

Date: 6th September, 2024

The Manager
BSE Limited
Corporate Relationship Department,
1st Floor, New Trading Ring,
Rotunda Building
Phiroze Jeejeebhoy Towers,
Dalal Street, Mumbai 400 001

The Manager
National Stock Exchange of India Limited
Listing Department
Exchange Plaza
5th Floor, Plot no C/1, G Block
Bandra Kurla Complex
Bandra (E), Mumbai – 400 051

Scrip Code : 543990

Symbol : SIGNATURE

Subject: Business Responsibility and Sustainability Report of the Company for the FY 2023-24

Dear Sir/Madam,

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, we enclose herewith Company's Business Responsibility and Sustainability Report for the Financial Year 2023-24, which also forms part of the Annual Report 2023-24 of the Company in the format as specified by the Securities and Exchange Board of India.

Thanking You,

For SIGNATUREGLOBAL (INDIA) LIMITED

**(M R BOTHRA)
COMPANY SECRETARY**

Encl: A/a

Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1. **Corporate Identity Number (CIN) of the Listed Entity:** L70100DL2000PLC104787
2. **Name of the Listed Entity:** Signatureglobal (India) Limited ('SGIL' or 'the Company')
3. **Year of incorporation:** 2000
4. **Registered office address:** 13th Floor, Dr. Gopal Das Bhawan, 28 Barakhamba Road, Connaught Place, Delhi - 110001
5. **Corporate address:** Unit No.101, Ground Floor, Tower-A, Signature Tower South City-1, Gurugram, Harayna-122001
6. **E-mail:** cs@signatureglobal.in
7. **Telephone:** 0124-4398099
8. **Website:** <https://www.signatureglobal.in>
9. **Financial year for which reporting is being done:** 2023-24
10. **Name of the Stock Exchange(s) where shares are listed:** BSE Limited (BSE), National Stock Exchange of India Limited (NSE)
11. **Paid-up Capital:** Rs. 14,05,10,691
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: M.R. Bothra,
Telephone: 0124-4398099
Email id: bothramr@signatureglobal.in
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): The disclosures under this report are made on Consolidated Basis, i.e., for SGIL and its subsidiaries (together referred as 'Signatureglobal' or the 'Group').
14. **Name of Assurance Provider:** Since, SGIL is not falling in the list of top 150 listed companies based on market capitalisation as at 31 March 2024, therefore, it is not required to obtain assurance on BRSR, accordingly, this requirement would not be applicable.
15. **Type of Assurance obtained:** Not Applicable

II. Products/services

16. 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	Real Estate Activities with own or leased property	97%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Revenue from sale of real estate properties	681	97%

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

Location	Number of plants	Number of offices	Total
National	Not Applicable	31	31
International	Not Applicable	0	0

19. Markets served by the entity:
a. Number of locations

Locations	Number
National (No. of States)	2
International (No. of Countries)	0

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

Not Applicable.

c. A brief on types of customers

Signatureglobal is a leading real estate development group in India, with a strong presence across Delhi NCR region in various sectors including residential, commercial, and retail. The Group specializes in the development of affordable and mid-segment housing projects and caters to the needs of both businesses as well as individual customers.

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

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	1,105	994	89.95%	111	10.05%
2.	Other than Permanent (E)	0	0	0%	0	0%
3.	Total employees (D + E)	1,105	994	89.95%	111	10.05%
WORKERS*						
4.	Permanent (F)	0	0	0%	0	0%
5.	Other than Permanent (G)	0	0	0%	0	0%
6.	Total workers (F + G)	0	0	0%	0	0%

* The construction activities at our sites are outsourced. Hence, all the workers are employed by the contractors and vendors appointed by Signatureglobal. Approximately 9,625 workers at our construction sites were there as on 31 March 2024.

b. Differently abled Employees and workers:

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

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	1	12.5%
Key Management Personnel*	8	0	0%

* Includes four Whole Time Directors which are also included in the Board of Directors.

22. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2023-24 (Turnover rate in current FY)			FY 2022-23 (Turnover rate in previous FY)			FY 2021-22 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	23.13%	35%	24.27%	25.30%	47.67%	27.75%	23.80%	45.13%	26.56%
Permanent Workers*	Not Applicable								

* The construction activities at our sites are outsourced. Hence, all the workers are employed by the contractors and vendors appointed by Signatureglobal.

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

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

S.No.	Name of the holding/subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Fantabulous Town Developers Private Limited	Subsidiary	100	Yes
2	Forever Buildtech Private Limited	Subsidiary	100	Yes
3	Indeed Fincap Private Limited	Subsidiary	84.59	Yes
4	JMK Holdings Private Limited	Subsidiary	100	Yes
5	MAA Vaishno Net - Tech Private Limited	Subsidiary	100	Yes

S.No.	Name of the holding/subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
6	Rose Building Solutions Private Limited	Subsidiary	100	Yes
7	Signature Builders Private Limited	Subsidiary	100	Yes
8	Signatureglobal Business Park Private Limited	Subsidiary	100	Yes
9	Signatureglobal Developers Private Limited	Subsidiary	100	Yes
10	Signatureglobal Homes Private Limited	Subsidiary	100	Yes
11	Signature Infrabuild Private Limited	Subsidiary	100	Yes
12	Sternal Buildcon Private Limited	Subsidiary	100	Yes
13	Gurugram Commerc City Private Limited	Subsidiary	100	Yes

VI. CSR Details

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

CSR is not applicable to the Parent Company i.e., SGIL as at 31 March 2024, however, it is applicable on some of the subsidiaries of the Parent Company.

	Standalone	Consolidated
(ii) Turnover (in Rs.)	8,480.90 Millions	12,405.54 Millions
(iii) Net worth (in Rs.)	8,257.86 Millions	5,725.44 Millions

VII. 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 Current Financial Year			FY 2022-23 Previous Financial Year		
		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	Nil	Not Applicable	-	Nil	Not Applicable	-
Investors (other than shareholders)	Not Applicable	-	-	-	-	-	-
Shareholders	Yes	89	0	-	Nil	Not Applicable	-
Employees and Workers	Yes	Nil	Not Applicable	-	Nil	Not Applicable	-

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 Current Financial Year			FY 2022-23 Previous Financial Year		
		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
Customers	Yes	1174	0	-	Data Not Available**	Data Not Available**	
Value chain partners	Yes	Nil	Not Applicable	-	Nil	Not Applicable	-
Others (please specify)	-	-	-	-	-	-	-

* The Group has a Grievance Redressal Mechanism through various policies and procedures. For example, the Group has a well-defined Whistle-Blower Policy/ Vigil Mechanism (<https://www.signatureglobal.in/pdf/investors/Whistle-Blower-Policy.pdf>), Code of Ethics, Grievance Redressal Policy and Policy for Prevention of Sexual Harassment (POSH) (available on Company's Intranet) for all of its women employees to allow for the expression of concerns and grievances. Moreover, there is a dedicated Grievance Redress Committee, which is responsible for addressing the concerns and grievances of both internal as well as external stakeholders.

Further, the Group through its Secretarial Team takes care of the grievances of the members of the Company through a dedicated portal i.e., Online Dispute Resolution Mechanism for Members of the Group (<https://www.signatureglobal.in/pdf/ONLINE-RESOLUTION-OF-DISPUTES.pdf>) and a specific email id (investors@signatureglobal.in).

Furthermore, there is a dedicated section on the Group's website i.e., "Customer Support (https://www.signatureglobal.in/customer_support.php)", which provides the customers with multiple mechanisms to lodge their complaints or provide their feedback such as by means of email id, dedicated helpline number, SMS and whatsapp, downloading a digital application.

** Since, SGIL got listed in September 2023, therefore FY 2023-24 is the first year of reporting BRSR, hence, the data w.r.t. Previous Financial Year is not available.

