

ESG

ANNUAL REPORT
2023-24



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ABOUT THE REPORT

BPTP Group incorporates Environmental, Social, and Governance practices into all aspects of its business operations. Our Vision to **“Construct an Elevated Lifestyles”** helps to drive our operations. In pursuit of this, we have embraced the Global Reporting Initiative (GRI) framework and United Nations Sustainable Development Goals (UN SDGs) to transparently showcase our financial and non-financial performance for the reporting period FY 2023-24. Our commitment to sustainability is shown in this edition of our ESG report for BPTP Capital City project, located in Noida, Sector 94.

We aim to use this ESG report as a tool to effectively engage with society at large and our key stakeholders, providing a clear understanding of our short- and long-term commitments and the strategies we have in place to achieve them. Through this report, we reaffirm our dedication to ethical business practices, which we have consistently applied and will continue to uphold, to positively impact the ecosystem we strive to preserve.

This report enables us to concentrate on our material issues, business model, strategy, and the major risks and opportunities that are crucial to our organization. The purpose of this report is to highlight our ESG efforts and accomplishments, overall performance, associated results, and future prospects for the year 2023-24.

We have chosen not to seek external assurance. The Board of Directors and the Company's Senior Management affirm that the information in this ESG annual report about the company's performance, business model, and strategy is accurate and essential.

For more information on our operational activities, please contact us at:

BPTP Capital City, Sector-94, Noida, Uttar Pradesh (UP)

Contact: +91-11-4957-2787

Website: www.bptp.com

MESSAGE FROM CHAIRMAN & MD



We are Happy to provide our BPTP's ESG Report for FY 2023-24. We are proud to present our sustainability report for 2023, which demonstrates the unwavering work we are doing to transform into a business that is prepared for both the present and the future. We will continue to place a greater emphasis on our ESG initiatives. We have faced many obstacles in the last year, but we have also had chances to embrace, track, and advance our 2030 Real Estate Sustainability Goals.

Buildings are known to use a significant amount of water and energy, accounting for 20% of worldwide greenhouse gas emissions. In light of this, we created a GHG model to pinpoint several options for abatement and to simulate different reduction scenarios, with an aim of 100% by 2040.

As part of our continuous response to climate change, we encourage wise, cooperative, and fact-based choices so that we can all live in a sustainable future. We are proud to announce our intention to become a signatory to the **UN Global Compact, RE100, the United Nations Sustainable Development Goals (UNSDGs), The Climate Pledge, and the Science Based Targets initiative (SBTi)**. These commitments underscore our dedication to aligning with global sustainability standards and achieving net-zero carbon emissions.

Our goal is to consistently enhance our environmental performance. We are a **member of the CII-Indian Green Building Council** and has implemented rigorous green building standards across our projects. Our residential and commercial developments are designed to meet CII-IGBC certification criteria, showcasing our dedication to creating eco-friendly, energy-efficient spaces. We have a target to certify 100% of our projects by 2030, thereby reducing our water intensity, energy efficiency and diverting waste from landfills. Our commitment to health and safety is unwavering. We continuously innovate to create safer workplaces, smarter cities, and sustainable communities across India.

Since sustainability is an ongoing endeavor, we understand the need to cooperate to achieve a common objective. As a team, we are dedicated to identifying and advancing solutions that promote the health of the earth as well as our own.

Mr. Kabul Chawla

Chairman & MD

BPTP CAPITAL CITY



BPTP stands as a leading force in the real estate landscape of the National Capital Region (NCR), boasting a rich legacy spanning over two decades. With its headquarters strategically located in Noida, BPTP has firmly established its presence across the NCR region, including prominent areas such as Gurugram, Faridabad, and Noida itself.

Distinguished by its comprehensive approach to real estate development, BPTP engages in every facet of the process, starting from the meticulous identification and acquisition of prime land parcels to the meticulous design, flawless execution, and construction of iconic projects. Moreover, BPTP's commitment extends to efficient project marketing, ensuring maximum visibility and engagement in the market.






BPTP's remarkable contributions resonate deeply with India's socio-economic growth trajectory and its aspirations for sustainable urbanization. The company's diverse portfolio of assets mirrors its dedication to catering to the varied needs of modern urban lifestyles. This portfolio encompasses a wide spectrum of properties, including but not limited to office spaces, residential complexes, vibrant malls, and rejuvenating recreational spaces.

Across its 39 real estate ventures nationwide, BPTP has left an indelible mark, shaping skylines and communities alike. In the dynamic landscape of Delhi NCR, BPTP's influence is particularly pronounced, with its development standing as epitomes of architectural finesse, functionality, and aesthetic appeal. These projects not only redefine urban living but also foster vibrant, inclusive communities.

BPTP's ethos revolves around delivering not just structures but experiences – spaces that inspire, empower, and enrich lives. By seamlessly integrating innovation, sustainability, and customer-centricity into its endeavors, BPTP continues to set benchmarks for excellence in the real estate sector, driving positive change and fostering enduring relationships with its stakeholders.

Our Vision: **“Constructing an Elevated Lifestyle”**

Our Values

	<p>UNITY</p> <p>We thrive on teamwork, valuing the spirit of interdependence and cohesion within our company.</p>
	<p>FAIRNESS</p> <p>We uphold the principles of meritocracy, rewarding effort and achievement equally across our organization.</p>
	<p>ADAPTABILITY</p> <p>We are an agile and flexible organization, always responsive and ready to embrace new challenges.</p>
	<p>GROWTH</p> <p>We view every day as a chance to advance our knowledge and skills, both as individuals and as a collective</p>
	<p>IMPACT</p> <p>We believe in the strength of community, where individual efforts significantly contribute to the greater good.</p>

THE CULTURE WE SUPPORT



OUR PRESENCE

At BPTP, our strategic presence in key locations across Noida, Gurugram, and Faridabad underscores our commitment to developing high-quality real estate projects that cater to the diverse needs of our stakeholders. Each of these locations has been chosen for its strategic importance and potential for growth, and we are proud to contribute to their development through our innovative and sustainable projects. We are committed to leveraging our expertise in real estate development to drive positive change in these cities, ensuring that our projects not only meet the highest standards of quality but also contribute to the well-being of the communities we serve.

By maintaining a strong presence in these key locations, BPTP continues to play a pivotal role in shaping the urban landscape of the NCR, delivering projects that embody our core values of sustainability, innovation, and excellence.



PLOTTED



BPTP Pride Plot



Green Oaks



District 4



District 3



District 6



District 1



Fortuna



District



102 Eden Estate



District Walk



Eden Estate



Parklands

BUILT-UP



Terra



Discovery Park



Amstoria



Pride



Pedestal @70A



Visionnaire Villas



Spacio



Park Generations



Astaire Gardens



Park Elite Premium



Princess Park



Park Prime



Park Serene



Freedom Park Life



The Resort



Grandaura



Park 81 Park



Park Floors I



Park Floors II



Mansions



Park Elite Floors I & II



Villas



The Deck

COMMERCIAL



Capital City



Centra One



District Walk



Park Street @37D



The Next Door



Crest

PERFORMANCE HIGHLIGHTS FOR 2023-24



FINANCIAL CAPITAL

- ✓ 2 Decades of experience
- ✓ 39 Projects
- ✓ Consolidated revenue of 2023.03 Crores, overall, 86.3% Y-O-Y growth



NATURAL CAPITAL

- ✓ Achieved energy savings of 498.27 MWh by installing energy efficient technologies and renewable source.
- ✓ Total of 297.15 tCO₂ Scope 1 emission and 2823.54 tCO₂ Scope 2 Emission
- ✓ Achieved water consumption reduction of 46.29 % by installing water efficient fixtures
- ✓ Total waste generated is equal to 1,56,950 kg, of which 27,740 kg was converted to Compost and 1,01,470 kg is recycled.
- ✓ Total Number of trees planted within Capital City is 300 with 100% survival rate.



HUMAN CAPITAL

- ✓ 100% Rate of Return to work for employees from Maternity Leave
- ✓ Spend 8.75 Lakh plus GST amount on Training and Development with 370 hours delivered.
- ✓ New hire rate is 13%
- ✓ No Cases of Harassment and Discrimination



MANUFACTURED CAPITAL

- ✓ Capital City has received IGBC NB Platinum Certification.
- ✓ Total completed area is 187,747 sq.m.
- ✓ Delivered 672 home



CORPORATE AND SOCIAL RESPONSIBILITY CAPITAL

- ✓ Total CSR expenditure is Rs 85,31,000.
- ✓ Over 2000+ Channel partners.
- ✓ Total NPS Score achieved is 4.39 for Customer Engagement.
- ✓ Total trees planted are 3203 under green belt development and all are surviving.

PERFORMANCE TARGETS & PROGRESS

AREA	TARGET (%)	TYPE (↑ or ↓)	BASELINE	END DATE	PROGRESS
ENERGY	30	↓	2022	2030	In progress
WATER	50	↓	2022	2030	42% achieved
WASTE DIVERTED FROM LANDFILL	100		2022	2030	In progress
RENEWABLE ENERGY	30	↑	2022	2030	5% achieved
BUIDING CERTIFICATION	100		2022	2030	75% achieved
NET ZERO EMISSION SCOPE 1 & SCOPE 2	100	↓	2022	2040	In progress

BPTP LEADERSHIP TEAM



Mr. Kabul Chawla (MD & Chairman) Mr. Kabul Chawla, the Chairman and Managing Director of BPTP Ltd., is a pioneering entrepreneur and the first in his family to venture into entrepreneurship. Recognized as a visionary within the real estate industry, Mr. Chawla has successfully transformed BPTP Ltd. into a major enterprise in less than a decade. His strategic leadership encompasses overseeing the company's operations, driving growth, and shaping its future direction.

Mr. Chawla's profound expertise in the real estate sector has facilitated the company's expansion from a modest team of twenty employees to a robust workforce of one thousand. His leadership is characterized by hands-on involvement and inspirational guidance. He is widely credited with enhancing Faridabad's stature in the global real estate market and possesses a deep understanding of the Indian real estate landscape.



Mr. Sudhanshu Tripathi (Whole time Director) Mr. Sudhanshu Tripathi has been an integral part of BPTP Ltd. since 2006. He holds a law degree from the University of Delhi and a bachelor's degree from the University of Lucknow. At BPTP, Mr. Tripathi is responsible for identifying new business opportunities, acquiring land for projects, and ensuring the company secures all necessary permits. Before joining BPTP, he gained valuable experience working at Gagrath & Co., a reputable law firm, and advised Vipul Infrastructure Private Limited.



Mrs. Chitra Menon (Women Director) Mrs. Chitra Menon began her career at Omaxe Limited and subsequently worked at KSS Petron Private Limited until 2016. She possesses extensive expertise in accounting and holds degrees in commerce and business administration from the University of Delhi. Additionally, she has completed a diploma in computer programs and applications.



Mr. Subhash Chander Setia (Independent Director) Mr. Subhash Chander Setia has long been a distinguished member of the Institute of Company Secretaries of India. Additionally, he is a member of the Institute of Cost Accountants of India. Mr. Setia holds degrees in commerce, law, and economics from the University of Delhi and Meerut University. His extensive career includes working with prominent companies such as DLF Group, Oil and Natural Gas Corporation (ONGC) Limited, and Ranbaxy Group.



Mr. Anupam Bansal (Independent Director) Mr. Anupam Bansal is an Independent Director with a lot of experience in retail. He got his degree in Economics from Shriram College of Commerce at the University of Delhi and learned about shoe design in Italy. He helped turn Liberty into a popular brand by keeping up with trends and making stores look nice. He's big on teamwork and always tries to motivate people. He believes fashion should feel good, and his work has made Liberty known for being stylish and comfortable.



Mr. Manik Malik (Sr. VP & CFO) Mr. Manik Malik is the Chief Financial Officer at BPTP. He's a certified Chartered Accountant and has a certification from the Colorado Board of Accountancy, USA. He's been in finance for 20 years. Before joining us, he worked at DLF for over 10 years and helped them with money-related things in their hospitality division. Now, at BPTP, he's in charge of the company's money strategy, talking to investors, and making sure we're using digital technology well.



Mr. Harinder Dhillon (Sr. VP Sales) Mr. Harinder Dhillon is a seasoned professional with over 23 years of experience in banking and real estate. He holds an Economics (Honours) degree from Kirori Mal College, Delhi University, and an MBA in Marketing and Finance from TA Pai Management Institute, Manipal. He has held leadership positions at ICICI Bank, Raheja Developers, DLF, Damac, and ATS. With deep knowledge of the Delhi NCR real estate market, he has excelled in sales, marketing, and business development. He has consistently achieved strong sales through effective strategy and execution. Since December 2021, he has been leading national sales at BPTP.



Mr. Rohit Mohan (Sr. VP Marketing Communications & Customer Care) Mr. Rohit Mohan has over 15 years of experience in the real estate industry and has been with BPTP for the past decade. He is focused on process and technology, with extensive experience in marketing, customer experience, and customer relations. He has played a key role in launching and marketing several BPTP projects and ensuring a smooth experience for BPTP customers.



Mr. Sunil Jha (Sr. VP Architecture) Mr. Sunil Kumar Jha is the chief architect at BPTP, holding a Bachelor of Architecture from NIT Bhopal. With 30 years of experience, he has been part of the BPTP design team for 15 years, introducing unique concepts to the real estate industry. Before BPTP, he worked with DLF and CES. He oversees design, budget, and quality control at BPTP.



Mr. Joy Bhalla (Vice President, Commercial Leasing and Sales) Mr. Joy Bhalla has 20 years of experience in real estate, specializing in the sale and leasing of commercial office spaces. He has worked with Vatika and Emaar and is skilled in product planning, budget planning, and channel partner relationships. He has managed space requirements for clients like TATA SIA Airlines, McKinsey, SAP Labs, HDFC, Vivo, British Petroleum, Xerox, and ZS Associates. At BPTP, he is responsible for leasing commercial and retail spaces.



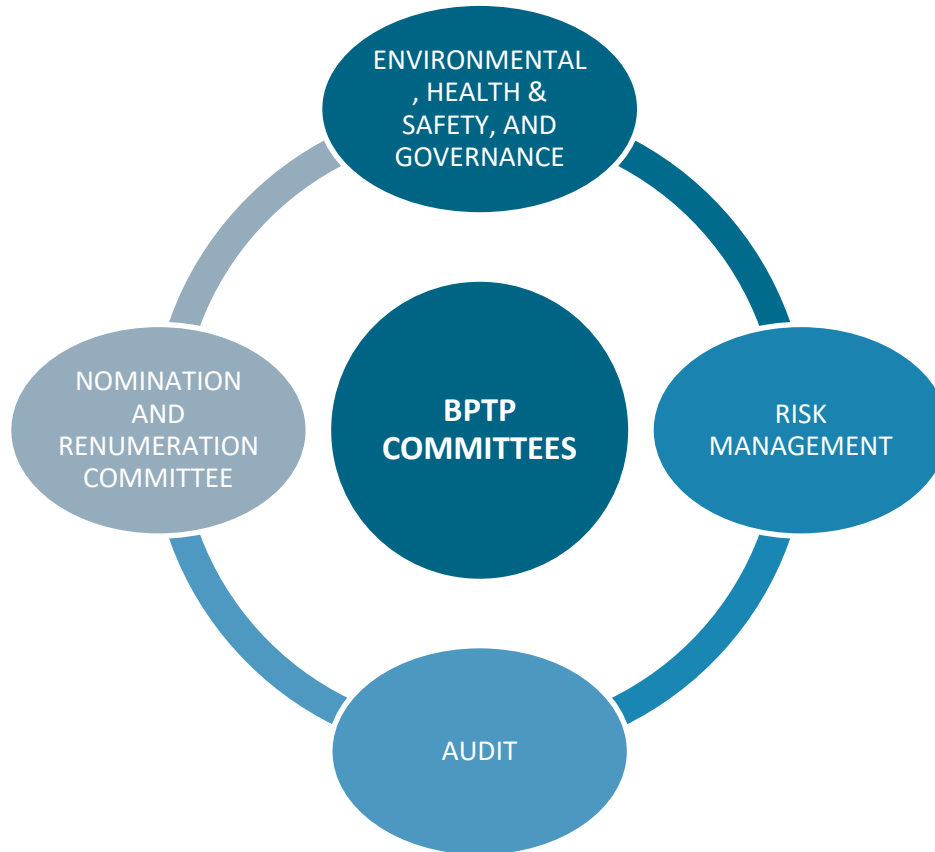
Mr. Ajay Bhagwani (Senior Vice President, Taxation, F&A) Mr. Ajay Bhagwani is a Chartered Accountant, qualified in 1990, with 32 years of experience. He joined BPTP Ltd. in April 2009 and handles compliance-related matters for direct and indirect taxation and various regulatory authorities.

All Board Members are appointed in accordance with our Nomination and Remuneration Policy and are limited to a maximum term of 5 years per appointment.

The Board has established several committees with clearly defined roles and responsibilities to ensure

effective focus on various issues and expedite resolution on diverse matters. These committees convene at regular intervals to deliberate on technical or specialist matters, providing counsel and advice to the statutory Board.

Comprising members of the Board with specific skills and expertise relevant to the committees' focus areas, we have following committee in action:



EHS/ESG COMMITTEE
Mr. Manik Malik (CFO)
Mr. Vishal Singh (CHRO)
Mr. Sunil Kumar Jha (Sr. VP)
Mr. Hansraj Verma (DGM)

RISK MANAGEMENT COMMITTEE
Mr. Manik Malik (CFO)
Mr. Vishal Singh (CHRO)
Mr. Sunil Kumar Jha (Sr. VP)
Mr. Deep N. Sharma (Sr. VP)

NOMINATION AND REMUNERATION COMMITTEE
Mr. Manik Malik (CFO)
Mr. Vishal Singh (CHRO)
Ms. Jyoti Sangwan (Sr. GM)
Mr. Raju Paul (Sr. VP)

AUDIT COMMITTEE
Mr. Manik Malik (CFO)
Mr. Anoop Garg (GM)
Mr. Abhishek Tiwari (Sr. Manager)
Mr. Hansraj Verma (DGM)

BUSINESS ETHICS

Ensuring integrity and ethical behavior is important to avoid future problems and to run our operations smoothly. To prevent conflicts of interest, all Directors are required to provide an annual declaration disclosing their involvement with any other entities. We believe that responsible practices are crucial for creating a strong and successful business. Our dedication to ethical business practices is reflected in our company materials, like our employee handbook, code of conduct, and training programs for compliance. We have created a comprehensive set of policies based on principles like accountability and transparency. These policies guide us on how to behave ethically in all aspects of our business. Our employees and directors follow these policies by making honest decisions for better social, economic, and environmental results. The Board of Directors and Senior Management oversee all these ethics policies and regularly check them to make sure they match the industry standards.

CODE OF CONDUCT

Our Code of Conduct serves as the cornerstone of our corporate governance framework, ensuring that our principles and standards are upheld across all levels of the organization for maintaining the highest standards of business ethics. This applies universally to all employees, directors, and contractual workers affiliated with the company. To ensure a comprehensive understanding and strict compliance with our ethical standards, all employees undergo regular training on our policies, including those related to the Code of Conduct. This training is mandatory for both new and existing employees, fostering a deep commitment to and adherence to our core values. Also, we conduct regular internal audits and reviews to identify any potential issues or violations.

Policies	Description
Code of Conduct Policy	The Code of Conduct is our central policy document, outlining the requirements that every single person working for and with BPTP must comply with, regardless of location. It is applicable for all the employees and suppliers of BPTP, including its subsidiaries, joint venture and associate / group companies.
Bribery and Corruption Policy	This policy aims to prevent the Company's unintentional involvement in money laundering activities. It requires directors, officers, associates, and partners to identify suspicious financial transactions and conduct additional due diligence when necessary.
Fiduciary Duty Policy	This policy establishes guidelines for all employees, agents, and representatives of BPTP in fulfilling their fiduciary duties towards clients, emphasizing integrity, transparency, and the highest ethical standards in all project transactions.
Whistle Blower Policy	This policy allows employees to report unethical or improper practices they observe within the Company, ensuring they receive appropriate protection.

