



Date: 06<sup>th</sup> September, 2024

To, <b>The General Manager, Listing Department BSE Limited Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai 400 001</b>	<b>The Vice-President, Listing Department National Stock Exchange of India Limited “Exchange Plaza”, Bandra – Kurla Complex, Bandra (E), Mumbai – 400 051</b>
Scrip Code : 533160	Scrip Symbol : DBREALTY
Fax No.: 022 – 2272 3121/ 2039	Fax No.: 022 – 26598237/38

Dear Sir/Madam,

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

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations & Disclosure Requirements) Regulations, 2015, we have enclosed the Business Responsibility and Sustainability Report for the financial year 2023-24, which also forms part of the Annual Report for financial year 2023-24.

This is for your information and records.

Thanking you,

Yours faithfully,

**For Valor Estate Limited  
(formerly known as D B Realty Limited)**

**Jignesh Shah  
Company Secretary**

**VALOR ESTATE LIMITED**

(Formerly known as D B Realty Limited)

Regd. Office: 7th Floor, Resham Bhavan, Veer Nariman Road, Churchgate, Mumbai-400 020 Tel: 91-22-49742706  
Correspondence Add.: 4th Floor, Wing 15, Gate No.2, Ten BKC, off. N. Dharmadhikari Marg, Kalanagar, Bandra (East), Mumbai – 400 051

Website: [www.dbrealty.co.in](http://www.dbrealty.co.in) Email: [info@dbg.co.in](mailto:info@dbg.co.in) Tel: 91-22-35201670

CIN: L70200MH2007PLC166818

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

Pursuant to Regulation 34(2)(f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, the Directors present the Business Responsibility and Sustainability Report (BRSR) of the Company for the FY 2023-24.

### SECTION A: GENERAL DISCLOSURE

#### I. Details of the Listed Entity:

1.	<b>Corporate Identity Number (CIN) of the Company</b>	L70200MH2007PLC166818
2.	<b>Name of the Company</b>	Valor Estate Limited (Formerly known as D B Realty Limited)
3.	<b>Year of Incorporation</b>	2007
4.	<b>Registered address</b>	7 <sup>th</sup> Floor, Resham Bhavan, Veer Nariman Road, Churchgate, Mumbai-400 020
5.	<b>Corporate Address</b>	4 <sup>th</sup> Floor, Wing 15, Gate No.2, Ten BKC, off. N. Dharmadhikari Marg, Kalanagar, Bandra (East), Mumbai – 400 051
6.	<b>E-mail id</b>	<a href="mailto:investors@dbg.co.in">investors@dbg.co.in</a>
7.	<b>Telephone</b>	91-22-49742706, 91-22-35201670
8.	<b>Website</b>	<a href="http://www.dbrealty.co.in">www.dbrealty.co.in</a>
9.	<b>Financial Year reported</b>	2023-24
10.	<b>Name of the Stock Exchanges</b>	BSE Limited & National Stock Exchange of India Limited
11.	<b>Paid-up Capital</b>	Rs. 609,54,48,480/-
12.	<b>Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report</b>	Mr. Shahid Balwa Vice Chairman and Managing Director +91-22-35201670 Email id : <a href="mailto:investors@dbg.co.in">investors@dbg.co.in</a>
13.	<b>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).</b>	Consolidated Basis except mentioned otherwise
14.	<b>Name of Assurance provider</b>	Not Applicable
15.	<b>Types of assurance provider</b>	Not Applicable

#### II. Product/Services:

##### 16. Details of Business Activities (accounting for 90% of the turnover):

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the Entity
1.	Real Estate	Real estate and Construction Activities	43.79
2.	Hospitality	Hotel Services including accommodation/rooms, dining, bar, banquets, conference, meeting rooms, spa, fitness center, swimming pool, etc.	56.21

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

Sr. No.	Product/Service	NIC Code	% of Total Turnover Contributed
1.	Construction and Real Estate	4100	43.79
2.	Hospitality	55101	56.21

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

Location	Number of Operational Sites	Number of Offices	Total
National	7	2	9
International	-	-	-

**19. Markets served by the entity:****a. Number of Locations:**

Sr. No.	Location	Number of Sites
1	National (No. of States)	2
2	International (No. of Countries)	-

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

Nil

**c. A brief on types of customers:**

The Company caters to a diverse range of customers including those who purchase residential apartments on sale basis and land development basis. Additionally, we serve domestic and international customers, who utilize hotel, food & beverage, and banqueting services.

**IV Employees:****20. Details as at the end of Financial Year:****a. Employees and Workers (Including Differently abled):**

The total includes employees of the Company and its subsidiaries/associates/JV's which are part of Company's consolidation.

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	1065	896	84.13%	169	15.87%
2.	Other than Permanent (E)	52	42	80.77%	10	19.23%
3.	<b>Total employees (D + E)</b>	<b>1117</b>	<b>938</b>	<b>83.97%</b>	<b>179</b>	<b>16.03%</b>
<b>WORKERS</b>						
4.	Permanent (F)	51	47	92.15%	4	7.84%
5.	Other than Permanent (G)	151	142	94.04%	9	0.6%
6.	<b>Total workers (F + G)</b>	<b>202</b>	<b>189</b>	<b>93.56%</b>	<b>13</b>	<b>6.44%</b>

Note: Laborers employed through contractors and their subcontractors have been classified as workers and workers mentioned above are in relation to Hospitality segment.

**b. Differently abled Employees and workers:**

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent (D)	0	0	0%	0	0%
2.	Other than Permanent (E)	2	2	100%	0	0%
3.	<b>Total differently abled employees (D + E)</b>	<b>2</b>	<b>2</b>	<b>100%</b>	<b>0</b>	<b>0%</b>

DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	0	0	0%	0	0%
5.	Other than permanent (G)	2	2	100%	0	0%
6.	<b>Total differently abled workers (F + G)</b>	<b>2</b>	<b>2</b>	<b>100%</b>	<b>0</b>	<b>0%</b>

**21. Participation/Inclusion/Representation of women:**

	Total (A)	No. and Percentage of females	
		No. (B)	% (B/A)
Board of Directors	6	1	16.67 %
Key Management Personnel	4	0	0.00 %

Note: Key Managerial Personnel includes Managing Directors which form part of 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
<b>Permanent Employees</b>	27.42%	3.29%	30.70%	17.89%	25.00%	18.84%	13.22%	34.15%	15.35%
<b>Permanent Workers</b>	-	-	-	-	-	-	-	-	-

Note: Laborers employed through contractors and their subcontractors have been classified as workers and workers mentioned above are in relation to Hospitality segment.

