



**TATA** REALTY AND INFRASTRUCTURE LTD.

**TATA** HOUSING®

# Responsible Real Estate

Leading the change with purpose

ESG Report FY 2022-23





# Inside This Report

01

About The Report

02

Theme Concept: Leading The Change With With Purpose

04

Message From Leadership

10

Company Overview

17

ESG at our Organisation

26

Resilient Opearations (Environment)

42

Creating Shared Value For Our People

64

Governance

78

Annexure

Assurance Statement	80
GRI Content Index & UN SDGs Alignment	83
Certifications	88



# ABOUT THE REPORT:

Tata Realty and Infrastructure Limited ("TRIL/ Tata Realty") and Tata Housing Development Company Limited ("THDCL") (together defined as "We"/ "Companies") is dedicated to creating sustainable value for all our stakeholders through holistic growth and development. We are proud to present our inaugural Environmental, Social, and Governance (ESG) report. This report exemplifies our unwavering commitment to accountability, transparency, and sustainability.

Through this report, we will highlight our sustainability journey, showcase our accomplishments, and how we addressed challenges encountered along the way. By integrating ESG considerations into our operations, we strive to make a positive impact on the environment, society, and economy.

Covering the period from April 1, 2022, to March 31, 2023, this report has been developed in alignment with the Global Reporting Initiative (GRI) 2021 standards. By adhering to these internationally recognized guidelines, we ensure a robust and transparent framework for reporting our ESG performance. Furthermore, our contributions align with the United Nations Sustainable Development Goals (UNSDGs) and the United Nations Global Compact (UNGC), reinforcing our commitment to global sustainability initiatives.

## Reporting Boundary

This report encompasses a range of over 30 commercial and residential properties, including those that are currently operational and those still under development. TRIL and THDC have ownership and management interest in these properties across various cities such as Mumbai, the National Capital Region, Kolkata, Bengaluru, Chennai, Kochi, and Kasauli.

## Forward Looking Statement

The statements in this report on our objectives, projections, estimates, and expectations may be considered 'forward-looking statements' and are made in accordance with relevant laws and regulations. While we have made reasonable assumptions to form these expectations, the final outcomes may differ.

## External Assurance

The data and information disclosed in this ESG Report and its conformance has been assured by TUV Nord India, in accordance with the requirements of AA1000AS. The assurance statement is on page 82 of the ESG report.

## Commercial Properties

### Operational

- Ramanujan Intellion Park, Chennai
- Intellion Park, Gurugram
- Intellion Edge, Gurugram
- Intellion Square, Mumbai
- Trilium Avenue, Gurugram

### Under Development

- Intelligent Park, Navi Mumbai
- Intelligent Edge, Gurugram (Tower C)
- Intellion Park, Gurugram (Tower 3-6)

## Residential Properties

### Under Development

- New Haven, Phase 1B
- Eureka Park, Phase 1, Noida
- Myst, Phase 2, Kasauli
- La Vida, Phase 2, Gurugram
- Eureka Park, Phase 2, Noida
- 88 East, Kolkata
- New Haven, Phase 3, Bengaluru
- One Bangalore Luxury Project, Bengaluru
- Serein, Thane

## Residential Properties

### Operational

- New Haven, Phase 1A, Bahadurgarh
- Myst, Phase 1, Kasauli
- Primanti, Gurugram
- La Vida, Phase 1, Gurugram
- Avenida, Kolkata
- Ariana, Phase 1, Bhubaneswar
- New Haven, Phase 1, 2, Bengaluru
- Ribbon Walk, Phase 1, Chennai
- Santorini, Chennai
- Tritvam, Kochi
- The Promont, Phase 1, Bengaluru
- Amantra, Kalyan
- Lamontana, Talegaon







The TATA name stands for Trustworthy, Pioneer, Ethical, Socially Conscious global brand. These traits can be found in TRIL and THDC. We are a leading real estate developer guided by the company's core values. We are committed to the overall well-being of society and the environment that sustains us. We deliver smart, secure, and sustainable spaces that prioritize the needs of occupiers and residents while promoting operational efficiency and occupier wellbeing.

## THEME CONCEPT:

### Leading The Change With Purpose

Our ESG strategy is centered around achieving future business growth objectives while prioritizing the needs of the environment and all stakeholders. It embraces a purpose-driven leadership approach, grounded in responsible actions and sustainable building practices.



**Resilient Structures | Replenish Nature | Reap Talent | Respect Lives | Responsible Value Chain Governance**

Our 5R sustainability strategy, encompassing Responsible value creation governance, Resilient structures, Replenish nature, Reap talent, and Respect lives, drives collective progress. By implementing this framework alongside our comprehensive Environmental, Health, and Safety strategy, we establish a blueprint for responsible real estate development.

Nurturing the planet that provides us with land and resources for our projects is a fundamental aspect of our commitment. The Tata Group, in collaboration with its group companies has developed the Alingana Initiative, an initiative developed to protect the world and build the future. We have aligned our operations to the Alingana vision accordingly to meet the Tata Group's vision of net zero by 2045. We are dedicated to reducing reliance on fossil fuels and exploring more effective methods of waste disposal and recycling. Our comprehensive EHS policy ensures the safety of our employees and stakeholders, empowering those who engage with us as employees, customers, and partners to create enduring value for the stakeholders who have placed their trust in us.

We are dedicated to creating sustainable value for all our stakeholders through holistic growth and development. Over the past year, the company has made significant strides in building a sustainable organization, and this report serves as a testament to our achievements, milestones, and the strategies we employ to address the environmental, social, and economic impacts associated with our business activities. We have expanded our scope and placed special emphasis on accountability and transparency to provide a comprehensive overview of our sustainability efforts.



## MESSAGE FROM LEADERSHIP:

The term sustainability has become unanimous with successful businesses all over the world and Tata Realty is no different. Sustainable practices can be found throughout our operations. This year we have formalized our sustainability movement by publishing our first Environmental, Social and Governance (ESG) Report.

Tata Realty shares a common ethos for sustainability with the Tata Group. We are rooted in the belief that business growth should be coupled with responsible environmental practices and social development. The increasing incidence of climate change and unforeseen developments like the pandemic have highlighted the growing significance of businesses actions on human sustenance and the planet's well-being. Tata Realty has aligned its focus on building sustainable structures and green buildings that operate efficiently and are long-lasting. We aim to use resources judiciously and provide quality spaces that keep customers safe and healthy while nurturing society's holistic development and strengthening its value creation capabilities.

Sustainable business practices offer a pathway to make our business future fit. ESG goals are a solemn promise that provides a purpose-led direction to the company's business activities. We have a varied portfolio with developed projects like the Ramanujan Intellion Park, the first IFC EDGE Zero Carbon Project in India. Moreover, almost 55% of the energy consumed across our commercial projects is drawn from renewable resources.

We are committed to ensuring the safety and well-being of our employees and nurturing their professional growth. Our robust occupational health and safety approach is geared towards deepening our safety culture. The company's journey of creating holistic value for stakeholders has been marked with ethical, transparent, accountable, and fair business conduct, with zero instances of non-compliance in the reporting year.

### **Mr. Sanjay Dutt**

Managing Director & Chief Executive Officer



This year's report highlights our ESG journey so far as we have made significant strides in areas such as energy efficiency, waste reduction, and community engagement. We continue to remain committed to identifying new opportunities to enhance our ESG performance.

We believe that a sustainable future is one where businesses and communities work together to create a better world for all. Our ESG report is an important step in this journey, and we hope that you find it informative and useful. We remain committed to driving positive change in our industry and beyond and look forward to your continued support.





# MESSAGE FROM LEADERSHIP:

This year’s report shares our remarkable progress in driving sustainable growth through employee development and well-being. Our commitment to a purpose-led journey towards a sustainable future has reached a significant milestone with the publication of our inaugural ESG report. It is a testament to our unwavering commitment to purpose-driven initiatives and our deep belief in the power of collaboration with our stakeholders to create a positive impact in the communities we serve.

We take immense pride in our ability to build world-class spaces that redefine responsible real estate paradigms. Sustainability is at the core of everything we do, from the initial stages of conceptualization to post-handover activities. Our operations prioritize water and energy conservation, waste management, and biodiversity preservation, ensuring that sustainability imperatives are seamlessly integrated into our spaces. But our commitment doesn’t stop at constructing environmentally conscious buildings. We are deeply invested in the health, safety, and well-being of all our stakeholders. Whether it is our residents, clients, employees, contractors, or communities, we go the extra mile to create spaces that not only prioritize their well-being but also adhere to the highest sustainability standards. Our robust occupational health and safety framework goes beyond mere compliance, ensuring the safety and well-being of our people and our value chain partners at construction sites.

As we set our sights on a low-carbon future, we are actively harnessing renewable energy sources and expanding their usage across our projects. However, our commitment to responsible growth extends beyond our physical infrastructure; it encompasses the development and well-being of our employees. As the world around us changes, and our business charts new paths of responsible growth, we are expanding our learning and developmental efforts to groom our employees to be productive and stay relevant. Throughout the reporting year, our employees underwent extensive training, totalling 37,713 person-hours, covering a wide range of topics including digital solutions, green construction practices, new sales techniques, leadership competencies, and relevant certifications.

**Ms. Reena Wahi**  
Chief Human Resources and Sustainability Head

Our commitment to communities goes beyond our business objectives as we strive to elevate the quality of life for those around us. By leveraging our resources and assets, we design social interventions that provide marginalized communities with improved access to healthcare, education, and sustainable livelihoods while preserving their natural habitats. The small and big differences we have been able to make in the lives of 26,032 beneficiaries in the reporting year gives us a purpose beyond business. Moreover, our employees, who share our values of giving back to society, actively volunteered 14,006 hours towards community engagements.

As we design and build sustainable homes and workplaces that provide a safe haven for many and embark on this journey of responsible growth, we remain firmly committed to creating a meaningful difference for our employees, communities, partners, and society at large. With a holistic approach to sustainability and a focus on innovation, we will continue to drive positive change in the real estate industry.



## MESSAGE FROM LEADERSHIP:

The Companies inaugural ESG report signifies a momentous stride in our journey towards a sustainable future. We are committed to responsible real estate and strive to redefine industry norms with the remarkable spaces that we are developing. Our sustainability principles are deeply integrated from the earliest stages of planning to post-handover operations, encompassing water and energy conservation, waste management, and biodiversity preservation.

Our smart building solutions are specifically designed to meet sustainability standards, prioritizing the well-being of residents, employees, contractors, and communities. At construction sites, we go beyond compliance requirements, implementing a robust Occupational Health and Safety framework to ensure the safety of our personnel. By emphasizing local sourcing, we establish a responsive supply chain that minimizes disruptions and reduces carbon emissions associated with transportation and storage. This approach also fosters socio-economic opportunities for nearby communities. Our relationships with vendors are built on trust, with fair terms and objective assessment processes. Approximately 30% of goods and services are procured within a 500km radius.

In addition, we have partnered with organizations in India's National Capital Region (NCR) to tackle the issue of particulate emission in the atmosphere, which poses significant health hazards during the winter season. We have been hugely successful in reducing particulate emission by 70%.

The resilient green buildings we construct not only demonstrate the real estate industry's potential in mitigating climate change but also inspire residents to adopt responsible lifestyles. The assets owned by the organization have achieved IGBC Gold or Platinum ratings, as well as other certifications in Green Building such as IFC EDGE Advanced and Net Zero. By aligning our efforts and values, we can accelerate progress towards a greener future.