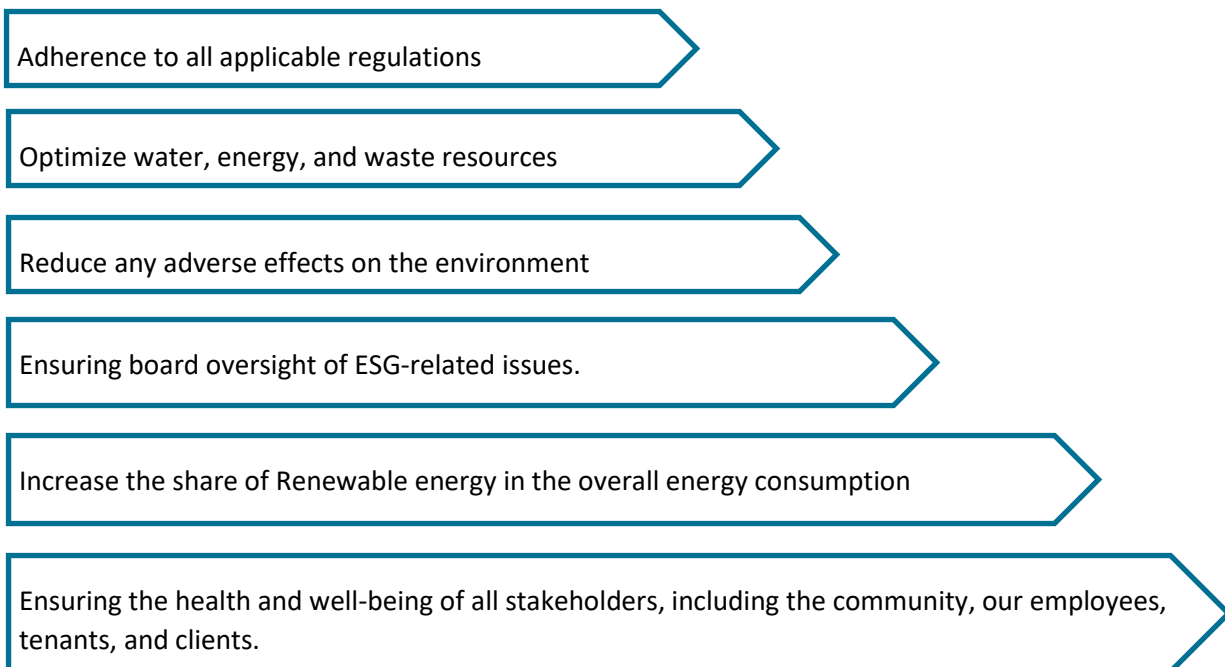
Data Protection and Privacy Policy	The purpose of a Data Protection and Privacy policy for BPTP Ltd. is to protect the privacy and security of personal information collected and processed during our operations. This policy outlines our commitment to complying with data protection laws and maintaining the confidentiality, integrity, and availability of personal data.
Prevention of Sexual Harassment at Workplace policy (POSH)	This policy ensures all employees receive training on POSH, making our offices safe for women by preventing policy breaches.
Health and Well Being Policy	This policy ensures that our stakeholders are physically and mentally fit to perform their roles effectively.
Remuneration Policy	This policy establishes a framework for determining fair, competitive, and performance-driven compensation for our executives at BPTP. The policy aims to adopt compensation practices capable of guaranteeing distinctive compensation solutions that best drive our overall business, retain required talent and people strategies.
Child Labor Policy	The purpose of a child labor policy for the BPTP Ltd, is to protect the rights and well-being of children. It aims to ensure that no child is engaged in any form of labor within the project, thereby safeguarding their education, health, and overall development.
Human Rights Policy	The purpose of human rights policy at BPTP Capital City, is to ensure that all individuals involved, including employees, contractors, and residents, are treated with dignity, respect, and fairness. It means promoting equal opportunities, preventing discrimination, and upholding the basic rights and freedoms of everyone within the BPTP Ltd.
Shareholder Rights	The purpose of this Shareholder Rights Policy is to ensure transparency, equitable treatment, and protection of the rights and interests of shareholders in BPTP Ltd.

We strive to encourage continuously our employees to report any unfair, unethical, or unacceptable practices, including incidents of fraud or misconduct, without the fear of retaliation. Our Whistle Blower policy empowers and supports employees to report such incidents in good faith. For the reporting year, we received zero complaints related to bribery, corruption, anti-competitive practices, and sexual harassment. Additionally, there were no investor complaints, and no political contributions were made to political parties in FY 2023-24. During the reporting year, BPTP has not been involved in any ESG-related breaches that resulted in fines or penalties.

OUR ESG APPROACH

We want to achieve excellence in the triple bottom-line metrics in order to fulfil our corporate objective. We have identified the issues relevant to our business and stakeholders in order to do that. Three pillars have served as the focal points of the materiality assessment: growth, environment, and management. **Environmental, Social, & Governance** are the three factors to consider when evaluating the business's potential for growth as well as its risks and possibilities. Our goal is to create and maintain a sustainable environment that is good for the environment, contributes significantly to our communities, and provides our people with an amazing experience that they may enjoy now and in the future.

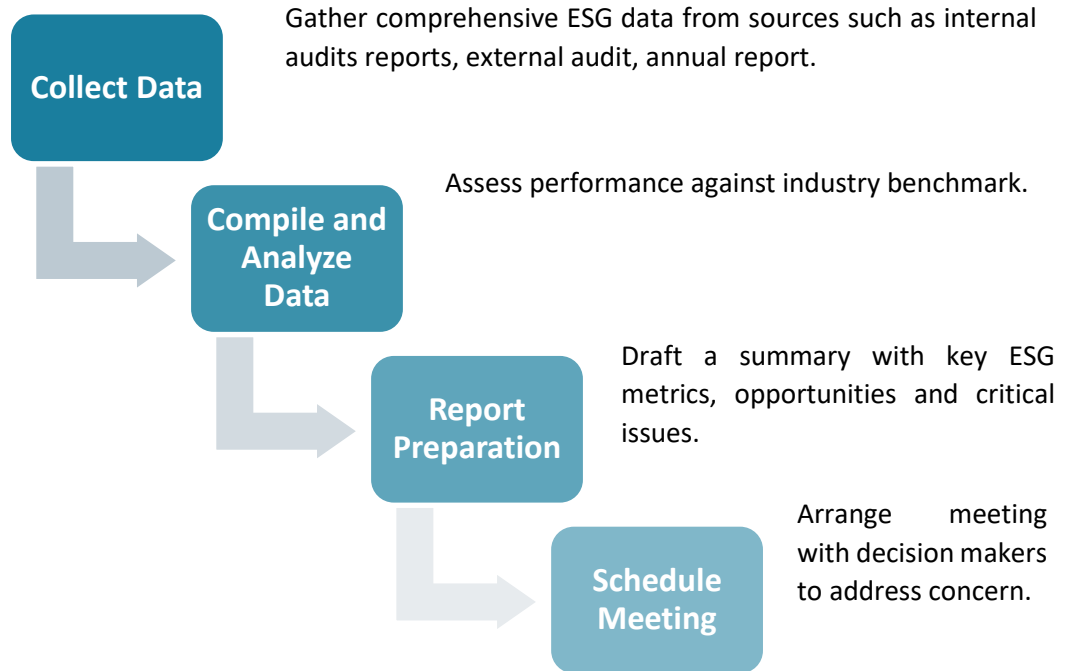
A dedicated sustainability committee has been established at BPTP to handle all ESG-related issues, including monitoring social and environmental compliance. Mr. Sunil Jha, the Chief Sustainability Officer (CSO), is in charge of the Committee. The following ESG goals have been established by the committee:



As we proceed on the path of progress, we will keep an eye on our growth to ensure that it is in line with our goals and pledges. This is how we approach sustainability. We think that while we use a more responsible business strategy, our principles serve as the cornerstone of this approach. As we develop, the purpose and vision guide our choices.

To implement ESG initiatives, we allocate a dedicated budget for the committee. Moving forward, we establish commitments and targets. We then review policies and develop strategies to achieve these commitments for the financial year. For the current reporting year, we are a member of the CII-Indian Green Building Council.

To implement any strategy, we need to inform and obtain consent from our senior management. For this, we have developed a structured approach. The systematic procedure followed is explained below:



For the year 2023-24, we have conducted 5 meetings with board members for the key material concerns. The average attendance for the discussion was 90%. Prior to meeting, key agenda has been circulated with all the board members through email to encourage informed decision making. Independent Directors are compensated through sitting fees for attending Board and Committee meetings (where they are members) and receive a commission as suggested by the Nomination, Remuneration, Compensation, and Management Development Committee and approved by the Board. This is subject to the limits set forth under the Companies Act, 2013, and its associated rules or any other applicable regulations. The ratio of our Managing Director's annual total compensation to the median remuneration of employees was 0.00:1 for the reporting year.







FOCUS AREAS



OUR ALIGNMENT WITH UNSDGs

In order to address global challenges and advance sustainable solutions towards the 2030 Agenda for Sustainable Development, the United Nations introduced the Sustainable Development Goals (SDGs) in 2015. The SDGs are a set of 17 overarching goals and 169 specific targets.

To link our strategic aims with internationally recognized sustainability principles and national contributions, BPTP has begun to identify and articulate the duties in accordance with the SDGs.

<p>SDG 3 Good Health and Wellbeing</p>		<p>In addition to a Safety Management System (SMS), we have a clearly defined health, safety, and environmental policy.</p>
<p>SDG 6 Clean Water and Sanitation</p>		<p>We employ efficient water quality and usage control techniques throughout the lifespan of our assets. We follow the 4R philosophy in all of our projects and make sure water is recycled and reused whenever possible.</p>
<p>SDG 8 Decent Work and Economic Growth</p>		<p>We are devoted to improving the capabilities and output of our workforce. We have a system in place for providing performance feedback, awards, and recognition. We also work hard to keep health and safety standards for all of our stakeholders at the highest possible levels.</p>
<p>SDG 11 Sustainable Cities and Communities</p>		<p>Our company creates urban environments as integrated ecosystems with residential, commercial, and retail buildings that are best in class in terms of design, safety, and sustainable ecosystems.</p>
<p>SDG 12 Responsible Consumption and Production</p>		<p>BPTP encourages local procurement of raw materials inside the company and its supply chain partners in order to lessen emissions caused by transportation and logistics.</p>
<p>SDG 13 Climate Action</p>		<p>We are aware of the risk presented by climate change to our business operations and assess the potential physical and transitional risks associated with it. We integrate the TCFD framework in our business strategy to streamline our climate action. Our focus remains on creating sustainable assets.</p>

STAKEHOLDER ENGAGEMENT

Continuous engagement, collaboration and dialogue are critical for a long-term relationship with all our stakeholders and helps in devising effective business strategies. Internal and external stakeholders provide us with insights for harnessing shared value.

The process also gives stakeholders a platform to voice their concerns on ESG issues enabling us to undertake suitable measures to address these in a transparent manner. We remain engaged with our stakeholders throughout the year and continuously strive to address any concerns raised by them. The table below provides an overview of our stakeholder engagement process, including our mode of engagement with them and the issues raised by the group.



Stakeholder Identification

Identification of key stakeholders which either are impacted by BPTP or have the power to influence.



Stakeholder Prioritization

Prioritization of stakeholders based on criteria such as dependence, responsibility, influence on BPTP and impact activities on them.



Stakeholder Engagement Plan

Preparation of an engagement plan based on stakeholders' characteristics, needs and expectations to ensure maximum participation by leveraging diverse platforms.

INTERNAL STAKEHOLDERS

Employees				
Relevance of the partnership				
Employees support the company's growth, profitability, innovation, customer happiness, productivity, and reputation. They are indispensable to accomplishing our sustainability and corporate goals.				
Worth Proposition	Participation Paths	Subject matter	Responsibility Conclusions	Frequency of participation
<p>Wealthy and varied experience to improve expertise and abilities</p> <p>Motivating governance</p> <p>Ethics, honesty, and integrity are the cornerstones of professional culture.</p> <p>Opportunities for growth and learning</p> <p>An exciting place to work</p>	<p>Coffee with MD</p> <p>Townhalls</p> <p>HR connects</p> <p>Project reviews</p> <p>Offsites</p> <p>Rewards & recognition</p> <p>Employee engagement surveys</p> <p>BPTP world newsletter</p>	<p>Employee development</p> <p>Accountability & transparency</p> <p>Health & safety</p> <p>Human rights</p> <p>Water management</p> <p>Emission & energy management</p> <p>Waste management</p> <p>Data privacy & information security</p>	<p>Bringing in and keeping a diverse pool of talent</p> <p>Creating a Context for Learning</p> <p>Supplying a stimulating and rich culture</p> <p>Presenting chances for professional development</p>	<p>Continuous / Biannual / Twice a year / Yearly</p>
Contractual Support Staff				
Relevance of the partnership				
Contractual support staff are our key partners in accomplishing our corporate objectives.				
Worth Proposition	Participation	Subject	Responsibility Conclusions	Frequency of

	Paths	matter		participation
Clear and equitable conditions in the contract	Periodical review meetings	Health and safety	Fostering responsible citizenship	Continuous
A comfortable workplace with first-rate facilities and medical services	CSR interventions	Human Rights	Social and economic advancement	
Strong procedures for occupational health and safety	EHS training			
Knowledge and proficiency gained from working on some of the best developments in the world	Skill building trainings			

EXTERNAL STAKEHOLDER

Customers				
Relevance of the partnership				
Maintaining our leadership position and competitiveness in the market requires a strong base of customer satisfaction, feedback, and loyalty. We will be able to meet and surpass their expectations as long as we have strong relationships with our customers.				
Worth Proposition	Participation Paths	Subject matter	Responsibility Conclusions	Frequency of participation
Robust brand and unique goods and services	Sponsored events	Water management	Recognizing the needs of the client	Continuous/yearly
Better quality of life	Mailers & newsletters	Waste management	Finding ways to make our goods and services	
Superior residences and workplaces	Brochures	Emission & energy		

Affordable prices	Brand campaigns	management	better	
	Sales pitches	Stakeholder engagement		
	Customer visits			
	Website	Data privacy and information security		
	Webinars			
	Media and social media	Green buildings		
	Customer satisfaction	Climate change adaption		
	Surveys			
	Community events			

Suppliers

Relevance of the partnership

To optimize the value chain, maintain cost competitiveness, and be sustainable, suppliers offer operational leverage.

Worth Proposition	Participation Paths	Subject matter	Responsibility Conclusions	Regularity of participation
Fair commercial practices and ethical business behaviour Opportunities for growth driven by sustainability Prompt payment. Recurring purchases to expand the business	One-on-one meetings Training and awareness drive on sustainability topics Townhalls MD meets	Business Ethics Human Rights	Maintaining quality and adhering to project timelines Extending the scope and impact of sustainability programs by incorporating sustainable practices all the way through the supply chain	Continuous

Investors and Lenders

Relevance of the partnership

Investors and lenders are crucial collaborators who not only contribute financially to finance expansion but also contribute to establishing and enhancing our reputation.

Worth Proposition	Participation Paths	Subject matter	Responsibility Conclusions	Regularity of participation
Reliability in investment returns Fair disclosures Responsible business practices and thorough risk management Reduced operational carbon footprint and risk mitigation related to climate change	Investor and analyst conferences Periodic meetings Annual report Press releases or media updates Earnings calls	Water management Waste management Emission & energy management Accountability & transparency Business ethics Corporate Governance Data privacy and information security Brand management Risk management	Prioritize achieving excellent financial and operational results. Emphasize the disclosures and commitments to sustainability	Continuous

Local Community

Relevance of the partnership

Local communities play a critical role in preserving a favourable environment, guaranteeing social support and efficient business operations.

Worth Proposition	Participation Paths	Subject matter	Responsibility Conclusions	Regularity of participation
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<p>Change people's lives by being successful and doing good.</p> <p>Empower marginalized women, children, and youth by developing their skills and knowledge.</p> <p>Boost living standards by building better medical facilities</p> <p>Safe work procedures to safeguard the neighbourhood around construction sites</p>	<p>Community meetings</p> <p>CSR initiatives</p>	<p>Local community development</p> <p>Stakeholder engagement</p> <p>Responsible supply chain</p> <p>Biodiversity</p>	<p>Making sustainable livelihoods possible</p> <p>Making education accessible</p> <p>Advancing equality and women's empowerment</p>	<p>Continuous</p>
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Media

Relevance of the partnership

The media is essential for increasing awareness and reputation, assisting with PR campaigns, offering insightful information about the market, and supporting crisis management.

Worth Proposition	Participation Paths	Subject matter	Responsibility Conclusions	Regularity of participation
<p>Notifying and updating the public with pertinent information</p>	<p>Press conferences</p> <p>Press releases</p> <p>Leadership conversations and interviews</p> <p>Industry events</p> <p>Product launches</p>	<p>Brand Management</p>	<p>Increasing media presence on digital and traditional channels</p> <p>Increased awareness of the brand</p> <p>Extending the</p>	<p>Continuous</p>

Familiarisation visits			reach of the media with national news	
Social media				
Participate in industry news with trend stories				
Mitigate crisis situations				
Performance updates				

Channel Partners

Relevance of the partnership

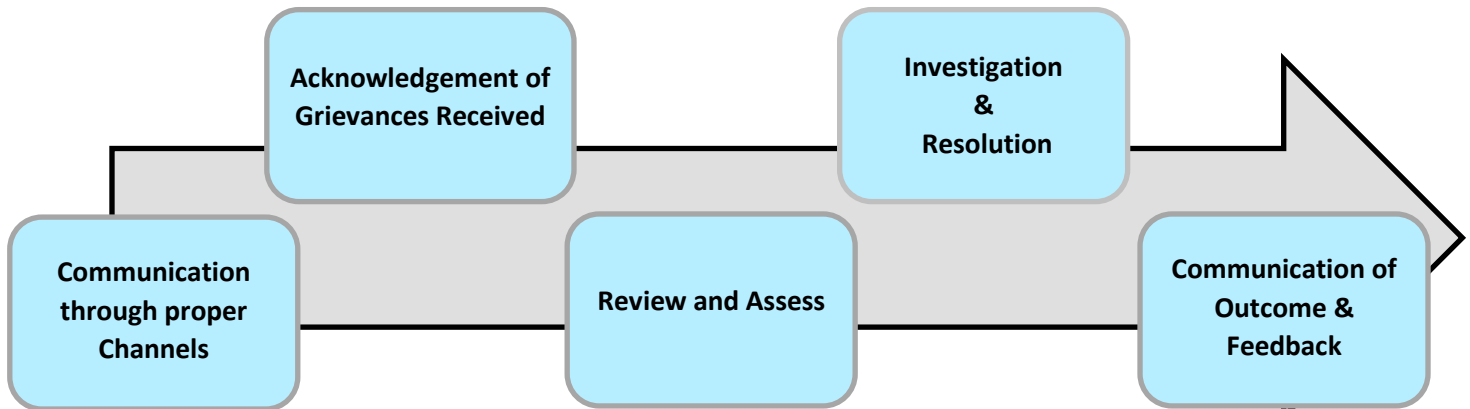
The capacity of channel partners to increase reach and distribution, offer cost-effectiveness, drive sales and revenue, give market insights, and promote relationship building makes them essential stakeholders.

Worth Proposition	Participation Paths	Subject matter	Responsibility Conclusions	Regularity of participation
Fair and moral business conduct	Channel partner meets	Business ethics	Creating leads and business	Continuous
Acquiring knowledge and developing skills	Product training BPTP CP portal	Data privacy and information security	Extending the appeal of cutting-edge business concepts and products	
Facilitation and expansion of capability	Website Business reviews	Brand management		
Personalized portfolio to satisfy the needs and preferences of customers				

One of the key components of our ESG strategy is to maintain open and transparent communication with our stakeholders. To ensure that concerns and grievances are addressed promptly and effectively, we have established a structured process for stakeholders to communicate grievances.

We have created a dedicated grievance email address at grievances@bptp.com specifically for grievance reporting. Upon receiving a grievance from any of our stakeholders, we automatically send an acknowledgement email within 48 hours, including a unique reference number for tracking purposes.

