

# AJMERA REALTY & INFRA INDIA LTD.

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



Ref: SEC/ARIL/BSE-NSE/2024-25

Date: July 17, 2024

<b>The Bombay Stock Exchange Limited</b> Phiroze Jeejeebhoy Towers Dalal Street Mumbai – 400 001  <b>Script Code: 513349</b>	<b>National Stock Exchange of India Limited</b> 5 <sup>th</sup> Floor, Exchange Plaza, Bandra Kurla Complex Bandra (East) Mumbai - 400051  <b>Script Code: AJMERA</b>
---	--

**Sub: Intimation under Regulation 34 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015**

Dear Sir/Madam,

Pursuant to Regulation 34(2)(f) of Securities Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are submitting herewith the Business Responsibility and Sustainability Report (“BRSR”) for the Financial Year 2023-24, which also forms part of the Annual Report for the Financial Year 2023-24.

The above information is also available on the website of the Company at [www.ajmera.com](http://www.ajmera.com).

This is for your information and records.

Thanking You.

**For AJMERA REALTY & INFRA INDIA LIMITED**

**SHWETA JHAWAR**  
**COMPANY SECRETARY & COMPLIANCE OFFICER**  
**A46940**

**Encl. As above**

## Annexure I

## Business Responsibility &amp; Sustainability Reporting

## SECTION A: GENERAL DISCLOSURES



## I. Details of the listed entity

1.	Corporate Identity Number (CIN)	L27104MH1985PLC035659
2.	Name of the Listed Entity	AJMERA REALTY & INFRA INDIA LIMITED
3.	Year of incorporation	1985
4.	Registered office address	Citi Mall, 2 <sup>nd</sup> Floor, New Link Road Andheri (W) Mumbai Maharashtra - 400053
5.	Corporate address	Citi Mall, 2 <sup>nd</sup> Floor, New Link Road Andheri (W) Mumbai Maharashtra - 400053
6.	E-mail	<a href="mailto:investors@ajmera.com">investors@ajmera.com</a>
7.	Telephone	+91 22 66984000
8.	Website	<a href="https://ajmera.com/">https://ajmera.com/</a>
9.	Financial year for which reporting is being done	April 2023 - March 2024
10.	Name of the Stock Exchange(s) where shares are listed:	BSE Limited & National Stock Exchange of India Limited
11.	Paid-up Capital (in INR)	₹35.48 lakhs
12.	Name and contact details of the person who may be contacted in case of any queries on the BRSR report	Name: Chandra Prakash Jugani Telephone No.: +91 22 66984000 Email ID: <a href="mailto:investors@ajmera.com">investors@ajmera.com</a>
13.	Reporting boundary	Consolidated basis



## II. Products/services

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

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

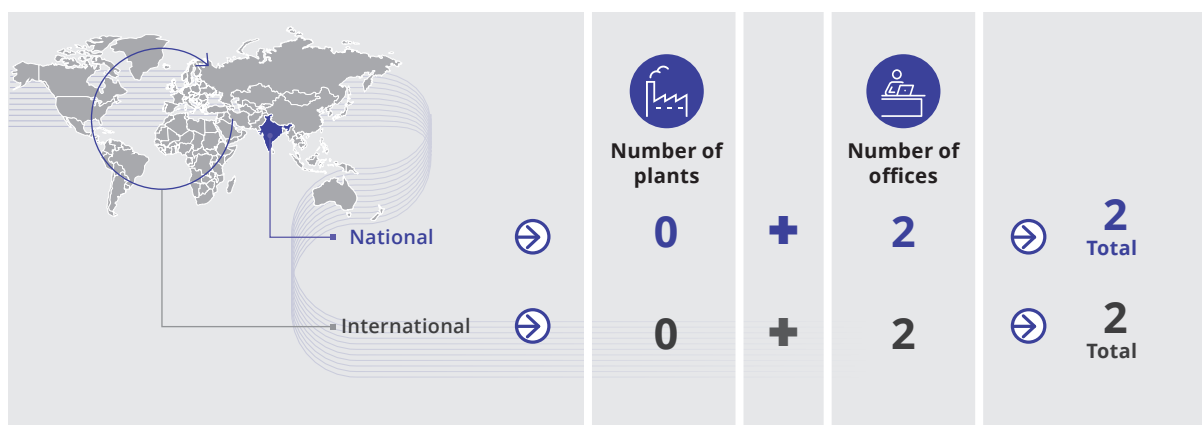
### 15. Products/Services sold by the entity (accounting for 90% of the entity's Turnover):

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



## III. Operations

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



### 17. Markets served by the entity:

#### a. Number of locations

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

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

The Company does not export its products

#### c. A brief on types of customers

The Company caters to a diverse range of customers including individuals, families, corporations, institutions, and government bodies. Its primary focus is on the residential and commercial real estate markets, offering a wide range of products and services such as apartments, commercial spaces and land development projects.



#### IV. Employees

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

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

Particulars	Total (A)	2022-23				Total (A)	2023-24			
		Male		Female			Male		Female	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (B)	% (B / A)	No. (C)	% (C / A)
<b>EMPLOYEES</b>										
Permanent (E)	205	164	80%	41	20%	305	250	81.97	55	18.03
Other than Permanent (F)	22	14	63.63%	8	36.36 %	27	21	77.78	6	22.22
<b>Total employees (E+F)</b>	<b>227</b>	<b>178</b>	<b>78.41%</b>	<b>49</b>	<b>21.59 %</b>	<b>332</b>	<b>271</b>	<b>81.63</b>	<b>61</b>	<b>18.37</b>

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

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

##### B. Differently abled Employees and workers:

Particulars	Total (A)	2022-23			
		Male		Female	
		No. (B)	% (B/A)	No. (C)	% (C/A)
Permanent (E)	0	0	0	0	0
Other than Permanent (F)	0	0	0	0	0
<b>Total employees (E+F)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

**Note :** Laborers employed through contractors and their subcontractors have been classified as workers.

These workers are not on the direct payroll of the Company.

