

**REF.NO./GHCL/AHMD/2023-2024/363B****DATE: AUGUST 14, 2023**

To BSE Limited Phiroze Jeejeebhoy Towers Dalal Street Mumbai – 400 001 ----- <b>Script Code : 526367</b>	To National Stock Exchange of India Limited Exchange Plaza, Plot No. C/1, G Block Bandra-Kurla Complex Bandra (E) Mumbai - 400 051 ----- <b>Symbol: GANESHHOUC</b>
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**SUB: BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT FOR THE FINANCIAL  
YEAR 2022-2023**

Dear Sir/Madam,

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended, please find enclosed the Business Responsibility and Sustainability Report for the financial year 2022-23, which forms an integral part of the Annual Report for the financial year 2022-2023.

Kindly take the same on your records.

Thanking you,

Yours faithfully,

**For GANESH HOUSING CORPORATION LIMITED****JASMIN JANI  
COMPANY SECRETARY &  
COMPLIANCE OFFICER**

Encl: As above

**GANESH CORPORATE HOUSE**100 ft. Hebatpur-Thaltej Road,  
Nr. Sola Bridge, Off. S.G. Highway,  
Ahmedabad-380 054. Gujarat, India.  
CIN: L45200GJ1991PLC015817**P** +91 79 6160 8888**E** ganesh@ganeshhousing.com**W** www.ganeshhousing.com

## ANNEXURE – D

### BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING

#### SECTION A: GENERAL DISCLOSURES

##### A. Details of the listed entity

1. **Corporate Identity Number (CIN) of the Listed Entity:** L45200GJ1991PLC015817
2. **Name of the Listed Entity:** Ganesh Housing Corporation Limited
3. **Year of incorporation:** 13-06-1991
4. **Registered office address:** Ganesh Corporate House,100 Feet Hebatpur - Thaltej Road, Near Sola Bridge, off S.G. Highway Ahmedabad – 380054
5. **Corporate address:** Ganesh Corporate House,100 Feet Hebatpur - Thaltej Road, Near Sola Bridge, off S.G. Highway Ahmedabad- 380054
6. **E-mail:** [secretarial@ganeshhousing.com](mailto:secretarial@ganeshhousing.com)
7. **Telephone:** 07961608888
8. **Website:** [www.ganeshhousing.com](http://www.ganeshhousing.com)
9. **Financial year for which reporting is being done:** 2022-2023
10. **Name of the Stock Exchange(s) where shares are listed:** BSE Limited and National Stock Exchange of India Ltd
11. **Paid-up Capital:** ₹ 8338.71 Lakhs
12. **Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report:**  
 Name: Ms. Jasmin Jani  
 Designation: Company Secretary & Compliance Officer  
 Telephone: 079-61608888  
 Email ID: [secretarial@ganeshhousing.com](mailto:secretarial@ganeshhousing.com)
13. **Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together):** Standalone Basis

##### B. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Real Estate	Engaged in Construction of Residential and Commercial Projects.	100

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

S. No.	Product/Service	NIC Code	Percentage of total Turnover contributed
1.	Construction of Residential and Commercial Projects	4100	100

##### C. Operations

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

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

## 17. Markets served by the entity:

## a. Number of location

Locations	Number
National (No. of States)	1
International (No. of Countries)	0

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

Response: 0

## c. A brief on types of customers

Response: From time to time the company is launching various residential and commercial schemes. As far as residential schemes are concerned the company is catering to various segments like affordable housing for lower income groups, for middle income groups and high-income groups.

## D. Employees

## 18. Details as at the end of Financial Year:

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

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	106	97	91.51	9	8.49
2.	Other than Permanent (E)	3	1	33.33	2	66.67
<b>3.</b>	<b>Total employees (D + E)</b>	<b>109</b>	<b>98</b>	<b>89.91</b>	<b>11</b>	<b>10.09</b>
<b>WORKERS</b>						
4.	Permanent (F)	0	0	0	0	0
5.	Other than Permanent (G)	0	0	0	0	0
<b>6.</b>	<b>Total workers (F + G)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

## b. Differently abled Employees and workers:

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent (D)	0	0	0	0	0
2.	Other than Permanent (E)	0	0	0	0	0
<b>3.</b>	<b>Total differently abled employees (D + E)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)	0	0	0	0	0
5.	Other than permanent (G)	0	0	0	0	0
<b>6.</b>	<b>Total differently abled workers (F + G)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