Following the initial review, a thorough investigation is conducted by our grievance committee, ensuring that the resolution process is aligned with the company's policies and regulations. The outcome of the investigation is communicated to the complainant, and we encourage them to provide feedback regarding the resolution process to help us continuously improve our grievance handling mechanism.



BPTP, as a part of sustainable business practices, engages with suppliers in the local regions to reduce the carbon footprint. Further, we apply stringent measures while empaneling the vendors to ensure they resonate with the standards and environmental prerequisites. As part of the due diligence process, we have a policy to not engage and associate with companies blacklisted by the government/other agencies.

Our supplier code of conduct specifies sustainable procurement practices specifying standards for all our suppliers. These include:

- **All our suppliers should ensure compliance** with all national and local environmental laws, regulations and permits, as applicable to their business operations, and should strive toward implementing an Environmental Management System based on international standards such as ISO 14001;
- **Suppliers should work toward establishing procedures for environmental improvement** such as minimizing emissions through their operations, increase the share of renewable energy, reduce the production of waste and treat waste produced through operations, reduce water consumption and adopt measures for water conservation etc.; and
- **Suppliers should strive to have their own sustainable procurement policy** in place and strive to ensure sustainable procurement of raw materials

MATERIALITY ASSESSMENT

BPTP aims to improve resource efficiency while mitigating the impact on the environment. We believe that this can reduce operational and reputational risk, while improving the return on investments. The material topics should be assessed continuously, and it enables the organization to determine the critical topics for value creation in the business. The selection of material topics includes understanding best practices to determine the common issues in the industry. The material topics of BPTP have been prioritized based on the inputs from internal and external stakeholders.

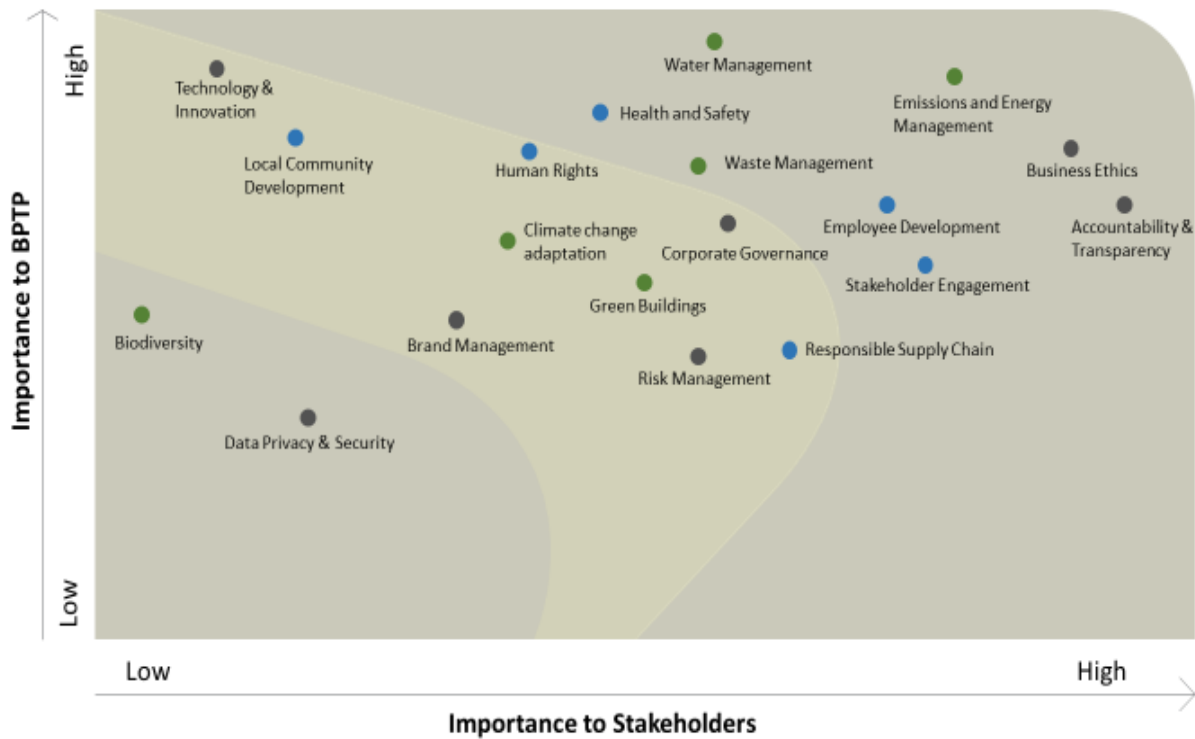
The process of prioritization involves considering the risk and opportunities, potential impacts on the business and a realistic timeframe to ascertain the most material topics affecting the organization. During the process, stakeholders, both internal and external, provide their feedbacks and highlight the important topics relevant to them. These topics are then prioritized through consultation with the senior management in view of the business objectives, risks and opportunities and the market scenario. We have adopted the triple bottom-line approach for materiality assessment. Based on this evaluation, along with the material issues identified by the Global Reporting Initiative (GRI) sector supplement for construction and real estate sector, the senior management deliberated on the identified aspects to assess the likelihood and severity of impact corresponding to each material aspect.

MATERIALITY ASSESSMENT METHODOLOGY

Identification of material issues	Comprehensive review carried out to identify material topics including <ul style="list-style-type: none"> • Sector specific, current and emerging risks • national consultation consultations • Global sustainability standards ESG Ratings
Mapping Existing Stakeholders	Identification of stakeholders who can impact or influence the Company and vice versa
Stakeholder Consultation	<ul style="list-style-type: none"> • Online surveys to assess stakeholders’ perception of identified material topics • Interviews with identified stakeholders <p>External stakeholders Objectives</p> <ul style="list-style-type: none"> • Understanding key concerns • Identifying and prioritizing material issues <p>Internal stakeholders</p> <ul style="list-style-type: none"> • Understand top management vision on business goals and priorities and the emerging risks and opportunities • Incorporate their perception of material issues into the materiality assessment
Data Analysis	Stakeholder responses collated and material issues prioritized <ul style="list-style-type: none"> • To draw inferences on areas of concern to stakeholders and • Identify material topics from stakeholder’s perspective
Materiality Universe	Final list of material topics from point of view of internal and external stakeholders populated and categorized as per level of priority high, medium and low

Our Materiality Matrix

The material issues identified are categorized into three main areas: Environment, Social, and Governance. Each of these issues is critical to the company’s sustainable growth and operations.



- Environment
- Social
- Governance

Material Issues	Description	Stakeholder Involved	Key Performance Indicator (KPI)
ENVIRONMENT			
Climate Adaptation	Addressing the impact of climate change by developing strategies to adapt and mitigate its effects on operations and communities.	Employees, Local Community, Government	Scope 1 Emission, Scope 2 Emissions, Emissions Intensity, Emissions Reduction Initiatives and Savings
Green Buildings	Designing and constructing buildings that are environmentally responsible and resource-efficient throughout their lifecycle.	Investors, Employees, Customers, Suppliers, Regulatory bodies	Energy Efficiency, GHG Emissions, Water Use Reduction, Recycled/ Reused Material, Waste Reduction, Occupant Satisfaction
Water Management	Efficient use and management of water resources to reduce consumption, recycle water, and prevent pollution.	Employees, Local Community Investor	Total Water Withdrawal,

			Wastewater generated & treated, Water Savings
Waste Management	Implementing processes to reduce, reuse, and recycle waste, aiming for minimal environmental impact.	Employees, Local Community, Suppliers	Total waste generated; Total manure generated from organic waste. Waste reused/recycled; Waste diverted from landfill
Energy Management	Reducing greenhouse gas emissions and improving energy efficiency to minimize the carbon footprint.	Employees, Local Community, Government	Total energy consumed from grid, Total energy consumed from fuel, Total energy generated from solar PV, Energy efficiency initiative and savings
Biodiversity	Protecting and promoting biodiversity by preserving natural habitats and implementing sustainable practices.	Employees, Local Community, Government	Operational sites owned, leased, managed in, or adjacent to protected areas, Significant impacts of activities on biodiversity, Number of trees planted and survived
SOCIAL			
Health & Safety	Ensuring a safe and healthy working environment for all employees, minimizing risks and promoting well-being.	Employees, Contractual Staff	Number of recordable injuries, Number of hours worked, number of fatalities, Lost time injury rate, Trainings provided on health and safety
Human Rights	Upholding and promoting human rights within the company's operations and supply chain.	Employees, Contractual Staff, Suppliers	Number of human rights training sessions conducted, Number of Human

			Rights related complaints, Number of Suppliers assessed on Human Rights aspects
Employee Development	Investing in the growth and development of employees through training, education, and career advancement opportunities.	Employees	New Hire Rate, Attrition Rate, Employee Benefits, Return to Work and Retention Rate of Employees who Availed Parental Leave, Average Training and Development Hours
Stakeholder Engagement	Actively engaging with stakeholders, including employees, customers, communities, and investors, to understand and address their needs and concerns.	Employees, Customers, Local Community, Investors, Lenders	Number of stakeholder engagement meetings
Responsible Supply Chain	Ensuring that supply chain practices are ethical, sustainable, and socially responsible.	Suppliers, Contractual Staff	Number of suppliers audited for ESG criteria
Community Development	Contributing to the economic and social development of local communities where the company operates.	Local Community	Amount invested in community development projects, Customer net promoter score
GOVERNANCE			
Business Ethics	Maintaining high standards of ethical conduct in all business operations and decisions.	Employees, Customers, Suppliers, Investors	Trainings provided on anti-bribery and anti-corruption, Whistleblower Complaints, Number of complaints
Accountability and Transparency	Ensuring transparency in business practices and holding the company accountable for its	Employees, Customers, Investors, Media	Number of transparency reports

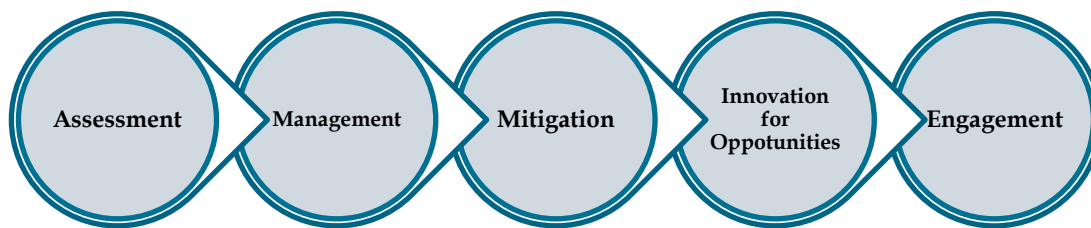
actions.		published	
Technology & Innovation	Investing in technology and innovation to improve processes, products, and services.	Employees, Suppliers, Channel Partners	R&D investment as a percentage of revenue
Corporate Governance	Implementing effective governance structures and practices to ensure the company operates responsibly and sustainably.	Employees, Investors, Lenders, Board of Directors	Number of governance policy reviews conducted
Risk Management	Identifying, assessing, and managing risks to protect the company's assets and ensure business continuity.	Employees, Investors, Lenders	Number of risk assessments conducted
Data Privacy and Security	Protecting the privacy and security of data to prevent breaches and maintain trust.	Employees, Customers	Number of data breaches
Brand Management	Building and maintaining a strong, positive brand reputation through consistent and responsible business practices.	Employees, Customers, Media, Channel Partners	Brand value (Market Research Score)

RISK MANAGEMENT

Our comprehensive risk management policy, which we have put into place, is the cornerstone of our stable, sustainable growth. The policy encourages a proactive approach to identifying, evaluating, and mitigating any risks that could have an influence on our company. Our methodical and structured approach to risk management offers a precise framework for assessing and reducing possible risks.

In our risk management process, risk monitoring, risk mitigation, and risk reporting are crucial components. We evaluate risks by considering a number of variables, including the impact, likelihood, and efficacy of current controls.

We have established a Risk Management Committee with members of the Board and senior executives to guarantee the effectiveness of our risk management procedures. Our Risk management committee has developed a robust framework designed to anticipate, respond to, and recover from risk and challenges while capitalizing on potential benefits. BPTP conducts comprehensive climate risk assessments to identify vulnerabilities in its operations, supply chains, and infrastructure.



BPTP has conducted comprehensive risk assessments to identify vulnerabilities in its operations, supply chains, and infrastructure. Following are the risk identified with a range of adaptation measures.

Different Types of Risk	Adaptive Strategies
<p>Economic uncertainties</p> <p>As members of the real estate and housing industries, respectively, we are intimately associated with the nation's overall domestic economy. Geopolitical tensions-related global macro factors that deteriorate and cause a sharp fall in economic growth would be detrimental to consumer confidence and job sentiment. Consequently, this would negatively affect the</p>	<p>Since India's economy is primarily domestic, it is less affected by the slowing global economy. The fact that India is currently driving global growth serves as evidence of this. Furthermore, the housing industry in India is driven by strong structural factors. The industry has the potential to grow three to four times over the next ten years due to increased urbanization, the trend toward nuclear families, improving demography, and</p>

sales of homes.

rising incomes. Furthermore, the allure of affordable prices implies that the effects of any economic downturn will be mitigated considerably faster.

Regulatory and political uncertainties

A number of local, state, and federal regulatory agencies must grant their approval before real estate projects can move forward. Our financial performance could be impacted if we are unable to predict modifications to the regulatory environment.

We keep a close eye on the regulatory environment and will not tolerate any non-compliance. On industry issues that affect the economy and industry, we actively collaborate with government agencies, trade associations, and industry bodies.

Talent

Success in a business that sells to consumers directly depends on the calibre of the talent. We are one of the few real estate firms with an engineering concentration that handles both general contracting and project management in-house.

Our policies for comprehensive employee retention and recognition, attention to career and leadership development, and employee engagement and care are all part of our commitment.

Engineering and related fields like construction management, design, procurement, quality assurance, and so forth employ close to 50% of our workforce. Therefore, our capacity to staff projects or optimize cost structures may be impacted by our inability to draw in and keep the right talent or by attrition that rises above acceptable levels.

Our employees receive modules for capability development from us, which include internal and external learning sessions, mentoring, and on-the-job training. For our most valuable employees, we have an extensive ESOP program that matches the objectives of the company with those of the staff. These actions assist us in attracting and keeping the best talent from a wide range of industries, including the consumer, engineering, and financial services sectors, in addition to the real estate sector.

Climate change

Significant financial losses and the inability to carry out and accomplish business objectives could arise from a failure to prepare for the physical and transitional effects that involve extreme weather events, sea-level rise, and other climate hazards.

To determine how businesses will be impacted by climate change, we perform scenario analysis.

Our goal is to create solutions based on nature for the preservation and sustainable management of ecosystems through our BPTP Net Zero Urban Accelerator. This includes enhancing the resilience of physical infrastructure through upgrades and retrofits, incorporating green building practices,

and improving water management systems. Additionally, the entity adopts nature-based solutions, such as restoring wetlands and mangroves, which act as natural buffers against climate impacts.

We raise awareness of climate change by implementing improved engagement and communication techniques.

Recognizing that climate resilience can drive innovation, the entity invests in research and development of new technologies and practices. This includes exploring renewable energy sources, improving energy efficiency, and developing sustainable products and services.

Land acquisition

The most crucial raw material for our company is land.

Our growth may be impacted if there isn't land available in underrepresented micro markets at a fair price.

We own a sizable amount of land spread across several Gurugram, Noida, and Faridabad, micro markets. We have also been purchasing land using the capital light JDA model. We are still the go-to partner for landowners looking to maximize the value of their property because of our powerful brand, distinctive sales and marketing skills, and speedy ability to monetarize any land asset. Land proposals are continuously assessed by our business development team in a variety of micro markets. Given the industry consolidation, we have a strong and steady pipeline of business development proposals that is only getting stronger.

Concentration risk

Geographically, our real estate development operations are centred in and around NCR. As a result, we run the risk of being negatively impacted by changes in the economy, regulations, and other areas, as well as by natural disasters in the NCR. These factors could negatively impact our operations, financial situation, and business.

In FY, we want to reach every micro market in the NCR. In addition, building digital infrastructure, having a sizable rental portfolio, and operating a facilities management company that handles logistics, warehousing, and other services are all part of the plan to diversify operations. The concentration risk will be lessened with the help of these business and regional diversification initiatives.

Information security and cyber risk

Inadequate information security controls that compromise the confidentiality, integrity, and accessibility of vital data could lead to monetary losses and harm to one's reputation.

- Reinforce IT infrastructure to withstand growing digital platform usage and to defend against cybersecurity and information threats.

- Constantly keep an eye on network activity;

- Constantly teach and prepare staff on cybersecurity

FINANCIAL CAPITAL

“Our goal of producing long-term, sustained shareholder value depends on our continued focus on building a solid balance sheet while generating growth”

Utilizing our resources and money in the most effective and efficient way is the cornerstone of our financial management strategy. By allocating resources towards enhancing our competencies and optimizing returns to shareholders, we guarantee that we are ideally positioned to seize chances for expansion and value generation.

Our ability to fulfil our vision of "Constructing an Elevated lifestyle" and generate sustained value for our stakeholders is aided by a solid foundation of financial prudence. The prudent allocation of financial resources across all business divisions and the optimization of returns for stakeholders and investors are crucial for the enduring and steady expansion of our enterprise. An authentic declaration of our robust brand value and the confidence we have from stakeholders. Customers show a great deal of interest in and adoption of all business portfolio categories. It is a privilege for us to have financing partners who are as focused on long-term, sustainable growth that has a positive social impact.

We intend to take advantage of the potential we see in the technology and housing sectors to grow our company dramatically and increase the return on our investment. Increased financial capital accumulation will allow us to further improve the influence we can have on society and our workforce. In order to generate long-term value for our investors and other stakeholders, we also maintain a constant focus on integrating our sustainability objectives into our financial value creation process.

FINANCIAL CAPITAL					
		FY 21	FY 22	FY 23	YOY Growth (%)
1	Pre-sales (in Crores)	1003.03	1083.04	2023.03	86.7
2	Pre-sale Quantity	777	703	1096	55.9

2	Revenue (in Crores)	1003.03	1083.04	2023.03	86.7
3	Net Debt (in Millions)	7263.1	8300.7	8262.3	
4	Net Worth (in Millions)	15545.7	15607.1	Not updated	

BPTP Financial Statement

	FY 22	FY 23
	in millions	in millions
Total income	7907.85	5662.93
Total expenses	7697.75	5648.59
Profit/loss before tax	1976.4	256.86
Total tax expense	31.29	299.99
Profit for the year	2007.69	43.13
Total comprehensive income	1993.46	61.39

Natural Capital



Sustainable development is one of the most pressing challenges of our time. Many countries are now recognizing that their high carbon emissions are contributing to extreme weather events such as heat waves, excessive flooding, droughts, and rising sea levels. These changes in climate result in significant shifts in supply and demand, as well as alterations in lifestyles. To mitigate the impact of climate change, the global community is embracing net zero commitments, which involve balancing the amount of greenhouse gases emitted with the amount removed from the atmosphere.

At the 27th Conference of Parties (COP27), 198 countries committed to efforts aimed at limiting global warming to below 1.5 degrees Celsius above pre-industrial levels, as outlined in the Paris Agreement. The recent G20 Summit in India also highlighted the critical need for action to keep the temperature rise within this limit. Many nations have set specific net zero targets, with India establishing ambitious goals to combat climate change and reduce carbon emissions.

In alignment with our country's mission, we commit to achieving net zero emissions by 2040 through the following initiatives:

- ✓ The Climate Pledge- Net Zero Commitment
- ✓ RE 100
- ✓ Science Based Target Initiative
- ✓ United Nation Global Compact
- ✓ United Nation Sustainable Development Goals

Our approach to a sustainable future is supported by strategies focused on green development, efficient resource use, exploring circular economy opportunities, and building a robust foundation across the value chain. As a responsible organization, we aim for business growth while conserving natural resources. At BPTP, compliance is integral to our value creation story. We take pride in adhering to all environmental laws and regulations while implementing practices that go beyond legal requirements. Our commitment to sustainable development is demonstrated through careful site selection, ensuring excellent access to public transport and essential amenities. This approach reduces reliance on personal vehicles, enhances community connectivity, and delivers environmental, social, and economic benefits.