##### 19. Participation/Inclusion/Representation of women

Particulars	Total (A)	2022-23		Total (A)	2023-24	
		No. and percentage of Females			No. and percentage of Females	
		No. (B)	% (B / A)		No. (B)	% (C / A)
Board of Directors	6	1	1	16.67	250	18.03
Key Management Personnel	2	0	0	0	21	22.22

Please refer to clause no. 15 of Director Report.

## 20. Turnover rate for permanent employees and workers

Particulars	2022-23			FY 2023 24		
	Male	Female	Total	Male	Female	Total
Permanent Employees	21.88 %	23.07%	22.11 %	21.60%	18.18%	20.98%
Permanent Workers	0	0	0	0	0	0

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



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

### 21. (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	Jolly Brothers Private Limited	Subsidiary	100	No
2	Ajmera Estate Karnataka Private Limited	Subsidiary	100	Yes
3	Ajmera Realty Ventures Private Limited	Subsidiary	100	Yes
4	Ajmera Realcon Private Limited	Subsidiary	100	No
5	Ajmera Clean Green Private Limited	Subsidiary	100	No
6	Shree Yogi Realcon Private Limited	Subsidiary	100	No
7	Radha Raman Dev Ventures Private Limited	Subsidiary	100	No
8	Ajmera Corporation UK Limited	Subsidiary	100	No
9	New Horizon Acres Private Limited	Subsidiary	100	No
10	Anirdesh Developers Private Limited	Subsidiary	84.90	No
11	Sana Buildpro LLP	Subsidiary	74.90	No
12	Sana Building Products LLP	Subsidiary	74.90	No
13	Laudable Infrastructure LLP	Subsidiary	70.00	No
14	Ajmera Infra development LLP	Subsidiary	70.00	No
15	Ajmera Mayfair Global WLL	Subsidiary	60	No
16	Ajmera Luxe Private Limited	Joint Ventures	50	No
17	Offbeat Tech Park LLP	Associate Companies / Joint Ventures	95	No
18	Ajmera Housing Corporation Bangalore	Associate Companies	70	No
19	VM Procon private Limited	Associate Companies	50	No
20	Sumedha Space links LLP	Associate Companies	50	No
21	Ultra Tech Property Developers Private Limited	Associate Companies	36	No



## D. CSR Details

a

Whether CSR is applicable as per section 135 of Companies Act, 2013: **Yes**

b

Turnover (in ₹): **48,900 lakhs**

c

Net worth (in ₹): **7,7881 lakhs**



## E. Transparency and Disclosures Compliances





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







Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)*	FY 2024			FY 2023		
		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	0	0	-	-	0	-
Investors (other than shareholders)	Yes	0	0	-	-	-	-
Shareholders	Yes	3	3	Resolved	1	1	Resolved
Employees & workers	Yes	0	0	-	0	0	-
Customers	Yes	0	0	-	0	0	-
Value Chain Partners	No	0	0	-	-	0	-
Others (please specify)	No	0	0	-	0	0	-

\*The policies guiding ARIL's conduct with all its stakeholders including grievance mechanism are available on the company's website. The link to the policies: <https://ajmera.com/policies/>






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

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

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

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



Material issue identified	Indicate whether risk or opportunity (R/O)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
Community Development	Opportunity (O)	It is important for businesses to recognize that the specific needs and priorities of each community may vary and hence, customization and flexibility in approaches are necessary for effective community development.	ARIIL through its CSR activities works towards providing healthcare, educational & nutritional benefits to marginalised groups.	
Occupational Health and safety	Opportunity (O)	There are several risks like employee, supply chain, legal, financial & reputation risks associated with occupational health & safety. It is important to prioritize occupational health and safety to mitigate these risks and promote responsible business conduct.	<ol style="list-style-type: none"> <li>1. ARIIL has already been conducting occupational health &amp; safety trainings as well as awareness sessions.</li> <li>2. It also intend to get its projects OHSAS Certified &amp; monitor the health &amp; safety practices to improve its efficiency</li> </ol>	
Diversity and Inclusion Risk	Risk (R)	Diversified team provides a range of experiences & skill sets that enhance problem solving and stimulates business innovation.	<ol style="list-style-type: none"> <li>1. Conducting awareness &amp; training programs to educate the workforce about diversity &amp; inclusion.</li> <li>2. Set Diversity, Equity &amp; Inclusion (DEI) goals</li> </ol>	
Training & Development	Opportunity (O)	Training & development offers help to boost knowledge of the workforce results in increased retention of employees, better preparedness for contingencies, attracts new talent & improves the efficiency & productivity.	Upskilling & development of employees on emerging technologies as well as behavioral and safety aspects.	
Human Rights	Risk (R)	Businesses should identify, assess, and address the actual and potential adverse human rights impacts of their activities, including those of their subsidiaries, suppliers, and business partners. They should have policies and processes in place that ensure they respect human rights in their operations.	<ol style="list-style-type: none"> <li>1. Training on various issues related to human rights, employee health &amp; safety, POSH, Code of conduct, etc.</li> <li>2. Periodic engagement with relevant stakeholders, taking cognizance of their grievances, ensuring efficient functioning of the grievance redressal &amp; resolving the issues at the earliest.</li> </ol>	

## 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.



### I. Policy and management processes

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
1.b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
1.c. Web Link of the Policies, if available	<a href="https://ajmera.com/policies/">https://ajmera.com/policies/</a>								
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)	No	No	No	No	No	No	No	No	No

Disclosure Questions	4. Name of the national and international codes / certifications / labels / standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.
Principle 1		Conducting anti-corruption training sessions.	Trainings have been conducted for the following which was attended by 100% of employees: 1. Code of Conduct 2. Anti-bribery and anti-corruption
Principle 2	ISO 26000	The target is to have at least 25% of our inputs sourced from suppliers who are covered by ARIL's sustainable and sourcing policy and supplier code of conduct.	Policies are being implemented. Trainings were conducted to circulate the same among employees. Policies will be conveyed to suppliers.