## 19. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	7	2	28.57
Key Management Personnel	4	1	25

## 20. Turnover rate for permanent employees and workers

Particulars	FY-2022-2023 (Turnover rate in current FY)			FY-2021-2022 (Turnover rate in previous FY)			FY -2020-2021 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	14.28%	9.09%	23.37%	14.81%	40%	54.81%	8.84%	20%	28.84%
Permanent Workers	0	0	0	0	0	0	0	0	0

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

**21. (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.	Gatil Properties Private Limited	Subsidiary Company	78	No
2.	Madhukamal Infrastructure Private Limited	Wholly Owned Subsidiary Company	100	No
3.	Million Minds Techspace Private Limited	Wholly Owned Subsidiary Company	100	No

**F. CSR Details**

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

**(ii) Turnover (₹ In lakhs):** 25167.89

**(iii) Net worth (₹ In lakhs):** 96339.79

**G. Transparency and Disclosures Compliances**

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2022-2023			FY 2021-2022		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
<b>Communities</b>	Yes. For Communities, Investors (other than shareholders) and Value Chain Partners	0	0	Nil	0	0	Nil
<b>Investors (other than shareholders)</b>	can lodge grievance on <a href="mailto:ganesh@ganeshhousing.com">ganesh@ganeshhousing.com</a> .	0	0	Nil	0	0	Nil
<b>Shareholders</b>	<b>Shareholders</b> can file grievance on <a href="mailto:secretarial@ganeshhousing.com">secretarial@ganeshhousing.com</a> .	4	0	Nil	39	4	Nil
<b>Employees and workers</b>	<b>Employees</b> of the Company has a formal mechanism under its Whistle Blower Policy / Vigil Mechanism that allows employees to report any concerns or grievances.	0	0	Nil	0	0	Nil
<b>Customers</b>	Customers can lodge complaints on <a href="mailto:customer.care@ganeshhousing.com">customer.care@ganeshhousing.com</a> .	13	0	Nil	0	0	Nil
<b>Value Chain Partners</b>		0	0	Nil	0	0	Nil
<b>Other (please specify)</b>		0	0	Nil	0	0	Nil

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

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

S. No.	Material 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.	Customer	Opportunity	We take the opportunity of identifying the customers for different segments like affordable housing (lower income group), middle income group and higher income group based on their income.	It does not involve any business risk.	Positive
2.	Contractors	Risk	<ul style="list-style-type: none"> <li>• Business continuity risk</li> <li>• Stoppage of work caused by Contractors' leading to loss of revenue</li> </ul>	<ul style="list-style-type: none"> <li>• Skill-based training</li> <li>• Health and safety training programs</li> </ul>	Negative
3.	Health and Safety	Risk	Regulatory - Legal action for non compliance with mandatory statutory requirement	<ul style="list-style-type: none"> <li>• ISO 45001:2018 Occupational Health and Safety Management System</li> <li>• ISO 9001:2015 - Quality Management System</li> <li>• ISO 14001:2015 - Environmental Management System</li> </ul>	Negative

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</b>									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	<a href="https://ganeshhousing.com/corporate-governance">https://ganeshhousing.com/corporate-governance</a>								
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? (Yes/No)	N	N	N	N	N	N	N	N	N
4. Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<ul style="list-style-type: none"> <li>• ISO 14001:2015 for Environment Management System.</li> <li>• ISO 45001:2018 for Occupational Health and Safety Management System</li> <li>• ISO 9001:2015 for Quality Management System</li> </ul>								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	We are in the process of re-evaluating our existing sustainability standards and setting the goals and targets in line with the NGRBC/ GRI framework.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	We are in the process of re-evaluating our existing sustainability standards and setting the goals and targets in line with the NGRBC/ GRI framework.								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Governance, leadership and oversight</b>									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	As one of the leading real estate companies of Gujarat, Ganesh Housing Corporation Limited (GHCL) engages with key stakeholders, to reduce the environmental footprint of its real estate operations and promote safe and sustainable ecosystems. GHCL is determined to put enhanced focus for further strengthening out its ESG initiatives, as the Company becomes a future-ready enterprise that continues to realize operational excellence, while creating enduring environmental and social value.								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Shekhar G. Patel Managing Director & CEO DIN : 00005091								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes. <b>Risk Management Committee</b> Mr. Dipakkumar Govindbhai Patel – Chairman Mr. Shekhar Govindbhai Patel – Member Mr. Tarang Madhukar Desai – Member Mr. Ashish Harishkumar Modi – Member <b>Corporate Social Responsibility Committee</b> Mr. Dipakkumar Govindbhai Patel – Chairman Mr. Shekhar Govindbhai Patel – Member Mr. Tarang Madhukar Desai – Member								