### **Mr. Harleen Oberoi**

Head - Project Management



Collaboration is at the heart of our approach, as we actively engage in platforms that bring diverse stakeholders together for the greater good. To promote responsible living and minimize environmental impact, we are implementing initiatives to raise awareness and understanding within communities and among residents. We continuously embrace innovative technological solutions to enhance waste and resource management at our construction sites, deepening our alignment with stakeholders and further improving our ESG performance. We aspire not for Green Buildings but LEED for cities and communities going forward.



# COMPANY OVERVIEW:

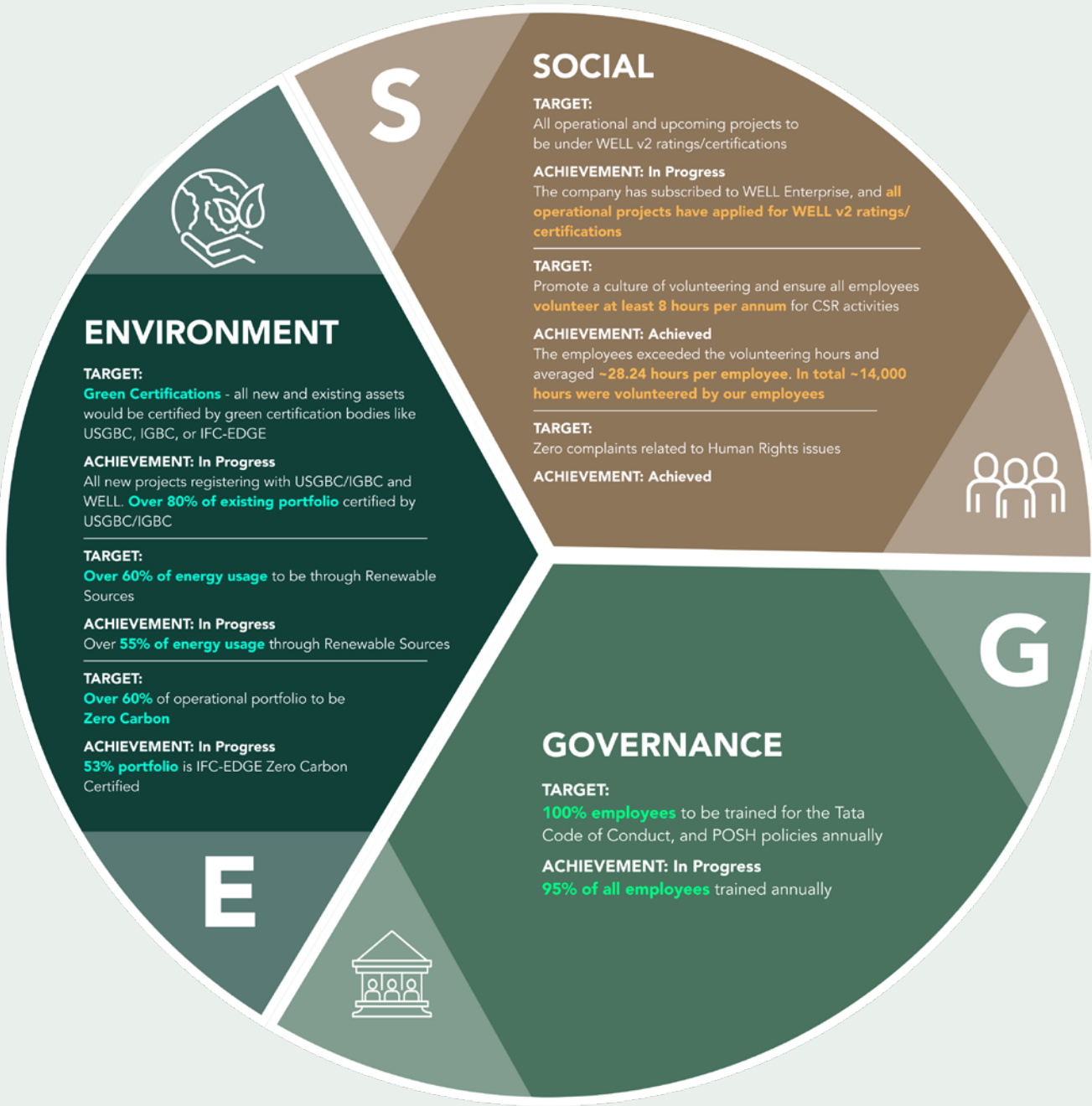
## About The Company

Our involvement in the real estate industry **commenced in 1984** with the establishment of Tata Housing Development Corporation Limited (THDCL), which focused on residential projects. Subsequently, in 2007, Tata Realty and Infrastructure Limited started focusing on development of commercial projects. As a proud member of the Tata Group, renowned for its sustainable, ethical, and transparent business practices, we have consistently integrated responsible principles into our operations and across our value chain. We place great importance on innovation and transformation in our design and construction processes, ensuring that we generate value for all stakeholders while upholding environmental consciousness. Our diverse range of projects caters to a wide spectrum of customers, encompassing luxury properties, affordable housing, holiday homes, senior living residences, weekend getaways, and office spaces. **With a presence in 15 cities and a total of 45 projects, we strive to meet the distinct needs and aspirations of our customers.**



Commercial Portfolio Size	Commercial Leasable Area	Number of Grade A Offices	Portfolio Size of Residential Projects (Operational)	Units Completed
1 M	0.69 M	4	3.34 M	22,000+
Sq mt	Sq mt	Operational	Sq mt	Completed

## ESG 2025 Goals







## Our Presence & Assets

Our buildings stand as symbols of our firm dedication to responsible real estate, highlighting our commitment to sustainable development and serve as tangible representations of our sustainable practices, purposeful growth, and unwavering focus on creating workspaces that are both inspiring and safe. In addition to providing exceptional facilities, our workspaces foster a culture of innovation and sustainable work environment. We believe that by establishing an environment that encourages well-being and productivity, we can contribute to the creation of a sustainable world in which all stakeholders can flourish and succeed, thereby resolutely playing our part in shaping a brighter future for both people and the planet.

## Affiliations

As a conscientious corporate entity, we proactively foster meaningful engagements with our ecosystem partners, esteemed business organizations, prominent think tanks, regulatory authorities, and various stakeholders. Our collective effort aims to expedite the transformation of not only our industry, but also our nation and the global community towards a sustainable and environmentally conscious future.



A non-governmental trade association and advocacy group.



The world's oldest and largest network of cross-disciplinary real estate and land use



The premier real estate government industry association that works to find effective solutions for issues that plague the real.



One of the leading advocates for the real estate sector in Asia Pacific.



An opinion leader in corporate real estate benchmarking, workplace and infrastructure management.



An agency that provides validated ESG performance data and peer benchmarks for investors and managers.



An agency that promotes and enforces the highest professional qualifications and standards in the development and management of land, real estate, construction and infrastructure.



An agency that provides validated ESG performance data and peer benchmarks for investors and managers and works to create and sustain an environment conducive to the development of India through advisory and consultative processes.



One of the oldest non-governmental trade association and advocacy groups.



An apex body consisting of members from the real estate industry from the Mumbai



An evidence-based roadmap for applying WELL Building Standards.



Awards  
& Recognitions



We take great pride in the many industry accolades and commendations bestowed upon us and on our leaders over the years, which serve as a testament to our exceptional prowess in Green spaces, sustainable development, resource conservation and other domains.

A string of external, independent organizations have bestowed awards and honours upon us, firmly establishing our position as a foremost leader in the Indian real estate industry. These honours celebrate our brand’s remarkable achievements in infrastructure, development, and real estate as a whole, highlighting the exceptional distinction of some of our projects.



VOLUNTEERING AWARD

TATA SUSTAINABILITY GROUP

Highest number of volunteering hours in small category of TATA group companies

TATA SUSTAINABILITY GROUP

Best collaboration award amongst TATA group companies

ICICI LOMBARD & CNBC  
TV18 INDIA RISK  
MANAGEMENT AWARDS

Masters of Risk Private Sector Real Estate and Regulatory Compliance

2022 REALTY+ IT PARK  
PROJECT OF THE YEAR

Intellion Park, Gurugram

2023 INTERNATIONAL  
PROPERTY AWARD

Ramanujan Intellion Park

IDG CIO100  
AWARDS 2021

The Futuristic 100 - Organizations driving digital transformation

WORLD LEADERSHIP AWARD  
BUSINESS LEADER OF THE YEAR

Brand excellence In real estate

IDG CIO100  
AWARDS 2021

The Futuristic 100 - Organizations driving digital transformation

GREENTECH AWARD

Responsible, innovative practices and initiatives towards achieving sustainable goals

IMAGEXX AWARDS 2023

Best Use of Social Media – Gold!

ASIA BUSINESS  
OUTLOOK

Masters of Risk Private Sector Real Estate and Regulatory Compliance

2022 REALTY+ MOST  
ENVIRONMENT-FRIENDLY  
COMMERCIAL/OFFICE

Intellion Park, Gurugram

WORLD LEADERSHIP  
AWARD BUSINESS  
LEADER OF THE YEAR

Innovative launch campaign of the year happy place called homes

ICC NATIONAL HEALTH  
& SAFETY AWARD

Promotion of effective organizational occupational Health and Safety system

ICC NATIONAL HEALTH  
& SAFETY AWARD

Promotion of effective organizational occupational Health and Safety system

CIO 1000AWARD 2021 BY  
"ENTERPRISE IT WORLD"

Successful implementations - ASIA region

WORLD CX AWARDS 2022  
BY TRESCON GLOBAL

Top 100 CX Organization - Organizations driving customer experience



# VISION, MISSION AND VALUES:


We are committed to aligning and integrating our vision and mission with our strategies, policies, and approach to value creation and risk management. The company's business lies in developing commercial and residential real estate and its is to deliver smart, secure, and sustainable spaces that prioritize the needs of occupiers while promoting efficiency and wellbeing.



### VISION

Being a transformative enterprise in the real estate and Infrastructure sphere and creating extraordinary value for stakeholders.





### MISSION

To be a leading developer in the infrastructure and real estate business by 2025 by delivering Smart, Secure, Sustainable and Social work environments that cater efficiently to the needs of fast-growing companies and the new age workforce.

### VALUES:

The organization's guiding principles are encapsulated in the phrase 'Let's BUILD.'