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:

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	Risk/opportunity in case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Regulatory Compliance	Risk	Companies are evaluated according to how well they perform on all important governance concerns.	<ul style="list-style-type: none"> Regulatory compliances across businesses are monitored at frequent intervals to identify and address any non-compliances. 	Negative

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	Risk/opportunity in case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
			<p>The Company's inability to adapt to swiftly transforming regulatory mandates may culminate in detrimental consequences, thereby undermining the confidence of stakeholders. The emergence of environmental and societal regulations poses a risk of potential non-compliance. If these are not adequately addressed, it could lead to the imposition of fines and penalties, and negatively affect the Company's brand reputation.</p>	<ul style="list-style-type: none"> To raise awareness w.r.t. compliances, we conduct regular awareness sessions training for our employees and provide them with other necessary resources to raise awareness amongst them. There is a dedicated team, which make sure a thorough approach is being followed to risk assessment and appropriate mitigation measures are being taken. Before starting any development project, the management makes sure that the necessary regulatory permissions are available through a specific governance framework. 	
2	Climate change adaptation	Risk	<p>The effects of climate change are being seen in nearly every region and industry. It can lead to both physical risks as well as transitional risks such as natural calamities, escalating average temperatures, and rising sea levels etc. This could potentially lead to future implications, manifested in the form of expenses incurred to repair and replace assets damaged by any natural disasters, and the subsequent downtime of properties.</p>	<p>We at Signatureglobal are committed to using a variety of strategies to tackle climate change, which includes incorporating sustainable practices in our products and services. Further, we are an EDGE-certified Green Building Developer and also a member of the Indian Green Building Council (IGBC). We constantly incorporate sustainable best practices into the design and construction of our projects, wherein we have implemented environmentally friendly building concepts in many of our projects and aims</p>	Negative

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	Risk/opportunity in case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
				to increase green cover in our developments to minimize net carbon impact. Sustainable practices include common area lighting with solar panels, LED lights, steel/aluminium powder-coated UPVC doors and windows, and high-performance glass that ensures better cooling and energy savings. Further, we use environment-friendly and non-toxic materials to decrease CO2 emissions.	
3	GHG Management	Risk	Construction being an energy-intensive activity generates significant amount of direct as well as indirect GHG emissions, which might impose legal and environmental risks for the Group.	<ul style="list-style-type: none"> As mentioned above, Signatureglobal has implemented environmentally friendly building concepts in many of its projects and aims to increase green cover in its developments to minimize net carbon impact. 	Negative
4	Energy Management	Opportunity	Utilizing renewable energy sources can reduce operational costs and attract eco-conscious tenants creating a better image in the market. In order to keep ahead of climate-related legislation changes, take advantage of the lucrative green infrastructure industry, and preserve a competitive edge, Signatureglobal has made the development of energy-efficient buildings as a top priority.		Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	Risk/opportunity in case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
			As mentioned above, Signatureglobal is an EDGE-certified Green Building Developer and is also a member of the IGBC, wherein it incorporates sustainable best practices into the design and construction of its projects.		
5.	Biodiversity Conservation and Restoration	Risk and Opportunity	<p>Loss of biodiversity may result in regulatory challenges, harm to one's reputation, and higher operating expenses. Furthermore, there may be dangers to the long-term sustainability and value of real estate investments due to the reduction in ecological services and the possible disturbance of habitats.</p> <p>Further, one of our top priorities as a Group is to mitigate any dangers and dedicate our efforts to protecting the biodiversity in and around our activities. It will improve our influence on the environment and fosters goodwill among our stakeholders and the community.</p>	Before starting any construction activity, we give priority to environmental impact assessments, taking into account the effects on human health, culture, and the socioeconomic system.	Negative and Positive
6	Stakeholder collaboration and development	Risk	<p>Ineffective stakeholder engagement could lead to delays in project approvals, disruptions in project execution, and potential reputational damage. Furthermore, it could also result in loss of business opportunities and strained relationships with key stakeholders.</p>	Integration of a stakeholder relationship committee which focuses on considering and looking into various aspects of interest of shareholders including resolving complaints and grievance.	Negative

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	Risk/opportunity in case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
7	Health and Safety	Risk	<p>Considering the nature of our operations, health and safety are considered as potential risk for our business.</p> <p>One of our Group's key values is putting the health and safety of our employees first. Ensuring a safe work environment not only boosts employee satisfaction but also helps them reach their full potential. Numerous mishaps involving safety might result from inefficient management of health and safety procedures. Therefore, we at Signatureglobal places the highest priority on ensuring the safety of our employees, contractors and local communities surrounding our project sites.</p>	<ul style="list-style-type: none"> All our project sites are certified Occupational Health and Safety Management Systems as per ISO 45001. Regular training sessions are being conducted on various Occupational Health and Safety aspects to sensitize our employees and contractors and instil a culture of safety. Safety Performance Review Meetings are being held at frequent intervals. Daily as well as random site inspections along with the site audits are being conducted. 	Negative
8	Waste Management	Risk and Opportunity	<p>Generation of construction and operational waste, and the potential non-compliance with waste management regulations could lead to environmental harm, regulatory penalties, and reputational damage.</p> <p>Waste reduction together with enhanced circular economy and performance having added environmental benefits as opportunity.</p>	<ul style="list-style-type: none"> Implementation of Solid waste management at sites Proper measures in place for waste handling, storage, transportation, and disposal during the Construction as well as Operation Phase of the Project. 	Negative and Positive
9	Water Management	Risk and Opportunity	<p>Water is one of the essential resources required during construction, operation and maintenance. With the rapid increase in population and other irregularities due to climate change, water is becoming a scarce resource. Therefore, it is important for the organisations to focus on water efficiency and conservation.</p>	<ul style="list-style-type: none"> All our projects are designed considering the concept of Zero Liquid Discharge, wherein Sewage Treatment Plants (STP) with dual plumbing system are installed. These systems are designed to ensure that all wastewater is treated and recycled and used 	Negative and Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	Risk/opportunity in case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
				for various needs such as toilet flushing, gardening, and landscape irrigation etc. Further, apart from these other measures includes installation of low flow fixtures, rainwater harvesting etc.	
10	Customer Satisfaction	Opportunity	Since customer happiness serves as a reliable indicator of brand value and business performance, it is a crucial part of our business approach. It gives us important information about what customers anticipate from us and gives us the chance to guarantee excellent customer satisfaction. In order to maintain a high degree of customer service quality, it helps us to understand more about the needs of our customers and the caliber of the products and services that are being offered.		Positive
11	Data Protection and Security	Risk	The increasing reliance on digital platforms and technologies for operations, transactions, and customer interactions necessitates robust data protection measures. There is a risk of unauthorized access, data breaches, or cyber-attacks, which could lead to the loss, theft, or misuse of sensitive data, including proprietary information and personal data of clients. Such incidents could result in regulatory penalties, reputational damage, and loss of client trust.	Respecting the rights to personal data privacy is a top priority for the us. To ensure a standardised and high degree of protection for Personal Data processes by the Group, the Group has embraced global protection standards. Further, we are ISO 27001 compliant.	Negative

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	Risk/opportunity in case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
12	Business Ethics and Governance	Risk	Compliance with ethical business practices and robust governance is paramount for the sustainable value generation of our enterprise. Non-compliance with regulatory norms and engagement in unethical behaviour could result in financial penalties and a deterioration of trust among stakeholders.	<ul style="list-style-type: none"> Implementation of a comprehensive Code of Conduct and Business Ethics, along with stringent anti-bribery and corruption policies and procedures. This includes providing our employees with extensive training on ethical business practices. Further, the Company takes annual declaration from its Board of Directors and Senior Management of the Company with respect to compliance of the aforesaid Code. 	Negative
13	Business Continuity Planning	Opportunity	The implementation of robust business continuity and planning strategies is imperative to guarantee the seamless operation of our enterprise and the safeguarding of our investments and assets. These strategic plans are indispensable when navigating a variety of disruptions, including natural calamities, economic recessions, and other unpredictable occurrences		Positive
14	Workforce Development/ Employee Welfare	Risk	There is a potential risk associated with the inability to attract or retain the appropriate talent. This risk is further exacerbated by the increasing number of career options available in the market, which could lead to higher attrition rates. Such a scenario could adversely impact the operational efficiency and overall performance of the real estate business option.	Maintaining and identifying vital talent is a top priority in order to keep up with competitiveness and growth. A cohesive work environment is fostered by team building exercises. We appropriately recognize and award our staff. With policies such as Grievance Redressal Policy and POSH, we uphold a secure and welcoming work environment for our employees.	Negative