**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.	Neelkamal Realtors Suburban Private Limited	Wholly Owned Subsidiary	100	Yes
2.	Neelkamal Shantinagar Properties Private Limited	Wholly Owned Subsidiary	100	No
3.	Esteem Properties Private Limited	Wholly Owned Subsidiary	100	No
4.	DB View Infracon Private Limited	Wholly Owned Subsidiary	100	No
5.	MIG (Bandra) Realtors and Builders Private Limited	Wholly Owned Subsidiary	100	Yes
6.	Horizontal Ventures Private Limited	Step Down Subsidiary	92.86	No
7.	Goregaon Hotel And Realty Private Limited	Wholly Owned Subsidiary	100	Yes
8.	DB Contractors & Builders Private Limited	Wholly Owned Subsidiary	100	No
9.	Vanita Infrastructures Private Limited	Wholly Owned Subsidiary	100	No
10.	N. A. Estates Private Limited	Wholly Owned Subsidiary	100	No
11.	Nine Paradise Erectors Private Limited	Wholly Owned Subsidiary	100	No
12.	Saifee Bucket Factory Private Limited	Wholly Owned Subsidiary	100	No
13.	DB Man Realty Limited	Wholly Owned Subsidiary	100	No
14.	Spacecon Realty Private Limited	Wholly Owned Subsidiary	100	No
15.	Neelkamal Realtors Tower Private Limited	Wholly Owned Subsidiary	100	No
16.	DB Hi-Sky Constructions Private Limited	Associate	50	No
17.	Shiva Buildcon Private Limited	Wholly Owned Subsidiary	100	No
18.	Shiva Multitrade Private Limited	Wholly Owned Subsidiary	100	No
19.	Shiva Realtors Suburban Private Limited	Wholly Owned Subsidiary	100	No

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20.	Pandora Projects Private Limited	Associate	49	No
21.	Great View Buildcon Private Limited	Wholly Owned Subsidiary	100	No
22.	Conwood DB Joint Venture	Subsidiary	90	No
23.	Turf Estate Joint Venture	Wholly Owned Subsidiary	100	No
24.	DB Realty and Shreepati Infrastructures LLP	Joint Venture	60	No
25.	DBS Realty	Joint Venture	33.33	No
26.	Dynamix Realty	Joint Venture	50	No
27.	Lokhandwala Dynamix Balwas JV	Joint Venture	50	No
28.	Shree Shantinagar Venture	Wholly Owned Subsidiary	100	No
29.	Suraksha DB Realty	Joint Venture	50	No
30.	Sneh Developers	Joint Venture	49	No
31.	Om Metal Consortium	Joint Venture	50	No
32.	Mira Real Estate Developers	Wholly Owned Subsidiary	100	No
33.	National Tiles	Joint Venture	99	No
34.	Innovation Erectors LLP	Wholly Owned Subsidiary	100	No
35.	Ahmednagar Warehousing Developers and Builders LLP	Joint Venture	50	No
36.	Solapur Warehousing Developers and Builders LLP	Joint Venture	50	No
37.	Aurangabad Warehousing Developers and Builders LLP	Joint Venture	50	No
38.	Latur Warehousing Developers and Builders LLP	Joint Venture	50	No
39.	Saswad Warehousing Developers and Builders LLP	Joint Venture	50	No
40.	Lokhandwala DB Realty LLP	Joint Venture	50	No
41.	Goan Hotels & Realty Private Limited#	Wholly Owned Subsidiary	100	Yes
42.	Marine Tower Properties LLP	Step Down Subsidiary	100	No
43.	BD & P Hotels (India) Private Limited	Subsidiary	75	Yes
44.	Bamboo Hotel and Global (Delhi) Private Limited #	Joint Ventures	50	No
45.	DB Conglomerate Realty Private Limited	Step Down Subsidiary	100	No
46.	Godrej Residency Private Limited	Step Down Joint Venture	49.99	No

# Transfer of shares in process

## VI. CSR Details

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

(ii) Turnover (in Rs.) = Rs. 89,527.29 Lakhs

(iii) Net worth (in Rs.) = Rs. 575,373.77 Lakhs

## VII. Transparency and Disclosures 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) <i>(If Yes, then provide web-link for grievance redress policy)</i>	FY 2023-24			FY 2022-23		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	No	0	0	-	0	0	-
Investors (other than shareholders)	Yes <a href="https://www.dbrealty.co.in/policy.php">https://www.dbrealty.co.in/policy.php</a>	0	0	-	0	0	-
Shareholders	Yes <a href="https://www.dbrealty.co.in/policy.php">https://www.dbrealty.co.in/policy.php</a>	0	0	-	0	0	-
Employees and workers	Yes <a href="https://www.dbrealty.co.in/policy.php">https://www.dbrealty.co.in/policy.php</a>	0	0	-	0	0	-

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) <i>(If Yes, then provide web-link for grievance redress policy)</i>	FY 2023-24			FY 2022-23		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Customers	Yes <a href="https://www.dbrealty.co.in/policy.php">https://www.dbrealty.co.in/policy.php</a>	4483	300	-	6337	316	-
Value Chain Partners	Yes <a href="https://www.dbrealty.co.in/policy.php">https://www.dbrealty.co.in/policy.php</a>	0	0	-	0	0	-
Other (please specify)	-	0	0	-	0	0	-

**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	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Customer Experience & Satisfaction	O	Customer satisfaction is priority and its is essential for building long term relationships	-	Positive
2	Corporate Governance	R	Failure to comply with the law or meet stakeholder obligations, corruption & bribery, etc.	The company's policies provide guidance for transparency & disclosure, compliance towards statutory obligations, conflict of interest, antibribery & anti-corruption, whistle blower policy, etc.	Negative
3	Training & Development	O	Training & development offers help to boost knowledge of the workforce results in increased retention of employees, better preparedness for contingencies, attracts new talent & improves the efficiency & productivity	Upskilling & development of employees on emerging technologies as well as behavioral and safety aspects.	Positive
4	Occupational Health & Safety	R	Unhygienic working conditions can lead to illness among workers and employees. Safety related hazards can cause injuries, accidents, deaths.	The Company firmly believes in providing a healthy and safe work environment to all its employees and workers.. All necessary measures are in place to ensure the same.	Negative
5	Materials	O	Eco-friendly / Green materials have a lower environmental impact than traditional construction materials & are bio-degradable/recyclable.	-	Positive
6	Waste Management	O	Segregate better and reduce, reuse, recycle and dispose waste safely	-	Positive
7	Energy Management	O	Build greater energy efficiency. Transition to renewable energy and reduction in carbon footprint.	-	Positive
8	Climate Change	R	Hospitality industry inherently has a high carbon footprint	We have conducted climate scenario analysis to understand climate change impacts	Negative

**SECTION B: MANAGEMENT AND PROCESS DISCLOSURES**

- P 1** Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.
- P 2** Businesses should provide goods and services in a manner that is sustainable and safe.
- P 3** Businesses should respect and promote the well-being of all employees, including those in their value chains.
- P 4** Businesses should respect the interests of and be responsive to all its stakeholders.
- P 5** Businesses should respect and promote human rights.
- P 6** Businesses should respect and make efforts to protect and restore the environment.
- P 7** Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.
- P 8** Businesses should promote inclusive growth and equitable development.
- P 9** Businesses should engage with and provide value to their consumers in a responsible manner.