**10. Details of Review of NGRBCs by the Company:**

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

<b>11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.</b>	P1	P2	P3	P4	P5	P6	P7	P8	P9
	No								

**12. If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated:**

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

**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 programs on any of the Principles during the financial year:**

Segment	Total number of training and awareness programs held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programs
<b>Board of Directors</b>	1	To enhance the independent directors' understanding of their roles, rights, responsibilities, and the company's business model, a comprehensive familiarization training program was thoughtfully organized. Furthermore, to provide the directors with a practical understanding of the company's core activities, site visits were arranged for ongoing projects. These visits offer an insight to witness the construction processes first-hand, observe project progress, and gain valuable knowledge about the precast technology utilized by the company.	57%
<b>Key Managerial Personnel</b>	11	<p>We have engaged a Corporate Trainer to conduct training sessions for our Key Managerial Personnel and employees on a variety of essential topics. The training covers areas such as Gratitude, Laws of Attraction, Anger Management, Leadership, Forgiveness, Interpersonal Skills, Time Management, Business Etiquettes, Body Language, Corporate Dressing, Team Discussion, and Stage Fear. These professional development sessions aim to enhance their skills and foster a positive and productive work environment.</p> <p>We have facilitated our Key Managerial Personnel and employees to participate in seminars, conferences, and workshops covering important subjects such as Company Law Compliances, SEBI Compliances, Accounting Standards, and IND AS. Moreover, we offer in-house facilities for attending webinars hosted by institutes and prominent organizations. These initiatives aim to keep our team well-informed and up-to-date with the latest developments in their respective fields.</p>	0.93%
<b>Employees other than BoD and KMPs</b>	72	<p>We have engaged a Corporate Trainer to conduct training sessions for our Key Managerial Personnel and employees on a variety of essential topics. The training covers areas such as Gratitude, Laws of Attraction, Anger Management, Leadership, Forgiveness, Interpersonal Skills, Time Management, Business Etiquettes, Body Language, Corporate Dressing, Team Discussion, and Stage Fear. These professional development sessions aim to enhance their skills and foster a positive and productive work environment.</p> <p>We have facilitated our Key Managerial Personnel and employees to participate in seminars, conferences, and workshops covering important subjects such as Company Law Compliances, SEBI Compliances, Accounting Standards, and IND AS. Moreover, we offer in-house facilities for attending webinars hosted by institutes and prominent organizations. These initiatives aim to keep our team well-informed and up-to-date with the latest developments in their respective fields.</p>	30.84%
<b>Workers</b>	There are no workers on roll of the company and hence this indicator is not applicable to the company.		

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

Monetary					
Particulars	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine	NIL	NIL	NIL	NIL	NIL
Settlement	NIL	NIL	NIL	NIL	NIL
Compounding fee	NIL	NIL	NIL	NIL	NIL

Non-Monetary					
Particulars	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine	NIL	NIL	NIL	NIL	NIL
Settlement	NIL	NIL	NIL	NIL	NIL
Compounding fee	NIL	NIL	NIL	NIL	NIL

The Company had no monetary and non-monetary 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 Financial Year 2022-2023 based on materiality thresholds.

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

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

**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.**

Yes. The Company is committed to act fairly, ethically, with integrity and transparency in all aspect of the business operations, which includes compliance with applicable laws, prohibiting improper payments or inducement of any kind or form. The company is committed to the prevention, deterrence and detection of bribery and the corrupt business practices which extends to implementing and enforcing effective system to counter money laundering, bribery and corruption. It applies to all individuals working at different level including directors, senior management, employees, officers, other associates, consultants, contractors, trainees, interns, apprentice or any other person associated with the company. The detailed policy is available on the company website at: <https://ganeshhousing.com/assets/main/pdf/corporate-governance/policies/Anti-Money-Laundering,Anti-Bribery-&Anti-Corruption-Policy.pdf>

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

There have been no cases involving disciplinary action taken by any law enforcement agency for charges of bribery/ corruption against directors/KMPs/employees/workers that have been brought to the Company's attention.

Particulars	FY 2022-23	FY 2021-22
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

Particulars	FY 2022-23		FY 2021-22	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	0	0	0
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	0	0	0



**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.**

There have been no cases or complaints received regarding the matters mentioned above.