To restore natural ecosystems, we prioritize the preservation of trees through transplantation and replantation processes. For any necessary tree cutting, we obtain official permission from the Ministry of Environment, Forest and Climate Change (MoEFCC) and plant five times the number of trees cut.

Our strategy includes implementing resource-efficient systems for water and energy management, adhering to green building standards, and ensuring climate resilience. These efforts reinforce our commitment to sustainable development and enhance the overall quality of life for residents. Our goal is to create a safe, sustainable, and inclusive future for all stakeholders.

We conduct thorough assessments to identify critical issues and risks, ensuring our activities support the environment and promote inclusive development. We have conducted a third-party green audit for our entity "Capital City," compiling data on emissions, energy consumption, water usage, landfill waste intensity, building certifications, and other regulations. This audit helps us monitor key performance indicators and identify areas for improvement.

ENERGY OPTIMIZATION

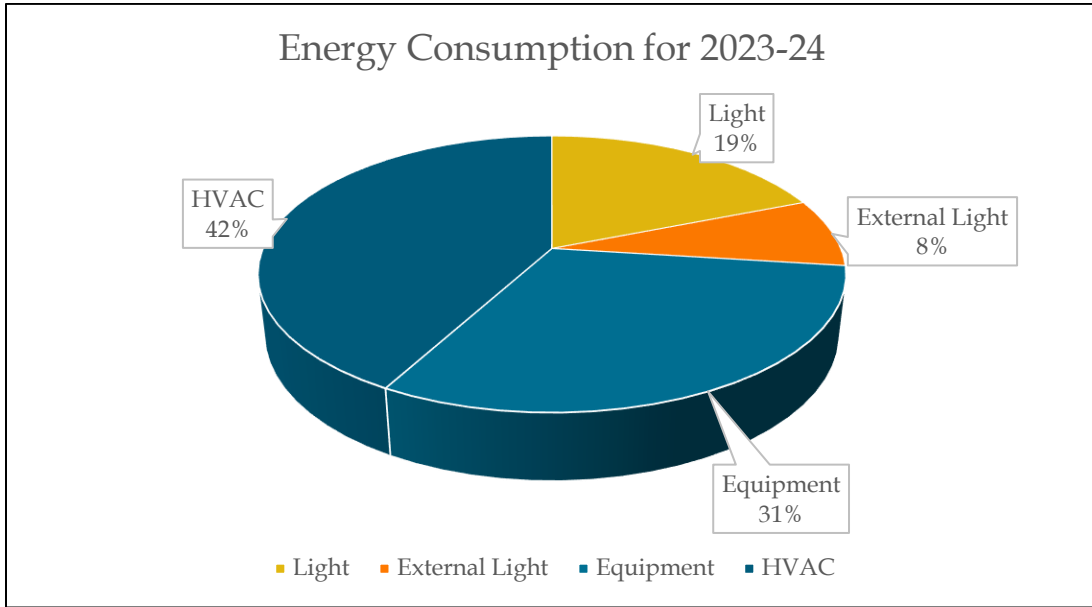
The rising global demand for energy is driven by increasing wealth and population growth in many countries. If this trend isn't countered by significant advancements in energy efficiency, global energy consumption will continue to surge each year. Transitioning our energy systems from fossil fuels to low-carbon sources is becoming increasingly difficult due to this growing energy consumption. To address this demand, it is crucial to develop new low-carbon energy sources to replace fossil fuels in our energy mix.

BPTP's commitment to energy efficiency is evident in its implementation of advanced systems and environmentally friendly technologies, has achieved 26.90% energy savings by integrating various energy-efficient fixtures. These include LED lighting fixtures for both internal and external areas, basement parking, and lift lobbies with a minimum efficacy of 75 Lumen/Watt, a halon-free firefighting system, and a CO2-based extinguisher system. Additionally, the use of BEE star-rated fans, motors, and pumps with a minimum efficiency of 85%, along with a sustainable HVAC system, has contributed significantly to energy savings. Details of energy savings practices is given below:

PARAMETER	DETAILS
TYPE OF EXTERNAL WALL CONSTRUCTION	15mm External Plaster + 30mm Limestone Cladding + 150mm Air Gap + 230mm Fly ash brick + 20mm Bison Board + 12mm Internal Plaster
U VALUE OF WALL (W/M2.K)	0.181
TYPE OF ROOF CONSTRUCTION	20mm Plaster + 40mm PUFF + 100mm Brickbat coba + 150mm RCC + 12mm Plaster
U VALUE OF ROOF (W/M2.K)	0.471
TYPE OF GLASS CONSTRUCTION	Double Glazing Unit, KT 140
PROPERTIES OF THE GLASS	U VALUE = 1.8 W/M2.K SHGC = 0.29 SC = 0.34 VLT = 37%
TRANSFORMER RATING	2000 kVA
TYPE OF LIGHTING FIXTURES	LED LIGHTING FIXTURES

WATTAGE OF VARIOUS LIGHTING FIXTURES	INTERNAL 24 W CEILING LIGHT 2. 20 W TUBELIGHTS 3. 14 W CEILING LIGHT 4. 9 W DOWNLIGHT
	EXTERNAL 60 W STREET LIGHT 10 W BOLLARD LIGHT
EXTERNAL LIGHTING SYSTEM	EXTERNAL TIMER CIRCUIT WITH BMS CONTROL
TYPE HEATING, VENTILATION & AIR CONDITIONING SYSTEM	WATER COOLED PACKED SYSTEMS
NO AND TYPE OF COOLING TOWERS	(3W + 1S) COUNTER FLOW INDUCED DRAFT COOLING TOWER
CAPACITY OF COOLING TOWERS	1350
EIR OF COOLING TOWER (HP/GPM)	0.00925
NO AND TYPE OF CHILLERS	(3W + 1S) WATER COOLED CENTRIFUGAL CHILLER
CAPACITY OF CHILLER	450 TR
COP OF THE CHILLERS	5.44
EFFICIENCY OF PUMPS	IE3 CLASS / 92.5%
EFFICIENCY OF MOTORS	
RATING OF OFFICE EQUIPMENT	BEE 3 STAR

The recorded energy consumption from the grid for the year 2022-23 was 1,237.01 MWh, while for the year 2023-24, it increased to 3,407.92 MWh. This rise in energy consumption is attributed to the increased occupancy load within the project. The building consumption pattern for the Years 2023 is recorded and is presented as follows:



To manage air conditioning as part of their Heating, Ventilation, and Air Conditioning (HVAC) system, water-cooled centrifugal chillers and a Variable Refrigerant Flow (VRF) system have been deployed. These chillers utilize R-134a as the refrigerant, which is free of chlorofluorocarbons (CFCs), ensuring it does not deplete the ozone layer. This choice of refrigerant and technology aims to maximize energy efficiency.

The project is using the energy efficient LED Lighting with an average savings 30% and is contributing to the energy savings. The summary of the LED fixtures with LPD details is shown below:

TYPE OF FIXTURE	WATTAGE	LPD (w/m2.K)	LUMINS (Lm)
24 W CEILING LIGHT	24	7.8	2600
20 W TUBELIGHTS	20	6.4	2200
14 W CEILING LIGHT	14	0.8	900
9 W DOWNLIGHT	9	2.2	440
60 W STREET LIGHT	60	0.379	6000
10 W BOLLARD LIGHT	10	0.125	900



In addition to energy-efficient technologies, a 60 KWp capacity solar PV panel has been installed on the terrace that produces 86.103 MWh annually, accounting for 5.57% of the building's total annual lighting energy consumption. This installation has helped reduce dependency on grid electricity.

The Project also uses three diesel generators of 1500 KVA for back up consumption for which the monthly consumption pattern is recorded. The total consumption of fuel for 2022-24 is 168,660 & 1,11,295 Liter respectively and the total energy generation through DG is approximately 586.93 & 387.30 MWh respectively.

The project is using Building Management System along with sub-metering to monitor and optimize the energy consumption of the building through various nodes such as HVAC, internal & external lighting, DG consumption, STP and other services present on site to ensure continuous energy conservation and tracking. These measures reinforce the project's commitment to energy efficiency by enabling precise monitoring and management of energy consumption.



Other Energy Conservation measures implemented on site are:

Energy star certified computers that use less energy

Maximize the use of Natural light through passive design

Utilize occupancy sensors to automatically adjust lighting and HVAC based on presence.

Encourage employees to adopt energy-saving practices like switching off electronics when not in use

Encourage tenants to invest in energy-efficient equipment.

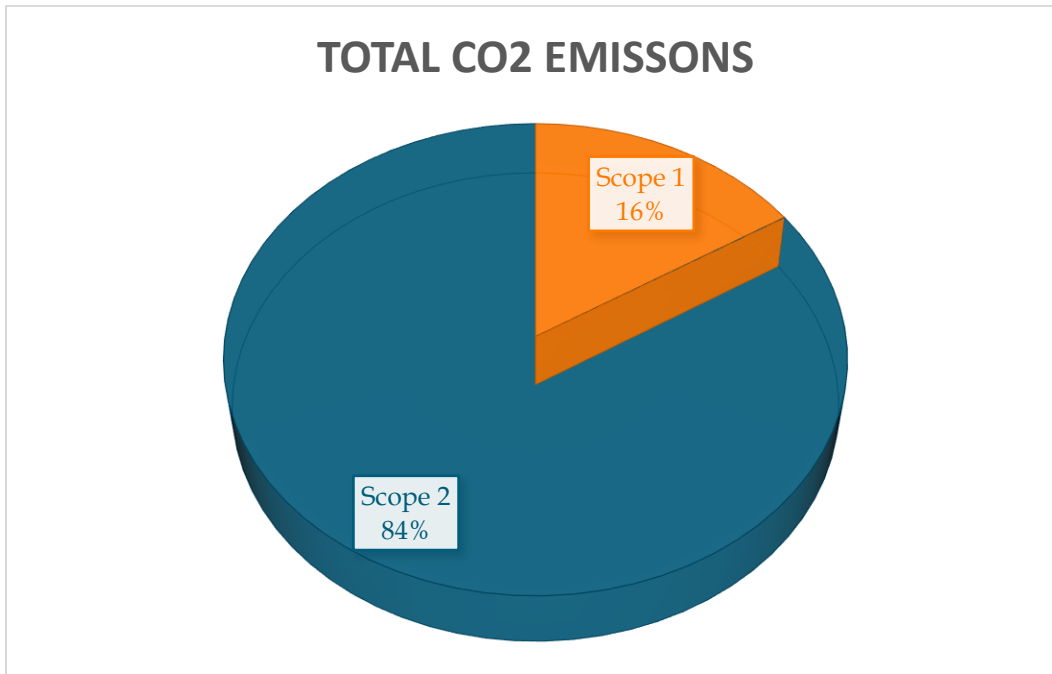
ENERGY INTENSITY (MWh) AT CAPITAL CITY		
TYPE	FY 22	FY 23
ENERGY FROM GRID	1,237.01	3,407.92
ENERGY FROM DG	586.93	380.30
ENERGY FROM SOLAR PANEL	86.103	86.103
BASELINE CONSUMPTION	1323.55	3820.09
ENERGY SAVINGS	172.63	498.27

EMISSION REDUCTION

Due to the rapid expansion of the global population and the economic progress of many countries, the environment has suffered significantly, leading to a fourfold increase in CO₂ emissions. One of the most pressing issues today is climate change, driven by global warming, which causes frequent natural disasters such as floods, cyclones, droughts, and heat waves. The real estate sector alone contributes 40% of carbon emissions during both the construction and operational phases. It is crucial to take necessary actions to reduce these emissions and maintain the Earth's temperature below 1.5 degrees Celsius.

BPTP Capital City is committed to achieving net zero emissions by 2040. To uphold this commitment, we have set both short-term and long-term targets that we are continuously striving to meet. Our efforts include expanding green spaces within our developments and communities, implementing energy-efficient technologies, and installing solar panels to offset at least 5% of the common area's energy consumption. Additionally, we provide electric vehicle facilities for our employees to commute to the metro, reinforcing our dedication to a sustainable future.

EMISSIONS	2022-23	2023-24
SCOPE 1 (tCO ₂)	450.32	297.15
SCOPE 2 (tCO ₂)	978.27	2823.54



We are committed to reducing air and soil pollution during the construction phase by adhering to green building guidelines. To this end, we have implemented several measures, including 3-meter-high barricades around the project boundary, water sprinkling 3-4 times a day, covering all loose materials, installing three anti-smog guns on-site, and washing the tires of trucks entering the site. Additionally, all construction waste is properly segregated and recycled to minimize emissions from landfill waste.

We have also installed air quality index equipment to monitor the air quality both inside and outside the Capital City office. To ensure healthy air quality within the building, we use environmentally friendly paints, sealants, and adhesives for both interior and exterior applications. These efforts collectively contribute to a cleaner and healthier environment during and after construction.

WATER STEWARDSHIP

Water management involves the responsible use and conservation of water resources to guarantee a sustainable future. Estimates indicate that if current trends continue, the globe will experience a forty per cent gap between the anticipated demand for water and the amount available by 2030. This is due to the rapid growth of the worldwide population, global warming and dwindling availability. The frequency and severity of droughts, floods, and other severe weather events as a result of climate change have rendered the management of our water resources more critical than ever.

To safeguard the environment, mitigate water-related hazards, and ensure reliable water supply services, efficient use, accumulation, storage, and water disposal are necessary. The BPTP Group is aware of the importance of actively planning, developing, distributing, and managing water resources to make their most efficient use into the design of the building. To limit the use of freshwater, we establish and invest in sustainable water management practices across all of our activities as a rational employer.

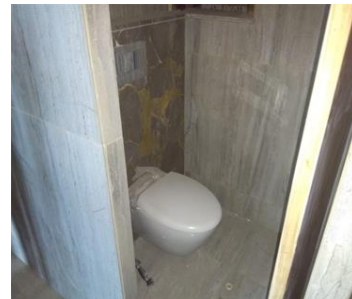
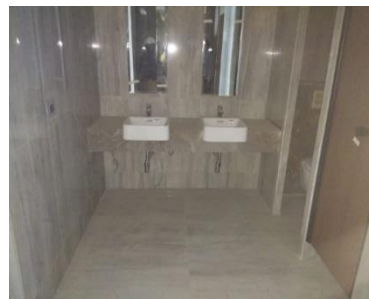
Over and above, our project has installed 182 cu.m. rainwater harvesting tank with desilting chamber to drain excess rainwater runoff into the ground water recharge pits to promote ground water recharge. The Rainwater Harvesting caters 3988 sq.mt. of Cemented Tile roof with a Runoff coefficient of 0.95, 3195

sq.mt. of paved road with a runoff coefficient of 0.95 and 4210 sq.mt. of vegetated area with a Runoff coefficient of 0.20 with all summed calculated to be 7665 sq.mt of net impervious area present on site. According to the rainfall data, 12% of average rainfall is experienced in the area with 0.023m of rainfall ready to capture. The size of the collection tank is 9.0 X 8.0 X 2.5 m. and the total water collected on an average of 173 cu.m.



Water Efficient Plumbing Fixtures are one of the most effective ways to mitigate excess water wastage from flushing and washing. We have installed low flow plumbing fixtures to the Capital City office such as toilets, urinals, health faucets which has reduced the water consumption by 46.29% compared to the standard fixtures.

Fixture Type	Flow Rate	Manufacturer & Model
Water Closets (Solids) (LPF)	4	18133IN-2SR-0
Water Closets (Liquids) (LPF)	2	18133IN-SS-0 77027IN-M-NA
Health Faucets (LPM)	1.9	12929 IN-CP – Health Faucet 1237063 – Flow Regulator
Lavatory Faucets/Taps (LPM)	1.9	16027IN-4ND-CP – Faucets 1068613 – Aerator
Urinals (LPF)	0.5	24199IN-C01-CP - Sensor
Kitchen Faucet	3.8	EL-101 -Basin Mixture



To tackle water shortage issue, BPTP has effectively reduced freshwater consumption by installing a 200 KLD capacity of sewage water treatment plant (STP) with MBBR technology that processes 100% of the wastewater generated as per CPCB norms. In addition to STP, we have also installed a Water Treatment Plant (WTP) to ensure treated water meets the necessary quality standards for various uses. The treated water is further reused in flushing and landscaping applications. During construction, we minimize our



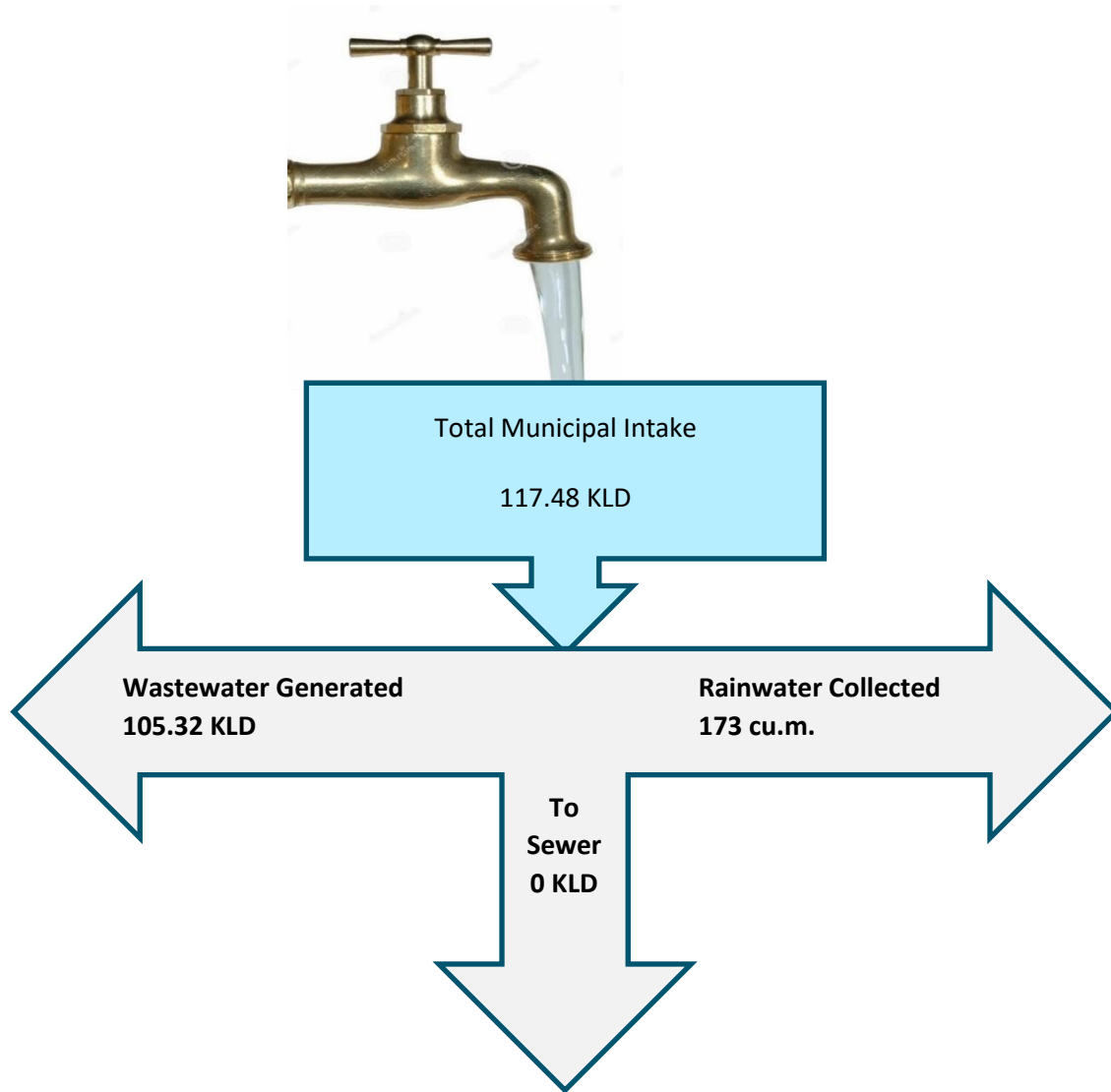
dependency on freshwater by exclusively utilizing treated water. Our innovative approach includes the use of curing compounds, gunny bags, and ponding techniques. This ensures our operations are efficient and environmentally sustainable, conserving precious freshwater resources while maintaining high construction standards.

