 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.

Sr. No.	Name of the Trade and Industry Chambers/ Associations	Reach of Trade and Industry Chambers/ Associations (State/National)
1.	Confederation of Indian Industry (CII)	National
2.	The Associated Chambers of Commerce and Industry of India (ASSOCHAM)	National
3.	Federation of Indian Chamber of Commerce and Industry (FICCI)	National
4.	Maharashtra Chamber of Housing Industry -Confederation of Real Estate Developers' Associations of India (MCHI-CREDAI)	State
5.	Member of National Safety Council (NSC)	National
6.	The Federation of Hotel & Restaurant Associations of India (FHRAI)	National
7.	Hotel Association of India (HAI)	National
8.	Hotel & Restaurant Association Western India (HRAWI)	National
9.	United Nations Global Compact	International

2. Provide details of corrective action taken or underway on any issues related to anticompetitive 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 2023-24

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

Essential Indicators

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

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, in the following format:

None of the Company's operations or units have resulted in community displacement. As a result, no project required Rehabilitation and Resettlement (R&R) in the reporting year.

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

As a responsible corporate citizen, we are committed to minimizing any adverse impact on the local communities residing around our operations. We provide for an open-door policy to enable local community members to raise and report any concerns/grievances. Our approach is centered on building a trusted relationship characterized by transparency and accountability.

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

Particulars	FY 2023-24	FY 2023-24
Real Estate Development and Management		
Directly sourced from MSME/ small pro-ducers	6%	14%
Directly from within India	99%	90%
Hospitality		
Directly sourced from MSME/ small pro-ducers	70%	50%
Directly from within India	80%	50%

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

Not Applicable

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

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

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

No, the Company does not have any preferential procurement policy focusing on suppliers from marginalized/ vulnerable groups.

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:

The Company does not derive any benefits from intellectual properties owned or acquired based on traditional knowledge.

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

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

6. Details of beneficiaries of CSR Projects.

Fostering and maintaining positive relationships with communities greatly strengthens our social license to operation and brand value. A Corporate Social Responsibility (CSR) policy, developed in compliance with Section 135 of the framework to our approach to community relations and development.

The Company's CSR philosophy is rooted in our commitment to empower communities in and around our operations and contributing to the creation of a better future for all. Our CSR activities are implemented by an in-house governance mechanism and teams. This ensures greater control over project implementation, leading to greater outreach and impact. We also undertake regular internal tracking and evaluation efforts to ensure that our CSR activities are achieving the desired impact and outcome.

Sr. CSR Project No	Beneficiary Details	% of Vulnerable and Marginalised Beneficiaries
1. Landscaping, beautification and maintenance works allotted by Mumbai Metropolitan Region Development Authority (MMR-DA)	Community benefit	
2. Adoption and maintenance of green belts		
3. Construction of foot over bridge connecting to Aarey Metro Station		
4. Contribution to National Cancer Institute		
5. Contribution to Shri Siddhivinayak Sewa Foundation for A cutting-edge diagnostic center for the underprivileged at Nagpur		
6. Donation to Education Program		
7. Donation of clothes		
8. Contribution to Armed Force Flag Day		
9. Contribution to Sneh Foundation		
10. Decentralized Solid Waste Management at Shahpur Nagar Panchayat		
11. Social Protection and Skill Upgradation for construction workers in Maharashtra		7285

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

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.

Customer satisfaction is a central tenet of our approach to business operations. To achieve this, we recognize that providing for a robust and efficient grievance redressal mechanism is paramount. Our grievance redressal mechanism prioritizes seamless experiences for customers, while fostering complete transparency and accountability in the process. This mechanism serves as a comprehensive medium for timely redressal for aggrieved customers.

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

Particular	As a percentage of turnover
Environmental and social parameters relevant to the product	Not Applicable
Safe and responsible usage	Not Applicable
Recycling and/or safe disposal	Not Applicable

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

Category	FY 2023-24			FY 2022-23		
	Received During the Year	Pending Resolution at the End of the Year	Remarks	Received During the Year	Pending Resolution at the End of the Year	Remarks
Data Privacy	0	0	-	0	0	-
Cyber Security	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Delivery of Essential Services	0	0	-	0	0	-
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-

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

Not Applicable.

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

The Company has established a comprehensive framework for cybersecurity and data loss prevention policies focusing on data privacy. We prioritize the protection of our users' information privacy and security. To uphold this commitment, various IT policies have been set in place, governing software usage, password management, and information security protocols. These measures are designed to ensure that all employees and stakeholders understand their obligations regarding sensitive information handling and are provided with the tools needed to guard against cyber threats.