**PRINCIPLE 2: BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE**

**ESSENTIAL INDICATORS**

**1: Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively**

	FY 2022-23		FY 2021-22		Details of improvements in environmental and social impacts
<b>R&amp;D</b>	Design	4%	Design	1%	The company has prepared designs from external design teams & incurred cost against R&D.
	Precast	52%	Precast	58%	
	Readymix Concrete	2%	Readymix Concrete	2%	Percentage cost of Solar, AAC Block, Star Rated AC, STP, RMC with Fly ash, Precast vs total construction cost incurred in current Financial Year.
	AAC Block	0.3%	AAC Block	1%	
	STP	0.2%			
	Solar Panels	0.1%			
	% in Total	59%	% in Total	61%	
<b>Capex</b>	0		0		

The company has opted for precast technology in our construction practices due to its alignment with sustainability pillars. Precast concrete is environmentally friendly, cost-effective, and promotes socially responsible practices. By utilizing precast construction, the company has significantly reduce air pollution, noise, and waste generation. The high-quality finish of precast concrete allows it to be left untreated, maximizing thermal mass benefits and contributing to green energy-management solutions.

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

The Company has adopted various methodologies for sustainable sourcing. Some of the mechanisms are as follow:

- The company has made a conscious commitment to sustainable sourcing, ensuring that its procurement practices align with environmental and ethical considerations. This approach reflects the company's dedication to minimizing its ecological footprint, supporting communities, and promoting responsible business practices throughout its supply chain
- In line with sustainable sourcing principles, the company prioritizes suppliers who share its values and adhere to environmentally friendly practices. It seeks out materials and resources that are responsibly sourced, aiming to reduce the negative impact on natural ecosystems and conserve valuable resources.
- Ethical labor practices are a cornerstone of the company's sustainable sourcing efforts. It actively collaborates with suppliers that prioritize fair treatment of workers, safe working conditions, and respect for human rights. Regular audits and assessments are conducted to ensure compliance with labor standards and promote the welfare of employees involved in the production process.

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

We prioritize sourcing and procuring over 80% of our direct and indirect materials from local vendors within a 100-kilometer radius. This strategic approach not only supports local businesses but also contributes to our larger sustainability objectives. By reducing transportation distances, we save fuel and minimize CO2 emissions, aligning with our commitment to achieving sustainability goals and promoting environmentally responsible practices.

**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 does not have any products to reclaim at the end of their life cycle, they have implemented a systems at project and operation sites to effectively manage waste generated during construction and operation processes. These waste management practices prioritize recycling, reuse, and appropriate disposal methods, aligning with regulatory requirements and sustainability guidelines.

**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.**

The Company is not subject to Extended Producer Responsibility (EPR) regulations due to its primary focus on construction and associated services, which do not involve the manufacturing of consumer products.

**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	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
<b>Permanent Employees</b>											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	1	0	0	0	0	1	0	0	0	0	0
<b>Total</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Other than Permanent Employees</b>											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

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

The Company does not have a direct workforce but instead engages workers through contracted services. Hence, this clause may not be applicable to the Company, as it does not have a conventional employer-employee relationship with the workers.

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

Benefits	FY 2022-23			FY 2021-22		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	44.03%	0	Y	42.37%	0	Y
Gratuity	100%	0	Y	100%	0	Y
ESI	11.00%	0	Y	13.55%	0	Y
Others	-	-	-	-	-	-

**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.**

We prioritize accessibility for individuals with disabilities by offering ramps at entry points for wheelchair access and ensuring convenient movement through the premises with the use of lifts.

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

Yes, the company have an Equal Opportunity Policy as per the Rights of Persons with Disabilities Act, 2016. This policy can be accessed through <https://ganeshhousing.com/assets/main/pdf/corporate-governance/policies/Equal-Employment-Opportunity-Policy.pdf>

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	0	0	0	0
Female	100%	100%	0	0
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>0</b>	<b>0</b>

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

Particulars	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	No
Other than Permanent Workers	No
Permanent Employees	Yes, the Company has a Vigil Mechanism and Whistle Blower Policy that provides a formal mechanism for all employees to report any concerns or grievances to <a href="mailto:vigil.ganeshhousing@gmail.com">vigil.ganeshhousing@gmail.com</a> . The policy aims to ensure that employees are able to report instances of unethical/ improper conduct, as well as any grievances for appropriate corrective actions. Through this policy, the Company provides the necessary safeguards to all employees for making disclosures in good faith, without any fear of retaliation.
Other than Permanent Employees	For receiving and redressal of grievances the aggrieved person can report to the concerned Departmental Head.