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	Risk/opportunity in case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
15.	Human Rights	Risk	<p>Considering the nature of the Real Estate Industry, which is a labour-intensive industry, it has always been the focus of human rights organisations for their labour management practices.</p> <p>Human rights advocacy and protection are essential to our Group's success. It is our responsibility as ethical corporate citizens to uphold the human rights of all of our stakeholders including our employees and contractors. Human rights breaches will damage our reputation, have a negative financial impact, and erode stakeholder trust.</p>	<ul style="list-style-type: none"> • There is an established grievance redressal mechanism, which takes care of complaints. • Regular trainings are being conducted for all our employees to raise awareness of human rights issues. • With policies such as Grievance Redressal Policy and POSH, we uphold a secure and welcoming work environment for our employees. 	Negative
16.	Supply Chain Management	Risk	<p>Events related to the climate that take place where our main suppliers are located have the potential to seriously disrupt the supply of vital resources. Such hiccups can impair building projects, cause schedule delays, raise expenses, and have a detrimental effect on our Group's operations.</p>	<ul style="list-style-type: none"> • Conducting thorough ESG screenings will help in creating contingencies and mitigating risks in our supply chain sustainability. • Mitigate supply chain disruptions by implementing backup suppliers to reduce risks 	Negative
17	Local Community Development	Risk and Opportunity	<p>Though construction activities contribute to economic and social development. However, they might also put the environment and nearby local communities at risk. Activities such as clearing, grading, and using dangerous chemicals are a few examples of activities that can harm the neighbouring local communities. Environmental concerns and community opposition may cause project delays or project cancellations in certain circumstances. This may have a detrimental effect on the Group's earnings and expansion prospects.</p>	<p>Our Company uses Corporate Social Responsibility (CSR) programs to actively interact with the community. We make investments in initiatives and programs that help communities with their social, environmental, and financial needs. By working together with the community, we hope to have a positive, long-lasting effect that raises everyone's standard of living.</p>	Negative and Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	Risk/opportunity in case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
			<p>Interacting with the local community and offering opportunities for empowerment fosters a positive image of our company. It establishes a relationship of mutual trust, which bolsters our social standing. This, in turn, boosts our brand's reputation and facilitates the creation of long-term value.</p>		
18	Green Technologies and Sustainable Building	Opportunity	<ul style="list-style-type: none"> As part of our development activities, we are focused on sustainable development and inculcate green concepts and techniques into the design and construction of our projects, wherein we have implemented various environmentally friendly building concepts in many of our projects and aims to increase green cover in our developments to minimize net carbon impact. Further, Signatureglobal is an EDGE-certified Green Building Developer and is also a member of the Indian Green Building Council (IGBC). 		Positive

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
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	Wherever necessary, the policies were placed before the Board or the Management and requisite approvals were secured.								
	Policies as prescribed under Companies Act, 2013 and SEBI (Listing Obligations and Disclosure Requirements), Regulations 2015 are uploaded on the website of the Company which can be accessed at below mentioned link: https://www.signatureglobal.in/investor.php Other policies are uploaded on the Company's Intranet, which are not publicly available.								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Our Supplier Code of Conduct, applicable to our upstream value chain partners, incorporates key requirements w.r.t. human rights, Environment, Health and Safety, Working Conditions, Ethical Business Practices etc. Furthermore, every value chain partner is apprised of our policies and procedures applicable to them which are either uploaded on the website of the Company for easy access or incorporated in the respective agreements entered into with them.								
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.		ISO 14001:2015 IGBC	ISO 45001:2018			ISO 14001:2015 IGBC			ISO 9001:2015 ISO 14001:2015 ISO/IEC 27001:2022
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	While the Group's culture and business operations already incorporate some of the elements of environmental, social, and governance (ESG) as highlighted in point no. 7 below, the Group has recently placed more of an emphasis on developing strategies related to sustainability across the board. The Group is working on prioritising these initiatives in phased manner. Henceforth, in consultation with the relevant stakeholders, the organisation is crafting the overall roadmap of E, S and G for the years to come. The emphasis of the management besides other areas is more on decarbonisation strategy, water management, waste management and supply chain management. Specific long term and short-term goals around these initiatives will be set and monitored in near future with the defined timelines.								
6. Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met.	As mentioned in point no. 5 above, since the Group is in process of structuring specific commitments, goals and targets in a better way with defined timelines; therefore, currently specific performance against each of them cannot precisely be determined in the current financial year.								

Governance, leadership, and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements (listed entity has flexibility regarding the placement of this disclosure)

Signatureglobal, a pioneer in the realm of Green Projects, is steadfastly committed to enhancing its performance concerning environmental and social impacts, all the while maintaining a strong focus on Corporate Governance.

Our commitment to sustainability is evident in our design and construction processes, where we incorporate best practices and environmentally friendly building concepts. Our endeavours aim to increase green cover developments and minimize net carbon impact. We have implemented sustainable practices such as common area lighting with solar panels, LED lights, etc. Most of our projects are either EDGE or IGBC certified and our efforts have been recognized at the 8th IGBC Green Championship Awards. As a responsible member of the IGBC, we are dedicated to sustainability and employ environment-friendly, non-toxic materials to mitigate CO2 emissions. We also possess industry leading certifications including ISO 9001:2015 for quality management systems for development and construction of buildings, ISO 14001:2015 for environmental management systems for development and construction of buildings and ISO 45001:2018 for occupational health and safety for development and construction of buildings

As part of our CSR initiatives, we have been associated with non-profit and non-governmental organisations. Our CSR activities have been geared towards purposes like social empowerment and livelihood, promotion of education, childhood development of marginalized children and welfare of animals. We have also set up a foundation trust, the SignatureGlobal Foundation Trust, which is geared towards eradicating hunger, poverty and malnutrition.

Furthermore, we are committed to following the best governance practices relevant to our industry and aim to achieve high levels of transparency, accountability and ethical behaviour in all aspects of our operations. We have also implemented a robust mechanism for managing compliances and ensure that all the applicable rules and regulations are followed.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).
 Mr. Ravi Aggarwal
 Business Managing Director
 DIN: 00203856
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.
 No. Currently, the Group does not have a specified Committee of the Board/Directors responsible for decision making on sustainability related issues. However, respective areas of the ESG and Sustainability are overseen currently by the directors, Key Managerial Personnel and other designated personnel from different departments.

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)									
	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	
	1	2	3	4	5	6	7	8	9	1	2	3	4	5	6	7	8	9	
Performance against Above policies and follow up action	Yes,	by	Board	of	Directors,	Key	Managerial	Personnels	and	other	designated	personnel	from	different	departments	depending	upon	the	At least on annual basis and as and when required.
Compliance with statutory requirements of relevance to the principles and, rectification of any non-compliances	respective responsibilities.																		

	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
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.	Currently, the Group is conducting the assessment/evaluation of the working of its policies internally. However, in due course, the Group might also get these reviewed in terms of efficient working of these by an external agency.								

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)	Not Applicable								
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)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as “Essential” and “Leadership”. While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally, and ethically responsible.