BUILD is an abbreviation of the following culture tenets:

**Be Responsible:**  
We will be accountable for our actions.  
We will empower people and practice sustainability.

**Unite to Lead**  
We will be leaders in the industry by being an agile, innovative and collaborative team.

**Inspire Trust**  
We will be fair and transparent.

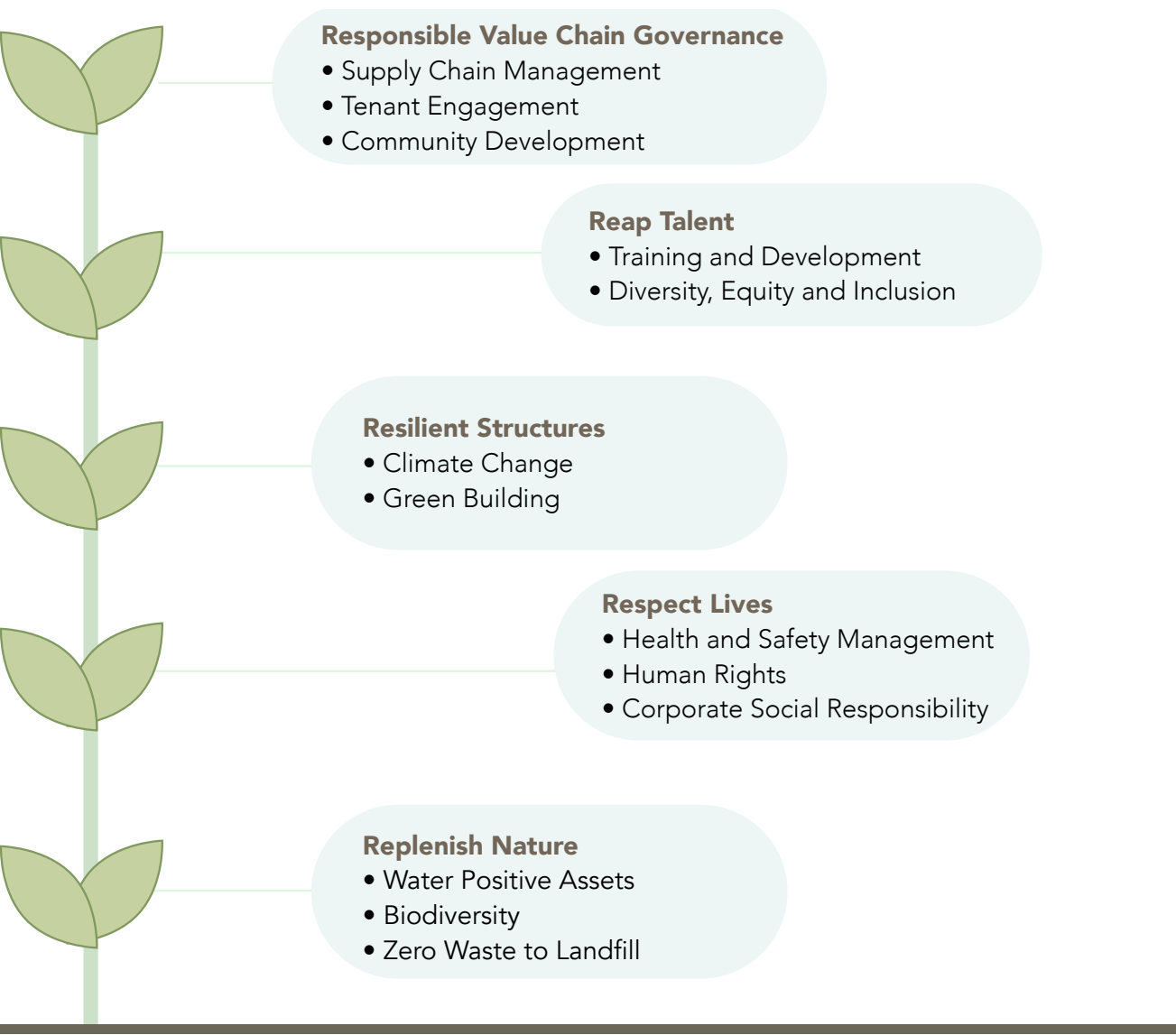
**Lead through Excellence**  
Excellence will be at the heart of everything we do.

**Delight Customers**  
We will be empathetic to the needs of the customers and provide an exceptional customer experience.



# ESG AT OUR ORGANISATION:

We are deeply committed to sustainability and responsible business practices. We are fully committed to the recently proposed Nationally Determined Contribution (NDC) which seeks to enhance India's contributions towards strengthening of global response to the threat of climate change. Our ESG strategy can be summarised as -- Our commitment at achieving all our future business growth objectives, while ensuring that the needs of the environment and all stakeholders are taken care of. The strategy is based on five strategic pillars that focus on conceptualization, execution, and management of our real estate projects. Thirteen focus areas define our transition pathway to a sustainable future. By adhering to these principles and focusing on sustainable development, we aim to create long-term value for all our stakeholders while minimizing our impact on environment and society.



Our 5R Responsible Real Estate ESG Strategy



# Our 5R

## Responsible Real Estate ESG Strategy

### Resilient Structures

We are committed to pursuing innovation, leveraging advanced technologies, and optimizing resource utilization to design, develop, and manage green buildings. Our dedication to sustainable development is rooted in our recognition of the importance of constructing structures that are resilient to the impact of disasters and catastrophic events. By designing and developing buildings that are sustainable, we are fostering a greener and more resilient environment.



### Replenish Nature

Our sustainability strategy is based on an understanding of how our business operations affect the environment both directly and indirectly. Our commitment to preserving and safeguarding biodiversity in our operations is reflected in our strategy, which incorporates specific measures aimed at this goal. We have adopted globally benchmarked processes and technologies to facilitate water reduction through recycling and reuse and ensure energy conservation by checking emissions and pollution control, besides waste management to tackle climate change concerns. We take a holistic approach to sustainability to ensure minimal environmental impact while creating long-term value for all stakeholders.

### Reap Talent

Only by ensuring active participation of our employees in our sustainability efforts can we meet our aspirations. We provide our employees with an inclusive and equitable workplace that encourages learning to enable them to grow professionally and contribute to our productivity and efficiency. To retain and develop talent, we prioritize building capacities, inspire passion, recognize talent, resolve grievances, besides promoting health and safety. By investing in our employees and fostering a positive work environment, we create a sustainable future for our organization while ensuring the well-being of all stakeholders.



### Respect Lives

Our organization is committed to upholding fundamental rights of all individuals, while adhering to regulations and ethical business practices that promote freedom of expression, fair treatment, and the ability to work. We consider the safety and well-being of all our stakeholders, including our workers, customers, occupiers, and partners to be of utmost importance and a vital component of our organizational culture and values.

We regularly engage with community members to gain a deeper understanding of their needs and implement a variety of development programs aimed at enhancing their quality of life.

### Responsible Value Chain Governance

To achieve a comprehensive and all-encompassing approach to sustainability, we recognize that the holistic transformation of our value chain is of utmost importance. This entails aligning our partners and contractors with our ESG principles and standards, creating opportunities for communities to develop holistically, and maintaining responsiveness to the evolving needs of our occupiers.



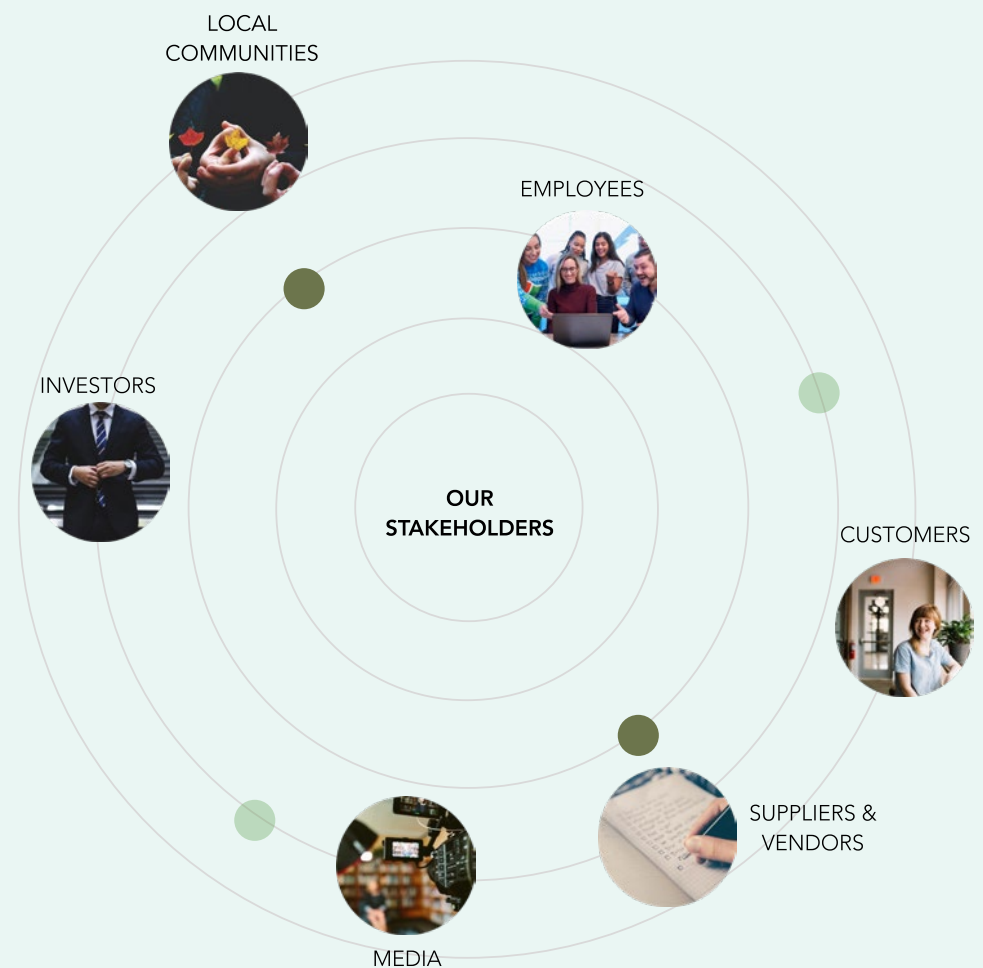




## Stakeholder Engagement

Stakeholder engagement remains a top priority in our ongoing commitment to responsible business practices and we maintain regular and transparent communication with our stakeholders. We actively seek their feedback and inputs on matters of importance to our business and regularly talk to our stakeholders: employees, customers, investors, suppliers, media, and local communities. We strive to understand their perspective and concerns and use their feedback to shape our decision-making processes. This practice builds trust, fosters accountability, and ultimately creates sustainable value for all.

### Our Stakeholders and Engagement Matrix



Our active engagement with our internal and external stakeholders is carried out regularly through both formal and informal channels. These engagements help us build better insights and understanding of shifting demands and changing preferences within our business. The engagements help us identify and gauge our rising risks and opportunities, while strengthening relationships with stakeholders so that we can better understand their goals to match them with our value proposition.