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

Category	FY 2022-23			FY 2021-22		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (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)	% (D / C)
<b>Total Permanent Employees</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Male	0	0	0	0	0	0
Female	0	0	0	0	0	0
<b>Total Permanent Workers</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Male	0	0	0	0	0	0
Female	0	0	0	0	0	0

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

Category	FY 2022-23					FY 2021-22				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
<b>Employees</b>										
Male	97	97	100%	97	100%	106	106	100%	106	100%
Female	9	9	100%	9	100%	10	10	100%	10	100%
<b>Total</b>	<b>106</b>	<b>106</b>	<b>100%</b>	<b>106</b>	<b>100%</b>	<b>116</b>	<b>116</b>	<b>100%</b>	<b>116</b>	<b>100%</b>
<b>Workers</b>										
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	97	89	91.75%	106	92	86.79%
Female	9	9	100.00%	10	10	100.00%
<b>Total</b>	<b>106</b>	<b>98</b>	<b>92.45%</b>	<b>116</b>	<b>102</b>	<b>87.93%</b>
<b>Workers</b>						
Male	0	0	0	0	0	0
Female	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

### 10: Health and safety management system:

**a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?**

The Company holds the ISO 45001:2018 certification, an internationally recognized and accepted Occupational Health and Safety (OHS) Management System Standard. This certification has been diligently implemented across all our facilities and projects. With ISO 45001:2018 in place, we demonstrate our unwavering commitment to maintaining a safe and secure work environment for our employees, contractors, and stakeholders. By adhering to this rigorous standard, we aim to continuously improve our health and safety practices, minimize workplace risks, and prioritize the well-being of all those involved in our operations.

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

As an integral component of our ISO 45001:2018 Occupational Health and Safety Management System, the Company has established a comprehensive procedure for assessing work-related hazards and risks. This involves conducting hazard identification risk assessment sessions, daily site inspections, audits, and other relevant methods for both routine and non-routine activities across all our facilities and projects.

The process of hazard and risk identification is conducted collaboratively, with the active involvement of safety experts and relevant stakeholders. Through this collective effort, we ensure a thorough and accurate assessment of potential risks to occupational health and safety.

The process owners hold the responsibility of overseeing this assessment and ensuring the identification and implementation of adequate controls to manage the identified OHS risks effectively. By taking proactive measures in hazard identification and risk mitigation, the company prioritize the safety and well-being of our workforce and those associated with our operations. This commitment aligns with our objective to maintain a safe work environment that meets the highest standards of occupational health and safety.

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

Yes, the Company has implemented systems and processes for workers to report work and health related hazards and remove themselves from such risks. At our organization, we are dedicated to upholding a safe and secure work environment, and to achieve this, we prioritize comprehensive safety induction training for all staff. This training encompasses the proper use of personal protective equipment (PPE) and job safety procedures. Additionally, we conduct regular safety meetings and mock drills, involving contractor supervisors as well. By empowering our staff with essential knowledge and skills, they can proactively identify potential hazards and swiftly take corrective actions to mitigate risks. We firmly believe that equipping our workforce with these essential tools and training fosters a safer work environment, ensuring the well-being of our employees while optimizing efficiency and productivity.

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

The Company deeply values the physical and mental well-being of its employees, recognizing its crucial role in achieving our success and growth aspirations. To foster a people-centric culture, the company prioritize employee well-being by offering comprehensive consulting and training programs focused on physical health, mental wellness, and overall well-being.

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

Safety Incident/Number	Category	FY 2022-23	FY 2021-22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

The occupational health and safety risks we face align with the nature of our operations. These risks include workplace ergonomic concerns related to computer usage, indoor air quality, workplace illumination, noise, and fire hazards typical to an office building. Additionally, general risks such as slips, trips, falls, and electrical shock are also identified and addressed.

To ensure comprehensive risk management, we conduct a thorough hazard identification and risk assessment process for each of these risks. This process enables us to implement effective mitigation measures and safeguards throughout our organization.

We prioritize the well-being of our employees by conducting regular site Occupational Health and Safety (OHS) inspections and audits. Moreover, we conduct frequent mock drills for fire and medical emergencies, ensuring preparedness and responsiveness in critical situations.

To foster a culture of safety, our employees undergo regular occupational health and safety training to increase awareness and sensitivity towards OHS aspects. This training plays a vital role in instilling a safety-oriented mindset among our workforce.

As part of our commitment to employee well-being, we have reimagined our well-being programs to encompass various aspects such as COVID-19 support, mental health, ergonomic health, physical health, and safety at home.