Disclosure Questions	4. Name of the national and international codes / certifications / labels / standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.
Principle 3	OHSAS	Track diversity-related KRAs of hiring managers.  Conduct diversity and ESG related trainings	ESG-related trainings were conducted. Board Diversity Policy is in place.  The Board of the Company is highly structured to ensure a high degree of diversity by age, education/ qualifications, professional background, sector
Principle 4	ISO 26000	The aim is to include all stakeholders, engage with them regularly and address their concerns at the earliest.	Stakeholders Relationship Committee
Principle 5	SA-8000	Third-party assessments for involuntary labour, child labour, wages, sexual harassment, etc.	Policies for Sexual Harassment at Workplace, Whistle Blower policy, are in place.  Assessment has been carried out ensuring no complains have been registered stating the involvement of child labour, forced labour or involuntary labour.  No complaints regarding Sexual Harassment and discrimination at workplace have been recorded in the year 21-22 & 22-23.
Principle 6	<ol style="list-style-type: none"> <li>1. LEED Certification- Leadership in Energy and Environmental Design</li> <li>2. EDGE Certification- Excellence in Design for Greater Efficiencies</li> <li>3. IGBC Certification- Indian Green Building Council</li> </ol>	<ol style="list-style-type: none"> <li>1. Increase Renewable Energy Consumption by FY2025.</li> <li>2. Getting all projects green certified</li> <li>3. Achieve water savings between 30-50 per cent through installation of low flow fixtures &amp; STPs.</li> <li>4. Reduced energy consumption &amp; GHG emissions by 15-20 per cent</li> </ol>	Upcoming projects are applying for IGBC certification to achieve the mentioned goals.

Disclosure Questions	4. Name of the national and international codes / certifications / labels / standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.
Principle 7		Conducting awareness programs for value chain partners	Not conducted yet
Principle 8	-	<ol style="list-style-type: none"> <li>1. Implementing Procurement Policy &amp; Supplier Code of Conduct</li> <li>2. Procure maximum input material directly sourced from MSMEs/ small producers</li> </ol>	<p>ARIL is in the process of implementing Supply Chain Policy, Procurement Policy &amp; Environmental Policy in the following financial year.</p> <p>A procurement policy including an emphasis on purchases through marginalized/vulnerable group is in making and shall be implemented in the next financial year.</p>
Principle 9	ISO 9001	<ol style="list-style-type: none"> <li>1. Conduct customer satisfaction surveys.</li> <li>2. Address &amp; resolve their grievances/issues</li> </ol>	A grievance redressal policy has been adopted by ARIL to receive and respond to consumer/customer & stakeholders' complaints and feedback. Periodic meetings & reviews are conducted to address & resolve customer/stakeholder complaints & issues.



## II. Governance, leadership and oversight

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

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

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

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

**9. Does the entity have a specified Committee of the Board/ Director responsible for decision-making on sustainability-related issues? (Yes / No). If yes, provide details.**

Yes. Corporate Social and Business Responsibility Committee Comprises of:

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

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

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

**11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.**

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Name of the agency	Adv. Dr Gouri Shyam Joshi, Bonjaee Telic Pvt Ltd, Pune								

## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

### Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/Principles covered under the training and its impact	% age of persons in respective category covered by awareness programmes
Board of Directors Key Managerial Personnel	5	<ol style="list-style-type: none"> <li>1. Prevention of Sexual Harassment</li> <li>2. Conflict Management</li> <li>3. POSH for ICC &amp; HR</li> <li>4. RERA Training</li> <li>5. Sales Transformation Journey</li> </ol>	100%
Employees other than BoD and KMPs	20	<ol style="list-style-type: none"> <li>1. Advance Excel</li> <li>2. Excel Dashboard</li> <li>3. Sales Transformation</li> <li>4. Prevention of Sexual Harassment</li> <li>5. PMS (Performance Management System)</li> <li>6. Digital Dexterity</li> <li>7. Conflict Management</li> <li>8. ISO Awareness and Orinetation</li> <li>9. Farvision- Employee Self Service &amp; FV Mobile refresher session</li> <li>10. Advance Power point Designing</li> <li>11. Call Centre Initiative</li> <li>12. RERA Training</li> <li>13. IND -AS Training (4 Sessions)</li> </ol>	100%
Workers	26	<ol style="list-style-type: none"> <li>1. Safety and Hazard Prevention Training</li> <li>2. Construction Techniques</li> <li>3. Technical Quality and Construction</li> </ol>	100%

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

There have been no instances of fines / penalties / compounding fees / settlement / imprisonment / punishment for FY 2023-24

#### Monetary

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

#### Non-Monetary

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

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.

Sr. No.	Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
1.	NA	NA
2.	NA	NA

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.