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	11	<ul style="list-style-type: none"> Familiarisation Programme are being organised on regular basis on various topics about the business segments, operations of the Company , regulatory requirements and other matters Risk Management and Business Development 	100%
Key Managerial Personnel	3	<ul style="list-style-type: none"> Regulatory Updates SEBI (Prohibition of Insider Trading) Regulations, 2015 and Determination of Material events under Regulation 30 of SEBI LODR 	100%
Employees other than BoD and KMPs	161	<ul style="list-style-type: none"> Code of Conduct Air Quality Monitoring Basic Selling Skill Certified Internal Auditors -ISO Channel Partner Corporate Training 	100%

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
		<ul style="list-style-type: none"> • Customer Centricity • Environment Management. • Fire & Safety • First Aid • Health & Safety • HR Induction / orientation • Mastering Negotiation and Influence • New Incentive Policy • SEBI (Prohibition of Insider Trading) Regulations, 2015 • POSH Awareness Session • Raise your bar • Regulatory Updates • Soft Skills development • Stress Management • Technical Enhancement Training (Construction) 	
Workers	Not Applicable	-	-

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by Directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In Rs.)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	No fines/ penalties/ punishment/ award/ compounding fee/ settlement amount were paid in proceedings (by the entity or by Directors/KMPs) with regulatory/ law enforcement agencies/ judicial institutions during the current financial year.				
Settlement					
Compounding Fee					

Non-Monetary				
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	-	-	-	-
Punishment	-	-	-	-

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
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.

Yes, Signatureglobal has an Anti-Corruption and Bribery Policy, which is available on the Group's Intranet. We at Signatureglobal are committed to conduct our business with the greatest levels of morality, integrity and ethical standards, and does not tolerate bribery or corruption in any form. Further, all the directors and employees are required to undergo trainings on the said topic at frequent intervals. Moreover, the Group's Whistle Blower mechanism also allows its employees, directors and third parties to report any unethical business practices, including complaints related to bribery and corruption, to the Whistle Blower Committee or to the Chairman of Audit Committee, for undertaking suitable corrective actions.

The Policy is applicable to all the individuals associated with the Company including employees, directors, contractors, temporary staff. .

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directors	-	-
KMPs	-	-
Employees	-	-
Workers	Not Applicable	

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

	FY 2023-24 (Current Financial Year)		FY 2022-23 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	-	-	-	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	-	-	-	-

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, as there were no cases of corruption and conflicts of interest which were reporting during the year.

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Number of days of accounts payables	239.10	466.18

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:

Parameter	Metrics	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	-	-
	b. Number of trading houses where purchases are made from	-	-
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	-	-
Concentration of Sales	a. Sales to dealers /distributors as % of total sales	0.23%	0.04%
	b. Number of dealers / distributors to whom sales are made	2	2
	c. Sales to top 10 dealers/ distributors as % of total sales to dealers / distributors	100%	100%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0.05%	0.00%
	b. Sales (Sales to related parties / Total Sales)	2.31%	2%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	23.52%	29.21%
	d. Investments (Investments in related parties / Total Investments made)	1.97%	1.24%

Leadership Indicators

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

Total number of awareness programmes held		Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes*
Broad Category	Sub-Categories		
25	1022	Health, Safety and Security	100%
1	188	Fire Safety – Mock Drill	
2	270	Work at height	
1	214	Electrical Safety	
1	47	Crisis Management	
5	42	Environment Management	
1	36	Hazard Identification and Risk Assessment (HIRA)	
19	537	Other Skill Development Trainings	
1	48	Permit to Work	
24	239	Material Handling and Resource Utilisation	
34	-	<ul style="list-style-type: none"> Channel Partner Corporate Training Customer Centricity 	100%

* It comprises of trainings given to workers employed by the contractors/vendors and customers.

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

Yes, the Group has processes in place to avoid/manage conflict of interests involving members of the Board of Directors and Senior Management. The Group has a detailed 'Code of Conduct and Business Ethics' for its Board of Directors and Senior Management, which includes detailed guidelines and mechanism for avoiding the conflict of interest and for disclosing any such situations that may trigger a potential conflict. Further, an annual declaration is also received from the Board of Directors and Senior Management with respect to the adherence of the same.

The Policy is available on the Group's website: <https://www.signatureglobal.in/pdf/investors/Code-of-conduct.pdf>

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

Essential Indicators

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)	Details of improvements in environmental and social impacts
R&D	-	-	-
Capex*	-	-	-

* For the FY 2023-24 and 2022-23 respectively, an amount of Rs. 48,34,000 and Rs.2,17,19,090 was incurred on renewable energy resources, however, since, these were part of the project cost, therefore, were not capitalised by the Group in its books of account.

2. a. Does the entity have procedures in place for sustainable sourcing?
- Yes, Signatureglobal ensures that sustainability is incorporated into its supply chain through its Supplier Code of Conduct and other contractual agreements entered into with them. Further, some of the key ESG norms are also validated during the on-ground visits or survey. .
- b. If yes, what percentage of inputs were sourced sustainably?
- As mentioned above, while the Group focuses on Sustainable Sourcing, however, due to the first year of reporting, the Group is in the process of setting up the definitive systems to calculate the meaningful percentage.
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.
- Considering the nature of the business, the Group is engaged in i.e., real estate development, wherein the lifecycle of such developments is usually long-term, Signatureglobal is not involved in reuse or recycling of the developed products. However, the Group has implemented robust processes to manage waste generated during the operation and maintenance of buildings within its projects. These processes ensure that waste is appropriately recycled, reused, or treated in accordance with relevant regulatory requirements.
- Furthermore, non-performing assets that are no longer usable due to hardware issues are meticulously identified. With the assistance of the internal teams, these assets are dispatched to government-authorized e-waste dismantling and recycling units for safe disposal. The disposal of assets adheres strictly to the E-Waste (Management) Rules, 2016. Upon disposal, we obtain a certificate of receipt from the e-waste handler.
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.
- EPR is not applicable to the Group's activities.

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?

NIC Code	Name of Product /Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
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Not Applicable, as the Group has not yet conducted any Life Cycle Assessment for any its products or services. However, the Group is planning to carry out such assessments in the coming years.

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.

Name of Product /	Description of the risk / concern	Action Taken
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Not applicable, as currently, the Group is not conducting any Life Cycle Assessment for any of its products or services.

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).

Indicate input material	Recycled or re-used input material to total material	
	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Aluminium Form Work	58.21%	45.27%
Steel Scrap	0.5%	0.5%
Use of Concrete Waste	0.5%	0.5%

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:

	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed

Plastics (including packaging)	Since, the Group is engaged in the business of real estate development, therefore, reclamation of products and packaging material at end of life of products is not applicable.
E-waste	
Hazardous waste	
Other waste	

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
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Since, the Group is engaged in the business of real estate development, therefore, reclamation of products and packaging material at end of life of products is not applicable.

PRINCIPLE 3 Businesses should respect and promote the well-being of all employees, including those in their value chains
Essential Indicators

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

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)	
Permanent employees											
Male	994	994	100%	994	100%	NA	NA	-	-	-	-
Female	111	111	100%	111	100%	111	100%	-	-	-	-
Total	1,105	1,105	100%	1,105	100%	111	100%*	-	-	-	-
Other than Permanent employees											
Male											
Female	Not Applicable										
Total											

* Employees covered under maternity benefits is disclosed as % of only female Employees and not total Employees.

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

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)	
Permanent workers											
Male											
Female	Not Applicable										
Total											
Other than Permanent workers											
Male											
Female	Not Applicable										
Total											

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Cost incurred on well- being measures as a % of total revenue of the Company	0.09%	0.06%

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

Benefits	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	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	100%	Not Applicable	Yes	100%	Not Applicable	Yes
Gratuity*	100%	Not Applicable	Yes	100%	Not Applicable	Yes
ESI**	1%	Not Applicable	Yes	3.5%	Not Applicable	Yes
Others – please specify	-	-	-	-	-	-

*Employees who have successfully completed 5 years of tenure are entitled for Gratuity benefits.