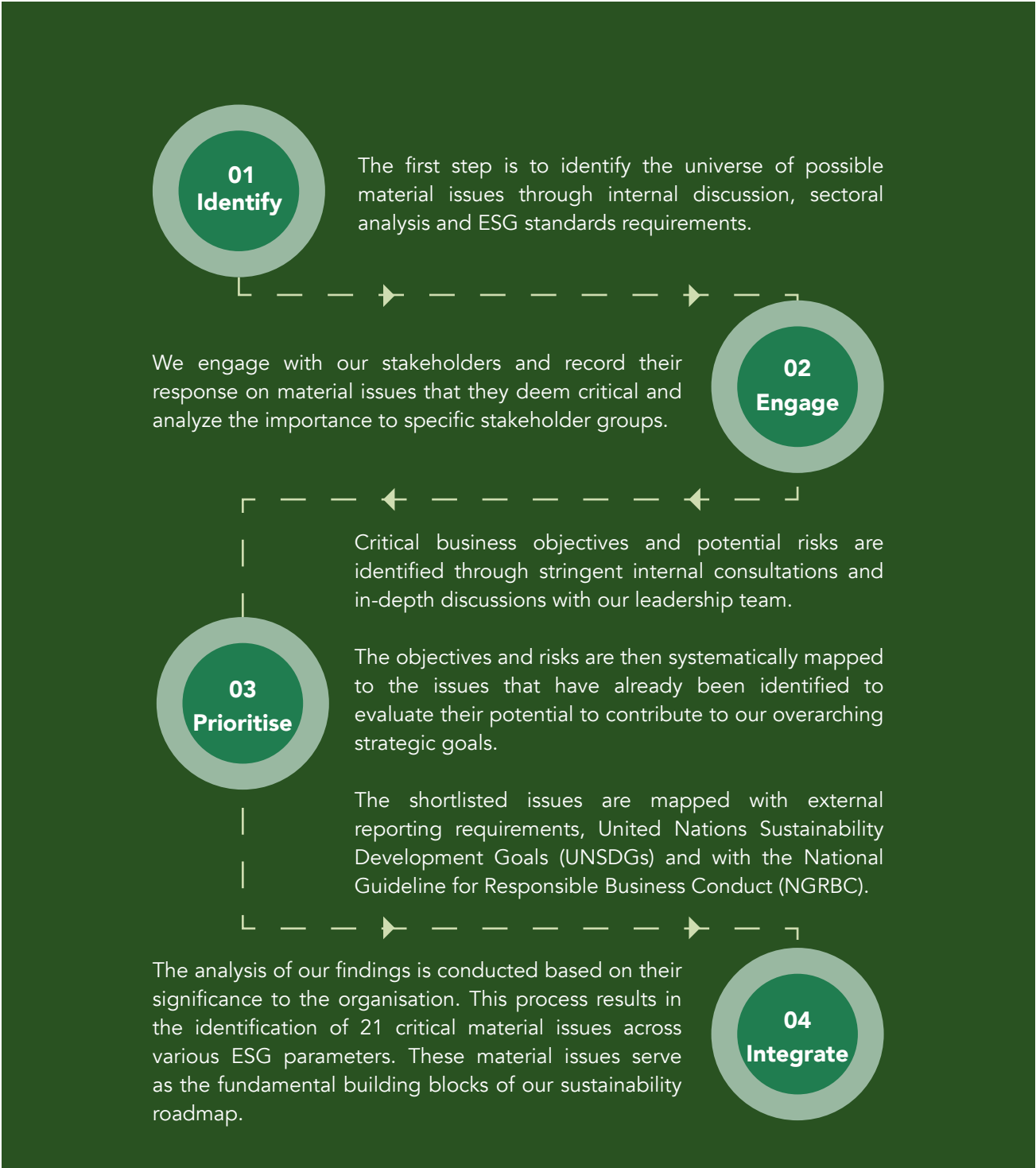
Stakeholder Group	Importance to Organisation	Stakeholder Expectations from Organisation	Value Proposition	Engagement Channels	Frequency of Engagement	Relevant Material Topics
<b>INVESTORS</b>	Our retail and institutional equity investors provide capital to drive business growth and help us achieve our goals.	A safe and reliable source of sustained growth	<ul style="list-style-type: none"> <li>Consistent and positive return on investments</li> <li>Being transparent on disclosures</li> <li>Building robust risk management</li> <li>Maintaining ethical business conduct</li> </ul>	<ul style="list-style-type: none"> <li>Investor meets and roadshows</li> <li>Statutory announcements</li> <li>Financial results</li> <li>Annual General Meeting (AGM)</li> </ul>	<ul style="list-style-type: none"> <li>» Ongoing</li> <li>» Quarterly</li> <li>» Annual</li> </ul>	<ul style="list-style-type: none"> <li>Climate change adaptation</li> <li>Emissions and energy management</li> <li>Water management</li> <li>Waste management</li> <li>Sustainable buildings</li> <li>Business ethics</li> <li>Corporate governance</li> </ul>
<b>EMPLOYEES</b>	Employees are a critical component of our organization's transformation and growth, as well as for the creation of sustainable stakeholder value.	Organizations give a place and opportunity for personal and professional growth.	<ul style="list-style-type: none"> <li>Providing fair and equal job opportunities</li> <li>Creating learning and development opportunities</li> <li>Fair and timely compensation and several remuneration benefits</li> <li>Building a workplace focusing on employee health and safety</li> </ul>	<ul style="list-style-type: none"> <li>Townhalls</li> <li>CEO connects</li> <li>Newsletters</li> <li>Project reviews</li> <li>Tata group initiatives</li> <li>Rewards and recognition</li> </ul>	<ul style="list-style-type: none"> <li>» Ongoing</li> <li>» Monthly</li> <li>» Quarterly</li> <li>» Annual</li> </ul>	<ul style="list-style-type: none"> <li>Health and safety</li> <li>Corporate governance</li> <li>Brand and business</li> <li>Ethics</li> <li>Employee development</li> <li>Diversity and inclusivity</li> </ul>
<b>CUSTOMERS</b>	Our customers are critical to our success in driving sales and expanding market share, strengthening brand loyalty and trust, and growing product attractiveness.	Provider of best-in-class service and better working spaces at desirable locations.	<ul style="list-style-type: none"> <li>Offering safe and best- in-class buildings</li> <li>Providing best customer services and timely delivery of properties</li> <li>Promoting and adopting sustainable building practices</li> <li>Offering fair prices</li> </ul>	<ul style="list-style-type: none"> <li>Sponsored events</li> <li>Mailers</li> <li>Newsletters</li> <li>Brochures</li> <li>Brand campaigns</li> <li>Sales pitches</li> <li>Customer visits</li> <li>Webinars</li> <li>Websites and social media</li> <li>Customer satisfaction surveys</li> <li>Community events</li> </ul>	<ul style="list-style-type: none"> <li>» Ongoing</li> </ul>	<ul style="list-style-type: none"> <li>Sustainable buildings</li> <li>Emissions and energy management</li> <li>Water Management</li> <li>Waste Management</li> <li>Statutory compliance</li> <li>Risk management</li> <li>Tenant/Customer engagement</li> </ul>
<b>LOCAL COMMUNITIES</b>	The local community enables our social license to operate within communities, building trust and support that enables disruption-free operations.	An active and responsible participant in creating and maintaining a positive environmental and social legacy through strong community relationships and investment in social infrastructure.	<ul style="list-style-type: none"> <li>Creating holistic and inclusive growth and development opportunities</li> <li>Promoting and focusing on local sourcing and employment generation</li> <li>Practising safe and sustainable operations</li> <li>Empowering through developmental interventions in healthcare, education, environment, and welfare for well-being and sustainability</li> </ul>	<ul style="list-style-type: none"> <li>Community meetings</li> <li>CSR initiatives</li> <li>Procurement opportunities and contracts</li> </ul>	<ul style="list-style-type: none"> <li>» Ongoing</li> </ul>	<ul style="list-style-type: none"> <li>Local community development</li> <li>Social impact assessment</li> <li>Waste management</li> </ul>
<b>SUPPLIERS &amp; VENDORS</b>	Our suppliers and vendors are critical to ensuring seamless operations and the sourcing of input materials.	A source of business opportunity and growth for the long-term.	<ul style="list-style-type: none"> <li>Offering fair and transparent contractual terms</li> <li>Creating a conducive environment to support us in our commercial projects</li> <li>Capacity-building through training and exposure</li> <li>Providing new opportunities for growth of revenues</li> </ul>	<ul style="list-style-type: none"> <li>Contracts</li> <li>Code of conduct and policy training</li> <li>Audits and monitoring of operations and performance</li> <li>Review meetings</li> <li>CSR interventions training for staff</li> </ul>	<ul style="list-style-type: none"> <li>» Ongoing</li> <li>» Annual</li> </ul>	<ul style="list-style-type: none"> <li>Business ethics</li> <li>Human rights, health and safety</li> <li>Responsible supply chain</li> </ul>
<b>MEDIA</b>	The media is an important channel for sharing disclosures about our strategic goals, progress, and achievements. It also helps us deepen engagement with stakeholders and build visibility and credibility for our brand and offerings.	A source of business opportunity and growth for the long-term, along with becoming preferred partners for communication.	<ul style="list-style-type: none"> <li>Timely engagement and sharing of accurate business updates and information</li> </ul>	<ul style="list-style-type: none"> <li>Press releases</li> <li>One-on-one interviews</li> <li>Website</li> </ul>	<ul style="list-style-type: none"> <li>» As and when required</li> <li>» Quarterly</li> <li>» Annual</li> </ul>	<ul style="list-style-type: none"> <li>Brand management</li> <li>Accountability and transparency</li> </ul>



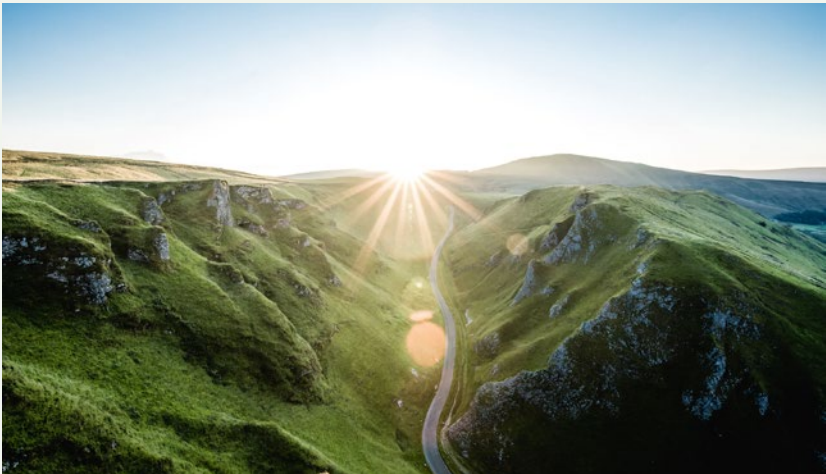
# MATERIALITY ANALYSIS:

As a responsible corporate entity, we have a key role to play in contributing positively towards society's long-term challenges. To achieve this, we conduct comprehensive materiality assessments that engage all our stakeholders to identify key material issues that are critical to our business and vital in our pursuit of creating value and impact in the long run. This helps us develop better strategies to enhance our value proposition and generate positive societal impact.

## Our Approach



## Importance to Organisation



### Environment

- Climate change adaptation
- Emissions and energy management
- Water management
- Waste management
- Biodiversity
- Sustainable buildings

### Social

- Stakeholder engagement
- Employee development
- Health and safety
- Diversity and inclusion
- Responsible supply chain
- Occupier and customer engagement
- Local community development
- Social impact assessment



### Governance

- Corporate governance
- Technology and innovation
- Brand management
- Business ethics
- Accountability and transparency
- Risk management
- Statutory compliance



# RESILIENT OPERATIONS

## Environment

We are committed to responsible real estate and to develop world-class office and residential spaces that exemplify excellence while minimizing environmental impact. We achieve this by incorporating cutting-edge energy and emission management technologies into our construction of residential projects and daily operations of commercial assets, thereby optimizing energy efficiency. We embraced the concept of resilient structures as an integral part of its ethos. We leverage renewable energy sources and intelligent systems to curtail greenhouse gas emissions. Our water and wastewater management ensures optimum resource utilization by incorporating state-of-the-art water-saving fixtures and by using advanced wastewater treatment technologies. We do this in tandem with waste management practices to divert waste away from landfills. We follow stringent air pollution and indoor air quality protocols by using advanced filtration systems and enhanced ventilation controls to safeguard the health and well-being of our occupiers. We have consciously taken these measures to imbibe one of the pillars of our sustainability strategy in our operations -- to Replenish Nature. These practices minimize environmental impact, and foster sustainable, world-class office and residential spaces that spell excellence at every level.