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	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>Policy and management processes</b>									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	<a href="https://www.dbrealty.co.in/policy.php">https://www.dbrealty.co.in/policy.php</a>								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	N	N	N	N	N	N	N	N	N
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Y	N	N	N	N	N	N	N	N
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	NA	NA	NA	NA	NA	NA	NA	NA	NA
<b>Governance, leadership and oversight</b>									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements ( <i>listed entity has flexibility regarding the placement of this disclosure</i> )									
Mr. Shahid Balwa (DIN: 00016839) as the Managing Director of Valor Estate Ltd., "We recognize that our growth and development must create value for all our stakeholders. Through our engagement with them, we have identified the need to extend our contribution beyond our fiduciary responsibilities and prioritize sustainable development. This BRSR is a testimony of the Company's commitment to sustainability in all its dimensions and the Company will constantly endeavour to strengthen this further on a continuing basis. 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).					Mr. Shahid Balwa Vice Chairman and Managing Director				

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. However, the respective areas of the ESG matters are monitored by the individual namely the Departmental Heads of the respective 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 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action					All the policies of the Company are reviewed periodically or on a need basis for necessary follow up actions.																							
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances					During the review, the effectiveness of the policies is evaluated and necessary amendments to policies and procedures are implemented, if required. In the event of any material non-compliances, the Audit committee and Risk Management committee are notified. The Company complies with the extant regulations and principles as are applicable.																							
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.										P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	No, the Company has not undertaken an independent assessment/ evaluation of its policies by an external agency. Periodic internal audits are undertaken to ensure the effective working of all policies and strict alignment with internal protocols and guidelines.									

**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	% of persons in respective category covered by the awareness programmes
Board of Directors	3	<ul style="list-style-type: none"> <li>- Code of conduct</li> <li>- Anti-bribery and anticorruption</li> <li>- Insider trading</li> <li>- Prevention and sexual harassment</li> </ul>	100%
Key Managerial Personnel	9	<ul style="list-style-type: none"> <li>- Code of conduct</li> <li>- Anti-bribery and anticorruption</li> <li>- Insider trading</li> <li>- Prevention and sexual harassment</li> <li>- Health and safety</li> </ul>	100%



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Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Employees other than BOD and KMPs	5	<ul style="list-style-type: none"> <li>- Code of conduct</li> <li>- Anti-bribery and anticorruption</li> <li>- Insider trading</li> <li>- Prevention and sexual harassment</li> <li>- Health and safety</li> <li>- Leadership and Performance Management Development</li> <li>- Regulatory Compliance and Workplace Ethics</li> <li>- Technical-Skills Enhancement</li> <li>- Fire Drills</li> <li>- Indian AS- Training</li> <li>- Advance Excel</li> <li>- Hyatt Human Trafficking</li> <li>- Training Online conducted at Grand Hyatt Goa</li> <li>- Awareness Sessions conducted for Sustainability and well being at Grand Hyatt Goa</li> </ul>	100%
Workers	Laborers employed through contractors and their subcontractors have been classified as workers and workers mentioned above are in relation to Hospitality segment.		

**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):**

The Company had no monetary and non-monetary fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year FY 2023-24 except ongoing proceedings as mentioned in Directors Report.

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

Not applicable

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

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.

Further details can be found here: <https://www.dbrealty.co.in/pdf/Revised-Code-of-Conduct.pdf>

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

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

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

There have been no complaints with regard to conflict of interest against Board of Directors or KMPs for FY 2023-24 and FY 2022-23.

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

Not Applicable

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

	FY 2023-24	FY 2022-23
Number of days of accounts payables	189.15	68.38

**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	FY 2022-23
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	NA	NA
	b. Number of trading houses where purchases are made from	NA	NA
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	NA	NA
Concentration of Sales	a. Sales to dealers distributors as % of total sales	NA	NA
	b. Number of dealers / distributors to whom sales are made	NA	NA
	c. Sales to top 10 dealers/ distributors as % of total sales to dealers / distributors	NA	NA
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	NA	NA
	b. Sales (Sales to related parties / Total Sales)	NA	NA
	c. Loans & advances (Loans & Advances given to related parties/ Total loans & advances)	54.78%	58.64%
	d. Investments (Investments in related parties / Total Investments made)	91.87%	98.82%

**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
NA	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 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.**

Considering the business activities of the Company, investment in research and development activities is not applicable with respect to capital expenditure in specific technologies to improve the social and environmental impacts of our products.

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

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

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

**3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste :**

The Company does not have any specific product to reclaim at the end of life. However, at the project and operation sites, there are systems in place to recycle, reuse and dispose in line with regulatory requirement for the above waste being generated during course of construction and operation.

For operational hotels,

- The Company has tie-ups with authorized e-waste recyclers for safe and secure disposal. Furthermore, regular maintenance and service of electronic equipment is also undertaken to increase the lifespan.
  - Hazardous waste is secured in safe containers and is disposed of through authorized waste disposal channels. Furthermore, kitchen oil and diesel generator oil is safely disposed of through certified vendors who specialize in such treatment.
  - For all other waste, we have devised robust protocols, supported by our dedicated staff who ensure accurate segregation of waste based on composition. Upon segregation, all waste is sent to authorized agencies for proper disposal. Additionally, bins with proper partitions for recyclable and non-recyclable waste are provided.
  - All waste from guest rooms is collected and stored in a designated garbage room. On collection, all waste is segregated based on composition and then sent for disposal to certified agencies. Wet waste generated is treated through our On-Site Waste Converter (OWC). Waste treated is thereafter used for gardening/landscaping purposes.
  - All the electronic waste like LEDs, Drivers, spares etc. are stored separately in a designated area & is yearly sent to a authorized recycler who recycles the usable parts & disposes the non-usable parts in a safe manner.
- 4. Whether Extended Producer Responsibility (EPR) is applicable to the entity’s activities (Yes/No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same**

Not Applicable

**Leadership Indicators**

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

Not Applicable

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

Not Applicable

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

Towards a step to reduce plastic usage we had introduced in-house water bottling plant in our hotels, which purifies & adds required minerals to the water in an atomized system where the bottles cleaning & filling is done.