**Applicable to employees as per the threshold limit prescribed under the Employees State Insurance Act, 1948.

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.

The premises / offices of Signatureglobal are largely accessible to differently abled employees and contractors, barring some of the locations, where it is practically not possible. However, the Group is attempting to make improvements to the current system.

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, Signatureglobal has an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016, which is available on Company's Intranet and accessible to all employees.

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	Not Applicable	Not Applicable		
Female	100%	100%		Not Applicable
Total	100%	100%		

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.

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Not Applicable
Other than Permanent Workers	
Permanent Employees	<p>Yes, Signatureglobal is dedicated to offering a secure and encouraging workplace to its employees, wherein it has formulated below mentioned policies that allows the employees to report any type of suspected or actual misconduct within the organization:</p> <ul style="list-style-type: none"> • Whistle Blower Policy/Vigil Mechanism • POSH • Grievance Redressal Policy <p>Further, there is a dedicated Grievance Redress Committee, which is responsible for addressing the concerns and grievances of both internal (employees) as well as external stakeholders (including contractors).</p> <p>Additionally, employees can also raise their grievances to their respective HODs or Chief Human Resources Officer (CHRO) respectively.</p>
Other than Permanent Employees	Not Applicable

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

Category	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	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)
Total Permanent Employees	1,105	0	0%	963	0	0%
Male	994	0	0%	874	0	0%
Female	111	0	0%	89	0	0%
Total Permanent Workers	Not Applicable					
Male						
Female						

8. Details of training given to employees and workers:

Category	FY 2023-24 Current Financial Year					FY 2022-23 Previous Financial Year				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	994	295	29.68%	380	38.23%	874	351	40.16%	0	0%
Female	111	0	0%	68	61.26%	89	0	0%	0	0%
Total	1,105	295	26.70%	448	40.54%	963	351	36.45%	0	0%
Workers										
Male										
Female	Not Applicable									
Total										

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

Category	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	994	804	80.89%	874	655	74.94%
Female	111	89	80.18%	89	72	80.90%
Total	1,105	893	80.81%	963	727	75.49%
Workers						
Male	Not Applicable					
Female						
Total						

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?

Yes, Signatureglobal is ISO 45001:2018 Occupational Health and Safety (OHS) Management System certified, covering all its projects sites and 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?

The following processes are used by the Group to identify work-related hazards and assess risks on a routine and non-routine basis, which helps it proactively to identify and mitigate risks, thereby reducing the likelihood of work-related injuries:

- **HIRA:** The Group has established a process known as Hazard Identification Risk Assessment (HIRA). This process is designed to define and describe hazards by characterizing their probability, frequency, and severity. It also evaluates the potential adverse consequences, including potential losses and injuries. As part of our corporate safety strategy, we conduct a risk assessment that provides the factual basis for activities aimed at reducing losses from identified hazards at the workplace. During the Hazard Assessment, all activities, both routine and non-routine, in each section are selected. We then conduct the Hazard Assessment to identify significant risks. For all significant risks identified, we define control measures to mitigate these risks.
- **Daily Site Inspection:** The site team carries out daily inspections to ensure safety protocols are being followed and to identify any potential hazards that could lead to injuries.

- **Random Site Inspection:** Cluster safety heads perform random inspections. This unpredictability ensures all teams maintain high safety standards at all times, as an inspection can occur at any moment.
 - **Site Audit:** An audit team conducts comprehensive site audits. These audits involve a thorough examination of the workplace to assess the effectiveness of health and safety management systems, identify areas for improvement, and ensure compliance with safety regulations.
- c. **Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)**
 Yes, we have defined processes in place for contractors to report the work-related hazards and to remove themselves from such risks.
- d. **Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)**
 Yes, the employees/contractors of the Group have access to non-occupational medical and healthcare services.

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

Safety Incident/Number	Category*	FY 2023-24	FY 2022-23
		Current Financial Year	Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	-
	Workers	-	-
Total recordable work-related injuries	Employees	-	-
	Workers	-	-
No. of fatalities	Employees	-	-
	Workers	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-

* Including the contract workforce

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

The Group prioritises the health and safety of its employees and considers them as its most valued asset. All the project sites of the Group are certified Occupational Health and Safety Management Systems as per ISO 45001. In addition to the inputs provided under essential indicator no. 10 above, several other measures taken by the Group to ensure a safe and healthy workplace are as follows:

- Regular training sessions are being conducted on various Occupational Health and Safety aspects to sensitize our employees and contractors and instil a culture of safety.
- Periodic mock drills are conducted to ensure safety measures at our project sites.
- Safety Performance Review Meetings are also held at frequent intervals.
- Events like National Safety Week are celebrated.
- Free medical camps are organised for our employees and contractors at frequent intervals.

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

	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	-	NA	-	-	NA	-
Health & Safety	-	NA	-	-	NA	-

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100% of the project sites and the Head Office were assessed by the Group internally.
Working Conditions	Further, some of the project sites were also assessed by third parties.

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.

No major safety-related incidents happened, and no significant risks /concerns had arisen from assessments of Health & Safety practices and working conditions.

However, the Group prioritizes workplace safety as one of its top concerns. It has always prioritized creating a culture of safety while emphasizing individual accountability. Work permits, training, safety inspections/audits, operational controls, monitoring, audits and evaluations, and other systems have been implemented. Any gaps, learnings, deviations, or results are noted, and controls are applied and tracked for effective closure.

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).

Yes, the Group extends Group term life insurance in the event of death of an employee.

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

Our contractors are required to submit valid PF and ESIC registration certificates and workmen compensation policy at the beginning of the respective contract with them. Further, the copies of attendance sheets, wage registers and challans are also received as a proof of payment of statutory dues on a regular basis.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable Employment	
	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
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)

No, the Group currently does not have a formalized policy in place for transition assistance program to facilitate continued employability and the management of career endings resulting from retirement or termination of employment. However, in some cases, considering the criticality of role, business needs and continuity of the employment, such assistance is being extended to some of the highly qualified senior employees of the Group.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices Working Conditions	The general terms and conditions of our Supplier's Code of Conduct as well as contracts require the group's Value Chain Partners to follow appropriate occupational health and safety measures and to maintain safe working conditions. Further, our Environment & Social (E&S) Policy also applies to all our contractors working at our project sites. .

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, as no such assessments were conducted during the FY 2023-24.

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.

Stakeholders are essential for the Group's progress as a whole. Key Stakeholders are identified on the basis of the material influence they have on the Group or on how they are materially influenced by the Group's corporate decisions and the consequences of those decisions. The key stakeholders of the Group include its Investors and Shareholders, Employees, Suppliers and Service Providers, Customers, Government and Regulatory Authorities, Communities etc.

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

Stakeholder Group	Whether identified as Vulnerable & 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
Employees	No	<ul style="list-style-type: none"> Email, Presentations, Notice Board Trainings and workshops One to one meetings 	Frequently	<ul style="list-style-type: none"> Company policies Organisational structure Important developments Getting employee feedback and resolving their issues
Investors and Shareholders	No	<ul style="list-style-type: none"> Annual General Meetings Regular interaction with investors/ shareholders through Conferences and meetings Periodic disclosures including Quarterly presentations Press releases and newsletters Corporate Announcements uploaded on Stock Exchanges Websites and Company's Website Quarterly Analyst Calls Annual report 	Quarterly and as and when required	To inform about the Group's current performance, latest developments and future plans

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
Suppliers, Service Providers and Contractors	No	<ul style="list-style-type: none"> Email, Telephonic conversations, Personal interactions. 	As and when required	<ul style="list-style-type: none"> Supply of material To address the grievances of suppliers Issuing of contract amendments (if any);
Customers	No	<ul style="list-style-type: none"> Email, Telephonic conversations, Personal interactions, Feedbacks/Surveys 	As and when required	<ul style="list-style-type: none"> Product launch awareness Customer service delivery Customer query and complaint resolution Adequate information on products Customer satisfaction and Feedback Presales (KYC, Documentation) Collection, Handover event
Government and Regulatory Bodies	No	<ul style="list-style-type: none"> Electronic and physical correspondence with regulatory bodies Meetings and personal Interactions Statutory Corporate Filings Good Governance 	As and when required	<ul style="list-style-type: none"> Approvals for project launches, construction purpose etc. Other Regulatory and Legal Requirements
Communities	Yes	Community meetings, personal visits by project representatives	As and when required	CSR initiatives

Leadership Indicators

- 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.