### Material Topics Addressed:

- Climate Change Adaptation
- Energy and Emission Management
- Water Management
- Waste Management
- Biodiversity
- Sustainable Buildings

### UN SDGs Aligned



### Key Highlights

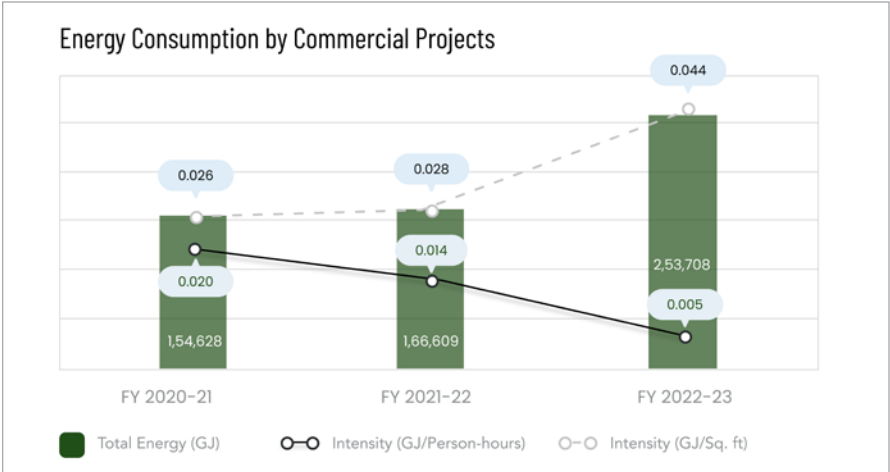
Renewable Share (% of Total Electricity Consumed at commercial facilities)	58%
Solar Capacity Installed at commercial facilities (kW)	337.5 kW
Wastewater Reused at commercial facilities (KI)	315714 KI
Green Building certified area (in %) – Commercial Assets	89%
Waste Reused at Residential facilities (%)	99%





Energy and Emissions

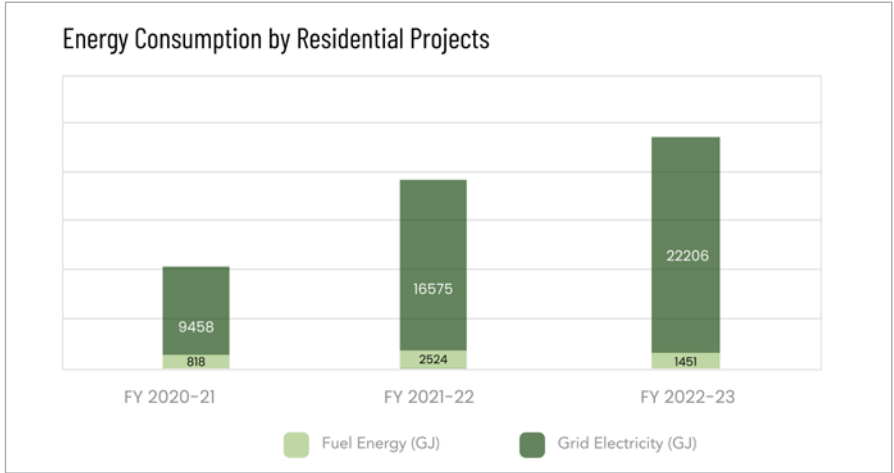
The role of real estate in combatting climate change has become increasingly pivotal. By championing the development of energy-efficient, low-emission spaces, we are on track with our commitments to reduce our carbon emissions and thereby mitigate the impact of rising greenhouse gas emissions. We are committed to creating sustainable structures built on a strong foundation of architectural innovation by seamlessly integrating state-of-the-art technologies and sustainable design principles.



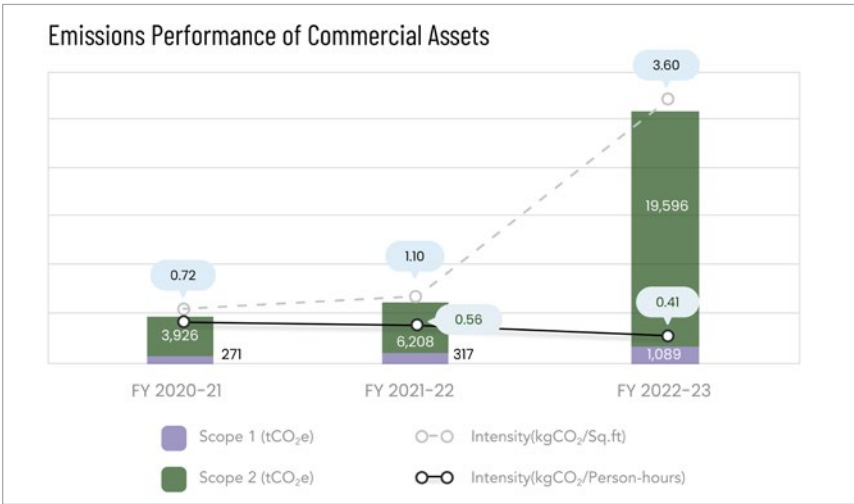
In FY2022-2023 at our commercial assets, we have consumed a total of 2,53,708 GJ in the form of diesel in DG sets and electricity for operational requirements of energy, which works out 52% higher compared to Covid impacted FY2021-2022.

Even though the leased area is the same across the two years, the number of people coming to office has increased drastically as also the person-hours, which increased by 4.3 times in FY2022-2023.

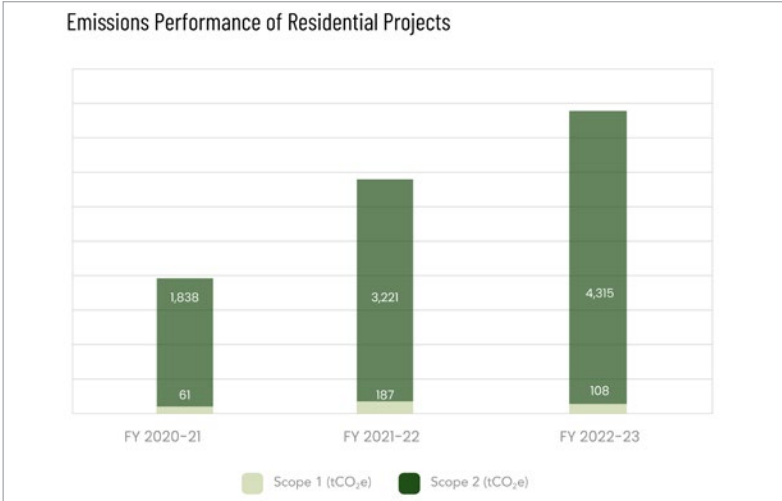
Although our specific energy consumption per sq.ft of area increased by 52% , the specific energy consumption per person-hour decreased by 65% in FY2022-23 compared to the previous year.



For the development of our residential projects, we consumed 23,658 GJ of energy in FY2022-2023 compared to 19,099 GJ in FY2021-2022 as the area under development has increased.



The equivalent absolute Scope 1 and Scope 2 emissions resulting from consumption of diesel in DG sets and Grid Electricity has been increased for our commercial and residential projects in FY2022-2023 as compared to the previous year.

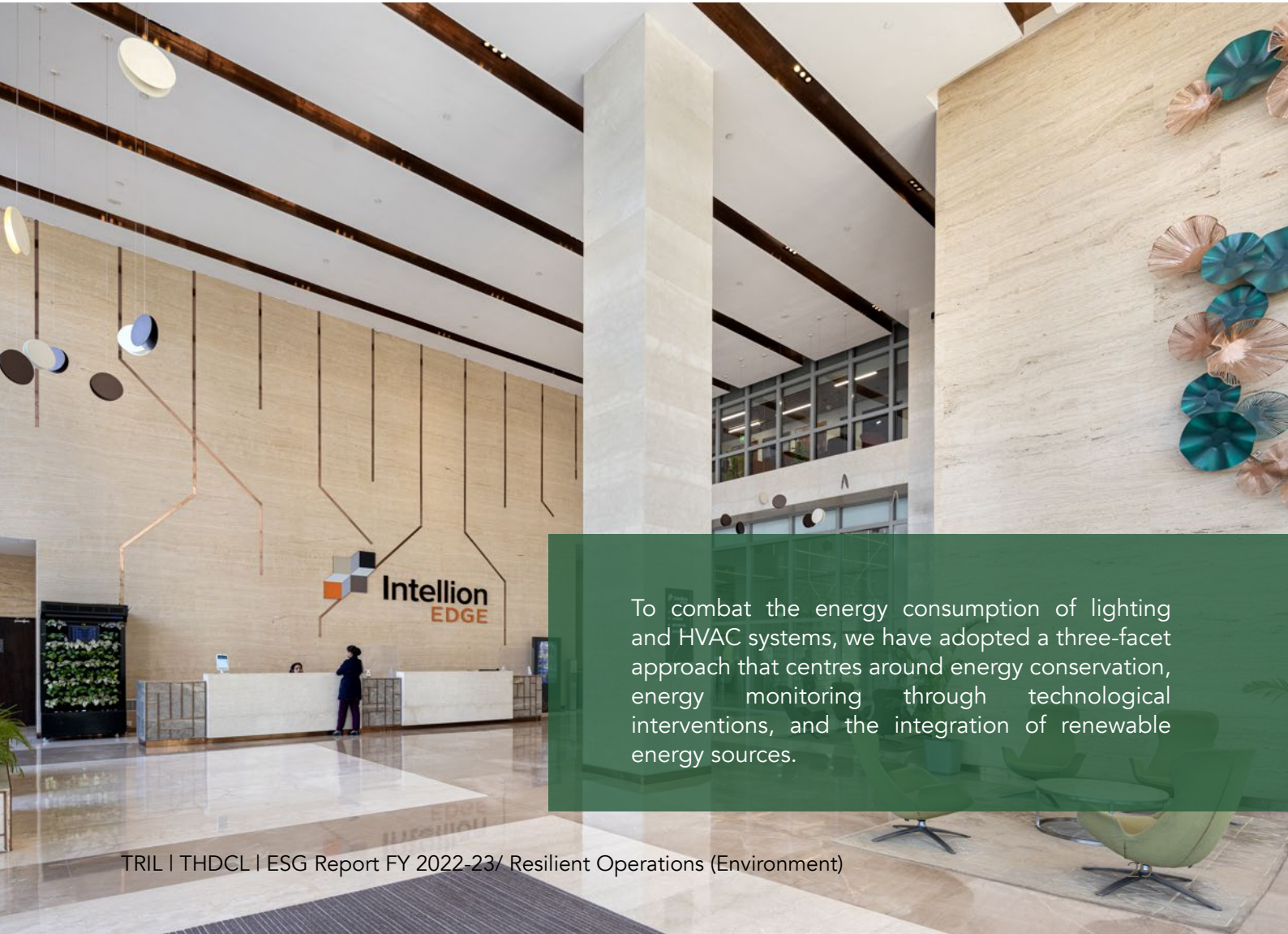


The Scope 1 and Scope 2 emissions from our residential projects increased by 30% as compared to the previous year due to increase in area under development during the reporting year as compared to the Covid impacted years.

We are committed to developing energy-efficient residential spaces that minimize energy consumption by implementing innovative design strategies and utilizing advanced technologies like efficient insulation and lighting systems, besides intelligent climate control and energy management systems. In addition, we deploy integrated low-energy solutions for all our projects and recognize that the maximum energy consumption in our commercial buildings is caused by lighting and HVAC (Heating, Ventilation, and Air Conditioning).

The spike in change of Scope 1 and Scope 2 at commercial assets is due to increase in the headcount or person-hours by 4.3 times in FY2022-2023 as compared to Covid impacted FY2021-2022.

Although, our emission intensity per sq.ft of area has increased by 2.3 times, the emission intensity per person-hour decreased by 28% in FY2022-2023 as compared to the previous year.



To combat the energy consumption of lighting and HVAC systems, we have adopted a three-facet approach that centres around energy conservation, energy monitoring through technological interventions, and the integration of renewable energy sources.