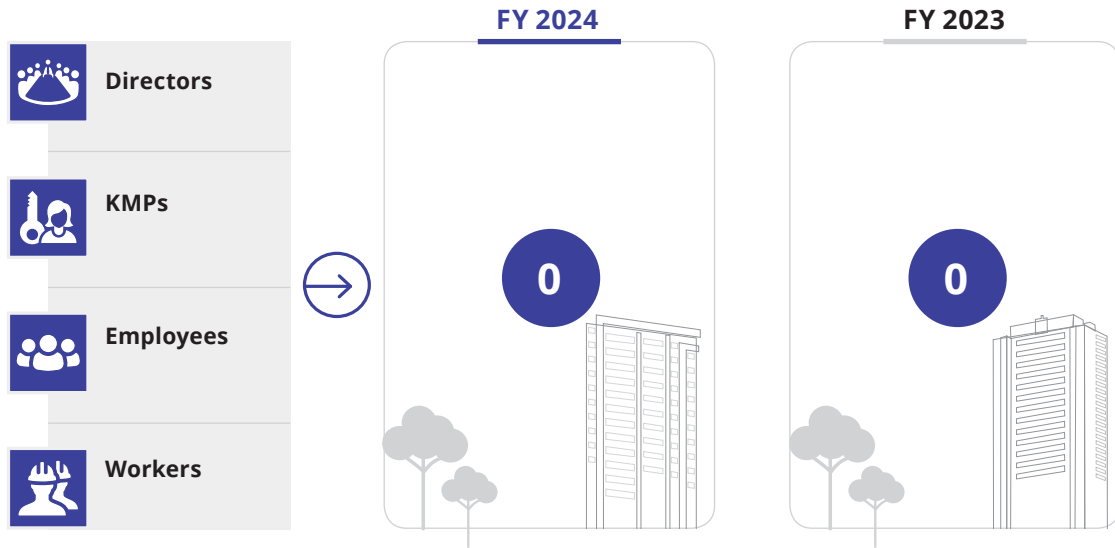
Yes. The Company has 'zero tolerance' of any practice that may be classified as corruption, bribery or giving or receipt of bribes and the same has been mentioned in its Code of Conduct. The objective of this policy is to serve as a guide for all directors, executives, employees and associated persons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

Yes. To avoid conflict of interest the **Code of highlights** for employees, business partners and suppliers suggests that they cannot offer or accept gifts from stakeholders or accept bribes.

They can't engage in any other vocation while in Employment. They can't take up directorships in external companies.

The Sustainable Procurement Policy states that Suppliers in all commercial dealings with ARIL or otherwise must not receive or offer to make any illegal payments, gifts, bribes, donations or other improper advantage in order to obtain unethical favours for the business. All suppliers must ensure that no action is taken to violate any applicable anti-bribery or anti-corruption laws and regulations in the locations of their operations and make every effort to eliminate all forms of corruption and bribery.

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

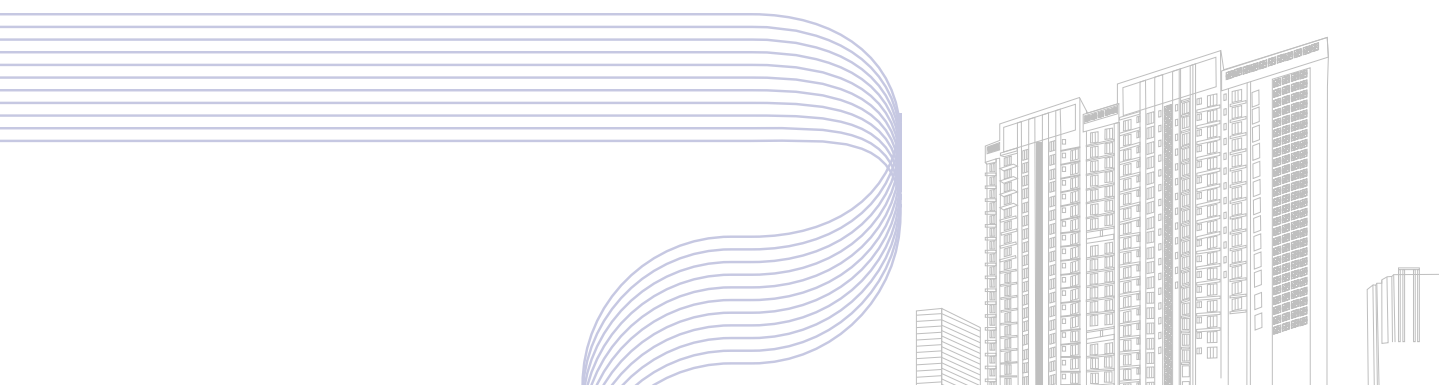


6. Details of complaints with regard to conflict of interest:

Particulars	2023-24		2022-23	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	-	0	-
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	-	0	-

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

Not Applicable





### 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
0	NA	NA


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

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

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 2024	FY 2023	Details of improvements in environmental and social impacts
 <b>R&amp;D</b>	<p>The Company is committed and on continuous basis does research of latest technology for ecofriendly and sustainable development of its projects.</p>	<p>The Company is putting continuous efforts in acquisition, development, assimilation and utilisation of technological Knowledge through its wide advance engineering project portfolio. This has enabled the Company to keep abreast with the latest developments in product technology, methods, quality assessments and improvement, marketing, management systems and benefit out of mutual experience.</p>	<p>As a forward-thinking real estate company, we prioritize sustainable investment opportunities that align with our commitment to responsible practices. We assess our operations, environmental footprint, and social impact to enhance our positive influence. By investing in innovative and sustainable solutions, we drive long-term value while contributing to society and the environment. The inclusion of 'Green Lease' clauses in our lease agreements to help us monitor our environmental impact and jointly take corrective actions in partnership with our occupiers. Awareness sessions are conducted for the occupants/ end-users to educate them about various green building features of the project, how to use &amp; how to maintain them.</p>

	FY 2024	FY 2023	Details of improvements in environmental and social impacts
 <p><b>Capex</b></p>	<p>With the aim to protect environment the Company has made capital expenditure for acquisition of machinery for <b>Dust suppression, Mist Machines and air quality monitoring equipment's</b> to be used on project sites.</p>	<p>The Company aims to achieve a 5x growth trajectory through unlocking of its land bank development potential and through low-capex acquisitions, such as joint ventures (JVs), joint development agreements (JDAs), or development agreements (DAs).</p>	<p>The Company has acquired and placed machinery for Dust suppression, Mist Machines and air quality monitoring equipment's being used on project sites which are helpful for prevention of air pollution.</p> <p>This effort has improved the air quality in the surrounding area.</p>

2. a. **Does the entity have procedures in place for sustainable sourcing?**  
No
- b. **If yes, what percentage of inputs were sourced sustainably?**  
Purchase – Yes and we purchase more than 80% green certified products.
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.**  
Site is identifying product life cycle and declaring its disposal. Purchase is only handing to finalize the rates and vendor for the disposal.  
  