Stakeholder consultations are typically undertaken by respective groups, business heads and relevant Company officers on a regular basis. We at Signatureglobal practice continuous two-way communication and engagement to align expectations from each group of stakeholders with that of the management. This is aimed at identifying and re-evaluating material economic, environmental and social topics relevant for our business. The findings from these consultations are then analysed to prioritise the ESG issues which are significant for the Group's business and the strategized initiatives are then presented to the board members to seeks their inputs. The Feedback of the board members are considered while defining the ESG targets and initiatives of the Company.

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

Yes, the Group in consultation with the stakeholders has identified material environmental and social topics. The materiality assessment conducted identified a list of material topics that are the most relevant and applicable for the Group and actions are to be taken on them. Further, while developing our processes and policies, we make sure to incorporate the inputs received from stakeholders.

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

The Group provides necessary support to the vulnerable/marginalised stakeholders through its CSR initiatives. Further, our teams engage with the local communities near our project sites at frequent intervals to understand the challenges being faced by them and based on the feedback received, appropriate CSR initiatives are being undertaken.

For further details, please refer CSR Section of the Annual Report FY 2023-24.

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 Current Financial Year			FY 2022-23 Previous Financial Year		
	Total (A)	No. employees of/ workers covered (B)	% (B / A)	Total (C)	No. employees of/ workers covered(D)	% (D / C)
Employees						
Permanent	1,105	1,105	100%	963	963	100%
Other than permanent	0	0	0%	0	0	0%
Total Employees	1,105	1,105	100%	963	963	100%
Workers						
Permanent						Not Applicable
Other than permanent						
Total Workers						

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

Category	FY 2023-24 Current Financial Year				FY 2022-23 Previous Financial Year					
	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)
Employees										
Permanent	1,105	-	-	1,105	100%	963	-	-	963	100%
Male	994	-	-	994	100%	874	-	-	874	100%
Female	111	-	-	111	100%	89	-	-	89	100%
Other than permanent										
Male										
Female	Not Applicable.									

Category	FY 2023-24 Current Financial Year				FY 2022-23 Previous Financial Year					
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Workers										
Permanent										
Male										
Female										
Not Applicable										
Other than permanent										
Male										
Female										

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

a. Median remuneration / Wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (In Rs.)	Number	Median remuneration/ salary/ wages of respective category (In Rs.)
Board of Directors (BoD)	4	19,200,000	0	0
Key Managerial Personnel	4	12,305,010	0	0
Employees other than BoD and KMP	986	643,200	111	600,000
Workers	Not Applicable			

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Gross wages paid to females as % of total wages	7.22%	8.38%

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, CHRO is responsible for addressing human rights impacts or issues caused or contributed to by the business.

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

The Group acknowledges the importance of timely and effective grievance resolution to safeguard and protect human rights, wherein there are dedicated policies which provides such mechanisms such as:

- Whistle Blower Policy/Vigil Mechanism
- POSH
- Grievance Redressal Policy

Further, there is a dedicated Grievance Redress Committee, which is responsible for addressing the concerns and grievances of both internal as well as external stakeholders.

In addition to this, employees can also reach out to their respective HODs or CHRO to raise any such grievances.

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

	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	-	Not Applicable	-	-	Not Applicable	-
Discrimination at workplace	-	Not Applicable	-	-	Not Applicable	-
Child Labour	-	Not Applicable	-	-	Not Applicable	-
Forced Labour/Involuntary Labour	-	Not Applicable	-	-	Not Applicable	-
Wages	-	Not Applicable	-	-	Not Applicable	-
Other human rights related issues	-	Not Applicable	-	-	Not Applicable	-

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

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

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

We at Signatureglobal assures that the complainants in discrimination and harassment cases are fully safeguarded against retaliation, punishments, or any other form of action for raising legitimate concerns in good faith. There are specific clauses w.r.t. confidentiality of complainant in the our Grievance Redressal Policy, Whistle Blower Policy/Vigil Mechanism, and POSH, which provides necessary safeguards to all complainants for making disclosures in good faith and states that all the reports/records associated with complaints together with the information exchanged during a particular process/investigation would be considered as confidential and access of the same would be restricted by the Company as deemed fit.

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

Yes, our Supplier's Code of Conduct which is acknowledged by our business partners at the time of their onboarding contains facets of human rights requirements, which is also reflected in Group's E&S Policy, to respect human right principles, as well as local cultures, customs and values, while dealing with employees, communities and other stakeholders.

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	100% of the project sites and the Head Office were assessed by the Group internally, statutory authorities and third parties.
Forced/involuntary Labour	
Sexual harassment	
Discrimination at workplace	100% of the project sites and the Head Office were assessed by the Group internally.
Wages	100% of the project sites and the Head Office were assessed by the Group internally, statutory authorities and third parties.
Others – please specify	-

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

No significant risk/concerns were identified from the assessment carried out on topics as mentioned above during the year.

Leadership Indicators

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.
Not Applicable, as no grievances/complaints were received with respect to human rights during the reporting period.

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

Signatureglobal examines the compliances with respect to all the relevant policies and other regulations pertaining to human rights issues, across its entire operations either internally or with the help of third parties. This aids in the identification of any possible risks or impacts relating to human rights, which are subsequently addressed with appropriate remedial actions and closely monitored progress.

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?

The premises / offices of the Group are largely accessible to differently abled visitors, barring some of the locations, where it is practically not possible. However, the Group is attempting to make improvements to the current system.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	The general terms and conditions of our Supplier's Code of Conduct as well as contracts require the group's Value Chain Partners to follow appropriate policies w.r.t. Sexual Harassment, Discrimination at workplace, Child Labour, Forced Labour/Involuntary Labour, Wages etc. These Value Chain Partners are assessed intermittently on these parameters..
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	
Others- please specify	

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, as no such assessments were conducted during the FY 2023-24.

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 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
From Renewable sources		
Total electricity consumption* (A) (In Giga Joules)	306.83	69.48
Total fuel consumption (B) (In Giga Joules)	-	-
Energy consumption through other sources (C) (In Giga Joules)	-	-
Total energy consumption from renewable sources (A+B+C) (In Giga Joules)	306.83	69.48
From Non-Renewable sources		
Total electricity consumption (D) (In Giga Joules)	47,770.99	10,017.68
Total fuel consumption (E)** (In Giga Joules)	17,315.83	16,936.08

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Energy consumption through other sources (F) (In Giga Joules)	-	-
Total energy consumption from non- renewable sources (D+E+F) (In Giga Joules)	65,086.82	26,953.76
Total energy consumed (A+B+C+D+E+F) (In Giga Joules)	65,393.65	27023.24
Energy intensity per rupee of turnover (Total energy consumed/ Revenue from operations)	0.000005	0.000002
Energy intensity per rupee of turnover adjusted for Purchasing power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP**)	0.000118	0.000039
Energy intensity in terms of physical output - Total energy consumption in Giga Joules/ built up area of portfolio in square feet.	0.024986	0.006979
Energy intensity (optional) – the relevant metric may be selected by the entity		

* The details w.r.t. energy consumption from renewable resources is provided for the period beginning from October 2022 till March 2023 and April 2023 to March 2024, as the Solar plants were installed and commissioned from October 2022 onwards.