Indicate input material	Recycled or re-used input material to total material	
	FY 2023-24	FY 2022-23
Water bottles	100%	NA
Kitchen Oil	100%	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:**

Not Applicable

- 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
NA	NA

**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:**

The Company provides employees with a range of benefits to enhance their wellbeing and personal growth. All employees are supported with flexi leave benefits such as privileged leaves, flexi hours, sick leave and blocked leave. Other benefits include reimbursement of conveyance expenses. Further, the Company also undertakes celebrations such as Women’s Day, Eid, Independence Day, Ganesh Chaturthi, Dusshera, Diwali, and Christmas to provide employees with an opportunity to collaborate and deliver value.

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent employees</b>											
Male	896	896	100%	694	77%	0	0%	694	77%	0	0
Female	169	169	100%	141	83%	169	100%	0	0%	0	0
<b>Total</b>	<b>1065</b>	<b>1065</b>	<b>100%</b>	<b>835</b>	<b>78%</b>	<b>169</b>	<b>16%</b>	<b>694</b>	<b>65%</b>	<b>0</b>	<b>0</b>
<b>Other than Permanent employees</b>											
Male	42	42	100%	28	67%	0	0%	28	67%	0	0
Female	10	10	100%	9	90%	10	100%	0	0%	0	0
<b>Total</b>	<b>52</b>	<b>52</b>	<b>100%</b>	<b>37</b>	<b>71%</b>	<b>10</b>	<b>19%</b>	<b>28</b>	<b>54%</b>	<b>0</b>	<b>0</b>

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

Category	% of workers covered by											
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities		
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)	
<b>Permanent Workers</b>												
Male	47	0	0	0	0	0	0	0	0	0	0	-
Female	4	0	0	0	0	4	100%	0	0	0	0	-
<b>Total</b>	<b>51</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>7.84%</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>
<b>Other than Permanent employees</b>												
Male	142	142	100%	142	100%	0	0%	0	0	0	0	-
Female	9	9	100%	9	100%	9	100%	0	0	0	0	-
<b>Total</b>	<b>151</b>	<b>151</b>	<b>100 %</b>	<b>151</b>	<b>100 %</b>	<b>9</b>	<b>5.96%</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>

Note: Laborers employed through contractors and their subcontractors have been classified as workers. Workers mentioned above are in relation to Hospitality segment.

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

	<b>FY 2023-24</b>	<b>FY 2022-23</b>
Cost incurred on well being measures as a % of total revenue of the Company	0.07%	0.03%

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

Benefits	FY 2023-24			FY 2022-23		
	No. of Employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/NA)	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/NA)
PF	97%	100%	Y	98.08	NA	Y
Gratuity	98%	100%	Y	100.00	NA	Y
ESI	41%	95%	Y	22.60	NA	Y
Others – Please specify	-	-	-	-	-	-

Note: Laborers employed through contractors and their subcontractors have been classified as workers and workers mentioned above are in relation to Hospitality segment.

**3. Accessibility of workplace**

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, It is accessible to differently abled employees and workers.

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

Yes, the Company maintain equal opportunities at the time of recruitment as well as during the course of employment irrespective of caste, creed, gender, race, religion, disability or sexual orientation. The weblink of the policy is, <https://www.dbrealty.co.in/pdf/Policy%20on%20Busines%20Responsibility2022.pdf>.

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention Rate	Return to work rate	Retention Rate
Male	NA	NA	NA	NA
Female	NA	NA	NA	NA
Total	NA	NA	NA	NA

Note: Laborers employed through contractors and their subcontractors have been classified as workers and workers mentioned above are in relation to Hospitality segment.

**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	Yes, Grievance redressal mechanism is available at project site establishments. Complaints can be raised to the immediate supervisor, superior, manager, at project site or directly reported to the HR and admin departments. Also, grievances can be raised through e-mails and all the grievances that are received through different platforms are directed to the respective functional Head and resolved through the HR and Admin function.  Also Grievances can be redress through Departmental Communication Meetings and General Associate Meetings and for which Mechanism available are through Hyattalk, Suggestion box, Feedback Registers and Ethic Portal.  The grievances can be also raised through whistle-blower system by writing an e-mail and approaching committee constituted under POSH
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Not Applicable

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

Category	FY 2023-24					FY 2022-23				
	Total (A)	On Health and Safety measures		On Skill upgradation		Total (D)	On Health and Safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Male	939	633	67.41%	559	59.36%	189	189	100%	100	52.91%
Female	178	131	73.60%	119	66.85%	17	17	100%	10	58.82%
<b>Total</b>	<b>1117</b>	<b>764</b>	<b>68.40%</b>	<b>678</b>	<b>60.70%</b>	<b>206</b>	<b>206</b>	<b>100%</b>	<b>110</b>	<b>53.34%</b>
<b>Workers</b>										
Male	178	122	68.54%	164	92.13%	-	-	-	-	-
Female	21	16	76.19%	17	80.95%	-	-	-	-	-
<b>Total</b>	<b>199</b>	<b>138</b>	<b>69.35%</b>	<b>181</b>	<b>90.95%</b>	-	-	-	-	-

Note: Laborers employed through contractors and their subcontractors have been classified as workers and workers mentioned above are in relation to Hospitality segment.

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
Male	939	901	95.95%	189	189	100%
Female	178	161	90.45%	17	17	100%
<b>Total</b>	<b>1117</b>	<b>1062</b>	<b>95.08%</b>	<b>206</b>	<b>206</b>	<b>100%</b>
<b>Workers</b>						
Male	47	47	100%	-	-	-
Female	4	4	100%	-	-	-
<b>Total</b>	<b>51</b>	<b>51</b>	<b>100%</b>	-	-	-

Note: Laborers employed through contractors and their subcontractors have been classified as workers and workers mentioned above are in relation to Hospitality segment.

**10. Health and Safety Management System**

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

The Company places a high priority on maintaining a safe and healthy workplace environment for all of its employees to uphold this commitment, we have established a Health and Safety management system. It sets out clear expectations and responsibilities for both employers and employees in ensuring occupational health and safety and provides a detailed roadmap for taking preventive measures.

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

The Company has a systematic risk management process in place for identification, assessment, mitigation, monitoring, & reporting work related hazards with Hygiene and Safety/Security Protocols on a routine and non-routine basis.

We have implemented a comprehensive health and safety management system to ensure a safe and healthy work environment for all employees. This system encompasses the following key elements:

- Fire Safety: Regular fire safety training, fire drill exercises, and maintenance of fire-fighting equipment to prepare employees for emergency situations.
- Office Safety: Measures to address ergonomics, electrical safety, and prevention of slips, trips, and falls in the office premises.
- Engineering Safety: Protocols for the safe operation and maintenance of machinery, equipment, and building infrastructure.
- Kitchen Safety: Specialized training and protocols for food handlers to maintain high standards of food safety and hygiene.
- Back of House Safety: Procedures to mitigate risks associated with material handling, storage, and waste management in the back-of-house areas.