Along with these water efficient technologies, we have crafted our landscape with native and drought tolerant species, not only to withstand climate changes but also to decrease water usage, offering multiple benefits to the local ecology. Additionally, we have implemented drip irrigation

technique to manage irrigation water demand. This technology not only conserves water but also enhances plant health and growth by providing a controlled and consistent supply of moisture to the roots.

BPTP ensures continuous monitoring of water usage to improve efficiency. Water meters are strategically installed throughout the building to track water consumption, including municipal water supply, treated water generation, and treated water usage. This comprehensive system is designed to promote efficient water management and conservation practices across the entire property. Through this initiative, the company has upheld its commitment and moved closer to achieving its goals

Parameters	Units
Total municipal intake	117.48
Total domestic water demand	5.57
Total flushing demand	11.66
Total landscape demand	25.3
Total cooling tower make up	75.71
Total STP capacity	200
Total waste water generated	105.732
Percentage water reused	100%



WASTE MANAGEMENT

The growing amount and complexity of waste from our modern economy are seriously harming the environment and human health. Each year, about 11.2 billion tons of solid waste are collected worldwide, and the breakdown of organic waste adds about 5% to global greenhouse gas emissions. Among all types of waste, electronic waste, which contains new and dangerous materials, is the fastest-growing problem in both rich and poor countries. The primary solution is to minimize waste. In our sector, new construction necessitates the use of new materials, which contributes to substantial waste that typically ends up in landfills. For unavoidable waste, the next best option is to recover materials and energy from it, as well as to remanufacture and recycle it into usable products. Recycling, in particular, results in significant resource savings.

BPTP collaborates with renowned organizations for the construction and operation of our assets, including general contractors, vendors, and suppliers. Efficient waste management, encompassing both hazardous and non-hazardous waste, is a key component of our contracts with these parties and is regularly monitored through contractor performance audits.

For construction waste, we have implemented a comprehensive segregation plan on-site. This plan includes the segregation of various types of waste such as debris, metal, wood, plastic, and glass, which are then managed through recycling and reuse. The site in-charge is responsible for maintaining proper gate passes and recycler challans for any waste sold from the site. This ensures that all waste is properly accounted for and managed in an environmentally responsible manner.

For the Capital city project, we have implemented a waste segregation strategy at the source. Each floor is equipped with multi-colored bins to separate dry, moist, and electronic waste. We utilize a trio bin system to facilitate proper waste segregation: one bin for food waste, one for paper and plastic, and one for metals. These bins are strategically placed throughout our facilities to encourage accurate sorting at the source. We have dedicated collection rooms for each type of waste to further ensure proper segregation. These rooms are clearly labelled and equipped with appropriate containers to guarantee that waste is sorted correctly by our staff and stakeholders which is further sold to recyclers by the facility team.



In addition, we have effective procedures in place to manage food waste. This waste is segregated and collected in biodegradable bags from the pantry and stored in a designated composting area.

As part of our sustainable practices, we have implemented an advanced organic waste composter system that treats 152 kg of wet waste daily, generating 27,740 kg of valuable compost annually, which is then used for landscaping initiatives within our office. This closed-loop approach not only reduces the volume of waste sent to landfills but also enriches the soil and supports local biodiversity. By responsibly managing organic waste through composting, BPTP demonstrates its commitment to promoting a circular economy and enhancing the environmental sustainability of our communities.



TOTAL WASTE GENERATED ANNUALLY: 1,56,950 kg



**TOTAL MANURE
GENERATED:
27,740 kg**

**TOTAL WASTE
RECYCLED:
1,01,470 kg**

**TOTAL WASTE
TO LANDFILLS:
10,516 kg**



MATERIAL TRACKING AND SOURCING

At BPTP, we prioritize sustainable material management as a core component of our commitment to environmental stewardship. Our approach to material management involves the strategic selection and utilization of construction materials that minimize environmental impact while maintaining high standards of quality and performance.

We use concrete as per the design requirements, incorporating 25-40% fly ash content as a replacement for cement. This substitution not only reduces the demand for cement, a significant source of CO2 emissions, but also utilizes a by-product that would otherwise contribute to waste. Additionally, we incorporate admixtures that reduce water consumption, further enhancing the sustainability of our concrete usage. For our structural work, we exclusively use 100% Autoclaved Aerated Concrete (AAC) blocks in the wall and RRC in the roof, thereby achieved 5% reduction by weight of steel and cement. AAC blocks are a sustainable alternative to traditional bricks, offering superior thermal insulation, reduced weight, and enhanced durability. Their use significantly reduces the overall environmental footprint of our construction projects.

The total material cost was 1,764,2.76 Cr. For the complete construction, we ensure that at least 30% of the total material used by cost contain recycled content. This practice not only supports waste reduction but also promotes the use of materials that have a lower environmental impact. Additionally, we had

source approximately 85% of materials by cost through local and neighboring district, thereby supporting local economies and reducing the carbon footprint associated with transportation.

By integrating these sustainable practices into our material management strategy, BPTP demonstrates a strong commitment to reducing environmental impact, promoting resource efficiency, and supporting local communities.

Total material Cost (in Rs)	1,764,276,937
Percentage of material with recycled content (by cost)	32.93%
Percentage of material source locally (by cost)	84.98%
Percentage of certified wood material used (by cost)	100%

SUSTAINABLE TRANSPORTATION

Transportation is a major factor contributing to climate change, accounting for a significant portion of global greenhouse gas emissions and air pollution due to the combustion of fossil fuels in vehicles. This includes personal cars, public transit buses, freight trucks, and aviation. Recognizing these challenges, BPTP has implemented several sustainable transportation initiatives to mitigate the environmental impact of our operations:

BPTP Capital City is strategically located in a prime area with excellent metro connectivity and essential amenities in close proximity. The nearest metro station is Okhla Bird Sanctuary which is at distance of 300m. This prime location reduces the need for long commutes, thereby minimizing the carbon footprint associated with daily transportation. To promote the use of electric vehicles (EVs), we entered into an agreement with Tata Power Renewable Energy Limited on September 29, 2022, to install 56 electric charging points in the basement parking area, which has a total of 1,123 parking spaces. This installation caters to 5% of the total parking capacity of Capital City. Stakeholders who use EVs or participate in carpooling enjoy free parking, further incentivizing sustainable transportation choices. This initiative not



only supports the adoption of cleaner transportation options but also helps reduce greenhouse gas emissions.

Understanding the importance of first and last-mile connectivity, BPTP provides an e-rickshaw facility for employees, customers, tenants, and visitors. This service is offered free of charge and facilitates easy and eco-friendly commutes from the metro station to BPTP Capital City. By offering this service, we aim to reduce reliance on

conventional, fossil fuel-powered vehicles, thereby decreasing overall emissions and contributing to a cleaner environment.



Through these transportation initiatives, BPTP demonstrates its commitment to promoting sustainable mobility solutions.

BIODIVERSITY PRESERVATION

Biodiversity is important to BPTP Capital City's attempts to protect the environment. It includes the different kinds of plants, animals, and microorganisms that have evolved with us and the genetic changes between these kinds of life and the ecosystems they create. Managing biodiversity effectively can mitigate the hazards of pollution, climate change, and ecosystem loss.


BPTP is dedicated to enhancing local biodiversity through the plantation of native tree saplings. In a significant effort to green our surroundings, it has planted 300+ native and drought tolerant trees, with a total area of 4209.54 sq.m. This includes 57 *Bauhinia blakeana* and 90 *Grevillea robusta* trees, which have been strategically placed near site boundary walls and within site area. These plantations are part of our broader commitment to sustainable development and environmental stewardship.



TYPE OF PLANT SPECIES	BAUHINIA VARIEGATA
	DATE PALM
	DIANELLA
	FICUS BENJAMINA
	FICUS NITIDA GOLD
	GREVILLEA ROBUSTA
	HAMELIA PATENS
	HIBISCUS
	JASMINUM SAMBAC
	LAGERSTROEMIA INDICA
	PHILODENDRON
	PLUMBAGO
	PLUMERIA ALBA
	RHAPIS EXCELS OR BROADLEAF LADY PALM
TECOMA GAUDICHAUDI	

Additionally, prior to commencing construction activities, a land survey was conducted. The survey confirmed that there were no trees or water bodies on the site. Consequently, our activities do not negatively impact the biodiversity. A Google image of the site before construction is provided for reference.





**Manufactured
Capital**

As the real estate business grows each day, it is crucial to implement efficient manufacturing practices to reduce environmental impact. This can be achieved through optimized construction practices, reducing dependence on virgin materials, and improving supply chain management to mitigate associated risks. At BPTP, we recognize the importance of this imperative and remain steadfast in our commitment to continuous improvement and innovation across our business.



We acknowledge the significance of green building practices and are committed to registering 100% of our portfolio under these practices by 2030 to reduce our carbon footprint. We want to bring in your kind consideration that the majority of our projects are Certified/ Pre-certified under credible third-party green building rating systems such as IGBC (Indian Green Building Council).

Our Capital City office is IGBC Platinum Certified under the IGBC New Buildings (NB) Rating. Additionally, we have registered our office under the LEED Building Design and Construction (BD+C) Rating System and the WELL Rating System. The WELL rating system demonstrates our commitment for health and safety, equity and performance.



PROJECT	CERTIFYING BODY	CERTIFICATION TYPE (PLATINUM/GOLD)	AREA (Sqm)
Certified Projects			
Capital City, Noida	IGBC	Platinum	11,392.21
Green Oaks, Ggn	IGBC	Ongoing	62,969.08
Pre-Certified Projects			
Amstoria, Sector 102, Ggn	IGBC		
The Deck, Fbd	IGBC	Gold	7,034.89
Discovery Park, Fbd	IGBC	Gold	1,12,557.79
Park Elite Premium, Fbd	IGBC	Green	71,814.979
Park Generation, Ggn	IGBC	Green	50,276.80

Park Serene, Ggn	IGBC	Silver	56,791.62
Park Spacio, Ggn	IGBC	Green	72,167.08
Park Mansion, Ggn	IGBC	Silver	26,974.21
Park Prime, Ggn	IGBC	Silver	45,808.35
Registered Projects			
DDJAY Sec 81, Fbd	IGBC	Ongoing	42,390.82
DDJAY Sec 81, Fbd	IGBC	Ongoing	52,078.99
DDJAY Sec 81, Fbd	IGBC	Ongoing	53,620.84
DDJAY Sec 84, Fbd	IGBC	Ongoing	47,145.87
Sales Gallery, Fbd	IGBC	Ongoing	1,117.15

Manufactured Capital for FY23	
Area Completed (Sq mt)	180050.032
Area under construction (Sq mt)	680650.5
Ready unsold inventory (Sq mt)	99661.82
Under-construction unsold inventory (Sq mt)	44316.97
Total Number of homes delivered (Quantity)	672

A scenic landscape of snow-capped mountains and a body of water with icebergs. The scene is captured during the golden hour, with a soft, warm light illuminating the snow and the sky. In the foreground, several large, blue-tinted icebergs float in the water, their reflections visible on the calm surface. The background shows a range of rugged, snow-covered mountains under a clear blue sky with a few wispy clouds. A large, white, circular graphic element is centered in the image, containing the text "HUMAN CAPITAL" in a bold, black, sans-serif font.

**HUMAN
CAPITAL**

At BPTP, we recognize that our employees are our greatest asset. Our commitment to nurturing, developing, and leveraging our employees is integral to our sustainability and corporate responsibility strategies. We believe that by investing in our people, we enhance our capacity to innovate, improve our operational efficiencies, and strengthen our competitive position in the real estate market.

Our company’s operational framework—encompassing our systems, policies, technology, and business processes—are rigorously aligned with the industry’s best practices and deeply integrated with our vision, mission, and values. This holistic alignment ensures that we consistently offer a fair, professional, and diverse working environment, which is crucial for fostering the growth and development of our employees.

One of our most important differentiators and most valued stakeholders has always been our workforce. In line with our Employee Value Proposition (EVP) "Develop the Best. Make the most out of it." and our vision of "Constructing an elevated lifestyle," we are committed to providing our employees with a safe, flexible, and inclusive work environment as well as joyful, meaningful, and impactful experiences. Our goal is to create a work atmosphere where our staff members feel motivated, valued, involved, and have possibilities for both professional development and overall well-being.

We Emphasized

Three components aim to provide our staff members with a sense of importance, respect, and care.

Leadership Connects | Employee Engagement | Employee Well-Being

EMPLOYEE LANDSCAPE

At BPTP, we prioritize creating a superior work environment where our employees can thrive and achieve their full potential. Our approach to human capital management is strategically focused on attracting and retaining the right talent for the right roles. In FY 2023-24, our total workforce numbered 876 – comprising 668 permanent employees and 208 non-permanent employees. This reflects a robust growth of 13% from FY 2022-23, signaling our ongoing commitment to strengthening our team in line with our business expansion.

Our Workforce						
Employee Headcount		2020-2021	2021-2022	2022-2023	2023-2024	
		%	%	%	%	
Permanent		468	478	591	668	
Non-Permanent		230	248	256	208	
Permanent employees by age-group	< 30 years	59	61	72	96	
	30 - 50 years	355	367	454	507	
	> 50 years	54	50	65	65	
Permanent employees by	Senior Management	32	37	46	63	GM & Above

management levels	Middle Management	138	157	199	238	Manager to DGM
	Junior Management	298	284	346	368	Below Manager
Permanent employees by gender	Male	423	425	518	560	
	Female	45	53	73	108	
Permanent employees by nationality	Indian	468	478	591	668	
	International	NIL	NIL	NIL	NIL	
Differently-abled permanent employees	Organization	NIL	NIL	1	NIL	

Non-permanent employees include those in temporary or contractual roles that do not have permanent status within the company. Included in this category are Contractors, Consultants, vendors, laborers who are indirect employees of the company, hired through contractors and subcontractors as part of our operational framework. For FY 2023-24, approximately 3203 laborers were engaged at our various construction sites. These workers are not on the direct payroll of BPTP.

HIRING AND RECRUITMENT STRATEGY

We are committed to fostering an inclusive workplace, underpinned by human rights, Diversity, Equity and Inclusive, Remuneration policies and values that promote equity across all aspects of our business operations. Upon joining the company, all new employees receive induction training covering the tools and software essential for their workflow, as well as the company's policies and regular practices. This training includes mandatory sessions on the employee portal, SAP, and ASITE.

Our recruitment process is meticulously designed to ensure that all candidates are treated fairly and impartially throughout the hiring cycle. From the initial screening to the final decision, our approach ensures that recruitment, compensation, and working conditions are equitable, with no discrimination based on race, color, religion, caste, gender, age, marital status, disability, nationality, or any other similar criteria. Similarly, decisions regarding promotions, transfers, compensation, training, and other benefits are strictly merit-based, aligning with the competencies of the individuals and the strategic needs of the business. We have a comprehensive separation policy designed to provide clear guidelines and procedures for managing employee separations fairly, transparently, and respectfully. Permanent employees are required to give a minimum notice period of 60 days for senior managers and below, and 90 days for AGM and above.

Our recruitment strategy revolves around an annual hiring plan meticulously crafted in alignment with our business objectives and targets. We employ a diverse array of recruitment channels, including on-campus recruitment drives, direct applications from candidates and applications received from our different recruitment partners. This helps with smooth on-boarding of highly talented pool of employees to our organization. This is exemplified through our total number of 205 new hires for FY 2023-24, recording a total new hire rate of 13%.

Internal and External Hiring						
		2020-2021	2021-2022	2022-2023	2023-2024	
Annual Hiring	Internal Movement	3	NIL	2	NIL	
	External Hiring	72	126	180	205	
External hiring by age- group	<30 years	24	30	46	53	
	30 - 50 years	47	93	128	148	
	>50 years	1	3	6	4	
External hiring by management levels	Senior Management	NIL	8	11	15	GM & Above
	Middle Management	18	46	57	67	Manager to DGM
	Junior Management	54	72	112	123	Below Manager
External hiring by gender	Male	54	103	147	155	
	Female	18	23	33	50	

TALENT ATTRITION

Our employees are the cornerstone of our company’s success. To help them reach their highest potential, we prioritize retaining experienced talent within our organization. Our retention strategy emphasizes open and timely communication whenever we receive or anticipate receiving a resignation. We also uphold the *Freedom of Association policy*, which is designed to protect workers' rights, encourage collective bargaining, and foster a fair and inclusive work environment.

Talent Attrition - Permanent Employees					
Annual Attrition	2021-2022	2020-2021	2022-2023	2023-2024	

	Voluntary	67	72	110	165	
	Non-Voluntary					
Voluntary Attrition in Age Groups	<30 years	13	14	16	33	
	30 - 50 years	50	54	91	127	
	> 50 years	4	4	3	5	
Voluntary Attrition in Management Levels	Senior Management	3	6	2	7	GM & Above
	Middle Management	20	20	36	62	Manager to DGM
	Junior Management	44	46	72	96	Below Manager
Voluntary Attrition in Gender	Male	54	61	96	126	
	Female	13	11	14	39	
<p>Note: 1. Attrition % = (No. of persons who have left the employment of the entity in the FY *100)/Average no. of persons employed in the category 2. Average number of persons employed in a category = (Persons employed in the category at the beginning of FY + Persons employed in the category at the end of FY)/2</p>						

DIVERSITY AND INCLUSION

The BPTP Group has strategies and policies in place that promote diversity, equity and inclusion to ensure that all employees are treated with respect and have access to the same opportunities regardless of their gender, race, ethnicity, religion or any other factor. We make dedicated efforts to cultivate a workforce diverse in age and gender, thereby enhancing our business performance.

Diversity and Inclusion						
Permanent Employees		2021-2022	2020-2021	2022-2023	2023-2024	
Female		53	45	73	108	
Age	< 30 years	15	8	20	25	
	30 – 50 years	38	37	51	82	
	> 50 years	NIL	NIL	2	1	
Management Levels	Senior Management	3	NIL	5	7	GM & Above
	Middle Management	8	13	18	29	Manager to DGM
	Junior Management	42	32	50	72	Below Manager
Employees returning post parental leave		2020-2021	2021-2022	2022-2023	2023-2024	
		%	%	%	%	
Organization - Permanent employees	Joined	NA	NA	NA	NA	
	Retained	NA	NA	NA	NA	
Female Employees	Joined	NA	NA	NA	NA	
	Retained	NA	NA	2	2	
Male Employees	Joined	NA	NA	NA	NA	
	Retained	NA	NA	NA	NA	
Gender pay parity		2021-2022	2020-2021	2022-2023	2023-2024	
	Senior Management	0%	5%	7%	8%	
	Middle Management	11%	5%	10%	14%	
	Junior Management	12%	17%	16%	25%	
Note:						
1. Gender pay parity: Ratio of Total Remuneration of Women to Men						

However, sometimes there is a limited pipeline of diverse candidates with the required skills and experience in the real estate industry. Women are often less interested in working on-site in real estate roles. Additionally, keeping up with and complying with various local and international diversity regulations and standards can be complex.

To address these challenges, we have set ambitious targets to achieve by 2027: 25% of women in the total workforce, 44% in non-construction departments, 22% of all permanent employees being women, 20% women in senior management, 25% in middle management, 20% in junior management, 24% women in revenue-generating functions, and 6% in STEM functions.

To effectively calculate and monitor gender diversity and inclusiveness at BPTP, we have established a robust methodology and monitoring system. We collect comprehensive demographic data for all employees, including gender, age, department, and role, using our HR information system, which is regularly updated for accurate analysis. We measure the percentage of women in the total workforce and in specific roles, such as senior management, middle management, junior management, and STEM functions. Additionally, we track and analyze the rate at which women are promoted and assess pay equity to ensure there is no gender pay gap within the organization.