** Total Fuel Consumption includes fuel consumption wrt Company's Owned Vehicles as well.

***The source for Purchasing Power Parity (PPP) is International Monetary Fund (IMF). The PPP rate considered is 22.4 for the FY ended 31 March 2024 as per the 2024 update and 22.17 for the FY ended 31 March 2023 as per the 2023 update.

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.

Not applicable, as the Group does not have any sites/facilities identified as designated consumers (DCs) under the Performance, Achieve and Target (PAT) Scheme of the Government of India.

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	74,266.86	1,52,267.71
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	74,266.86	1,52,267.71
Total volume of water consumption (in kilolitres)	74,266.86	1,52,267.71
Water intensity per rupee of turnover (Water consumed / turnover)	0.000006	0.000010

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.000134	0.000220
Water intensity in terms of physical output - Total water consumption in Kilolitres/ built up area of portfolio in square feet.	0.028377	0.039323
Water intensity (optional) – the relevant metric may be selected by the entity		

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

4. Provide the following details related to water discharged:

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water discharge by destination and level of treatment (in KL)		
(i) To surface Water	-	-
- No treatment		
- With treatment (please specify level of treatment)		
(ii) To Ground Water	-	-
- No treatment		
- With treatment (please specify level of treatment)		
(iii) To Seawater	-	-
- No treatment		
- With treatment (please specify level of treatment)		
(iv) Sent to third parties	-	-
- No treatment		
- With treatment (please specify level of treatment)		
(v) Others	-	-
- No treatment		
- With treatment (please specify level of treatment)		
Total water discharge (in KL)	-	-

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

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

Signatureglobal's existing and under development residential and commercial properties have implemented the mechanism for Zero Liquid Discharge, wherein the properties are provided with Sewage Treatment Plants (STP) with dual plumbing system. These systems are designed to ensure that all wastewater is treated and recycled and used for various needs such as toilet flushing, gardening, and landscape irrigation etc.

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

Parameter	Please specify unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
NOx	(µg/Nm ³)	34.93	37.40
Sox	(µg/Nm ³)	14.36	17.01
Particulate matter (PM) 2.5	(µg/Nm ³)	85.06	90.73
Particulate matter (PM) 10	(µg/Nm ³)	146.43	161.77
Persistent organic pollutants (POP)		-	-
Volatile organic compounds (VOC)		-	-
Hazardous air pollutants (HAP)		-	-
Others – please Specify		-	-

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, Laboratories approved and accredited by Central Pollution Control Board (CPCB) and National Accreditation Board Limited (NABL) carried out an independent assessment.

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

Parameter	Please specify unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Scope 1* emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	1,286.41	1,258.46
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	9,501.12	1,975.70
Total Scope 1 and Scope 2 emissions intensity per rupee of Turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes of CO ₂ equivalent	0.000001	0.0000002
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)		0.00002	0.000005
Total Scope 1 and Scope 2 emission intensity in terms of physical output		0.004121823	0.000835226
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity			

* Total Scope 1 emissions excludes data wrt refrigerants.

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

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

Signatureglobal is undertaking various measures to reduce GHG emissions across its operations.

Signatureglobal is a pioneer of building Green Projects in Gurugram. Signatureglobal is an EDGE-certified Green Building Developer in its focused segment in Delhi NCR and is also a member of the IGBC, wherein it has also been recognized for its efforts toward sustainable building through awards such as the 'Developer Leading the Green Affordable Housing Movement in India' at the 8th IGBC Green Championship Awards, with most projects either EDGE or IGBC certified.

The Group constantly incorporates sustainable best practices into the design and construction of its projects, wherein Signatureglobal has implemented environmentally friendly building concepts in many of its projects and aims to increase green cover in its developments to minimize net carbon impact. Sustainable practices include common area lighting with solar panels, LED lights, steel/aluminium powder-coated UPVC doors and windows, and high-performance glass that ensures better cooling and energy savings. Further, the Group uses environment-friendly and non-toxic materials to decrease CO2 emissions.

In its endeavor towards sustainable development, SGIL has also signed MOU with CEEW for Building an Air Quality Monitoring Network For Construction Sites.

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	-	-
E-waste (B)	-	-
Bio-medical waste (C)	-	-
Construction and demolition waste (D)*	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	-	-
Other Non-hazardous waste generated (H). Please specify, if any. (Metallic scrap, Cardboard)	1,808.02	917.55
Total (A+B + C + D + E + F + G + H)	1,808.02	917.55
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.00000015	0.00000006
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.00000326	0.00000131
Waste intensity in terms of physical output - Total waste generated in Metric Tonnes/ built up area of portfolio in square feet.	0.00069083	0.00023696
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	-	-

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	1,808.02	917.55
Total	1,808.02	917.55

* 100% of the construction waste generated out of our project sites is used in our ongoing projects, as per our zero-waste policy. However, due to the first year of reporting, the Group is in the process of setting up the systems to collate the data.

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

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.

Management of waste in a responsible manner is a critical component of sustainable project development. In this context, waste management involves the elimination of waste where it's possible, minimisation of waste where it's feasible, and the reuse of materials that could otherwise become waste. Signatureglobal has implemented appropriate measures for handling, storage, transportation, and disposal of waste during both the construction and operation phases of the projects. These measures constitute the waste management practices followed at our construction sites.

For non-hazardous waste, which includes metal scraps and construction debris, the maximum amount of waste that can be reused is indeed reused at the site. Additionally, we collaborate with authorised recyclers to ensure the proper disposal and recycling of waste. The hazardous waste is responsibly disposed of through authorised third party vendors, considering the applicable waste management regulations. This approach of Reusing, Reducing and Recycling not only promotes the principles of sustainability but also supports the circular economy.

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:

S. No.	Location of operations/offices	Type of Operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
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Not Applicable, as Signatureglobal does not have any operations/offices in/ 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:

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Expansion and Revision of Residential Plotted Colony under Deen Dayal Jan Awas Yojna	S.O 1533 (E), dated 14 September 2006 of Ministry of Environment, Forest & Climate Change	EC granted on 9-Apr-23	Yes	Yes	https://environmentclearance.nic.in/TrackState_proposal.aspx?type=EC&status=EC_new&statename=Haryana&pno=SIA/HR/INFRA2/415794/2023&pid=215700
Affordable Plotted Colony under DDJAY Project M/s Signature Builders Pvt. Ltd.)	S.O 1533 (E), dated 14 September 2006 of Ministry of Environment, Forest & Climate Change	EC granted on 9-Apr-23	Yes	Yes	https://environmentclearance.nic.in/TrackState_proposal.aspx?type=EC&status=EC_new&statename=Haryana&pno=SIA/HR/INFRA2/414463/2023&pid=215413

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, Signatureglobal is 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.

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
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Not Applicable, since there is no non-compliance with the applicable environmental laws/regulations/guidelines in India.

Leadership Indicators

1. Water withdrawal, consumption, and discharge in areas of water stress (in kilolitres): For each facility / plant located in areas of water stress, provide the following information:

(i) **Name of the area:** Gurugram, Karnal and Ghaziabad

(ii) **Nature of operations:** New Building Construction

(iii) **Water withdrawal, consumption, and discharge in the following format:**

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	74,266.86	1,52,267.71
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres)	74,266.86	1,52,267.71
Total volume of water consumption (in kilolitres)	74,266.86	1,52,267.71
Water intensity per rupee of turnover (Water consumed / turnover)	0.000006	0.000010
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	-	-
- No treatment		
- With treatment – please specify level of treatment		
(ii) Into Groundwater	-	-
- No treatment		
- With treatment – please specify level of treatment		
(iii) Into Seawater	-	-
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties	-	-
- No treatment		
- With treatment – please specify level of treatment		
(v) Others	-	-
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)	-	-

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. Please provide details of total Scope 3 emissions & its intensity, in the following format:

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ Equivalent	Scope-3 emissions are not considered by the Group presently. The Group is in the process of laying down the roadmap in the near future.	
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity			

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. Not Applicable

3. 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, as the Group does not have any operations/offices in/around ecologically sensitive areas.