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

Particulars	FY 2022-23			FY 2021-22		
	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	0	0
Health & Safety	0	0	0	0	0	0

**14: Assessments for the year:**

Particulars	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health & Safety Practices	100%
Working Conditions	100%

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

The company's commitment to a robust OHS Management System demonstrates our dedication to maintaining safe work environments and fostering a culture of proactive risk management. By continually evaluating and enhancing our processes, we aim to create a secure and healthy workplace for everyone involved in our operations.

**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.**

We believe that engagement with stakeholders is key to understanding their needs, working with them to minimize risks, maintaining social legitimacy, improving credibility, and gaining their trust.

We identify our stakeholders as groups and individuals, who can influence or/ are impacted by our operations/ activities, change in technology, regulations, market and societal trends either directly or indirectly which comprise of communities, employees, supply chain partners, customers, investors, regulators, and civil society organizations for all its operations. We commit to engage openly and authentically with our stakeholders to enhance cooperation and mutual support for a sustainable relationship.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investors & Lenders	No	Email, Telephonic, Newspaper, Shareholders Meeting, Investors Calls, Stock Exchange Intimations and Website	Quarterly, Half yearly, Annually, As and when required	Various developments in the company are intimated from time to time. Queries / grievances of shareholders are resolved at the level of company and registrar and share transfer agent. Requisite assistance is given to the shareholders in order to procure shares and dividend from IEPF.  Lenders are kept abreast of the developments in the company by email / telephonic communication and as and when required one to one meeting.
Customers	No	Email, SMS, Brouchers, Advertisement, Newspaper, Digital Communication (Social Media) and Website	Need Based	The Company remains in touch with customers through email and telephonic communication. Marketing officials are active on social media by highlighting facilities / amenities offered in various projects.
Suppliers	No	One on one meeting, Telephonic Communication and Email	Need Based	The company engages with suppliers to fulfil diverse products / service's needs.
Employees	No	Email, Digital Communication (Social Media), SMS, Notice Board and Rewards and Recognition	Continuous	To ensure smooth day-to-day operations and promote awareness, we engage our employees actively.
Consultants	No	Email, SMS and Periodical Meetings	Need Based	Gives the necessary assistance for compliances of extant laws
Media	No	Email, Advertisement and Digital Communication (Social Media)	Continuous Quarterly, Half yearly, Annually	Enables abreast of various developments taking in the company from time to time.
Local Communities & NGOs	No	Email and Community Meetings	Need Based	Facilitates development of communities by providing various services
Regulators	No	Email and one-on-one meeting	Need Based	Compliance with multiple requirements by seeking approvals / sanctions

**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 2022-23			FY 2021-22		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	106	106	100	116	116	100
Other than permanent	0	0	0	0	0	0
<b>Total Employees</b>	<b>106</b>	<b>106</b>	<b>100</b>	<b>116</b>	<b>116</b>	<b>100</b>
<b>Workers</b>						
Permanent	0	0	0	0	0	0
Other than permanent	0	0	0	0	0	0
<b>Total Workers</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

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

Category	FY 2022-23					FY 2021-22				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
<b>Employees</b>										
Permanent	106	0	0	106	100%	116	0	0	116	100%
Male	97	0	0	97	100%	106	0	0	106	100%
Female	9	0	0	9	100%	10	0	0	10	100%
Other than Permanent	3	0	0	3	100%	1	0	0	1	100%
Male	1	0	0	1	100%	0	0	0	0	100%
Female	2	0	0	2	100%	1	0	0	1	100%
<b>Workers</b>										
Permanent	0	0	0	0	0	0	0	0	0	0
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
Other than Permanent	0	0	0	0	0	0	0	0	0	0
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0

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

Particulars	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)#	2	1,20,00,000	0	0
Key Managerial Personnel^	3	1,20,00,000	1	9,87,636
Employees other than BoD and KMP	94	5,67,984	8	3,47,211
Workers	0	0	0	0

# Board of Directors are the Chairman & Whole-time Director and Managing Director & CEO

^ Key Managerial Personnel are the Chairman & Whole-time Director, Managing Director & CEO, Chief Financial Officer & Company Secretary

**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 has established an internal committee and platform across all offices and sites to address human rights issues, including complaints related to sexual harassment and discrimination. Any employee found guilty of any form of harassment will be subject to severe disciplinary action by the company administration.