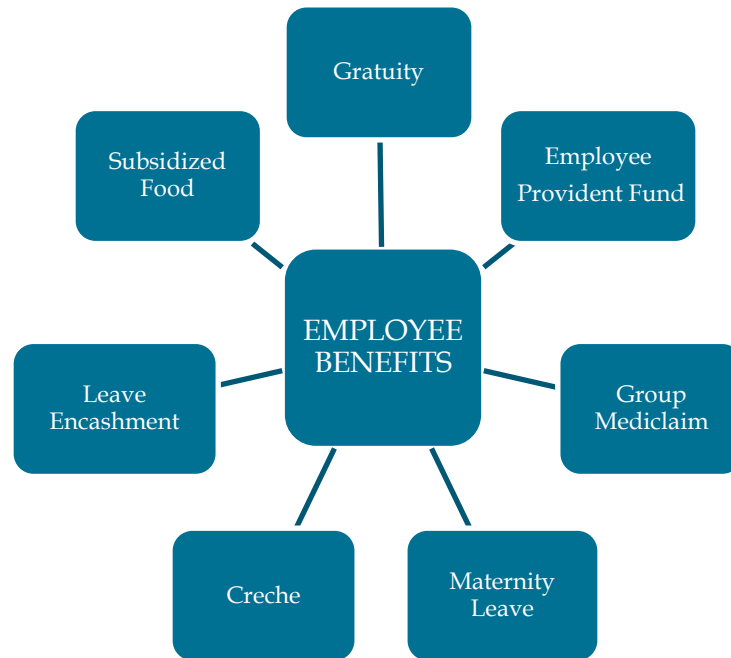
Apart from ensuring diverse representation across our workforce, we are committed to creating a safe and inclusive work environment for all our people. We are strongly committed to preventing discrimination in the workplace and make focused efforts to promote an equal and fair environment. We have a *Forced or Compulsory labor policy* that aims to prohibit any form of forced labor within the company and its supply chains. The company also established an effective grievance mechanism that allows employees to report any concerns related to forced labor, labor rights violations and discrimination at workplace to Head of Human Resource through emails, without fear of retaliation. Mandatory gender sensitization and prevention of sexual harassment workshops are conducted regularly for all employees. There were no cases of Harassment or Discrimination for the reporting year.

We extend our steadfast commitment to protecting Human Rights, which extends to our suppliers and contractors. For FY 2023-24, all our operations were assessed for Human Rights violations, and no significant concerns were reported. Additionally, we have a deep respect for our employees' right to freedom of association.

Discrimination and Harassment					
Number of Complaints		2020-2021	2021-2022	2022-2023	2023-2024
Harassment/Discrimination	Sexual	NIL	NIL	NIL	NIL
complaints reported	Non-Sexual	NIL	NIL	NIL	NIL
Training on Mandatory Policies					
All Employees	POSH	100%	100%	100%	100%
	Code of Conduct	100%	100%	100%	100%
<i>Note:</i>					
1. POSH: Prevention of Sexual Harassment at workplace					
3. The Code of Conduct Policy was launched in the Year 2019					

EMPLOYEE BENEFITS

In addition, the company offers several benefits to its permanent employees that address their health, well-being and retirement needs. These benefits enable our employees to grow both personally and professionally. Our goal is to provide the best possible support for our employees.



Here are the benefits explained one by one:

Gratuity: Gratuity is a lump sum payment made to employees by the employer as a token of appreciation for their continuous service. An amount of 10,000 is given to all the employees serving minimum for 2 years.

Employee Provident Fund (EPF): The Employee Provident Fund is a retirement savings scheme in which both the employer and the employee contribute a certain percentage of the employee's salary.

Group Mediciam: As per the Group Mediciam and Group Personal Accidental Policy, an employee and their family insurance is covered by Reliance General Insurance Company Ltd. Prudent Insurance Broker Pvt. Ltd will be coordinating and shall assist in processing of cashless treatment/ reimbursement/ card related queries. This benefit ensures that employees have access to necessary medical care without the burden of high medical costs.

Maternity Leave: As per our leave policy, all female employees are provided with the maternity leaves as per the maternity Benefit Act 1961. All female employees who have worked for at least 80 days shall be entitled for maternity leave of 26 weeks.

Creche Facility: A creche facility is provided within the building with a proper caretaker for taking care of kids for all the employees and tenants at a nominal cost. This benefit helps our employees manage their work and family responsibilities more effectively, knowing their children are in a safe and nurturing environment.

Leave Encashment: Leave encashment allows employees to convert their unused earned leave days into monetary compensation. As per the leave policy, at the time of separation, accumulated EL of maximum 45 days will be encashed.

Subsidized Food: Subsidized food programs offer meals to employees at reduced prices. This benefit ensures that employees have access to affordable and nutritious food, promoting overall health and well-being.

Details of Employee Returning from Parental Leaves

Employees returning after Parental Leave		2020-2021	2021-2022	2022-2023	2023-2024
Entitled	Male	NA	NA	NA	NA
	Female	NA	NA	NA	Yes
Female Employees	Joined	NA	NA	NA	NA
	Retained	NA	NA	2	2
Male Employees	Joined	NA	NA	NA	NA
	Retained	NA	NA	NA	NA

EMPLOYEE ENGAGEMENT

To cultivate the right culture for our employees, we have implemented a robust employee assistance program in partnership with Prudent Plus. This program organizes weekly webinars and provides 24/7 tele-counseling support to our employees and their family members. Additionally, we conduct regular health check-up camps to ensure the physical well-being of our staff. For mental and emotional health, we have partnered with Happy Mind, which conducts regular wellness sessions and provides individual counselling to our employees.

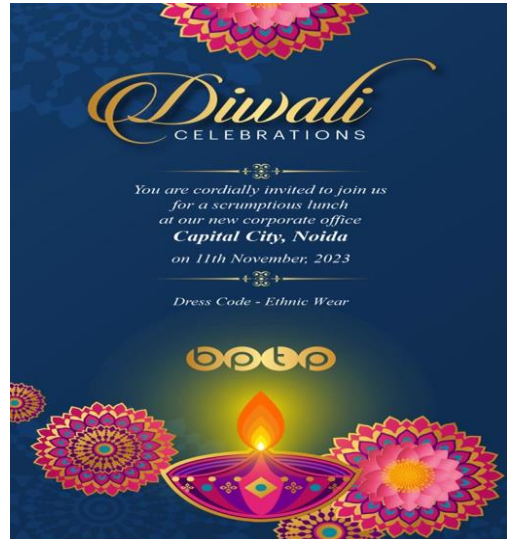




We are committed to maintaining an open and transparent environment. Every quarter, our management leads a town hall session. The agenda for these sessions is shaped by surveys conducted with employees to identify challenges they face during work and to discuss ways to maximize revenue for the financial year. Employees are encouraged to share their suggestions, and the best ideas are integrated into the management's operational strategy and approach.

We believe in continuous improvement through ongoing feedback. To this end, we participate in regular employee engagement surveys covering topics such as management effectiveness, workplace hygiene, and food quality. We also encourage our employees to take part in various cultural events and festivals, including Holi, Diwali, Women's Day, Environment Day, Sports Meet, Lohri, and Independence Day etc.





Employee Engagement						
NPS (Net Promoter Score)		2021-2022	2020-2021	2022-2023	2023-2024	
Current employees - by tenure at BPTP	< 1 year	103	58	147	144	
	1.1 - 2 years	41	40	64	93	
	2.1 - 5 years	87	93	64	80	
	5 - 10 years	66	69	76	71	
	> 10 years	112	92	113	115	
Current employees - by management level	Senior	34	24	40	56	GM & Above
	Middle	136	105	158	176	Manager to DGM
	Junior	239	223	266	271	Below Manager
Current employees - by age group	< 30 years	43	41	56	63	
	30 - 50 years	320	271	351	380	
	> 50 years	46	40	57	60	
Current employees - by gender	Male	369	322	407	434	
	Female	40	30	57	69	



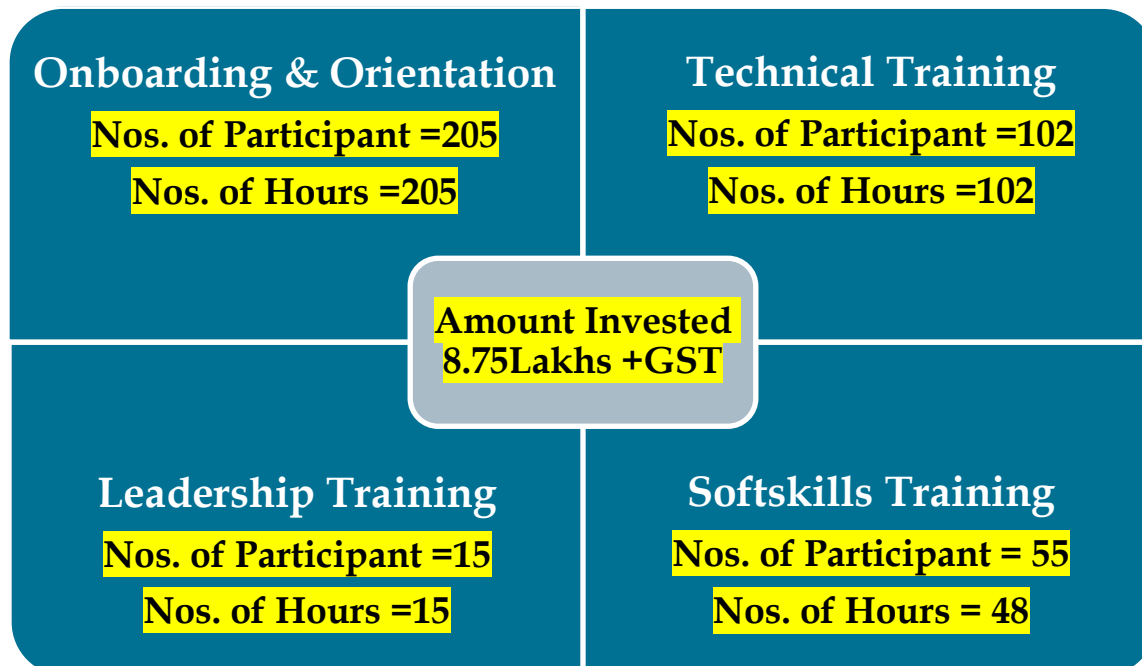
EMPLOYEE APPRECIATION

Recognizing and rewarding our people is essential to drive excellence and achieve our operational goals. We encourage our team members to deliver their best in day-to-day activities by offering a mix of financial and non-financial benefits. Our permanent employees are rewarded with the following awards:

- ✓ **Monthly Badges Recognition:** Every month, each employee receives five badges to give to any colleague within the organization for their exceptional work, team support, and positive behavior. This recognition is made visible to everyone through the employee portal.
- ✓ **Sales Incentives:** These incentives ensure the efficient performance of employees within high-performing sales teams.
- ✓ **Variable Appraisal:** In addition to fixed appraisals, we offer variable appraisals based on project-based deliverables and the retention of talented employees.
- ✓ **Social Media Recognition:** We also recognize our employees' efforts on social media platforms such as LinkedIn, celebrating their achievements and contributions.

EMPLOYEE TRAINING AND DEVELOPMENT

At BPTP Group, we recognize that our employees are our most valuable asset. Investing in their training and development is crucial for fostering innovation, driving excellence, and achieving our strategic goals. Our comprehensive training and development programs are designed to enhance the skills, knowledge, and capabilities of our workforce, ensuring they are well-equipped to meet the evolving demands of the industry. Below are the trainings programs for our employees:



1. Onboarding and Orientation:

Our structured onboarding program ensures that new employees are seamlessly integrated into the organization. It includes a thorough orientation on our company values, policies, and culture, as well as role-specific training.

2. Technical Training:

We offer specialized technical training programs to keep our employees updated with the latest industry standards, technological advancements sales force software training. This includes certifications, workshops, and hands-on training sessions.

3. Leadership Development:

Our leadership development initiatives aim to identify and nurture future leaders within the organization. Programs such as leadership workshops, mentoring, and executive coaching are tailored to enhance leadership skills and strategic thinking.

4. Soft Skills Training:

To ensure holistic development, we provide training in essential soft skills such as communication, teamwork, problem-solving, and customer service. These programs help in building a well-rounded and effective workforce. Also, we have integrated e-learning platforms that offer a wide range of courses accessible to all employees. These platforms provide flexibility for self-paced learning and continuous professional development.





For the reporting period 2023-24, we have invested 8.75 Lakhs plus GST in employee training and development. Our employees have collectively completed 370 training hours, reflecting our commitment to continuous learning and improvement. After every training, we regularly collect feedback from employees regarding the training programs to ensure they meet their needs and expectations. This feedback is used to continuously improve and tailor our training offerings.

At BPTP Group, we are dedicated to creating a culture of continuous learning and development. By investing in our employees' growth, we aim to build a motivated, skilled, and high-performing workforce that drives our success and contributes positively to our community and stakeholders.

HEALTH AND WELL-BEING

At BPTP, we are dedicated to fostering a healthy and supportive work environment for our employees, tenants and other stakeholders. Our EHS committee encourages employees and tenants to participate in a survey conducted in March to design a comprehensive program that promotes employee health and well-being from the beginning of the financial period. Based on the multiple responses we receive; we set goals and take appropriate actions.

To enhance the physical, mental, and emotional well-being of our employees, the ESG committee has established a comprehensive and supportive health and wellness program for the entire year in partnership with Prudent Plus. We are committed to the continuous health and well-being of our employees and tenants offering regular health check-ups and mental well-being workshops.



PRUDENTIAL
AWARENESS WEBINAR ON
WORLD SLEEP DAY

📅 March 17, 2023
 🕒 3:00 PM to 4:00 PM

International Sleep Day aims to recognise the benefits of restorative, healthy sleep, to educate the public about the prevalence of sleep disorders and its impact on health, education, and society, while promoting prevention resources and available treatments.

Join us for this session as we learn about the importance of sleep and common problems that many face today.

Topics Covered:

- Understanding normal sleep patterns
- Implications of an irregular sleep routine
- Addressing it's fundamental causes


Speaker:
Dr. Satish Ramaiah
 Director, People Tree Maarga

Dr. Satish Ramaiah, accredited as a specialist in liaison psychiatry by the Royal College of Psychiatrists in the United Kingdom, holds over two decades of experience in various sub-specialists of psychiatry with advance training in addiction and sleep disorders from the University of Leeds and Edinburgh in the United Kingdom, respectively. He's also a published author with studies in the field of substance abuse, learning difficulties, and sleep disorders.

[Register here!](#) www.prudentialbrokers.com



18th March, 2023.
From 11 AM TO 5 PM.



Happi Mynd
 Greetings from HappiMynd

UNTREATED ANXIETY CAN LEAD TO DECREASED PRODUCTIVITY, ABSENTEEISM, AND TURNOVER IN THE WORKPLACE.

HOW TO AVOID IT?

ANXIETY DISORDERS CAN BE TREATED WITH A COMBINATION OF MEDICATION AND THERAPY, AND EARLY INTERVENTION CAN HELP PREVENT MORE SEVERE SYMPTOMS FROM DEVELOPING.

What's the first step?
 HappiMynd is organising an interactive workshop session to make you at ease. Join us! We will assist you.

Date : 21st April
 Time : 3:30 - 5:00 PM



DON'T BE CAUGHT UNPREPARED:

JOIN US FOR THE WORLD DAY OF SAFETY AND HEALTH AT WORK ON CARDIOPULMONARY RESUSCITATION (CPR)

📅 April 28, 2023 | 🕒 3:00 PM to 4:00 PM

Have you ever wanted to be a superhero? Well, here's your chance!

During this event, we'll cover all the essential skills you need to stay safe and save lives, including:

- Importance of workplace safety and health
- Implementing a workplace safety program
- Basic life support (BLS) training/cardiopulmonary resuscitation (CPR)

You'll leave feeling confident and ready to tackle any emergency that comes your way.

Speaker:
Dr. Mabel Vasnaik
 HOD and Consultant
 Manipal Hospitals

[Register here to unleash your inner superhero!](#)

www.prudentialbrokers.com **PRUDENTIAL**

PRUDEN

AWARENESS WEBINAR ON BRACING YOURSELF FOR MORE POWER

March 03, 2023
3:00 PM to 4:00 PM

When life is hectic or all of your energy is concentrated on a single issue, it's all too easy to become off balance and neglect vital aspects of your life. Professional life coaches frequently use the wheel of life to help clients evaluate what is out of balance in each area of their lives.

Join this session to better balance your life by visualising the parts of your life where you want to focus more energy and gaining insight into those areas where you might want to cut back.

Topics Covered:

- Introducing the personal wheel of life
- Introspecting with the personal wheel of life
- Self-limiting beliefs that are holding you back

Speaker:
Siji Varghese
CEO, Leaders in Lipstick

Siji Varghese has worn several hats in her 23-year career as a business leader, facilitator, keynote speaker, coach, and passion-preneur. Her expertise is in leadership development, people management skills, and women-oriented events (Leaders in Lipstick), all with the goal of promoting human capital development via engaging practises and resources based on her diverse experience. Siji Varghese's many credentials, combined with her solid business experience, have assisted her in developing customised solutions that are given to a diverse audience.

[Register here!](#) www.prudentbrokers.com

PRUDEN

Airway adventures: navigating asthma with a smile

May 5, 2023 | 3:00 PM to 4:00 PM

Are you ready to shake off those asthma blues and breathe in some positive vibes? Breathe easy while learning about asthma.

Join us for a descriptive session followed by an interactive Q & A where we cover all the important stuff, such as:

- Basics, types, and causes of asthma
- Seasonal variations that impact the patients
- Symptoms, diagnosis, and treatment options

Don't let asthma control your life!

Speaker: DR. SUHAS H. S.
Consultant Pulmonologist
MBBS | MD | DNB | EDRM | Fellowship in Interventional Pulmonology
Manipal Hospital, Sarjapur Road

[Register here!](#)

www.prudentbrokers.com **PRUDEN**

PruSpur
PROFIT. PASSION. PROGRESS.

BITE-SIZED WEDNESDAYS
TIME FOR A QUICK BREAK!

FIND INNER PEACE WITH MEDITATION!

MAY 10, 2023 | 12:00 PM TO 12:20 PM

Are you feeling overwhelmed and stressed out? Don't worry, you're not alone! Stress can be a part of life, but meditation can help you manage it in a healthy way.

Our meditation session is designed to help you manage stress and anxiety. With regular meditation practice, you can learn to quiet your mind and find peace.

So, what are you waiting for? Sign up today and start feeling more relaxed and centered!

Speaker
Ms. Sunita Grover
Yoga therapist | 20 years' experience

[Click here to register](#) **SEE YOU ON THE MAT!**

www.prudentbrokers.com **PRUDEN**

PRUDEN

AWARENESS WEBINAR ON SELF-CARE

February 24, 2023
3:00 PM to 4:00 PM

Self-care has been characterised as the process of developing practises to ensure one's holistic health and wellbeing while actively managing illness when it arises. Individuals practise self-care daily through food choices, exercise, sleep, and dental care.

Join our session to learn about self care and how it can positively impact your body, work, and care for others while accomplishing your dreams.

Topics Covered:

- Distinguish between self-care and overindulgence
- Ways to practice self-care effectively

Speaker:
Dr. Sukhmeet K. Kalsi
Productivity and Performance Coach

With over two decades of experience, Dr. Sukhmeet K. Kalsi specialises in supporting individuals to unlock their potential and achieve developmental goals resulting in achieving organisational goals. She is neuro-linguistic programming (NLP) trainer, ICF-ACC coach, and certified outbound facilitator.

[Register here!](#) www.prudentbrokers.com



PRUDENI

Live Webinar on
Dental care 101

FEBRUARY 10, 2023 | 3:00 PM to 4:00 PM

A lifetime of care is required to achieve healthy teeth. Even if you've been told you have great teeth, it is critical to take proper measures every day to avoid complications.

Join us for this educational webinar to discover more about the relationship between your dental care and personal health.