All employees have easy access to these policies through the Company's intranet. By making these policies readily accessible, we aim to ensure that all stakeholders are informed about their duties when dealing with sensitive information and possess the necessary resources to defend against cyber risks.

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

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches:

Nil

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

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

Nil

c. Impact, if any, of the data breaches:

Not Applicable

Leadership Indicators

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

Details on the Company's projects are available at www.oberoirealty.com. All relevant information for customers including new projects and offerings has been made available on the website.

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

To ensure that our customers are accurately informed, the Company has implemented the following key measures:

- We ensure our customer service representatives undergo training that enables them to educate customers on the safe and responsible use of our products and services during their interactions.
- Information regarding the recommended usage and safety guidelines for our products and services is prominently displayed on our website and in our marketing materials.
- A detailed manual has been created, which provides guidelines on the safe and responsible practices for utilizing our products and services.
- We regularly engage in customer feedback surveys to assess how effectively we're educating and informing our customers about the safe and responsible usage of our products and services.

These steps are part of our commitment to maintaining high standards of customer education and safety.

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

Not Applicable

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

In adherence with the Real Estate (Regulation and Development) Act of 2016 (RERA), the Company ensures compliance with all regulatory requirements by providing exhaustive details about our projects. This includes comprehensive information on project features, amenities, layout plans, and other pertinent details, demonstrating our commitment to transparency and regulatory compliance.

Understanding the critical role of transparency in the real estate industry, we abide by RERA mandates to regularly update stakeholders on the progress of our projects. These updates are made available quarterly on the MahaRERA website, offering potential buyers and stakeholders timely, accurate, and transparent information regarding our projects. By following RERA guidelines and utilizing the MahaRERA platform for project disclosures, we strive to cultivate a culture of trust, transparency, and accountability within the real estate sector.



Reasonable Assurance statement on third-party verification of sustainability information

Unique identification number: 4153960322

TÜV SÜD South Asia Pvt Ltd. (hereinafter TÜV SÜD) has been engaged by Oberoi Realty Limited, Commerz, 3rd Floor, International Business Park, Oberoi Garden City, Off Western Express Highway, Goregaon (East), Mumbai-400 063, India to perform Reasonable Assurance and verification of sustainability information in the SUSTAINABILITY REPORT “BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT”, of Oberoi Realty Limited (hereinafter “Company”) for the period from 1st April 2023 to 31st March 2024. The verification was carried out according to the steps and methods described below.

Scope of the verification

The third-party verification was conducted to obtain Reasonable assurance about whether the sustainability information is prepared in accordance with the reporting criteria of BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT- CORE (hereinafter “Reporting Criteria”).

The following selected disclosures (“BRSR Core parts from the complete BRSR report”) are included in the scope of the assurance engagement for reporting year April 1, 2023 – March 31, 2024, along with comparative previous year information.

The following selective disclosures in the Report “BUSINESS RESPONSIBILITY & SUSTAIN-ABILITY REPORT”, published as part of Annual Report FY 2023-24 <https://www.oberoirealty.com>

S.No.	BRSR- Core indicator	Description of indicator
1.	Section C – Principle 1 – 1 (Essential Indicator)	Number of accounts days payable
2.	Section C – Principle 1 – 8 (Essential Indicator)	Share of RPTs
3.	Section C – Principle 3 – 1 (Essential Indicator)	Details of measures for the well-being of employees and workers.
4.	Section C – Principle 3 – 2 (Essential Indicator)	Details of retirement benefits, for Current Financial Year.
5.	Section C – Principle 3 – 11 (Essential Indicator)	Details of safety related incidents.
6.	Section C – Principle 5 – 2 (Essential Indicator)	Details of minimum wages paid to employees and workers.
7.	Section C – Principle 5 – 3b (Essential Indicator)	Gross wages paid to females as % of total wages paid
8.	Section C – Principle 5 – 7 (Essential Indicator)	Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013,
9.	Section C – Principle 6 – 1 (Essential Indicator)	Details of total energy consumption and energy intensity.
10.	Section C – Principle 6 – 3 (Essential Indicator)	Details of total water consumption and water intensity.
11.	Section C – Principle 6 – 4 (Essential Indicator)	Details of total water discharge