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- Sales Safety and Security: Safeguards to protect employees in customer-facing roles, including training on conflict resolution and personal safety.
- Housekeeping Safety: Guidelines and processes to ensure a clean, organized, and hazard-free work environment.
- Stay Safe – Preventing & Reacting to Active Attack Situation: Preparedness training to enable employees to respond effectively in the event of an active attack scenario.
- General Safety: Comprehensive safety policies, risk assessments, and incident reporting mechanisms to address a wide range of potential hazards.
- Health and Safety for Managers: Specialized training to equip managers with the knowledge and skills to effectively manage health and safety within their respective departments.
- Safety and Security Induction EMEA & APAC eLearning: Online training modules to familiarize new hires with the organization’s health and safety protocols.
- Food Safety: Stringent food safety practices, including regular medical check-ups for food handlers and specialized training on food handling and hygiene.
- Evacuation Drill: Periodic evacuation drills to ensure employees are prepared to respond appropriately in emergency situations.
- Health and Safety Guidelines: Comprehensive guidelines and policies that outline the organization’s commitment to maintaining a safe and healthy work environment.
- Fire Fighting: Dedicated fire safety equipment and training for employees to respond effectively in the event of a fire.
- Doctor on Call: Provision of on-site medical assistance and access to healthcare services for employees.
- Pre-Employment Medicals for Food Handlers and Non Food Handlers: Mandatory medical examinations for new hires to ensure their fitness for the role.
- Bi Annual Food Handlers Medicals: Regular medical check-ups for food handlers to maintain high standards of food safety.
- Various Health Checkup Camps: Periodic health screening and awareness campaigns to promote employee well-being.
- Mental Health Awareness and Cancer Awareness Sessions: Initiatives to address mental health and provide education on important health topics

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

Yes, the Company has processes for workers to report 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 Company profoundly understands that the comprehensive well-being of our employees is fundamental to achieving our business objectives and growth ambitions. To this end, we have embraced a people-centric strategy that prioritizes the wellbeing of our employees, offering regular consultations and training focused on physical, mental, and overall wellness. The Company also have group medical policy to meet with unforeseen medical requirements of the employees and their family members.

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

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

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

We have implemented a comprehensive health and safety management system to ensure a safe and healthy work environment for all employees. The above system implemented at our hotels encompasses the following key elements:

- **Fire Safety:** Regular fire safety training, fire drill exercises, and maintenance of fire-fighting equipment to prepare employees for emergency situations.
- **Office Safety:** Measures to address ergonomics, electrical safety, and prevention of slips, trips, and falls in the office premises.
- **Engineering Safety:** Protocols for the safe operation and maintenance of machinery, equipment, and building infrastructure.
- **Kitchen Safety:** Specialized training and protocols for food handlers to maintain high standards of food safety and hygiene.
- **Back of House Safety:** Procedures to mitigate risks associated with material handling, storage, and waste management in the back-of-house areas.
- **Sales Safety and Security:** Safeguards to protect employees in customer-facing roles, including training on conflict resolution and personal safety.
- **Housekeeping Safety:** Guidelines and processes to ensure a clean, organized, and hazard-free work environment.
- **Stay Safe – Preventing & Reacting to Active Attack Situation:** Preparedness training to enable employees to respond effectively in the event of an active attack scenario.
- **General Safety:** Comprehensive safety policies, risk assessments, and incident reporting mechanisms to address a wide range of potential hazards.
- **Health and Safety for Managers:** Specialized training to equip managers with the knowledge and skills to effectively manage health and safety within their respective departments.
- **Safety and Security Induction EMEA & APAC eLearning:** Online training modules to familiarize new hires with the organization's health and safety protocols.
- **Food Safety:** Stringent food safety practices, including regular medical check-ups for food handlers and specialized training on food handling and hygiene.
- **Evacuation Drill:** Periodic evacuation drills to ensure employees are prepared to respond appropriately in emergency situations.
- **Health and Safety Guidelines:** Comprehensive guidelines and policies that outline the organization's commitment to maintaining a safe and healthy work environment.
- **Fire Fighting:** Dedicated fire safety equipment and training for employees to respond effectively in the event of a fire.
- **Doctor on Call:** Provision of on-site medical assistance and access to healthcare services for employees.
- **Pre-Employment Medicals for Food Handlers and Non Food Handlers:** Mandatory medical examinations for new hires to ensure their fitness for the role.
- **Bi Annual Food Handlers Medicals:** Regular medical check-ups for food handlers to maintain high standards of food safety.
- **Various Health Checkup Camps:** Periodic health screening and awareness campaigns to promote employee well-being.
- **Mental Health Awareness and Cancer Awareness Sessions:** Initiatives to address mental health and provide education on important health topics.



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

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

**14. Assessment for the year**

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

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

Not Applicable

**Leadership Indicators**

**1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N)**

Yes, there is Group Insurance and also benefits are available under ESIC and PF. The ESIC and PF have the provisions of Insurance cover as well as pension benefits in the event of death of employee.

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

The Company is in adherence to the applicable statutory provisions including payment and deduction of statutory dues is incorporated in the contract agreement with the value chain partners.

**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 employees/ workers rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2023-24	FY 2022-23	FY 2023-24	FY 2022-23
Employees	0	0	0	0
Workers	0	0	0	0

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

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

**5. Details on assessment of value chain partners: No**

**6. Provide details of any corrective actions taken or underway to address significant risks /concerns arising from assessments of health and safety practices and working conditions of value chain partners. : Not Applicable**

**PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders**

**Essential Indicators**

**1. Describe the processes for identifying key stakeholder groups of the entity :**

The Company business is primarily in Real Estate, Construction and Hospitality activity. Hence in line with its business models, the Company had identified the following as key stakeholders: investors, shareholders, employees, customers 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 & 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
Government and regulatory authorities	No	E-mail Letters	Quarterly & Event Based	Approvals & Compliances
Shareholders	No	E-mail AGM/EGM Results Presentations	Quarterly, annual and email frequency on need basis	Annual Report for the purpose of communicating the relevant information, resolving their queries/ grievances, seeking of approvals
Suppliers	No	Emails & One to One meetings	Project Basis	Material requirement Supply timeframe Procurement contracts
Investors	No	Emails & One to One meetings	As per requirement	Financial Performance & quarterly results
Customers	No	Marketing - Email Sales	Event based	Project Launch Campaigns, brochures
Employees	No	Email and Inter office memo	Continuous engagement	<ul style="list-style-type: none"> <li>Update of various key process/policy</li> <li>Announcements</li> <li>Employee engagement important updates</li> </ul>

**Leadership Indicators**

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

The Company 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 Responsibility Committee, Audit Committee, Independent Director’s Committee, and Nomination and Remuneration Committee.