Topics Covered:

- Basics of dental hygiene
- Advantages of proper dental care
- Dental exams and check-ups



Dr. Harshne Venkatraj
MDS (Oral and Maxillofacial Surgery),
Rela Hospital, Chennai

Dr. Harshne Venkatraj is a dental surgeon who specialises in oral implantology and has been in practice for 8 years. She is trained in cleft lip, cleft palate surgeries, and rhinoplasty at The Charles Pinto Centre for cleft lip, palate and craniofacial anomalies. Dr. Harshne Venkatraj is also a prominent member of the Indian Dental Association and the Indian Association of Oral and Maxillofacial Surgeons.

[Register here](#)

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PRUDENI

World Senior Citizen Day -
taking care with greater empathy and better knowledge.

AUGUST 25, 2023
3:00 PM TO 4:00 PM

It's time for the critical role reversal in caregiving!
World Senior Citizen Day is here, and we invite you to a unique session to support the ageing members of your family while you are raising your own.

The session will deep dive into:

- Ageing and mental health awareness
- The psychosocial aspects of mental health
- The common mental health issues
- Measures to prevent mental health problems in the elderly
- Tips for the younger generation on how to care for the elderly
- Tips for taking care of your ageing parents

Be ready for the elderly, elegant, and extraordinary humans around us.

Speaker:
Dr. Sathish Ramaiah
Medical Director – MAARGA Psychiatry Hospital

With over two decades of extensive experience in integrated psychotherapies and addiction counselling, Dr. Sathish Ramaiah is a renowned Neuropsychiatrist, geriatric psychiatrist, and sleep disorders specialist.

[Register here now!](#)

www.prudentbrokers.com



AWARENESS WEBINAR ON

WORLD KIDNEY DAY

March 10, 2023
3:00 PM to 4:00 PM



The goal of World Kidney Day is to create awareness about importance of healthy kidneys and related health problems globally. Several government data sources say that more than a billion people are thought to have renal disease right now.

Join us for this session to learn about the need for early detection and ways to prevent kidney-related problems.

Topics Covered:



Influencing factors for kidney health



Protection against renal disease



Available treatments in India

Speaker:

Dr. Bharat Shah
Director & HOD, Nephrology and Renal Transplant



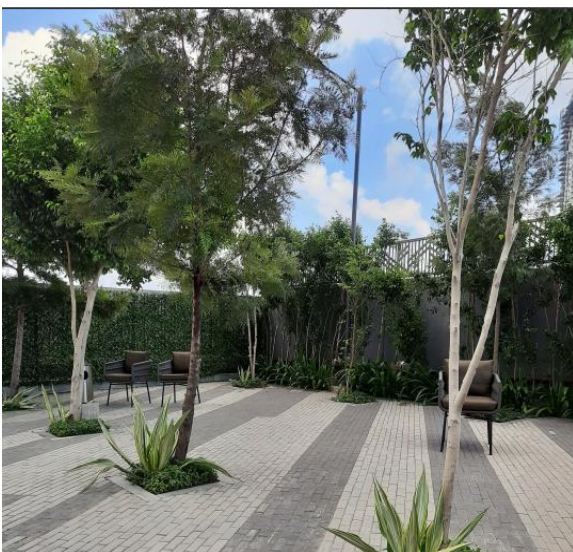
Dr. Bharat Shah, with experience panning over three decades, has been affiliated with some of the country's most prestigious hospitals and medical schools. With clinical fellowship in nephrology from the University of Cincinnati Medical Centre, he is also the president of the Indian Society of Nephrology's West Zone. Dr. Bharat Shah is a founding member and managing trustee of non-governmental organisations, as well as a previous advisor to the Central India Kidney Foundation, the J.N. Tata Endowment, and the Oswal Welfare Charity Trust.

[Register here!](#)

www.prudentbrokers.com

A comfortable environment with proper illumination is provided at all workstations. Additionally, our office includes a well-equipped creche facility, a gym for physical fitness, a play zone to help employees relax, and food facilities to promote healthy well-being. To support work-life balance, we provide benefits such as flexible working hours and maternity leave to our employees. Furthermore, we have created an inclusive and comfortable environment for our disabled employees, tenants, customers, and contractors, ensuring accessibility and support for everyone. Our office is surrounded by approx. 300 trees and shrubs, thereby covering 4209.54 sq m. of total area on ground and podium, significantly enhancing the air quality. Additionally, we have created outdoor meeting rooms to facilitate healthier and more refreshing meeting environments.

We monitor these actions through continuous feedback surveys, one-on-one interactions, and regular evaluations to ensure the program and comfortable environment meets the needs of our employees.





Months	Week 1	Week 2	Week 3	Week 4
April	Launch program with an introductory seminar	General health check-up	Yoga class	Anxiety Disorder workshop
May	Healthy eating basics	Meditation session	Financial Planning Workshop: Budgeting and saving	Ergonomic Assessments of all workstations
June	Blood pressure and cholesterol screening	Pilates classes	Mindfulness and meditation.	Yoga class
July	Nutrition Workshop: Meal planning	Strength training classes	Stress management techniques	Safety Training: Workplace safety protocols
August	Health Screening: Diabetes check	Outdoor group activities	Mental Health Workshop- Senior Citizen workshop	Balancing work and family
September	Nutrition Workshop: Cooking demonstrations	Yoga and Pilates continue	Financial Planning Workshop: Investing basics.	Health Camp
October	Time Management Training	Cultural Program	Sports Meet	Annual safety review and updates.

November	Blood camp	Financial Planning Workshop: Retirement planning.	Health Camp	Stress management
December	Group Hiking	Healthy holiday eating Workshop	Yoga Session	Recreation and Social Events: Holiday party and family event.
January	Diabetes and general check-up.	Setting financial goals for the new year.	Mental awareness: Dealing with depression.	Parental Support Session: Childcare resources.
February	Yoga Session	Dental camp	Nutrition Workshop: Cooking demonstrations	Awareness session on self care
March	Webinar on Kidney disorder	Bracing yourself webinar	Eye checkup	Healthy Eating Habits.

HEALTH AND SAFETY

BPTP Group is deeply committed to the implementation of our Health, Safety, and Environment (HSE) policy and Safety Management System (SMS). This policy applies to all our employees and workers, as well as our contractors, vendors, tenants, and clients, with whom we maintain strict adherence to these standards. To achieve the highest standard of safety, we have implemented the following measures:

EHS Committee: Our Environmental Health and Safety (EHS) committee includes representation from all levels of management (senior, middle, and lower). They are committed to the implementation and compliance with the Safety Management System.

Communication: We emphasize the importance of HSE considerations in all business decisions, ensuring that safety is a priority at every level of the organization.

Promotion of Positive HSE Behaviors: We continuously promote positive HSE behaviors among our workforce to cultivate a culture of safety.

Compliance Audits: We conduct regular internal and external audits to ensure compliance with HSE standards and identify areas for improvement.

Employee Recognition: We recognize and celebrate the contributions of employees who actively ensure the safety of their colleagues, fostering a culture of appreciation and safety awareness.

Our well-defined SMS provides a systematic approach to managing workplace occupational health and safety, with the ultimate aim of achieving “Zero Harm.” As part of our commitment to sustainability and safety, we use GreenPro certified products from Ekam Eco Solutions for housekeeping and daily maintenance at our offices.

Additionally, for every site, we generate a monthly health and safety report to monitor and report



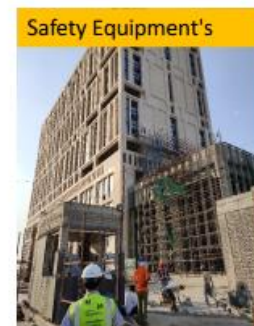
incidents occurring on the site. This proactive approach allows us to address any issues promptly and maintain a safe working environment.

Construction Workforce

At BPTP, we prioritize the health and safety of our construction workforce by implementing comprehensive measures designed to minimize risks and promote a safe working environment. We take strong commitment from our contractors and vendors to work for the safety of our workforce. Here are the key health and safety measures implemented on Capital city during the construction phase:

1. Mandatory use of PPE, including helmets, gloves, safety glasses, high-visibility clothing, and steel-toed boots.
2. Comprehensive safety training programs on safety protocols, equipment usage, hazardous material handling and emergency response for all workers.
3. Access to on-site medical facilities or first aid stations with trained medical personnel.
4. Appointment of dedicated safety officers to oversee safety protocols on-site.
5. Regular safety audits and inspections to identify and mitigate potential hazards.
6. Development and implementation of emergency response plans for various scenarios (e.g., fire, chemical spill, natural disaster).
7. Clear communication channels and signage for emergency exits and procedures.
8. Regular maintenance and inspection of all construction equipment and machinery.
9. Provision of clean and accessible sanitary facilities, including accommodation, toilets and washing stations.
10. Accessible to Clean drinking water as per IS 10500 standards.
11. Provision of creche facility for the children of our labor force.

During Construction Photographs





We align our labor standards with the Company’s core values, the International Labor Organization’s Declaration on Fundamental Principles and Rights at Work, and other international conventions. BPTP strictly prohibits the use of child labor or forced labor, including bonded labor, slavery, and human trafficking, in our offices, branch offices, and project sites. There have been no cases of child labor registered within the reporting year. We also encourage our suppliers and contractors to adhere to the same prohibitions in their operations.

We have also developed a Standard Operating Procedure (SOP) for incident reporting, investigation, and recording. Detailed guidance and training are provided to all site personnel on adherence to this SOP by the Project Head and Project Safety In-charge. Site personnel are mandated to report any work-related health and safety incidents, including near misses, first aid injuries, dangerous occurrences, fire hazards, and reportable accidents. The reporting is done monthly and shared with management via email. The following table provides details on safety incidents during construction and operational phase of Capital city for last 3 years.

Details	Employees	Construction Workforce
Total nos. of Head Count	668	330
Total Number of working hours	5344	28,90,800
Number of recordable incidents/injuries beyond first aid	Nil	Nil
Incident Rate	Nil	Nil

Lost time Injury rate	Nil	Nil
Number of Fatalities	Nil	Nil

There were no incidents or injuries on the site that resulted in lost time or fatalities. We have ensured proper labor facilities and support for our workforce.

TENANTS ENGAGEMENT

At BPTP, we prioritize clear and effective communication with our tenants to ensure they are well-informed about all aspects of the assets they occupy. Our tenant engagement program is designed to maintain transparency, foster trust, and enhance tenant satisfaction. For information about lease, maintenance request, meetings and any upcoming events, we communicate and access information through mails. We conduct periodic surveys and provide physical suggestion boxes for our tenants to gather suggestions and identify areas for improvement. We also conduct focus group sessions with a diverse group of tenants to discuss specific topics in-depth, such as energy optimization, water consumption reduction, waste management and gather detailed insights.

We conduct regular inspections of the building, including common areas and facilities to identify and address any safety hazards promptly. We ensure that all maintenance requests received from our tenants are addressed promptly and efficiently, with clear communication about expected timelines. Our maintenance team ensures that maintenance and repairs are carried out promptly and effectively. To cater to the tenants and customers, we at BPTP ensure that all our buildings are equipped with early fire detection alarm systems, along with a public address system. Apart from the inbuilt fire safety systems, we have a dedicated fire station with water tanks. Mock fire drills are conducted in association with the local authorities for the tenants to sensitize them about the procedures of an emergency evacuation. These fire drills are conducted in coordination with the asset managers as well as with prior intimation to the tenants. The fire safety management also includes training of the facility management staff, including refresher training on special equipment operations. We are pleased to report that we did not receive any complaints from our tenants during the reporting year. In fact, they have chosen to extend their contract agreements for an additional three years before the current terms expired.

Z E R O

TENANTS COMPLAINT

We have clear safety guidelines and policies for our tenants and customers. This involves adhering to

regulations, conducting regular inspections, and addressing emergency preparedness during unforeseen situations. We regularly communicate tenant guidelines and policies through emails. We have installed Rapiscan systems to scan people through walk-through metal detectors and luggage screening for security purposes, ensuring the safety of our employees, tenants, and customers.



We also provide training sessions or workshops on safety and emergency procedures for both tenants and staff members to enhance awareness and preparedness.

We promote health and hygiene practices among tenants and customers, such as providing access to hand sanitizers, maintaining cleanliness in common areas, ensuring proper waste management, conducting

Conjunctivitis is on the rise
Red-eye alert!

Be cautious of the increasing conjunctivitis cases around you.

Learn the signs, act, and take preventive measures to shield your eyes.

Symptoms to watch out for	Do's for quick recovery	Don'ts for avoid delayed recovery
Red eyes	Wash hands regularly	Eye-to-eye contact
Excessive tearing	Warm compress	Eye rubbing
Eye itch/discharge	Use lubricating eye drops	No sharing of personal items
Sensitivity to light	Wear sunglasses	Skip swimming
Eye swelling	Isolation care	Skip contact lenses

If you experience any above-mentioned symptoms, promptly seek medical attention.

Remember, following these simple hacks can help you keep danger at bay and protect others from its contagious claws.

Stay vigilant and prioritise your eye health!

REFRESHING Fridays
JUNE IS PTSD AWARENESS MONTH
UNDERSTANDING ITS TRIGGERS AND COPING STRATEGIES

A mental health condition, post-traumatic stress disorder (PTSD), is usually characterized by intrusive thoughts, flashbacks of traumatic events, and intense emotional distress.

Let's shed light on its triggers, their emotional impact, and effective coping strategies.

Trigger: Loud noises Emotional Response: • Anxiety • Panic Coping Strategies: • Practice deep breathing exercises • Grounding techniques • Seek a safe environment	Trigger: Flashback Emotional Response: • Disorientation Coping Strategies: • Engage in grounding and mindfulness exercises • Talk to a trusted individual or therapist
Trigger: Emotional reminder Emotional Response: • Intense sadness or panic • Anger and/or guilt Coping Strategies: • Engage in self-care by practising relaxation techniques • Consider professional counselling	Trigger: Crowded places Emotional Response: • Hypervigilance • Anxiety and/or restlessness Coping Strategies: • Run ahead • Practice deep breathing • Communicate your needs to others

Let us together raise awareness and foster an inclusive workplace where everyone feels respected and valued.
#StrongerTogether

Use any of the health-tip resources. The information given here is gathered from various open-source resources. It is provided for informational and general purposes only. It is not intended to be used as a substitute for professional medical advice, diagnosis, or treatment. It is not intended to be used for any other health-related purpose. The user assumes full responsibility for the accuracy and the quality of the information provided. The user must understand that the use of this information may be subject to change without notice. The user must understand that the use of this information may be subject to change without notice. The user must understand that the use of this information may be subject to change without notice.

offline webinars by Prudent and physical Zumba session in gym. Additionally, we have established a feedback mechanism to allow tenants and customers to report safety concerns or incidents promptly.

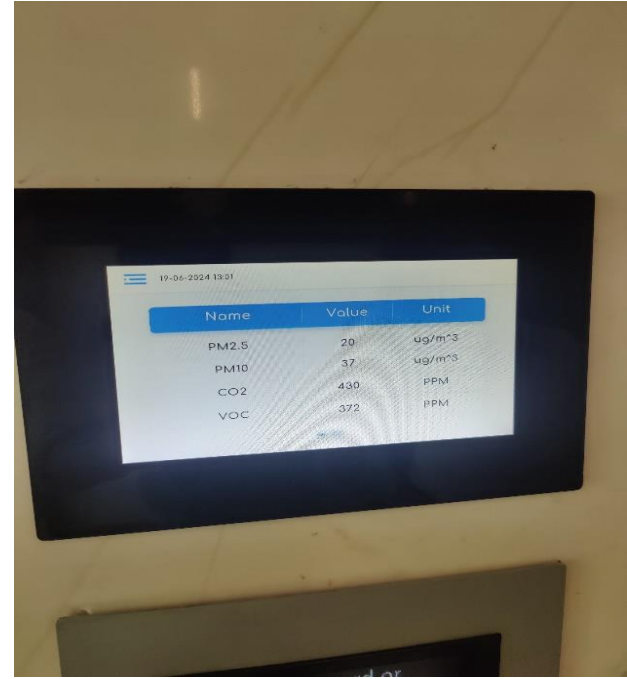
We have also installed CO2 sensors throughout the building both inside and outside to monitor air quality and building efficiency. Real-time data is collected and analyzed to regulate the quality of the air. PPM is always indicated on screen in order to show the air quality for occupants.

There were no cases reported related to health, hygiene and safety of tenants and customers for the reporting year.



Tenants Engagement Program

Jan	• Red Eye Alert Session
Feb	• Viral Infection Session
Mar	• Holi Ceebration
Apr	• Yoga Session
May	• HIIT Session
June	• PTSD Session
July	• Mental Awareness Session
Aug	• Independence Day Celebration
Sep	• Financial Planning Workshop
Oct	• HIIT Session
Nov	• Blood Camp
Dec	• Yoga Session



Corporate Social Responsibility

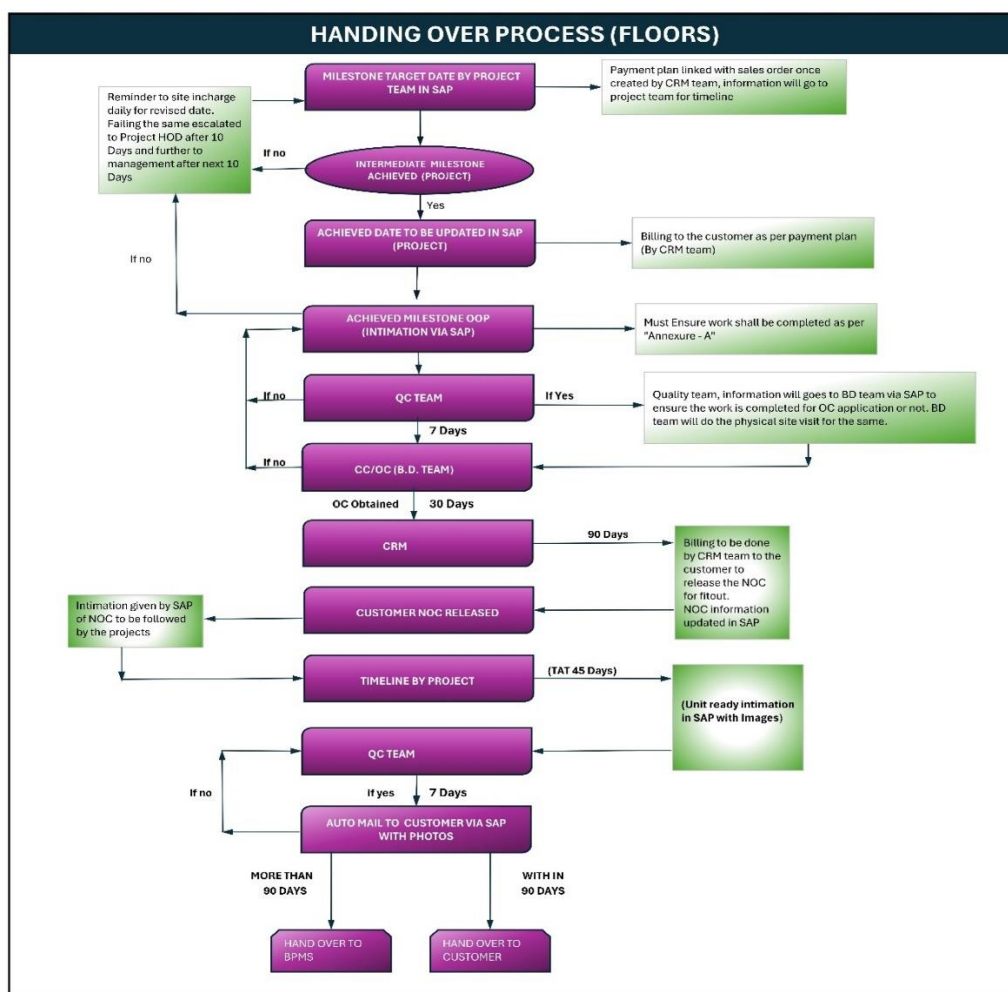


CUSTOMER ENGAGEMENT

BPTP aims to become the world’s premier real estate company and achieves our objective of becoming the most preferred and customer centric workplace. This can only happen when we listen and address customer concerns. We have implemented a Customer Relationship Management (CRM) system to optimize every facet of the customer's journey with us, from Booking till Delivery.

The Customers can access the CRM system through the following link: [BPTP - CRM](#).