Site is identifying product life cycle and declaring its disposal. Purchase is only handing to finalize the rates and vendor for the disposal.
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.**  
Site offices has been delegated with the responsibility to take necessary steps as per EPR Plan.

#### 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.
NA	NA	NA	NA	NA	NA

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 / Service	Description of the risk / concern	Action Taken
NA	NA	NA

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 2024	FY 2023
	NA	NA

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.

Particulars	2023-24			2022-23		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging)	NA	NA	NA	NA	NA	NA
E-waste	NA	NA	NA	NA	NA	NA
Hazardous waste	NA	NA	NA	NA	NA	NA
Other waste	NA	NA	NA	NA	NA	NA



Site is keeping record for all the scrap quantum except E-Waste which is controlled by IT-HO

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

Indicate Input material	Reclaimed products and their packaging materials as % of total products sold in respective category
NA	NA

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

### Leadership Indicators

#### 1. Details of measures for the well-being of employees 2022-23

	Percentage of Employees Covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		No	%	No	%	No	%	No	%	No	%

#### Permanent Employees

Male	164	164	100%	164	100%	-	-	-			
Female	41	41	100%	41	100%	41	100%				
<b>Total</b>	<b>205</b>	<b>205</b>	<b>100%</b>	<b>205</b>	<b>100%</b>	<b>41</b>	<b>100%</b>				

#### Other than Permanent Employees

Male	14										
Female	8										
<b>Total</b>	<b>22</b>										

#### Details of measures for the well-being of employees 2023-24

	Percentage of Employees Covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		No	%	No	%	No	%	No	%	No	%

#### Permanent Employees

Male	250	250	100%	250	100%	-	-	-	-	-	-
Female	55	55	100%	55	100%	55	100%	-	-	-	-
<b>Total</b>	<b>305</b>	<b>305</b>	<b>100%</b>	<b>305</b>	<b>100%</b>	<b>55</b>	<b>100%</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

#### Other than Permanent Employees

Male	21	-	-	-	-	-	-	-	-	-	-
Female	6	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>27</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

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

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

Benefits	FY 2024			FY 2023		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority
PF	20.65%	N.A.	Yes	27%	NA	Yes
Gratuity	52.78%	N.A.	Yes	84%	NA	Yes
ESI	0.32%	N.A.	Yes	0.42%	NA	Yes

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

## 3. Accessibility of workplaces.

Are the premises/offices of the entity accessible to differently-abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

- Yes

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

- Yes. The policies can be accessed at <https://ajmera.com/policies/>.

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

Gender	Permanent Employees 22-23		Permanent Employees 23-24	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	-	-	-	-
Female	2	100%	1	100%
<b>Total</b>	<b>2</b>	<b>100%</b>	<b>1</b>	<b>100%</b>

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

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

- Yes. The Company provides various channels for our workforce to raise their grievances in a safe and confidential manner. All grievances are escalated to appropriate authorities for timely and effective resolution. Grievance redressal mechanisms include:
  - ◆ Whistle-blower – [helpline@ajmera.com](mailto:helpline@ajmera.com)
  - ◆ Prevention of Sexual Harassment (POSH) – ICC members
  - ◆ HR Head - [shweta@ajmera.com](mailto:shweta@ajmera.com)
  - ◆ Amber – [amber@ajmera.com](mailto:amber@ajmera.com)

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

- Not Applicable

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

## 8. Details of training given to employees and workers.

Category	FY 2024			FY 2023		
	Total (A)	Number (B)	Percentage (B/A)	Total (A)	Number (B)	Percentage (B/A)
<b>Health and Safety</b>						
Male	271	271	100%	178	178	100%
Female	61	61	100%	49	49	100%
<b>Total</b>	<b>332</b>	<b>332</b>	<b>100%</b>	<b>227</b>	<b>227</b>	<b>100%</b>
<b>Health and Safety</b>						
Male	271	271	100%	178	178	100%
Female	61	61	100%	49	49	100%
<b>Total</b>	<b>332</b>	<b>332</b>	<b>100%</b>	<b>227</b>	<b>227</b>	<b>100%</b>

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

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

Employees	FY 2024			FY 2023		
	Total (A)	No. (B)	% (B/A)	Total (D)	No. (E)	% (E/D)
<b>Health and Safety</b>						
Male	271	271	100%	178	178	100%
Female	61	61	100%	29	49	100%
<b>Total</b>	<b>332</b>	<b>332</b>	<b>100%</b>	<b>227</b>	<b>227</b>	<b>100%</b>

**Note:** Laborers employed through contractors and their subcontractors have been classified as workers.

These workers are not on the direct payroll of the Company.

## 10. Health and safety management system.

- Whether an occupational health and safety management system has been implemented by the entity? If yes, the coverage such system?
  - Yes, occupational health and safety management system has been implemented by the entity. The system covers all the employees & contractual workers.
- What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?
  - The company has a systematic risk management process in place for identification, assessment, mitigation, monitoring & reporting work-related hazards on a routine and non-routine basis which is taken care of by the risk management committee.