12.	Section C – Principle 6 – 6 (Essential Indicator)	Details of air emissions (other than GHG emissions) by the entity.
13.	Section C – Principle 6 – 7 (Essential Indicator)	Details of greenhouse gas emissions (Scope 1 and Scope 2 emissions)
14.	Section C – Principle 6 – 7 (Essential Indicator)	GHG emissions intensity
15.	Section C – Principle 6 – 9 (Essential Indicator)	Details of waste management
16.	Section C – Principle 6 – 9 (Essential Indicator)	Waste recovered and disposed and intensity
17.	Section C – Principle 8 – 4 (Essential Indicator)	Percentage of input material (inputs to total inputs by value) sourced from suppliers
18.	Section C – Principle 8 – 5 (Essential Indicator)	Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost
19.	Section C – Principle 9 – 7 (Essential Indicator)	Information relating to data breaches:

Other than as described in the preceding paragraph, which sets out the scope of our engagement, we did not perform assurance procedures on the remaining information included in the sustainability reporting, and accordingly, we do not express a conclusion on this information. It was not part of our engagement to review product- or service-related information, references to external information sources, expert opinions and future-related statements in the Report.

Responsibility of the Company

The legal representatives of the Company are responsible for the preparation of the sustainability information in accordance with the Reporting Criteria. This responsibility includes in particular the selection and use of appropriate methods for sustainability reporting, the collection and compilation of information and the making of appropriate assumptions or, where appropriate, the making of appropriate estimates. Furthermore, the legal representatives are responsible for necessary internal controls to enable the preparation of a sustainability report that is free of material - intentional or unintentional - erroneous information.

Verification methodology and procedures performed

The verification engagement has been planned and performed in accordance with the verification methodology developed by the TÜV SÜD Group which is based upon the ISO 17029 and ISAE 3000.

The applied level of assurance was “Reasonable Assurance”, the level of assurance obtained in this assurance is higher than limited assurance. The procedures the verification team performs in a reasonable assurance engagement vary in nature and timing from, and are more in extent than for a limited assurance engagement.

The verification was based on a systematic and evidence-based assurance process as stated above. The selection of assurance procedures is subject to the auditor’s own judgment.

The procedures included amongst others:

- Inquiries of personnel who are responsible for the stakeholder engagement und materiality analysis to understand the reporting boundaries
- Evaluation of the design and implementation of the systems and processes for compiling, analysing, and aggregating sustainability information as well as for internal controls

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- Inquiries of company's representatives responsible for collecting, preparing and consolidating sustainability information and performing internal controls
- Analytical procedures and inspection of sustainability information as reported at group level by all locations.

Assessment of local data collection and management procedures and control mechanisms through a sample survey at Corporate office in Mumbai, including site for owned assets at Oberoi Garden City, Goregaon – Commerz I, Commerz II; Westin Hotel, Oberoi Mall, and under construction assets at Oberoi Garden City, Goregaon (Elysian & Commerz III), SkyCity, Borivali (Residential, Mall & Hotel), Forestville by Oberoi Realty, Thane.

Conclusion

On the basis of the assessment procedures carried out & evidence we have collected during 30.04.2024 to 10.05.2024, the identified sustainability indicators are prepared in all material respect in accordance with reporting criteria.

Limitations

The assurance process was subject to the following limitations:

- The subject matter information covered by the engagement are described in the “scope of the engagement”. Assurance of further information included in the sustainability reporting was not performed. Accordingly, TÜV SÜD do not express a conclusion on this information.
- The assurance scope excluded forward-looking statements, product- or service-related information, external information sources and expert opinions.

Use of this Statement

The Company must reproduce the TÜV SÜD statement and possible attachments in full and without omissions, changes, or additions.

This statement is by the scope of the engagement solely intended to inform the Company as to the results of the mandated assessment. TÜV SÜD has not considered the interest of any other party in the selected sustainability information, this assurance report or the conclusions TÜV SÜD has reached. Therefore, nothing in the engagement or this statement provides third parties with any rights or claims whatsoever.

Independence and competence of the verifier

TÜV SÜD South Asia Pvt Ltd. is an independent certification and testing organization and member of the international TÜV SÜD Group, with accreditations also in the areas of social responsibility and environmental protection. The assurance team was assembled based on the knowledge, experience and qualification of the auditors. TÜV SÜD South Asia Pvt Ltd hereby declares that there is no conflict of interest with the Company.

Place, Date

14th May 2024

Gurugram (Haryana)



(Prosenjit Mitra)

GM- Audit Services

(Business Line - Verification, Validation & Audit)



Shashank Chaudhary

Manager- Sustainability Services