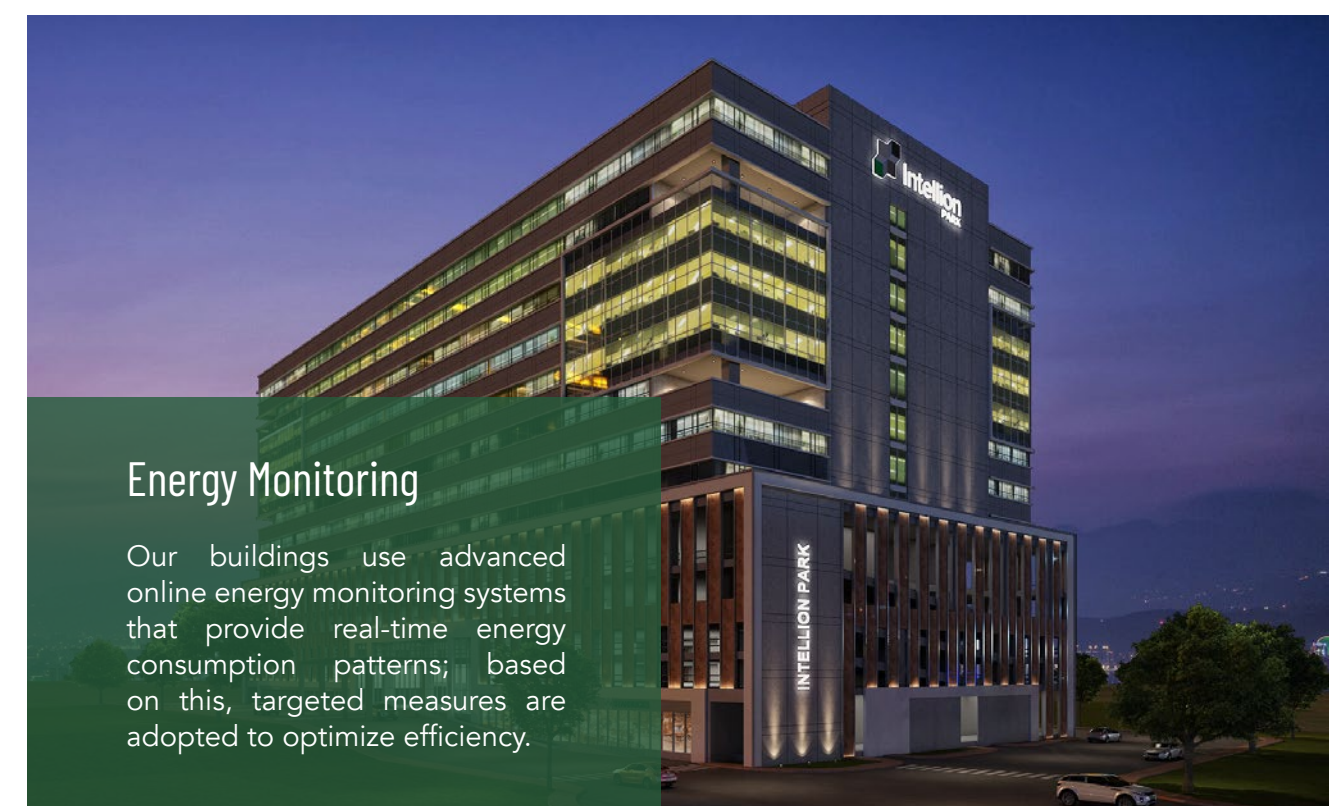
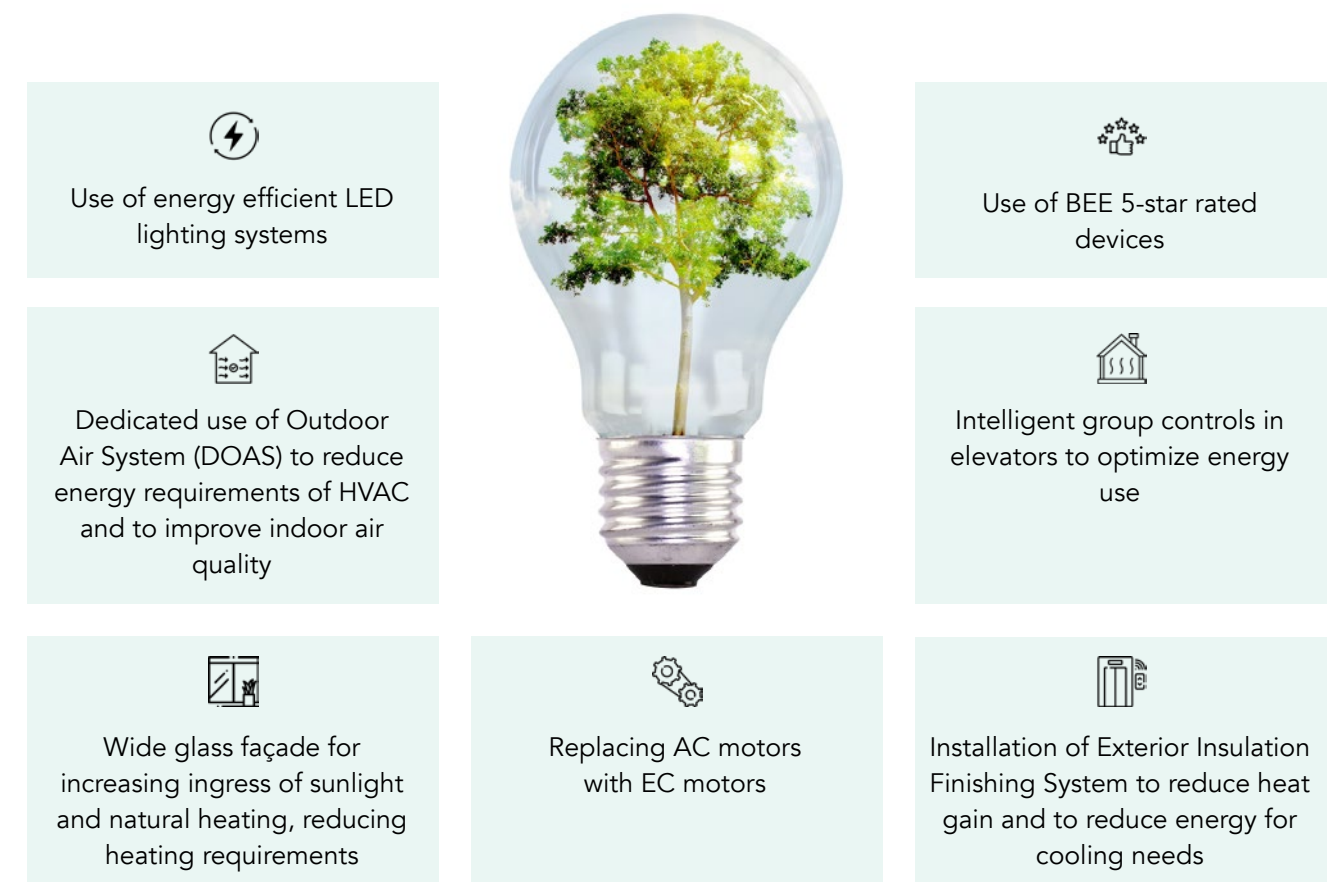


## Digitalization in Quality Checks for Residential Projects

In our construction projects, numerous quality-related documents are used to ensure compliance and approvals, but relying on hard copies presents several drawbacks and challenges. These include delays in the approval workflow process, limited collaboration and information flow, sustainability concerns and costs associated with printing, higher risk of document manipulation, difficulty in storage and retrieval, cumbersome data analysis, and the inability to provide approvals remotely. To address these issues, we adopted BIM Built, an innovative app-based solution that digitizes the document workflow, resulting in faster approvals, enhanced collaboration, reduced printing costs, improved document integrity, easier storage and retrieval, streamlined data analysis, remote approval capabilities, and real-time monitoring through a quality dashboard. Our digitalization efforts using BIM Built were recognized and honored with the Autodesk Imagine Award and a Certificate of Appreciation for Good Practices in Quality Systems from FICCI.

## Energy Conservation

At our commercial facilities, we have taken a comprehensive approach to reduce energy consumption and maximize efficiency through:



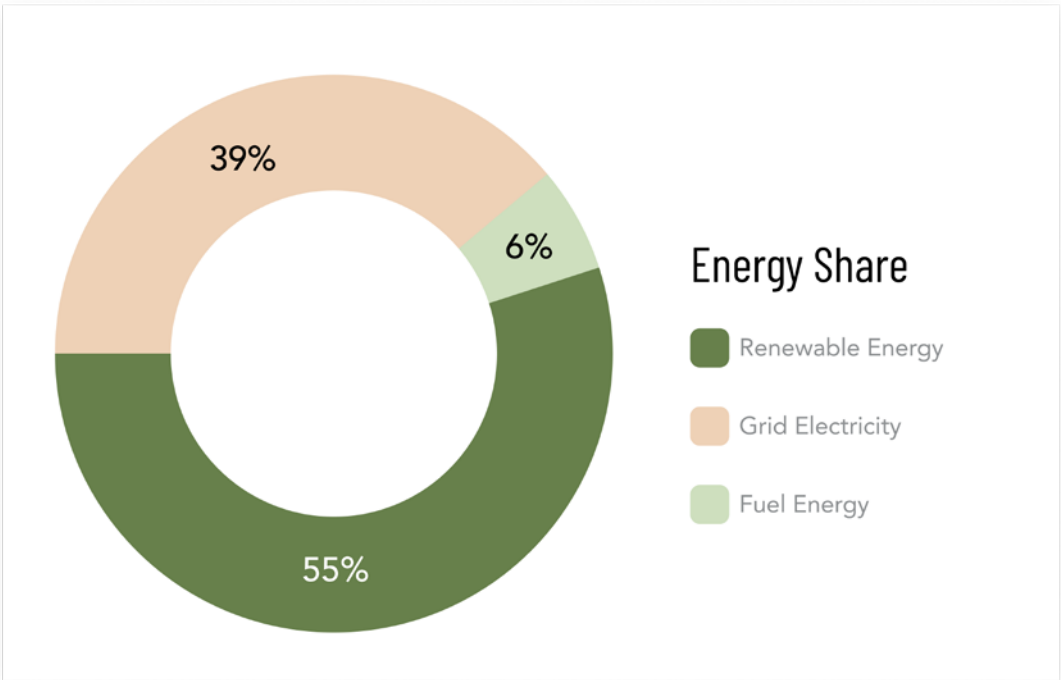
## Energy Monitoring

Our buildings use advanced online energy monitoring systems that provide real-time energy consumption patterns; based on this, targeted measures are adopted to optimize efficiency.



Renewable Energy

Recognizing the importance of transitioning towards renewable, cleaner and sustainable energy sources, we have embraced technologies such as solar rooftop and renewable energy for our commercial office buildings.