- c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks
- Yes
- d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services?
- Yes

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

Safety Incident/Number	FY 2024		FY 2023	
	Employees	Workers	Employees	Workers
<b>Health and Safety</b>				
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	0	0	0	0
Total recordable work-related injuries	0	0	0	0
No. of fatalities	0	0	0	0
High consequence work related injury or ill-health (excluding fatalities)	0	0	0	0



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

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

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

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

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

Category	FY 2024			FY 2023		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	-	0	0	-
Health & Safety	0	0	-	0	0	-

14. Assessments for the year



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

- Not Applicable

**Leadership Indicators**

1. Does the entity extend any life insurance or any compensatory package in the event of death.
  - Yes, the Company offers Life Insurance coverage and Accidental Life Insurance coverage which is extended to all employees & workers.
2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.
  - Payment of statutory dues by all value chain partners is included as a contractual obligation.
3. Provide the number of employees/workers having suffered high consequence work-related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment

Safety Incident/Number	FY 2024		FY 2023	
	Employees	Workers	Employees	Workers
Total no. of affected employees/ workers.	0	0	0	0
No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	0	0	0	0

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment?
  - The Company does not provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination.
5. Details on assessment of value chain partners.
  - No.
6. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from assessments of health and safety practices and working conditions of value chain partners.
  - Not Applicable



**PRINCIPLE 4: Businesses should respect the interests of and be responsive to all their stakeholders**
**Essential Indicators**
**1. Describe the processes for identifying key stakeholder groups of the entity.**

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

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

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

**Leadership Indicators**
**1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.**

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

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

Yes, the outcome of stakeholder consultations is used to identify material risks & opportunities related to the environment & sustainability for the company. Based on these material topics of significance to the company, further strategy development, policy setting, if required, objectives and goal setting with monitoring

mechanism are developed and implemented. The sustainability related expectations of our stakeholders help us improve our performance.

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

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

**PRINCIPLE 5: Businesses should respect and promote Human Rights**

**Essential Indicators**

**1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity**

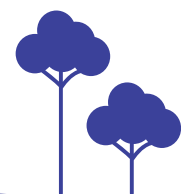
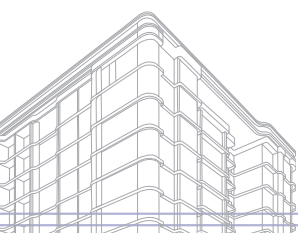
Category	FY 2024			FY 2023		
	Total (A)	No. of employees covered (B)	% (B / A)	Total (C)	No. of employees covered (D)	% (D / C)
Permanent	225	225	100%	205	205	100%
Other than permanent	24	24	100%	22	22	100%
<b>Total Employees</b>	<b>249</b>	<b>249</b>	<b>100%</b>	<b>227</b>	<b>227</b>	<b>100%</b>

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

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

Category	FY 2024					FY 2023				
	Total (A)	Equal to minimum Wage	More than minimum wage	Total (D)		Total (A) No.	Equal to minimum Wage	More than minimum wage	Total (D)	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (B)	% (B/A)	No. (C)	% (C/A)
<b>Permanent Employees</b>										
Male	250	0	100%	250	0	164	0	-	164	100%
Female	55	0	100%	55	0	41	0	-	41	100%
<b>Other than Permanent Employees</b>										
Male	21	0	100%	21	0	14	0	-	14	100%
Female	6	0	100%	6	0	8	0	-	8	100%

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



### 3. Details of remuneration/salary/wages

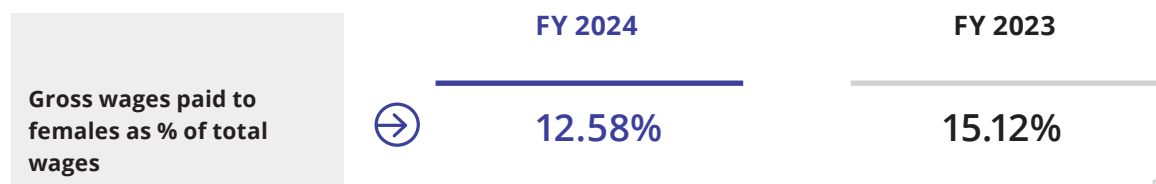
#### a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages (in INR)	Number	Median remuneration/ salary/ wages (in INR)
Board of Directors (BoD)	3	916200	0	0
Key Managerial Personnel	3	86000	0	0
Employees other than BoD and KMP	244	48370	55	65000

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

**Note:** Employees don't include other than Permanent Employees

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



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

- No

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

- The Company does not have a single focal point for addressing the human rights issues. However, the HR head of the respective IC is responsible for addressing the same. All grievances are addressed as and when received by the respective heads through Admin/HR.. All the grievances received are duly investigated and appropriate actions are taken to resolve the issue/complaint. Whenever required, disciplinary actions are initiated as deemed fit and assistance from regulatory authority is sought. A grievance redressal policy is in place for the same and all the issues reported are resolved within 30 working days.

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

Particulars	FY 2024			FY 2023		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	NA	0	0	NA
Discrimination at workplace	0	0	NA	0	0	NA
Child Labour	0	0	NA	0	0	NA
Forced Labour/ Involuntary Labour	0	0	NA	0	0	NA
Wages	0	0	NA	0	0	NA
Other human rights related issues	0	0	NA	0	0	NA

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

8.

	FY 2024	FY 2023
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

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

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

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

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

11. **Assessment for the year**

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	-
Forced/involuntary labour	-
Sexual harassment	-
Discrimination at workplace	-
Wages	-
Others – Health and safety	-
Working conditions	-

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

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

- Not Applicable.



### Leadership Indicators

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

- No complaint received in F.Y.2022-23 & 2023-24 for human rights violation

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

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

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

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

#### 4. Details on assessment of value chain partners

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Sexual Harassment	NA
Discrimination at workplace	NA
Child Labour	NA
Forced Labour/Involuntary Labour	NA
Wages	NA
Others	NA

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

- Not Applicable

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

#### Essential Indicators

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

Parameter	FY 23-2024	FY 22-2023
Total electricity consumption (A) (Giga Joules)	127761.70	129444.48
Total fuel consumption (B) (Giga Joules)	0	0
Energy consumption through other sources (C) (Giga Joules)	0	0
Total energy consumption (A+B+C) (Giga Joules)	127761.70	129444.48
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0	0
Energy intensity (optional) – the relevant metric may be selected by the entity	0	0

Data calculated for 2023-24 assumes 12% increase in renewable source and 7% decrease in non-renewable source of energy.