**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:**

Not Applicable

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

The Company is engaged in Real estate industry in Mumbai and dwellers therein may be classified as marginalised stakeholders.

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**PRINCIPLE 5 : Businesses should respect and promote human rights**

**Essential Indicators**

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. of Employees/ workers covered (B)	% (B/A)	Total (C)	No. of Employees/ workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	1065	1065	100%	196	196	100%
Other than Permanent	52	52	100%	10	10	100%
<b>Total Employees</b>	<b>1117</b>	<b>1117</b>	<b>100%</b>	<b>206</b>	<b>206</b>	<b>100%</b>
<b>Workers</b>						
Permanent	-	-	-	-	-	-
Other than Permanent	-	-	-	-	-	-
<b>Total Employees</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 and workers mentioned above are in relation to Hospitality segment.

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

Category	FY 2023-24					FY 2022-23				
	Total (A)	Equal to Minimum Wages		More than Minimum Wages		Total (D)	Equal to Minimum Wages		More than Minimum Wages	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
<b>Permanent</b>										
Male	896	85	9.49%	811	90.51%	179	-	-	179	100%
Female	169	18	10.65%	151	89.35%	17	-	-	17	100%
<b>Other than Permanent</b>										
Male	42	22	52.38%	20	47.62%	10	-	-	10	100%
Female	10	9	90.00%	1	10.00%	0	-	-	-	-
<b>Workers</b>										
<b>Permanent</b>										
Male	47	47	100%	-	-	-	-	-	-	-
Female	4	4	100%	-	-	-	-	-	-	-
<b>Other than Permanent</b>										
Male	142	142	100%	-	-	-	-	-	-	-
Female	9	9	100%	-	-	-	-	-	-	-

Note: Laborers employed through contractors and their subcontractors have been classified as workers and workers mentioned above are in relation to Hospitality segment.

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

**a. Median Remuneration/wages:**

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BOD)	5	-	1	-
Key Managerial Personnel	4	52,85,795	0	-
Employees other than BOD and KMP	943	4,95,941	172	2,36,276
Workers	189	17,935	13	16,761

Notes:

1. KMPs include Managing Directors who have not drawn any remuneration during FY 2023-24. Other than KMPs, other Directors are entitled for only Sitting Fees for attending each Board/Committee meeting, which has not been considered for above.
2. KMP Median remuneration includes the perquisites on account of exercise of Options granted under ESOP Scheme 2022 during the financial year.
3. Laborers employed through contractors and their subcontractors have been classified as workers and workers mentioned above are in relation to Hospitality segment.

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

	FY 2023-24	FY 2022-23
Gross wages paid to females as % of total wages	7.66%	8.53%

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

Yes, the Company's Human Resources Department is responsible for monitoring and addressing human rights impacts and issues.

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

The Company acknowledges the importance of timely and effective grievance resolution in order to safeguard and protect human rights. All human rights concerns/grievances can be reported to the Human Resources Department. Upon reporting, the Human Resources Department conducts the necessary investigations to ensure timely resolution.

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

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

	FY 2023-24			FY 2022-23		
	Filed During the year	Pending resolution at the end of the year	Remarks	Filed During the year	Pending resolution at the end of the year	Remarks
Sexual Harrassment	0	0	-	0	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forcced Labour/Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights related issues	0	0	-	0	0	-

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

	<b>FY 2023-24</b>	<b>FY 2022-23s</b>
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 :**

The complainant can approach the HR department directly or to the HODs with their grievance. Appropriate inquiries will be conducted by the Company as per the applicable laws and appropriate actions, as may deem fit will be taken. Alternatively, the employees may report their grievance, complaints related to discrimination and harassment cases to the HODs.

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.

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

**10. Assessments for the year:**

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

**11. Provide details of any corrective actions taken or underway to address significant risks /concerns arising from the assessments at Question 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 Complaints received in FY 2023-24 for human rights violation.

**2. Details of the scope and coverage of any Human rights due-diligence conducted: Not Applicable**

**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, it is accessible**

**4. Details on assessment of value chain partners:**

	<b>% Of value chain partners (by value of business done with such partners) that were assessed</b>
Sexual Harassment	-
Discrimination at workplace	-
Child labour	-
Forced Labour/ Involuntary labour	-
Wages	-
Others – 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**

**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	FY 2022-23
<b>From renewable sources</b>		
Total electricity consumption (A)	10465.12 GJ	-
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
<b>Total energy consumed from renewable (A+B+C)</b>	<b>10465.12 GJ</b>	<b>-</b>
<b>From non-renewable sources</b>		
Total Electricity Consumption (D)	45068.22 GJ	5344.96 GJ
Total Fuel Consumption (E)	17955.53 GJ	940.81 GJ
Energy consumption through other sources (F)	-	-
<b>Total energy consumed from non- renewable (D+E+E)</b>	<b>63023.75 GJ</b>	<b>6285.77 GJ</b>
<b>Total Energy Consumed (A+B+C+D+E+F)</b>	<b>73488.87 GJ</b>	<b>6285.77 GJ</b>
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0.0000046	0.0000007
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/revenue from operations adjusted for PPP)	-	-
Energy intensity in terms of physical output	-	-
Energy 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 except our Hilton Hotel, Mumbai had undergone an Energy audit from Itify Business services (Recommended agency by BEE).

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

The Company does not have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India, except Hilton Hotel, Mumbai is a Designated Consumer under PAT Scheme & it had achieved all the targets set by BEE. There are 49 E'certificates to the credit of Hilton Hotel, Mumbai.

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

Parameter	FY 2023-24	FY 2022-23
Water withdrawal by sources (in kiloliters)		
(i) Surface Water		
(ii) Groundwater	1,35,978	-
(iii) Third Party Water	95,684.20	-
(iv) Seawater/desalinated water	-	-
(v) Others	-	-
Total Volume of water withdrawal (in kiloliters) (i+ii+iii+iv+v)	2,31,662.20	-
Total volume of water consumption (in kiloliters)	2,31,662.20	-
Water intensity per rupee of turnover (Total water consumption/Revenue from operation)	0.0000144	-
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.000014	-
Water intensity in terms of physical output	-	-
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	FY 2022-23
Water withdrawal by sources (in kiloliters)		
(i) To Surface Water	-	-
- No Treatment	-	-
- With Treatment- Please specify level of treatment	-	-
(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	-	-
- 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

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

The Company's residential and commercial projects (completed as well as upcoming) are equipped with state-of-the-art Sewage Treatment Plants (STP) and Rainwater Harvesting (RWH) systems that work in tandem to provide a mechanism for Zero Liquid Discharge. The treated/ collected water from the STP/RWH is re-circulated and reused for toilet flushing, gardening, landscape irrigation etc. In our hotels, the waste water received in Sewage treatment plant where it is treated & reused for Gardening, Flushing & cooling towers for Chiller plant.