**In FY2023**

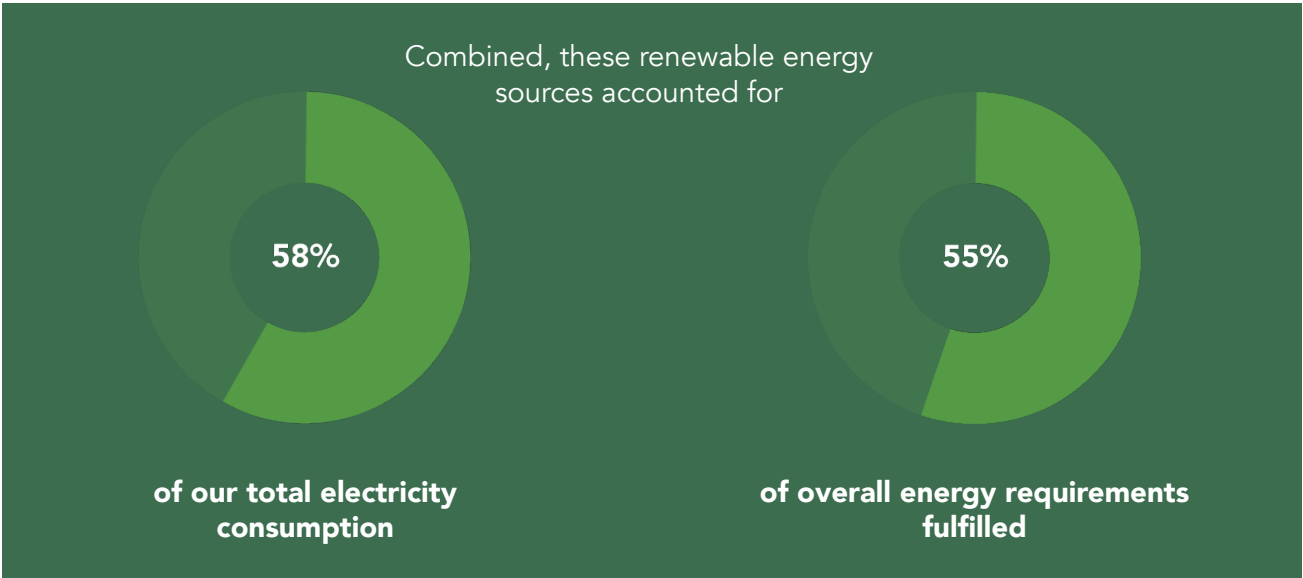
**11,11,670 kWh**

Utilised total of renewable energy generated from our own solar rooftop installations

**In FY2023**

**3,65,46,008 kWh**

Additional procurement through renewable purchase agreements.



### Radiant Heating system for Room Temperature Management, Kasauli

The average temperatures in Kasauli are on the lower side for the greater part of the year, leading to increased heating costs for the residents. At our property in Kasauli, we installed a radiant heating system to maintain the temperature inside the premises at a comfortable 20°C. The arrangement consists of a multilayered heating cable under the floor. It also has a temperature-controlling thermostat, which allows the floor temperature to go up to 45°C and the room temperature up to 35°C. The thermostat is regulated with the help of a pulse width modulation, and the heating conduction is provided by copper alloy wiring. No external heating is needed once this arrangement is installed, and it also saves space for the residents. The new system needs zero maintenance and runs on electricity, with no hot water or steam required, unlike legacy heating systems for homes.






Water Management

We take great pride in our comprehensive approach to water management. We prioritize water efficiency through the installation of state-of-the-art water-efficient faucets and taps that minimize water consumption without compromising functionality. We have installed leak detection systems, and hold employee education programs on responsible water practices. We have embraced sustainable water sourcing methods such as rainwater harvesting to recharge groundwater.

Our water consumption at our commercial assets primarily caters to restroom usage, for drinking, and gardening within the facilities. We source our water from third-party municipal corporations.

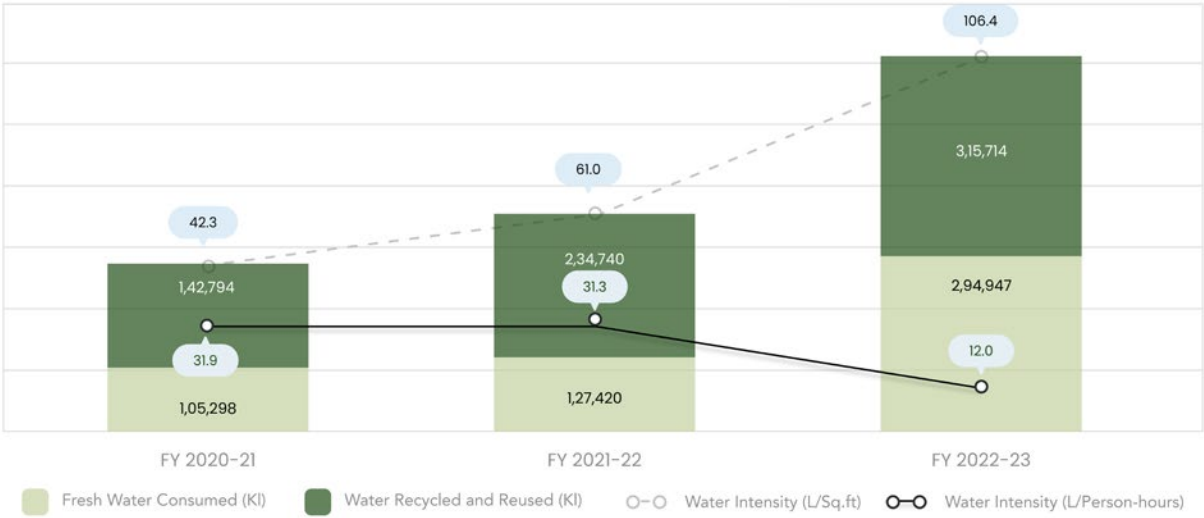


In FY2023, we withdrew a total of **3,01,031 KI** and **consumed 2,94,947 kl of fresh water**. Our total water consumption and water intensity per sq.ft has been **increased by 69% and 74% respectively**, where as our water intensity per person-hour has **decreased by 61%** compared to the previous year.

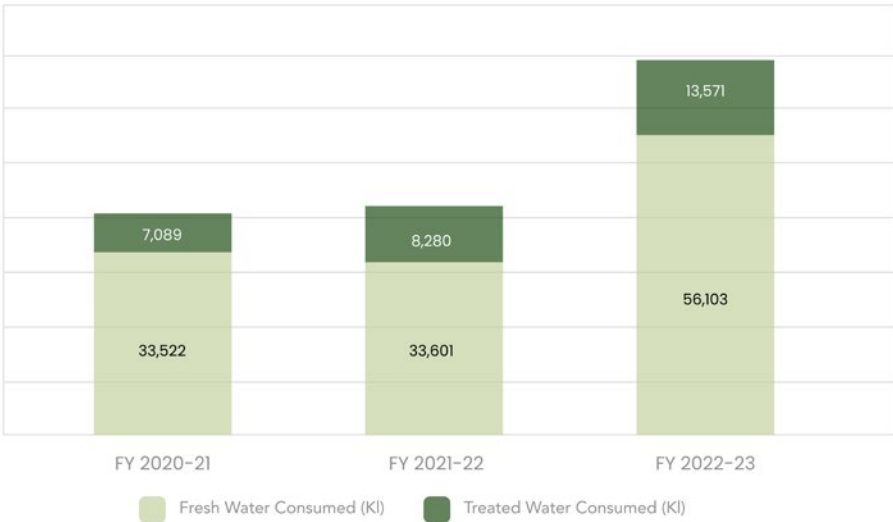
Our water consumption at our residential projects is mainly for domestic and construction requirements. We source water from third-party sources like municipal corporations and most of the water sourced is treated water from common sewage treatment plants. In FY2023, we consumed a total of 69,673 KI of water as compared to 41,881 in FY2022 due to an increase in the area under development in FY2023 as compared to the previous year.



Water Consumption at Commercial Assets



Water Consumption at Residential Projects



We have a total installed capacity of **1595 KLD** at our Sewage Treatment Plant (STP) to manage wastewater within our commercial facilities.



In FY2023, we treated and reused a total of **3,15,714 KI of wastewater** for our gardening requirements, which catered to **52% of our total consumption**



The recycled water is used for gardening. Through this system, we ensure **zero discharge of wastewater**, minimizing dependence on local water resources and, at the same time, reducing our environmental footprint by conserving freshwater resources while maintaining vibrant and sustainable green spaces.



Waste Management



Wastewater Management At Myst, Kasauli

Kasauli is home to a wide variety of species of birds and animals. For the Myst project in Kasauli, we made an innovative addition of a phytorid to the sewage treatment plant. A phytorid is a constructed wetland that uses plants to remove pollutants in the wastewater without chemicals. This prevents the wastewater from impacting the area’s biodiversity.

The installed system has three elements to improve the quality of recycled wastewater, including:

- A primary setting cell (PSC) to treat suspended solids anaerobically
- A secondary advanced filter cell (SAFC) with graded layers of stones and gravel of different sizes for anaerobic digestion
- A final layer of tertiary biological wetland cell (TBWC) containing aquatic plants that absorb pollutants directly from the water without requiring soil. This implementation improved the quality of wastewater recycled significantly.

Parameter	Input Values	Output Values
PH	5-8	6.5-8.5
Suspended Solids	400-500	20-30
COD (Chemical Oxygen Demand)	300-400	<50
BOD (Biological Oxygen Demand)	150-200	<10

We use a well-structured waste collection system that was set up in collaboration with authorized third-party waste handlers to segregate waste generated within our premises so that it is transported for proper disposal. Our commitment to environmental sustainability extends beyond mere waste disposal, as we actively seek to divert waste from landfills through our recycling programs. We also use an Organic Waste Converter (OWC) system to process organic waste, converting it into nutrient-rich compost for gardening and agricultural applications.

We have instituted a buy-back policy for certain waste materials like used oil and battery waste, encouraging a circular economy by incentivizing the return and reuse of specific items.

**In FY2023, a total of 90.16MT of hazardous waste and 1262.69 MT of non-hazardous waste was generated respectively and 21% of total waste was recycled at our commercial assets. At our residential assets a total of 0.21 MT of hazardous waste and 19077.95 MT of non-hazardous waste was generated respectively and 99% of total waste was reused.**

Waste Management at Commercial Assets

Waste Disposed	FY 2020-2021 (MT)	FY 2021-2022 (MT)	FY 2022-2023 (MT)
<b>Hazardous waste (Total)</b>	<b>12.66</b>	<b>60.73</b>	<b>90.16</b>
Reused			
Recycled	9.79	54.11	44.29
Incinerated	0.00	3.19	0.01
Composted	2.87	3.43	45.87
Sent to Landfill			
<b>Non-hazardous waste (Total)</b>	<b>309.56</b>	<b>615.54</b>	<b>1262.69</b>
Reused	0.00	2.12	0.00
Recycled	45.68	144.57	245.64
Incinerated	259.67	207.32	859.88
Composted	4.21	49.23	125.61
Sent to Landfill	0.00	212.30	31.56

Waste Management at Residential Projects

Waste Disposed	FY 2020-2021 (MT)	FY 2021-2022 (MT)	FY 2022-2023 (MT)
<b>Hazardous waste (Total)</b>	<b>4.22</b>	<b>0.60</b>	<b>0.21</b>
Reused			
Recycled	4.09	0.52	0.18
Incinerated	0.13	0.08	0.03
Composted			
Sent to Landfill			
<b>Non-hazardous waste (Total)</b>	<b>1233.41</b>	<b>7696.13</b>	<b>19077.95</b>
Reused	865.58	7362.94	18893.99
Recycled	327.39	303.11	174.95
Incinerated			
Composted	10.95	12.78	7.30
Sent to Landfill	29.49	17.31	1.71



Bio Diversity

Our strategic objective to replenish nature includes prioritizing the protection and preservation of biodiversity. We take several steps to assess and minimize any negative impact our operations may have on the natural habitats in the areas we operate and the projects we develop. Our projects embody a substantial allocation of green spaces, designed with landscaped gardens and abundant vegetation such as native plant species. We encourage our occupiers and residents to embrace sustainable practices that foster the growth and preservation of biodiversity. Our property management plans include activities to sustain and improve natural habitats.



Organic Farming and Butterfly Garden creation at Intellion Square (IT4), Mumbai

At Intellion Square, we have embraced the concept of organic farming within the premises by developing spaces for farming on the terrace and STP area with soil, coco peat, geo fabric and drain cells with proper draining systems. we have dedicated areas for a butterfly garden and a rose garden. We have procured selective plants that help in butterfly breeding and nurturing their lifecycle. These spaces not only enhance the aesthetic appeal of our surroundings, but also attract and support local wildlife, foster biodiversity and maintain ecological balance. We have planted fruit-bearing trees like fig, star fruit, banana, guava, and sapodilla throughout our premises. These trees not only provide shade and beauty, but also provide nesting space for many birds. Additionally, we understand the importance of holistic well-being and the healing power of nature. Hence, we have incorporated medicinal herb gardens into our landscape. These gardens offer a range of therapeutic plants and herbs.