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

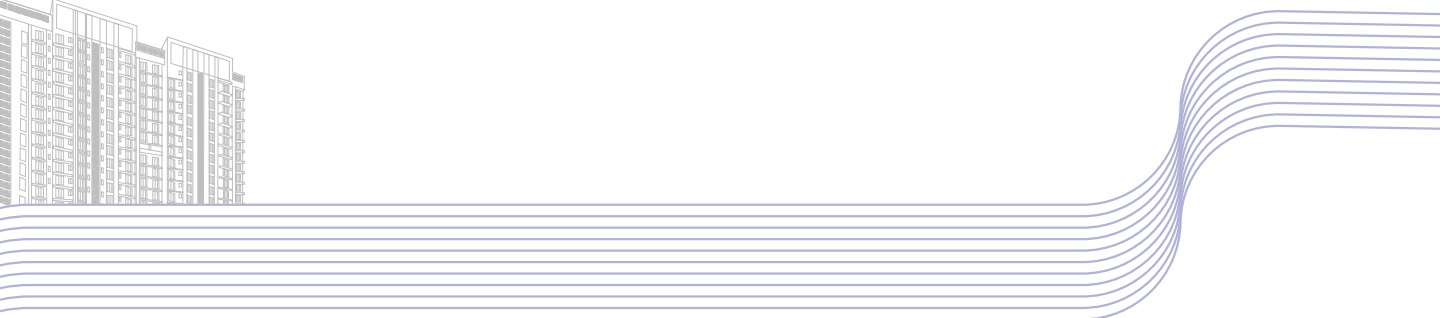
Parameter	FY 2024	FY 2023
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	440541.06	473700.06
(ii) Groundwater	11108.85	11945.01
(iii) Third party water	2125839.52	2285848.95
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>25,77,489.43</b>	<b>2771494.02</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>25,77,489.43</b>	<b>2771494.02</b>
Water intensity per rupee of turnover (Water consumed / turnover)	0.66	0.77
Water intensity (optional) – the relevant metric may be selected by the entity	0	0

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

NO

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

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



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

Parameter	Please specify unit	FY 2024	FY 2023
NOx	-	-	-
Sox	-	-	-
Particulate matter (PM)	-	-	-
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.

NO

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

Parameter	unit	FY 2024	FY 2023
Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tons of CO <sub>2</sub> equivalent	₹3213.028	3089.45
Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tons of CO <sub>2</sub> equivalent	38,205.076	36735.65
Total Scope 1 and Scope 2 emissions per rupee of turnover	Tonne CO <sub>2</sub> per ₹ million	-	-
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

4%

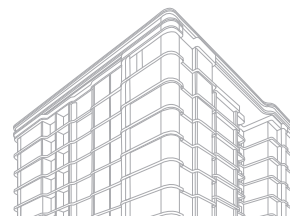
Increase in Scope 1 and 2 emissions is assumed.

**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

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

No.



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

Parameter	FY 2024	FY 2023
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	1,046.15	1067.50
E-waste (B)	5.65	5.77
Bio-medical waste (C)	0	0
Construction & demolition waste (D)	5,306.26	5414.56
Battery waste (E)	22.1	24.12
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify (G)	23.82	24.31
Other Non-hazardous waste generated (H) Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	889.23	907.38
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>7293.21</b>	<b>7443.64</b>
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	875.37	893.24
(ii) Re-used	303.22	309.41
(iii) Other recovery operations	176.91	180.53
<b>Total</b>	<b>1355.5</b>	<b>1383.18</b>
<b>Category of waste</b>		
(i) Incineration	0	0
(ii) Landfilling	57.15	58.32
(iii) Other disposal operations	25.67	26.20
<b>Total</b>	<b>82.82</b>	<b>84.52</b>

### 2%

Assuming 2% decrease in the waste generated.

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

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

Waste reduction & management helps protect the environment. At the same time, it also helps in reducing the cost of disposal. ARIIL recycles & reuses most of the construction waste on site & the remaining construction waste is handed over to recyclers. With respect to post-occupancy waste management, all the upcoming projects have provision of Organic Waste Converters & STPs which would minimise waste as well the water demand. Organic fertilizers derived using the OWCs will be further used for tending the landscape areas.





10. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, 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.
	Ajmera Manhattan & Greenfinity, located at Bhakti Park in Wadala, Mumbai.	Residential Towers with an approximate built-up area of 125000 sq.mt. Currently, the project is under construction and has obtained its Environmental Clearance.	Yes

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Ajmera Manhattan & Greenfinity	EC22B039MH133375	2022-02-26	Yes	Yes	<a href="https://ajmera.com/projects/ajmera-manhattan/#">https://ajmera.com/projects/ajmera-manhattan/#</a> <a href="https://ajmera.com/projects/ajmera-greenfinity/">https://ajmera.com/projects/ajmera-greenfinity/</a>

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

S. No.	Specify the law / regulation / guidelines which was not complied	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
	NA	NA	NA	NA
	NA	NA	NA	NA



## Leadership Indicators

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

Parameter	FY 2024	FY 2023
<b>From renewable sources</b>		
Total electricity consumption (A)	43493.34	38833.34
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>43493.34</b>	<b>38833.34</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D)	84268.36	90611.13
Total fuel consumption (E)	0	0
Energy consumption through other sources (F)	0	0
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>84268.36</b>	<b>90611.13</b>

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

No

2. Provide the following details related to water discharged:

Parameter	FY 2024	FY 2023
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water	0	-
- No treatment	0	-
- With treatment – please specify level of treatment	0	-
(ii) To Groundwater	-	-
- 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	-	-
- No treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
<b>Total water discharged (in kilolitres)</b>	<b>-</b>	<b>-</b>

**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

**3. 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  
(ii) Nature of operations  
(iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2024	FY 2023
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal (in kilolitres)</b>	-	-
<b>Total volume of water consumption (in kilolitres)</b>	-	-
Water intensity per rupee of turnover (Water consumed / turnover)	-	-
Water intensity (optional – the relevant metric may be selected by the entity)	-	-
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(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	-	-
<b>Total water discharged (in kilolitres)</b>	-	-

**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.

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

Parameter	unit	FY 2024	FY 2023
Total Scope 3 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	-	-
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.