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

The details of air emissions in respect of our operational hotels:

Parameter	Please Specify	FY 2023-24	FY 2022-23
NOx	µg/m3	13.48	-
Sox	µg/m3	7.91	-
Particulate matter (PM)	µg/m3	98.17	-
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

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

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	577.097	3104
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	2644.39	36914

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 1 and Scope 2 emissions per rupee of turnover	-	0.0000002	0.0000049
Total Scope 1 and Scope 2 emission intensity (optional) — the relevant metric may be selected by the entity	-	-	-
for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations adjusted for PPP)	-	-	-
Total Scope 1 and Scope 2 emission intensity in terms of physical output	-	-	-
Total Scope 1 and Scope 2 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

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

No, the company does not have any specific projects related to reducing Green House Gas Emission. However, the Company obtains environment clearances as required under the Environment Impact Assessment (EIA) Notification 2006 issued by the Ministry of Environment, Forest & Climate Change, New Delhi by satisfying all the terms and conditions therein required to be complied for its real estate projects. The suggestions provided by environmental authority are already incorporated by the company in areas related to energy consumption, solid waste management and conservation and treatment of water. These include continual improvement in adoption of good practices.

The following initiatives are taken at Hilton Hotel, Mumbai to reduce its Green House Gas emissions:

- Replaced old Chiller plants to more energy efficient chillers reducing the electrical consumption thus reducing the GHG
- Installed Electrostatic scrubber for Kitchen exhaust system
- Installed BMS System for HVAC to have better control on power consumption to reduce Greenhouse gas emission
- Installation of LED Lights to reduce electrical consumption to reduce GHG Emissions
- All the HVAC equipments refrigerant gas are Non CFC (CFC Free)

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

Parameter	FY 2023-24	FY 2022-23
<b>Total Waste Generated (in metric tonnes)</b>		
Plastic waste (A)	19.129	10.72
E-waste (B)	8.147	5.36
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	102.4	15104
Battery waste (E)	0.845	-
Radioactive waste (F)	0	-
Other Hazardous waste. Please specify, if any. (G)	1.1	-
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	<ol style="list-style-type: none"> <li>1. Food wet waste- 96.093</li> <li>2. Composting landscaping waste- 11.436</li> <li>3. Farm division wet waste- 353.070</li> <li>4. Landscaping waste- 351.365</li> <li>5. Glass- 78.052</li> <li>6. Metalcans- 8.994</li> <li>7. Papers- 36.577</li> <li>8. Vermiculture- 2.936</li> <li>9. Cooking oil- 4635.60 Litres</li> </ol>	-
<b>Total (A+B +C+D+E+F+G+ H)</b>	<b>1070.14 Metric Tonnes 4635.60 Litres</b>	<b>15120.08 Metric Tonnes</b>



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Parameter	FY 2023-24	FY 2022-23
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.07 gram/INR	-
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	-	-
Waste intensity in terms of physical output	-	-
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)		
<b>Category of waste</b>		
i. Recycled	1. Food wet waste- 96.093 2. Composting landscaping waste- 11.436 3. Farm division wet waste- 353.070 4. Landscaping waste- 351.365 5. Glass- 78.052 6. Metalcans- 8.994 7. Papers- 36.577 8. Ermiculture- 2.936	897
ii. re-used	4635.6 Litres	311 Litres
iii. other recovery operations	0	0
<b>Total</b>	<b>938.52 Metric Tonnes</b> <b>4635.6 Litres</b>	<b>1208 Metric Tonnes</b>
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
<b>Category of waste</b>		
i. incineration	0	-
ii. landfilling	102.4	15104
iii. other disposal operations	0	1077.7
<b>Total</b>	<b>102.4</b>	<b>16181.7</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

**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 :**

The waste generated from the construction activity is segregated and reused for various activist such as backfilling, levelling, etc at the project sites. The construction wastage which cannot be reused is sent to vendors for appropriate recycling. The products that are used for cleaning etc. in the Hilton hotel, Mumbai are from Diversey. These products are Eco Labelled which are environment friendly. Wet and Dry Waste at our Hospitality operations are also treated through on-site OWCs. E-waste, cooking and engine oil are recycled through authorized vendors.

**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:**

No, the Company does not have operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.)

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

The Company has not conducted any environmental impact assessments (EIA) of Projects in FY24.

**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, all the projects have, wherever required, have obtained environmental clearance under the EIA Notification 2006. Also, MPCB's Consent is obtained for all the on-going projects and operational hotels as applicable.

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

### 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
- (ii) Nature of operations
- (iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2023-24	FY 2022-23
<b>Water withdrawal by source (in kilolitres)</b>	-	-
(i) <b>Surface Water</b>	-	-
(ii) <b>Groundwater</b>	-	-
(iii) <b>Third Party water</b>	-	-
(iv) <b>Seawater/desalinated water</b>	-	-
(v) <b>Others</b>	-	-
<b>Total volume of water withdrawal (in kilolitres)</b>	-	-
<b>Total volume of water consumption (in kilolitres)</b>	-	-
<b>Water intensity per rupee of turnover (Water consumed / turnover)</b>	-	-
<b>Water intensity (optional) – the relevant metric may be selected by the entity</b>	-	-
<b>Water discharge by destination and level of treatment (in kilolitres)</b>	-	-
(i) <b>into Surface water</b>	-	-
- <b>No Treatment</b>	-	-
- <b>With treatment – please specify level of treatment</b>	-	-
(ii) <b>Into Groundwater</b>	-	-
- <b>No Treatment</b>	-	-
- <b>With treatment – please specify level of treatment</b>	-	-
(iii) <b>Into Seawater</b>	-	-
- <b>No Treatment</b>	-	-
- <b>With treatment – please specify level of treatment</b>	-	-
(iv) <b>Sent to third parties</b>	-	-
- <b>No Treatment</b>	-	-
- <b>With treatment – please specify level of treatment</b>	-	-
(v) <b>Others</b>	-	-
- <b>No Treatment</b>	-	-
- <b>With treatment – please specify level of treatment</b>	-	-
<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.

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

<b>Parameter</b>	<b>Unit</b>	<b>FY 2023-24</b>	<b>FY 2022-23</b>
<b>Total Scope 3 emissions</b> (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	<i>Metric tonnes of CO2 equivalent</i>	-	-
<b>Total Scope 3 emissions per rupee of turnover</b>	-	-	-
<b>Total Scope 3 emission intensity (optional)</b> – 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.