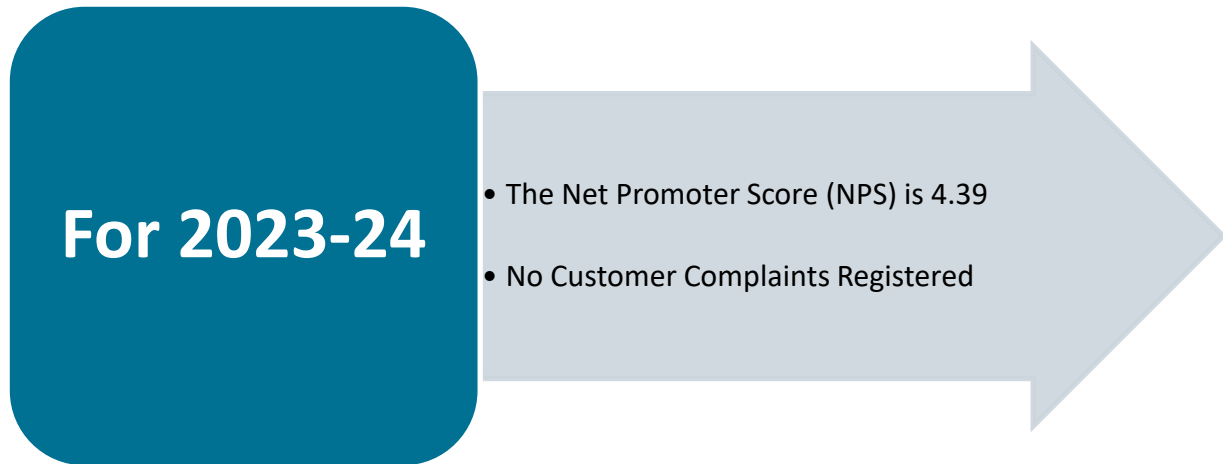
This comprehensive platform enables us to ensure clear, consistent, and timely communication at each stage of the project lifecycle with our customers. We offer responsive and personalized support to address any queries or concerns to maintain high customer satisfaction. Additionally, the entire system is automated for routine tasks to reduce manual.



We value our customers' feedback and are actively engaged in assessing their satisfaction, collecting performance feedback, and gathering insights to drive innovation. This approach not only strengthens our customer relationships but also ensures that we continuously improve our services to meet and exceed client expectations. The Net promoter score (NPS) for the reporting year 2023-24 is 4.39.

We are committed to providing our customers with a superior home buying experience by creating architectural and aesthetic variety within our projects. We ensure that our customers have several options

when it comes to models, floor plans and exteriors. Along with this, we ensure to provide to support our customers through all stages of pre and post occupancy. We have dedicated support staff to address customer grievances at all stages of our projects. Our customer service team undergoes continuous training to effectively handle and resolve registered complaints. For the reporting year 2023-24, there have been no customer complaints registered.



As an organization, we are constantly trying to be more inclusive in our approach by retrofitting our buildings to accommodate people with special abilities. Our buildings are equipped with special facilities such as ramps at various places as well as designated spots that have been designed for the convenience of the differently abled. Along with this, we have ensured that our offices are equipped with wheelchairs and other amenities to accommodate the needs of the differently abled. We follow the responsive design guidelines as per NBC norms for differently abled people to ensure that the facilities are safe and accessible for all. The project also provides dedicated space for car parking closer to the entrance of the building and differently abled toilets in the building.



SUSTAINABLE PROCUREMENT

At BPTP, we prioritize efficient and responsible supply chain management through our comprehensive Procurement Policy. This policy outlines clear and structured processes for procurement, serving as an essential guide for all involved staff. Our supply chain relies on suppliers from different sectors that are essential for BPTP Capital City's operations. They provide materials, services, and strategic partnerships crucial for our real estate projects. These suppliers play a key role in helping us deliver top-notch developments while maintaining high standards of sustainability and ethics. We build strong relationships with them and use effective logistics strategies to ensure projects run smoothly. Our suppliers share our ideas for the environment, ensuring safety, and contributing positively to the community. This dedication supports our goal of achieving excellence and sustainable growth in all our projects.

At BPTP, we collaborate with suppliers whose products and services align with our ethical standards and high-quality expectations. To promote environmental, social, and governance (ESG) practices throughout our supply chain, we have developed a Supplier Code of Conduct. This Code sets out essential ESG criteria that all our suppliers must meet. These criteria focus on crucial areas such as ethical business practices, environmental responsibility, and social impact.

Environmental Compliance (ISO 14001)

Suppliers are required to comply with ISO 14001 standards, ensuring they have an effective environmental management system in place.

Environmental Improvement Systems

- ✓ Reducing Emissions: Implement strategies to minimize greenhouse gas emissions and other pollutants.
- ✓ Waste Management: Develop comprehensive waste management plans to reduce, reuse, and recycle waste.

- ✓ **Treating Waste:** Ensure that waste is treated appropriately before disposal to minimize environmental impact.
- ✓ **Water Consumption:** Implement measures to reduce water usage and enhance water efficiency.

Health and Safety

Suppliers must maintain a safe working environment by adhering to occupational health and safety regulations. This includes regular risk assessments and providing necessary safety training and equipment.

Human Rights

Upholding human rights is fundamental. Suppliers must ensure fair labor practices, prohibit child labor and force labor, and promote a respectful and inclusive workplace.

SUPPLIER CHAIN ENGAGEMENT



SUPPLIER SCREENING

Our supplier engagement begins with comprehensive due diligence, assessing suppliers based on quality, cost competitiveness, and adherence to our Supplier Code of Conduct. This process ensures that only those suppliers committed to ethical practices and sustainability are



KEY SCREENING CRITERIA

Environmental Impact: Evaluation of suppliers' environmental policies and practices.

Social Responsibility: Assessment of labor practices, human rights policies, and community impact.

Operational Efficiency: Analysis of suppliers' operational practices to ensure efficiency and reliability.

Risk Management: Review of suppliers' risk management strategies to mitigate potential disruptions.



PERFORMANCE MONITORING AND CONTINUOUS IMPROVEMENT

We conduct regular audits and performance reviews to monitor compliance with our standards and identify areas for enhancement. This proactive approach enables us to maintain high operational standards and drive continuous improvement across our supply chain.

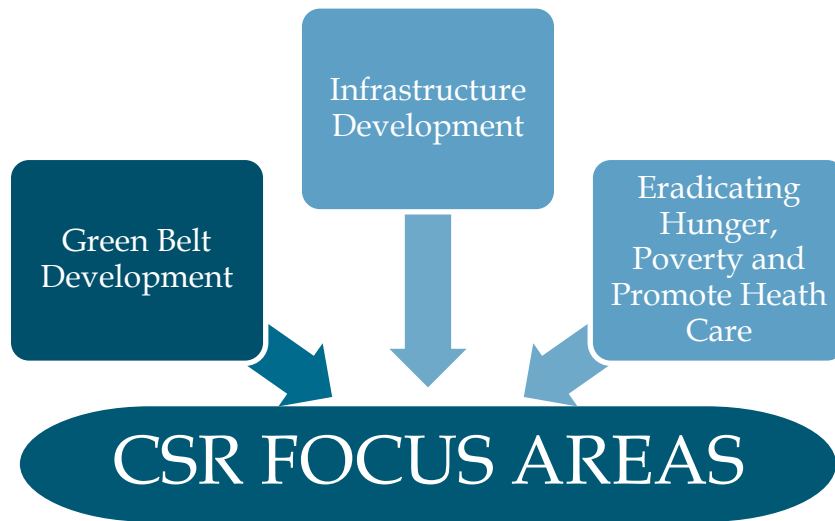
As of 31st March 2024, BPTP has a robust network of 1284 suppliers. Additionally, we onboarded 687 new suppliers during the fiscal year 2023-24, reflecting our continuous expansion and commitment to diversifying our supply chain.

We employ a robust risk management framework to identify and mitigate potential disruptions. This includes evaluating suppliers' ESG performance, conducting periodic assessments, and implementing contingency plans to ensure supply chain resilience. Critical suppliers are strategically identified based on their contribution to operational efficiency and market competitiveness. These partnerships are pivotal in

achieving our business goals while maintaining high standards of quality, reliability, and sustainability.

COMMUNITY DEVELOPMENT

At BPTP, we are deeply committed to fostering positive relationships with the communities in which we operate. Our approach to Corporate Social Responsibility (CSR) is driven by our *Community Development* policy that provides a framework to empower communities in and around our development and improve the quality of life for better future. Our CSR committee is focused on three key areas:



For the year 2023, the total fund allocated for our CSR activities is Rs 85,31,000 with an obligation of Rs 74,36,000 amount to be spent in pursuance with Section 135 of the company Act 2013.

Road Development

We have undertaken significant road development projects around our operational areas in Faridabad for the year 2022-23. These projects aim to improve infrastructure, enhance connectivity, and provide safer transportation routes for the local community. The development of these roads is expected to facilitate better access and promote economic activities in the surrounding areas. The total amount allocated and used to develop road is 46 Lakh.



Green Belt Development

To contribute to environmental sustainability, we have focused on developing green belts and around our projects located in sector 70A and 37D of Gurugram from year 2022-24. These green belts not only beautify the area but also help in reducing air pollution, creating a healthier living environment. Our green belt development initiatives include planting trees, maintaining landscaped gardens, and creating recreational spaces for the community. As of March 31st 2024, the total number of trees planted are 3203 and all the trees are surviving.



CSR initiative in Sector 70A, Gurugram





CSR initiative in Sector 37D

Support for NGOs

In addition to our infrastructure and environmental initiatives, we are proud to support local non-governmental organizations (NGOs) that strives to make positive environmental and social impact through educational programs and advocates sustainable habitat to create healthier ecosystem. During 2022-23, we have contributed Rs. 10,00,000 to a selected non-profit organization, Nivritti, assisting them in their efforts to provide healthier ecosystem. Our contributions help in furthering their mission and making a tangible difference in the lives of the economically weaker section of society by providing education beyond academics in Kangra district of Himachal Pradesh.

Project	Amount Sanctioned (In Rs)	Gross Amount Spent (Inclusive of Taxes) (In Rs)	CSR Amount Unspent during the FY2023-24 (In Rs)
For the FY 2023-24			
Existing Project Environment Sustainability Project- Green Belt Development for Sector 70A, Gurugram	58,95,000	58,95,000	Nil
Existing Project Environment Sustainability Project- Green Belt	26,36,000	26,36,000	Nil

Development for Sector 37D, Gurugram			
Total	85,31,000	85,31,000	Nil
For the FY 2022-23			
Rural Infrastructure Development of Road (Faridabad)	46,00,000	46,00,000	Nil
Environment Sustainability Project- Green Belt Development for Sector 70, Gurugram (60m long road)	95,00,000	16,30,000	78,70,000
Contribution to Nivritti		10,00,000	
Total	1,41,00,000	72,30,000	
Excess to be set off		4,30,000	
Unspent amount transferred to a separate bank account on 30th April, 2023		64,40,000	

Our CSR activities for 2022 & 2023 have had a positive impact on the communities around us. The road development and green belt initiatives have significantly improved local infrastructure and environmental conditions, while our contribution to Nivritti have supported vital social services.

Looking forward, BPTP is committed to continuing and expanding our CSR efforts. We aim to allocate more resources towards community development projects, environmental sustainability initiatives, and support for social welfare organizations. By doing so, we strive to create a lasting, positive impact and contribute to the well-being and prosperity of the communities we serve.

GRI CONTENT INDEX

GRI content index	
Statement of use	BPTP Capital City has reported the information cited in this GRI content index for the period 2022-23 with reference to the GRI Standards.
GRI 1 used	GRI 1 Foundation 2021

GRI Standard title	Disclosure no.	Disclosure name	Section	Page No.
GRI 2		General Disclosures 2021		
	2-1	Organizational details	About the Report	4
	2-2	Entities included in the organization's sustainability reporting	About the Report	4
	2-3	Reporting period, frequency and contact point	About the Report	4,5
	2-4	Restatements of information	None	-
	2-5	External assurance	We have not taken external assurance for the reporting year.	4
	2-6	Activities, value chain and other business relationships	Our presence, Business Overview, Sustainable procurement	8
	2-7	Employees	Employee Landscape	66
	2-8	Workers who are not employees	Employee Landscape	66
	2-9	Governance structure and composition	BPTP Leadership Team	15
	2-10	Nomination and selection of the highest governance body	BPTP Leadership Team	18
	2-11	Chair of the highest governance body	BPTP Leadership Team	15
	2-12	Role of the highest governance body in overseeing the management of impacts	BPTP Leadership Team	15
	2-13	Delegation of responsibility for managing impacts	ESG Committee	18
	2-14	Role of the highest governance body in sustainability reporting	BPTP Leadership Team	18
	2-15	Conflicts of interest	Business Ethics	19
	2-16	Communication of critical concerns	Our ESG Approach	22
	2-17	Collective knowledge of the highest governance body	BPTP Leadership Team	18
	2-18	Evaluation of the performance of the highest governance body	BPTP Leadership Team	18
	2-19	Remuneration policies	Code of Conduct	19
	2-20	Process to determine remuneration	Our ESG approach	22

	2-21	Annual total compensation ratio	Our ESG approach	22
	2-22	Statement on sustainable development strategy	Message from Chairman	5
	2-23	Policy commitments	Business Ethics	19
	2-24	Embedding policy commitments	Business Ethics	19
	2-25	Processes to remediate negative impacts	Code of Conduct, ESG Committee	20
	2-26	Mechanisms for seeking advice and raising concerns	Code of Conduct	20
	2-27	Compliance with laws and regulations	Our ESG Approach	21
	2-28	Membership associations	Our ESG Approach	21
	2-29	Approach to stakeholder engagement	Stakeholder engagement	25
	2-30	Collective bargaining agreements	Diversity and Inclusion	71
GRI 3		Material topics 2021		
	3-1	Process to determine material topics	Materiality assessment	33
	3-2	List of material topics	Materiality assessment	34
	3-3	Management of material topics	Our approach to management each material topic is describe in relevant section of the report.	34
GRI 201		Economic performance		
	201-1	Direct economic value generated and distributed	Financial capital	42
	201-2	Financial implications and other risks and opportunities due to climate change	Risk Management	39
	201-3	Defined benefit plan obligations and other retirement plans	Not Reported	-
	201-4	Financial assistance received from government	Not Reported	-
GRI 202		Market presence		
	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Not Reported	-

	202-2	Proportion of senior management hired from the local community	Hiring & Recruitment Strategy	67
GRI 203		Indirect economic impacts		
	203-1	Infrastructure investments and services supported	Manufactured capital	64
	203-2	Significant indirect economic impacts	Social & Relationship capital	101
GRI 204		Procurement Practices		
	204-1	Proportion of spending on local suppliers	Material Tracking and Sourcing	58
GRI 205		Anti-corruption		
	205-1	Operations assessed for risks related to corruption	Code of Conduct	21
	205-2	Communication and training about anti-corruption policies and procedures	Training and Development	78
	205-3	Confirmed incidents of corruption and actions taken	Code of Conduct	21
GRI 206		Anti-competitive behaviour		
	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Code of Conduct	21
GRI 301		Materials		
	301-1	Materials used by weight or volume	Material Tracking and Sourcing	58
	302-2	Recycled input materials used	Material Tracking and Sourcing	58
	303-3	Reclaimed products and their packaging materials	Not applicable as we are real estate company	-
GRI 302		Energy		
	302-1	Energy consumption within the organization	Energy Optimization	50
	302-3	Energy intensity	Energy Optimization	50
	302-4	Reduction of energy consumption	Energy Optimization	50
GRI 303		Water and effluents		

	303-1	Interactions with water as a shared resource	Water Stewardship	51
	303-2	Management of water discharge-related impacts	Water Stewardship	51
	303-3	Water withdrawal	Water Stewardship	54
	303-4	Water discharge	Water Stewardship	54
	303-5	Water consumption	Water Stewardship	54
GRI 304		Biodiversity		
	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Natural capital	44
	304-2	Significant impacts of activities, products and services on biodiversity	Biodiversity preservation	59
	304-3	Habitats protected or restored	Biodiversity preservation, Community engagement	59
GRI 305		Emissions		
	305-1	Direct (Scope 1) GHG emissions	Emission Reduction	50
	305-2	Energy indirect (Scope 2) GHG emissions	Emission Reduction	50
	305-3	Other indirect (Scope 3) GHG emissions	Information not available. We are currently not disclosing Scope 3 emission for this reporting year.	-
	305-4	GHG emissions intensity	Emission Reduction	51
	305-5	Reduction of GHG emissions	Targets	14
	305-6	Emissions of ozone-depleting substances (ODS)	Not Reported	-
	305-7	Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions	Tenant Engagement	90,92
GRI 306		Waste		
	306-1	Waste generation and significant waste-related impacts	Waste Management	55
	306-2	Management of significant waste-related impacts	Waste Management	55
	306-3	Waste generated	Waste Management	57
	306-4	Waste diverted from disposal	Waste Management	57

	306-5	Waste directed to disposal	Waste Management	57
GRI 308		Supplier Environmental Assessment		
	308-1	New suppliers that were screened using environmental criteria	Sustainable Procurement	96
	308-2	Negative environmental impacts in the supply chain and actions taken	Sustainable Procurement	96
GRI 401		Employment		
	401-1	New employee hires and employee turnover	Hiring and Recruitment Strategy	68
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee Benefits	72
	401-3	Parental leave	Human Capital	73
GRI 402		Labor/Management Relations		
	402-1	Minimum notice periods regarding operational changes	Hiring and Recruitment Strategy	67
GRI 403		Occupational Health and Safety		
	403-1	Occupational health and safety management system	Health and Safety	86
	403-2	Hazard identification, risk assessment, and incident investigation	Health and Safety	86
	403-3	Occupational health services	Health and Safety	83
	403-4	Worker participation, consultation, and communication on occupational health and safety	Health and Safety	83
	403-5	Worker training on occupational health and safety	Health and Safety	88
	403-6	Promotion of worker health	Health and Safety	88
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health and Safety	87
	403-8	Workers covered by an occupational health and safety management system	Health and Safety	87
	403-9	Work-related injuries	Health and Safety	89

	403-10	Work-related ill health	Health and Safety	89
GRI 404		Training and Education		
	404-1	Average hours of training per year per employee	Training and Development	78
	404-2	Programs for upgrading employee skills and transition assistance programs	Training and Development	78
	404-3	Percentage of employees receiving regular performance and career development reviews	Training and Development	78
GRI 405		Diversity and Equal Opportunity		
	405-1	Diversity of governance bodies and employees	Diversity and Inclusion	70
	405-2	Ratio of basic salary and remuneration of women to men	Not reported	-
GRI 406		Non-discrimination		
	406-1	Incidents of discrimination and corrective actions taken	Diversity and Inclusion	71
GRI 407		Freedom of Association and Collective Bargaining		
	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Diversity and Inclusion	71
GRI 408		Child Labor		
	408-1	Operations and suppliers at significant risk for incidents of child labor	Health and Safety	88
GRI 409		Forced or Compulsory Labor		
	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Diversity and Inclusion	71
GRI 413		Local Communities		
	413-1	Operations with local community engagement, impact assessments, and development programs	Community Development	101

	413-2	Operations with significant actual and potential negative impacts on local communities	Community Development	101
GRI 414		Supplier Social Assessment		
	414-1	New suppliers that were screened using social criteria	Sustainable Procurement	97
	414-2	Negative social impacts in the supply chain and actions taken	Sustainable Procurement	97
GRI 415		Public Policy		
	415-1	Political contributions	Code of conduct	21
GRI 416		Customer Health and Safety		
	416-1	Assessment of the health and safety impacts of product and service categories	Health and Well Being	86,89
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Health and Well Being	83
GRI 417		Marketing and Labeling		
	417-1	Requirements for product and service information and labeling	Customer Engagement	95
	417-2	Incidents of non-compliance concerning product and service information and labeling	Customer Engagement	95
	417-3	Incidents of non-compliance concerning marketing communications	Customer Engagement	95
GRI 418		Customer Privacy		
	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Customer Engagement	91,95