**No**

5. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along with prevention and remediation activities.



Not Applicable

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

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

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

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

Key elements of a business continuity and disaster management plan for ARIL include identifying critical business functions and resources, establishing emergency response and communication protocols, training employees on safety procedures, maintaining backups of important data and documents and testing the plan regularly to ensure its effectiveness. ARIL has a comprehensive plan, which helps minimize the impact of unexpected events and maintain business operations during and after a crisis.

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

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

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



Not Applicable

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

#### Essential Indicators

1. i. Number of affiliations with trade and industry chambers / associations
- ii. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

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

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

Name of the authority	Brief of the case	Corrective action taken

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

#### Leadership Indicators

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

Sr. 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

**PRINCIPLE 8: Businesses should promote inclusive growth and equitable development****Essential Indicators**

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

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

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

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

Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (in INR)

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

- Not Applicable

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

Parameter	FY 2024	FY 2023
Directly sourced from MSMEs/ small producers	28%	23%
Sourced directly from within the district and neighbouring districts	90%	90%

**Leadership Indicators**

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

Details of negative social impact identified	Corrective action taken
None	
None	

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

Sr. No.	State	Aspirational District	Amount spent (in INR)
-	-	NA	-

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

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

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

**ii. From which marginalized /vulnerable groups do you procure?**

- Not Applicable

**iii. 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.**

- Not Applicable

**5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.**

- Not Applicable

**6. Details of beneficiaries of CSR Projects.**

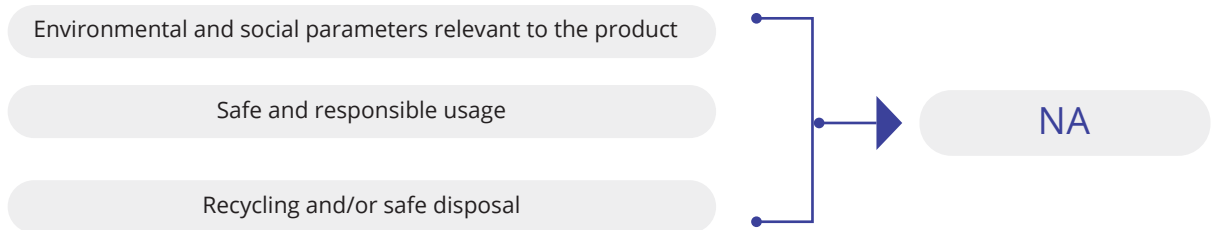
Sr. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Donation to Sir Kikabhai Premchand Trust towards bypass surgery and Angioplasty of Patients	120	100
2	Educational Sponsorship to Underprivileged students through Samjuben Shamaji Ajmera Trust (SSAT)	81	100
3	Donation to MCHI towards MCHI Women's Wing Education Scholarship	28	100
4	Donation to Mahan Trust towards improve vision and to reduce blindness of poor tribal people	40000	100
5	Donation to Jalkranti Trust towards construction of Check Dams and growing and conservation of Jungles.	3000	100
6	Donation to Massom Foundation towards support, guidance and opportunity to the out of school/drop out youth in tribal hamlets inside Aarey Colony to pass the SSC examination.	25	100
7	Donation to Vision Foundation of India towards Cataract surgeries of patients	100	100
8	Donation to Salam Balak Trust towards promoting education	230	100
9	Donation to Gandhighar Kachholi towards education to deaf and mute students of Secondary & Higher Secondary Schools from tribal and rural areas residing in Gandhighar Kachholi	88	100
10	Donation to Shri Chaitanya Health and Care Trust towards financial help to deserving Cancer affected patients.	12	100

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

### Essential Indicators

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.
  - A grievance redressal policy has been adopted by ARIL to receive and respond to consumer/customer & stakeholders' complaints and feedback. Periodic meetings & reviews are conducted to address & resolve customer/stakeholder complaints & issues.
2. Turnover of products and / services as a percentage of turnover from all products/services that carry information about:

As a percentage to total turnover



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

Particulars	FY 2024			FY 2023		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0		0	0	
Advertising	0	0		0	0	
Cyber-security	0	0		0	0	
Delivery of essential services	0	0		0	0	
Restrictive Trade Practices	0	0		0	0	
Unfair Trade Practices	0	0		0	0	
Others				-		

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

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

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? If available, provide a web-link of the policy.
  - Yes, ARIL has a "Cyber Security Policy" covering cyber security and risks related to data privacy in place. However, the policy is undergoing a few amendments & improvements and shall be actively implemented in the F.Y.2023.



6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty/action taken by regulatory authorities on safety of products / services.
- Not applicable, as no issues have been raised at ARILL relating to advertising, and delivery of essential services; cyber security, and data privacy of customers; re-occurrence of instances of product recalls; penalty/ action taken by regulatory authorities on safety of products/ services.

### Leadership Indicators

1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).
- ARILL is a service based real estate entity. Information on all our completed as well ongoing projects can be found at: <https://ajmera.com/our-projects/>
2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.
- We have initiated the inclusion of 'Green Lease' clauses in our lease agreements to help us monitor our environmental impact and jointly take corrective actions in partnership with our occupiers. Awareness sessions are conducted for the occupants/end-users to educate them about various green building features of the project, how to use & how to maintain them.
3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.
- During execution of construction projects and transport of heavy machinery, the clients and concerned departmental authorities are informed through transmittal letters and their permissions are sought for road closure, traffic diversion and isolation of essential services.
4. i. Does the entity display product information on the product over and above what is mandated as per local laws?
- Yes. ARILL is a service-based real estate entity. Hence product display information requirements are not applicable. However, we comply by the rules laid down by Real Estate (Regulation and Development) Act 2016 (RERA) implemented by the Government.
- ii. Did your entity carry out any survey about consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole?
- No

5. Provide the following information relating to data breaches:

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