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

The Company has framed a mechanism that allows for reporting and remediation of all human rights related issues through its Human Right Policy. This allows all associates, full time consultants, part time consultants, temporary associates, interns, apprentices and other concerned persons / parties of entire supply chain of the company and contractual labourers deployed at our project sites and other material third-party contractors to report any human right-related concerns. Through this mechanism, the Company provides the necessary safeguards to all complainants for making disclosures in good faith. All violations are dealt with utmost seriousness and confidentiality. Substantiated violations lead to disciplinary actions depending upon severity of the violation and may include warning, penalties, legal action and even termination of employees and other concerned parties.

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

Particulars	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	0	0	0	0
Discrimination at workplace	0	0	0	0	0	0
Child Labour	0	0	0	0	0	0
Forced Labour/Involuntary Labour	0	0	0	0	0	0
Wages	0	0	0	0	0	0
Other human rights related issues	0	0	0	0	0	0

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

Yes. The Company's Human Right Policy read with Whistle Blower Policy allows all the stakeholders including employees, contractors, vendors and others to report any human rights related concerns or complaints without fear of retaliation. These policies provide necessary safeguards to all complainants for making disclosures in good faith, through specific guidelines to ensure the protection of the complainant. Further the identity of the complainant is kept confidential at all times, except during the course of any legal proceedings, where a disclosure/ statement is required to be filed to meet the specific requirement of Statutory Authorities. The Company, as a policy, strongly condemns any kind of discrimination, harassment or any other unfair employment practice being adopted against the complainant and full protection is granted to him/ her against any reprisal including but not limited to unfair employment practices such as threat or intimidation of termination/ suspension of services, disciplinary action including transfer, demotion, refusal of promotion and direct or indirect abuse of authority to obstruct the complainant's right to continue performance of his duties during day to day operations.

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

No

**9. Assessments for the year:**

Particulars	% 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%
Others – please specify	0%

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

No significant risk/concern raised.



**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, in the following format:**

Parameter	FY 2022-23	FY 2021-22
Total electricity consumption (A) (in Kilo Joules)	1,33,80,192	95,08,205
Total fuel consumption (B) (in Kilo Joules)	3,68,45,074	2,48,42,766
Energy consumption through other sources (C)	0	0
<b>Total energy consumption (A+B+C)</b>	<b>5,02,25,266</b>	<b>3,43,50,971</b>
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0.02	0.03
Energy intensity (optional) – the relevant metric may be selected by the entity	0	0

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

**2: Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.**

The Company does not have any sites/facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India.

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

Parameter	FY 2022-23	FY 2021-22
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	5,475	5,110
(ii) Groundwater	34,675	29,930
(iii) Third party water	6,570	8,760
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>46,720</b>	<b>43,800</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>46,720</b>	<b>43,800</b>
<b>Water intensity per rupee of turnover</b> (Water consumed / turnover)	0.00002	0.00004
<b>Water intensity</b> (optional) – the relevant metric may be selected by the entity	0	0

**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. Yearly assessment of outdoor air quality at our sites by an external agency viz. Standard Environment Management Systems.

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

Not Applicable

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

Parameter	Please specify unit	FY 2022-23	FY 2021-22
NOx	mg/M3	0.024	0.017
Sox	mg/M3	0.030	0.027
Particulate matter (PM) – PM2.5	mg/M3	0.045	0.047
Particulate matter (PM) - PM10	mg/M3	0.057	0.057
Persistent organic pollutants (POP)		0	0
Volatile organic compounds (VOC)		0	0
Hazardous air pollutants (HAP)		0	0
Others – please specify		0	0

**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. Yearly assessment of outdoor air quality at our sites by an external agency viz. Standard Environment Management Systems.

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

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	mg/M3	1982.63	0
Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	mg/M3	0	0
Total Scope 1 and Scope 2 emissions per rupee of turnover	mg/M3 per Rupee	0.000001	0
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	0	0	0

**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. Yearly assessment of outdoor air quality at our sites by an external agency viz. Standard Environment Management Systems.

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

As part of our commitment to reducing GHG emissions, we have undertaken various sustainability initiatives. We have installed solar panels at our project site to harness clean energy. Additionally, to promote water conservation, we have implemented percolation/ recharge wells to replenish subsurface groundwater. Also, in support of electric mobility, we have facilitated EV chargers at our project site. Furthermore, we have planted trees along the central verge of NH 8C (32km to 33km & 33.4km to 36.2km) and Hebatpur road, Ahmedabad, covering a total distance of 3.8 km and 2.5 km, respectively. These efforts align with our dedication to environmental responsibility and sustainable practices.