4. 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	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Water Efficiency Measures	Signatureglobal's existing and under development residential and commercial properties have implemented the mechanism for Zero Liquid Discharge, wherein the properties are provided with Sewage Treatment Plants (STP) with dual plumbing system.	Reduces the dependence on potable water and helps in water conservation.
2.	Use of environment-friendly and non-toxic materials in projects	Sustainable practices such as common area lighting with solar panels, LED lights, steel / aluminium powder-coated UPVC doors and windows, and high-performance glass are being followed in our projects that ensures better cooling and energy savings.	Reduction of carbon footprints
3.	IGBC and EDGE Certifications	Signatureglobal is an IGBC and EDGE-certified Green Building Developer in its focused segment in Delhi NCR , wherein it has been recognized for its efforts toward developing sustainable buildings.	Reduction of carbon footprints
4.	Use of Energy Efficient motors/pumps	For most of our projects, we have installed Energy Efficient pumps and motors which helps in significant reduction in energy consumption	Improved energy efficiency and reduction in carbon footprints
5.	Waste Management	We have installed Organic Waste Converter (OWC) at our sites for effective waste management.	Reduction in waste

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

We at Signatureglobal have a Business Continuity and Disaster Management Plan, which is available on the Company's Intranet. The purpose of having such Policy is to make sure that, in the event of an occurrence that might disrupt or endanger the Company, all business operations can be maintained at normal or nearly-normal performance levels.

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

In the current Financial Year 2023-24, the Group has not evaluated its value chain partners on the basis of environmental impact. However, the Group is in the process of developing a detailed evaluation checklist encompassing various parameters of environment, social and governance perspective to ascertain the compliance of its suppliers with the Group's Supplier Code of Conduct. Accordingly, such assessment of the value chain partners will be done in the near future.

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

No such assessments were conducted during the FY 2023-24. However, the Group is planning to perform such assessments in the near future.

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. 3
- 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	Associated Chambers of Commerce and Industry of India (ASSOCHAM)	National
2	National Real Estate Development Council (NAREDCO)	National
3	Indian Green Building Council (IGBC)	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.

Name of authority	Brief of the case	Corrective action taken
Not Applicable, as the Group has not received any adverse orders from regulatory authorities on issues related to anti-competitive conduct.		

Leadership Indicators

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

S.No.	Public Policy Advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/Half yearly/Quarterly/ Others-please specify)	Web Link, if available
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The Group makes a number of recommendations w.r.t. the industry in general and its activities in particular, either directly or through various trade/industry bodies and other associations.

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.

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
Not Applicable					

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

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 Rs.)
Not Applicable						

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

As a matter of policy, the Group undertakes various CSR activities to address the needs of the community in the vicinity of its project sites. There is a dedicated Grievance Redress Committee (GRC), which is responsible for addressing the concerns and grievances of the communities. The GRC meets on regular intervals to review and update the existing Grievance Redress Mechanism (GRM), respond/take action against any complaints and other required business.

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

	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Directly sourced from MSMEs/ small producers	23.20%	20.83%
Directly from within India	98.99%	99.74%

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

Location	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Rural	-	-
Semi-Urban	-	-
Urban	-	-
Metropolitan	100%	100%

(Place to be categorized as per RBI classification system – rural / semi – urban / urban / metropolitan)

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):

Details of negative social impact identified	Corrective action taken
Not Applicable	

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

S.No.	State	Aspirational District	Amount Spent (In INR)
The Group has not undertaken any CSR projects in designated aspirational districts as identified by the governmental bodies during the current financial year.			

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

No, as of now the Group does not have a preferential procurement policy where it gives preference to purchase from suppliers comprising marginalized/ vulnerable groups.

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

Not applicable

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

Not applicable

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:

S. No.	Intellectual Property based on traditional knowledge	Owned Acquired (Yes/No)	Benefit shared (Yes/No)	Basis of calculating benefit share
Not Applicable, as the Group does not own or acquire any such intellectual properties.				

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.

Name of authority	Brief of the Case	Corrective action taken
Not Applicable, as mentioned in Question no. 4 above.		

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Projects	No. of persons benefitted from CSR Projects	%of beneficiaries from vulnerable and marginalized groups
1	Project Paathsaala	14,850	100%
2	Apna Ghar Ashram	650	100%
3	Women empowerment	11,000	100%
4	Dev Animal Voluntary Organisation	155	100%

Note: The Group also contributes to certain CSR projects for the benefit of the animals; details of those projects have not been provided here.

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.

One of the Company's key success criteria is the customer's feedback and satisfaction. For a seamless experience, there is a dedicated team of qualified Customer Relationship Management (CRM) personnel that concentrates on meeting the diverse needs of the Company's clients. There is a dedicated section on the Group's website i.e., "Customer Support (https://www.signatureglobal.in/customer_support.php)", which provides the customers with multiple mechanisms to lodge their complaints or provide their feedback such as a specific email id, dedicated helpline number, through SMS and whatsapp, by downloading a digital application. The complaints so lodged are being monitored and responded on a regular basis within the internally set target timelines.

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

Environmental and social parameters relevant to the product.

Safe and responsible usage

Not Applicable

Recycling and/or safe disposal

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

	FY 2023-24 (Current Financial Year)		Remarks	FY 2022-23 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	-	Not Applicable	-	-	Not Applicable	-
Advertising	-	Not Applicable	-	-	Not Applicable	-
Cyber-security	-	Not Applicable	-	-	Not Applicable	-
Delivery of essential Services	-	Not Applicable	-	-	Not Applicable	-
Restrictive Trade Practices	-	Not Applicable	-	-	Not Applicable	-
Unfair Trade Practices	-	Not Applicable	-	-	Not Applicable	-
Others	1,174	0	-	Data Not Available*	Data Not Available*	-

* Since, SGIL got listed in September 2023, therefore FY 2023-24 is the first year of reporting BRSR, hence, the data w.r.t. Previous Financial Year is not available.

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

	Number	Reasons for recall
Voluntary recalls		Not Applicable
Forced recalls		

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 Group has a framework/ policy on cyber security and risks related to data privacy, which is available on the Group's intranet.

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

Not Applicable, as neither any complaints with respect to advertising, delivery of essential services, cyber security and data privacy of customers, re-occurrence of instances of product recalls were received during the reporting period nor any penalties were paid to, or actions were taken by regulatory authorities on account of safety of products / services.

7. Provide the following information relating to data breaches:

a.	Number of instances of data breaches	No instances of data breaches were identified.
b.	Percentage of data breaches involving personally identifiable information of customers	Not Applicable, as no instances of data breaches were identified.
c.	Impact, if any, of the data breaches	Not applicable, as no instances of data breaches were identified.

Leadership Indicators

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

Information on products and services of the Group can be accessed at the Company's official website i.e., <https://www.signatureglobal.in>

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

Not Applicable to our sector. However, during the transition phase, when the project is handed over to the customers, our dedicated teams inform and educate the customers through handover manuals, site visits etc. about the safe and responsible usage of the products and/or services.

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

Any risk of disruption/discontinuation of essential services is timely communicated to customers occupying the properties through written communication and telephonic conversations by the concerned teams.

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)

Yes, the Group displays the information about the product and its various features in its brochures, marketing collaterals, advertisement campaigns, application form, Customer Agreements, Group's website and other social media channels and all other relevant documents as per the requirements of applicable laws not limited to Real Estate (Regulation and Development) Act of 2016 (RERA).

Yes, we ensure customer satisfaction for our products and services by having continuous engagement right from the date of booking till the project handover. Feedback are being taken from the customers through customer feedback mechanisms which are then analysed and shared with the respective teams for improvisation in case it is required