- 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.**
- 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:**

<b>Sr. No.</b>	<b>Initiative Taken</b>	<b>Details of the Initiative (Web-link, if any, may be provided along with summary)</b>	<b>Outcome of the Initiative</b>
1.	Boiler Diesel fired to LPG	A gas train, burner and other accessories replaced/installed to convert the firing to LPG at Grand Hyatt Goa.	Reduction in flue gas emission
2.	Borewell recharging with rain water	Rainwater from terrace channelled into the bore well pipeline to charge the water table below the basalt rock at Grand Hyatt Goa.	To maintain water table by water harvesting
3.	Vermiculture	Vermiculture set up created to convert horticulture waste into manure.at Grand Hyatt Goa.	Used as manure for gardening
4	Installation of Smart Energy Management system for HVAC system	Hilton Hotel, Mumbai tied up with TATA POWER TRADING CO Ltd for installation of the Smart Energy Management system named "75F" which includes replacement of some spared of HVAC equipments, installation of VFDs etc for energy savings.	This initiative has saved 12500 plus Units (KWh) per month which is approximately 9% savings of the HVAC load.
5	Proposed use of Sewage Treatment Plants in the On-Going Projects and using the Treated water for Flushing and Gardening Purposes	-	Reduction in Water Demand thereby making effective use of the Water available

- Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.**
- 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:** No
- 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. 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	CREDAI-MCHI (Maharashtra Chamber of Housing Industry)	State
2	The Federation of Hotel & Restaurant Association of India	National
3	Hotel & Restaurant Association of Western India	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
NA		

**Leadership Indicators**

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

S. No.	Public Policy advocated	Method resorted for such vacancy	Whether information available in public domain (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
NA					

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

**Essential Indicators**

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

The Company's projects do not fall under the purview or warrant the need for a social impact assessment. (SIA).

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
NA					

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

Sr. No.	Name of Project for which R & R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amount paid to PAFs in the FY (In INR Lakhs)
1	The Empire	Maharashtra	Mumbai	4400 Units	100 %	5315.61

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

The "Contact Us" section on our Company's website <https://www.dbrealty.co.in> provides an avenue for community members to report grievances or complaints.

We are also having online feedback collection mechanism in at operational hotels. Once the feedback is received, we connect with the guest and understand in detail and do the Root Cause analysis and take corrective measures.

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

	<b>FY 2023-24</b>	<b>FY 2022-23</b>
Directly sourced from MSMEs/ small producers	29.49	15.67
Sourced directly from within the district and neighboring districts	90.00	75.55

**5. Job Creation in smaller towns- Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent/on contract basis) in the following locations, as % of total wage cost: Not Applicable**

**Leadership Indicators**

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

<b>Details of negative social impact identified</b>	<b>Corrective action taken</b>
NA	

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

<b>S. No</b>	<b>State</b>	<b>Aspirational District</b>	<b>Amount spent (In INR)</b>
Nil			

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

No, the Company does not have a preferential procurement policy for vulnerable/marginalised suppliers. Focused efforts are made to procure from vulnerable/marginalised suppliers where applicable.

**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:**

<b>S. No.</b>	<b>Intellectual Property based on traditional knowledge</b>	<b>Owned/Acquired (Yes/No)</b>	<b>Benefit Shared (Yes/ No)</b>	<b>Basis of calculating benefit share</b>
NA				

**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.**

<b>Name of Authority</b>	<b>Brief of the Case</b>	<b>Corrective Action Taken</b>
NA		

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

<b>S. No.</b>	<b>CSR Project</b>	<b>No. of persons benefitted from CSR Projects</b>	<b>% of beneficiaries from vulnerable and marginalized groups</b>
NA			

**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 :**

Ensuring the satisfaction of our valued customers is a top priority for our business, and a crucial aspect of achieving this is the implementation of a robust and efficient grievance mechanism. This mechanism serves as a powerful tool to redress any grievances our customers may have, ensuring that they receive timely and satisfactory resolutions to any issues they may encounter.

Our grievance mechanism is designed to provide a seamless and hassle-free experience for our customers, while also ensuring complete transparency and accountability in the redressal process. We understand that customer satisfaction is key to building long-term relationships with our customers, and we take pride in our ability to promptly and effectively address any complaints or concerns they may have.

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

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

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

	FY 2023-24		Remarks	FY 2022-23		Remarks
	Received during the year	Pending resolution at end of the year		Received during the year	Pending resolution at end of the year	
Data privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-

**4. Details of instances of product recalls on account of safety issues: Not Applicable**

	Number	Reasons for recall
Voluntary Calls	-	-
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 :**

The operational hotel of the Company has established a comprehensive framework for cybersecurity and data loss prevention policies focusing on data privacy. We prioritize the protection of our users' information privacy and security. To uphold this commitment, various IT policies have been set in place, governing software usage, password management, and information security protocols. These measures are designed to ensure that all employees and stakeholders understand their obligations regarding sensitive information and are provided with the tools needed to guard against cyber threats. The Weblink of the policy : <https://www.hilton.com/en/p/service-provider-data-protection-standards/>

**6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services : Not Applicable**

**7. Provide the following information relating to data breaches:**

- a. **Number of instances of data breaches:** Not Applicable
- b. **Percentage of data breaches involving personally identifiable information of customers:** Not Applicable
- c. **Impact, if any, of the data breaches:** Not Applicable

### Leadership Indicators

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

All the information about products and services of the entity is available in the public domain on the website. Also, for our business partners on the sales side, Company keeps them up-to-date with all our project information, Link to access the website: [www.dbrealty.co.in](http://www.dbrealty.co.in).

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

Process of handover of infrastructure assets to society/association involves the handover of all relevant documents (test reports, commissioning certificates, warranty certificates, work completion report, Operation & Maintenance manuals, Consent to Operate, as built drawings, etc.) pertaining to each of the assets and satisfactory demonstration of the infrastructure/asset in good condition.

In our operational hotels, we engage in customer feedback surveys to assess how effectively we're educating and informing our customers about the safe and responsible usage of our products and services.

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

The following are the mechanisms in place to inform Customers/Flat Owners of any risk of disruption/discontinuation of essential services:

- We have placed notice boards in the entrance lobbies of all the building to inform the Customer/Flat Owners of any disruption discontinuation or resumption of essential services like power supply or water supply etc.
- We inform guest of any disruption in essential services through letters in the rooms and notice in the hotel public areas.

**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) :**

Not Applicable. Since the company operates in real estate industry, there is no labeling requirement for the company's projects. However in compliance with Real Estate (Regulation and Development) Act, 2016 all deals with respect to Company's Projects are available on the Maharera Website. The Company displays/ discloses all such information as mandated by laws.

In our operational hotels, there is an online feedback collection mechanism in place. Once the feedback is received, we connect with the guest and understand in detail and understand the Root Cause analysis and take corrective measures.