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

Parameter	FY 2022-23	FY 2021-22
Total Waste generated (in metric tonnes)		
Plastic waste (A)	0	0
E-waste (B)	0	0
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	22.61	35.53
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	0	0
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	0	0
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>22.61</b>	<b>35.53</b>

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

Category of waste		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
<b>Total</b>	<b>0</b>	<b>0</b>

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

Category of waste		
(i) Incineration	0	0
(ii) Landfilling	40,067	0
(iii) Other disposal operations*	22.61	35.53
<b>Total</b>	<b>40,089.61</b>	<b>35.53</b>

\*Construction and demolition waste includes recyclable waste like metals, paper, etc. It does not include construction debris. All batteries are covered under a buyback program with the vendors. Therefore, battery waste is not measured.

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

The Company has implemented robust waste management measures, encompassing waste identification, segregation, collection, recycling, and disposal. Our project sites, locations adhere to comprehensive waste management guidelines and procedures, centered on the 3R principles (Reduce, Reuse, Recycle). This strategic focus emphasizes our commitment to sustainable practices and responsible resource utilization.

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

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

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

The Company has not undertaken any environmental impact assessment of projects in Financial Year 2022-2023.

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

Yes. For Malabar County III Residential Project we have obtained No Objection Certificate No. SEIAA/GUJ/EC/8(a)/434/2021 on 19/04/2021 from State Level Environment Impact Assessment Authority, Gujarat pursuant to Environment Protection Act, 1986. Further, the aforesaid Authority has also accorded No Objection Certificate No. SEIAA/GUJ/EC/8(a)/1973/2021 dated 17/12/2021 for our Malabar Exotica Residential Project.

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Not Applicable				

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	GIHED – CREDAI	State
2	Indian Green Building Council	National

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

During the year, there were no such cases

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

## **PRINCIPLE 8: BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT**

### **ESSENTIAL INDICATORS**

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

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

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

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable

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

To ensure effective grievance redressal, we have established mechanisms that allow local communities to voice their concerns. They can raise their grievances through a dedicated email id or phone lines, in accordance with our Stakeholder Grievances Redressal Policy. Additionally, we facilitate easy accessibility by providing an alternative option to connect with our business development officers at our local site offices.

For any grievances related to our projects and operations, local communities can reach out to us through the following channels:

1. Dedicated Email: [ganesh@ganeshhousing.com](mailto:ganesh@ganeshhousing.com)
2. Phone Line: 079-61608888 (during office hours)
3. For Shareholders there is a dedicated email id viz; [secretarial@ganeshhousing.com](mailto:secretarial@ganeshhousing.com) to resolve their issues.

Furthermore, for grievances specifically related to local site activities, community members can directly contact the site incharge during office hours. We are committed to promptly addressing and resolving any concerns raised by the local communities as part of our commitment to responsible and transparent engagement with all stakeholders.

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

Particulars	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/ small producers	5%	4%
Sourced directly from within the district and neighboring districts	96%	72%

## **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.**

Our grievance mechanism is designed to offer a seamless and transparent redressal process to our customers. We prioritize customer satisfaction and value long-term relationships with our clients. For any complaints or feedback, customers can directly reach out to us at [customer.care@ganeshhousing.com](mailto:customer.care@ganeshhousing.com). We take pride in promptly and effectively addressing any concerns they may have, ensuring complete accountability throughout the process.

Furthermore, at the time of possession handover, we strictly adhere to RERA and ISO standard norms. We also implement a comprehensive possession inspection cum handover report system, ensuring a meticulous and systematic process during handover.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	0
Safe and responsible usage	0
Recycling and/or safe disposal	0

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

Particulars	FY 2022-23		Remarks	FY 2021-22		Remarks
	Received during the year	Pending resolution at the end of year		Received during the year	Pending resolution at the end of year	
Data privacy	0	0	0	0	0	0
Advertising	0	0	0	0	0	0
Cyber-security	0	0	0	0	0	0
Delivery of essential services	0	0	0	0	0	0
Restrictive Trade Practices	0	0	0	0	0	0
Unfair Trade Practices	0	0	0	0	0	0
Other	13	0	0	0	0	0

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

Particulars	Number	Reasons for recall
Voluntary recalls	0	NA
Forced recalls	0	NA

**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.**

Yes, the company uphold privacy through IT policies on software usage, password management, and information security. Additionally, we have implemented Sophos Security System for robust cyber security. The policy can be accessed through <https://ganeshhousing.com/assets/main/pdf/corporate-governance/policies/Cyber-Security-Policy.pdf>

**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.**

No cases/complaints received in above matters.