By developing these identified spaces, including the terrace, organic farming area, butterfly garden, rose garden, fruit-bearing trees, and medicinal herb gardens, we have created an environment that embraces sustainability, promotes a connection with nature, and supports the well-being of our occupiers and residents besides creating awareness among occupier-employees about organic farming.

Air Pollution and Indoor Air Quality

Recognizing the significance of indoor air quality, we employ advanced CO2 monitoring systems so that we can take proactive measures in maintaining optimal conditions. Our spaces are designed to facilitate the inflow of fresh outdoor air, promoting circulation and reducing the accumulation of pollutants. By prioritizing air quality, natural ventilation, and ample natural lighting, we foster an atmosphere that promotes well-being, boosts productivity, and enhances the overall satisfaction and comfort of our occupants. Our effort is to minimize the environmental footprint of our projects. We uphold stringent adherence to all applicable regulations established by local and national pollution control boards.

We also have dedicated teams focused on upholding cleanliness and hygiene standards throughout our properties. We use only premium-grade products and materials, prioritizing sustainability and eco-friendliness.



Installation of Retrofit emission control device for diesel generators

At Trillium Avenue, we have equipped our DG sets with Retrofit emission control devices that address the issue of particulate matter and emissions from diesel generators. This device effectively captures and absorbs 70-90% of the emitted particulate matter and its self-cleaning mechanism ensures that the captured particulate matter does not impede the engine’s performance. This solution not only helped us reduce the harmful impact of particulate matter on air quality and human health, but also ensures optimal engine functionality.

Caption : Reducing Particulate Emission | Trillium Avenue, Gurgaon

In **FY2022-23** a total of **0.301 tons of SPM, 0.341 tons of SOx and 1.620 tons NOx were released** from the exhausts of our DG Sets. At all our locations the pollutants are well below the limits mentioned by respective state pollution control boards

Pollutant (in Tons)	FY2022-2023
SPM	0.301
SO <sub>x</sub>	0.341
NO <sub>x</sub>	1.620

Dust Mitigation System in Intellion Park- Smog Guns

The Smog Gun utilizes atomized water droplets to capture fine dust particles, effectively removing approximately 95% of PM 2.5 and PM 10 in the air, while also reducing toxic gases. Additionally, it proves to be effective in mosquito control and outdoor cooling.





# Sustainable Buildings

We have received green building certifications for **89% of our commercial portfolio** and **67% of pre-certification for our residential portfolio** under development and **33% of our residential projects are green building certified**, which demonstrates our commitment to constructing and developing sustainably designed buildings that are resilient to climate change, consume natural resources efficiently, support biodiversity, and provide safe and healthy spaces for our occupiers and residents. We follow all construction and operational guidelines aimed at reducing our environmental footprint such as:

- Compliance with local building regulations and environmental requirements
- Erosion control
- Pollution reduction
- Elimination of ozone-depleting substances
- Use of eco-friendly refrigerants
- Rainwater harvesting
- Low-VOC paint usage
- Water-efficient plumbing fixtures
- Wastewater treatment and reuse facilities
- Enhanced energy efficiency
- Increased use of renewable energy
- Effective waste management
- Fresh air ventilation
- CO2 monitoring
- Minimizing indoor and outdoor pollutants and noise

## SUSTAINABLE BUILDING GOALS

- To be USGBC LEED Platinum, WELL or IFC Edge Certified for all operational commercial buildings by 2025.
- Enhanced focus on renewable energy.

89%  
Portfolio

LEED Certified, IFC Edge  
Certified

100%  
Portfolio

WELL Enterprise  
Subscribed

55%  
Energy

from renewable  
sources

67% of Building Area

of Residential portfolio under  
development is Green Building  
Pre-Certified

33% of Building Area

of Residential portfolio  
developed is Green Building  
Certified





# Creating Shared Value for Our People

At the core of our commitment lies our dedication to ensure the well-being of our stakeholders. We have introduced a range of initiatives to embed one of the essential pillars of our sustainability strategy to reap talent. The programs are designed to cultivate an environment that supports work performance and achievement and a clear path for career development. Our workplaces and our policies are designed keeping the physical and mental well-being of our esteemed employees in mind. This collective and tireless effort results in a heightened state of productivity that reverberates throughout our organization.

In line with one of the pillars of our sustainability strategy to respect lives, we also place great emphasis on responsible sourcing practices and understand that the origins of the resources we use have a significant impact on environment and society. Therefore, we seek suppliers and partners who share our values and adhere to sustainable and ethical practices. By prioritizing responsible sourcing, we minimize negative environmental impacts, promote fair labour practices, and contribute positively to the communities from where we source. This philosophy guides our procurement processes, and ensures that our operations are aligned with our commitment to creating a better world for all our stakeholders.

Our occupiers and residents form an integral part of our mission and by actively involving our occupants in our

initiatives and sharing our commitment to sustainability with them, we create a shared understanding and encourage their active participation in implementing sustainable practices within their own operations. Our occupiers have a significant impact on the overall sustainability of our buildings and by working with them, we collectively drive positive change and create a more environmentally conscious and socially responsible real estate landscape. This reflects our dedication to building a sustainable future where all stakeholders play a pivotal role in shaping a better and more sustainable world.

We recognize the importance of being responsible corporate citizens who will make a positive impact far beyond our business operations. By understanding the challenges and aspirations of the communities we serve, we can better contribute to their well-being and development. Whether it's through philanthropic initiatives, volunteering efforts, or partnerships with local organizations, we are committed to addressing community needs in a meaningful and sustainable manner. Our aim is to foster long-term relationships, empower individuals, and contribute to the overall social fabric of the communities we operate in. By actively engaging with community members and listening to their voices, we can collectively work towards creating a better future for all, where the needs of the community are met, and its potential is realized.

S

## SOCIAL

- TARGET:**  
All operational and upcoming projects to be under WELL v2 ratings/certifications
- ACHIEVEMENT: In Progress**  
The company has subscribed to WELL Enterprise, and **all operational projects have applied for WELL v2 ratings/certifications**
- TARGET:**  
Promote a culture of volunteering and ensure all employees **volunteer at least 8 hours per annum** for CSR activities
- ACHIEVEMENT: Achieved**  
The employees exceeded the volunteering hours and averaged **~28.24 hours per employee. In total ~14,000 hours were volunteered by our employees**
- TARGET:**  
Zero complaints related to Human Rights issues
- ACHIEVEMENT: Achieved**



## Material Topics Addressed:

- Employee Development and Engagement
- Responsible Supply Chain
- Diversity & Inclusion
- Occupier Engagement
- Health & Safety
- Local Community Development

## UN SDGs Aligned



## Key Highlights

No. of Employees	496
Person hours of Training	37713
Incidents	Zero
CSR Beneficiaries	26032
Percentage Spent on Local Procurement (Within 500 Km)	14.73%
Percentage Spent on Sustainable procurement for residential projects (%)	69.8%



# Human Capital Development

## Training and Development

The sustained progress and ability to generate value for our stakeholders hinges upon the exceptional capabilities exhibited by our workforce. We have established a robust and comprehensive system that actively engages with our employees, enabling us to gain insights into their developmental requirements and professional aspirations so that we can design customized learning and growth frameworks catering to their unique needs.



Our learning and development framework is based on a meticulous approach that identifies both individual and organizational skill gaps. We offer an array of programs ensuring behavioural, functional, and leadership development so that our employees are equipped with the necessary skills and knowledge to navigate the future with confidence and competence.

To facilitate skill-building, we offer technology platforms and incorporate in-person sessions into our training regimen. We offer blended learning formats that ensure that our employees have access to the most effective and efficient means of acquiring new skills and refining existing ones. We have forged strategic partnerships with global institutions, harnessing external expertise and perspectives to enrich the learning process.

Through continuous learning and growth, we empower our workforce to embrace the future with preparedness and adaptability. By investing in their professional development, we not only nurture their individual growth but also strengthen the foundation upon which our business thrives.

Employee Training



In **FY2022-23**, a total of **37,713 man-hours** of training is provided to our employees at an average of **76.03 hours of training per employee**.

## Tata Realty E Knowledge Studio (TReKS)

The artificial intelligence-powered Tata Realty E Knowledge Studio (TReKS) platform was introduced in October 2021 as a result of a partnership between TRIL and Edcast. TReKS provides employees the control they need to manage their learning processes and develop the skills they need to advance in their careers. Employees can access a range of self-directed learning tools through our e-learning studio, including courses, videos, articles, and other resources.

Managers used TReKS to find pertinent courses and certifications to improve their team’s knowledge, subject matter expertise, and skill levels as part of the mid-year talent assessment in December 2022.

## Functional Skill Development

We have created a range of programs to enhance the functional abilities of its workers and employees across all divisions. The organization annually nominates a chosen group of workers for function-specific programs and certifications to meet the company’s requirements and upskill individual proficiency levels.

The staff gets up-to-date and useful training that they can put to use right away. To maintain competitiveness in a business climate that is constantly changing, it is essential to invest in the skills and development of our people. The career-specific programmes and certifications that the organization offers to its employees helps them advance in their professions.

Function	Training Program
Sales	<p>Sales Enablement: A strategic approach called sales enablement provides the sales team with the materials, instruction, and equipment they need to work quickly and successfully towards their goals. Growing our market share, increasing sales, and establishing a stronger presence depends on the success of the sales team.</p> <p>We teamed up with Mercuri International for a sales enablement program in May 2021 to support our 50-member sales team in an ever-changing market. The six-month program’s objectives were to improve the sales team’s abilities in relationship management, virtual selling, addressing objections, and value proposition articulation.</p>
Projects	<p>Specialized Training for Project Team: The project management team at the Company is the largest constituting 30% of the total workforce. Their job is to ensure that our clients receive our properties on schedule. Special technical trainings and certifications are arranged for project management staff regularly to develop their subject matter expertise to uphold our high standards of excellence.</p> <p>In July 2021, we entered into a partnership with the National Programme on Technology Enhanced Learning (NPTEL) so that the project management team had access to trainings and certifications necessary in their field.</p>
Marketing	<p>ISB’s Digital Marketing Program: To further hone the exceptional expertise and contribution of the marketing team’s brand leads, a prestigious digital marketing training program was conducted for them by the renowned Indian School of Business. This investment in the professional development of the brand leads will enhance their capabilities and empower them to drive our brand’s success in the ever-evolving digital sphere.</p>
Data Analytics	<p>Employees from different departments were nominated for an advanced data analytics program delivered by Tata Tomorrow University. Such prestigious programs foster a data-driven culture, where informed decisions and innovative solutions are at the forefront of our strategic endeavours.</p>



# Tata Group Strategic Leadership Programs

The Tata Group provides a variety of management programmes intended to advance and develop the abilities of employees at all organizational levels. The courses are provided in association with prominent universities such as Ohio State University, Ross School at the University of Michigan, and the Harvard Business School. Programs are available across all management levels.

**Senior management:** Programs are delivered in association with the Harvard Business School to help CXOs across the group to appreciate the complexities of the business environment, connect the dots by understanding the interconnectedness and interplay of environmental factors in the business ecosystem, and sharpen critical skills to manage and lead people and teams.

**Middle Management:** Delivered in association with the Ross School, University of Michigan, the program benefits next generation leaders with potential for leadership roles in the near future. Key topics in the curriculum include developing competencies for new business models, honing financial decision-making skills, customer-focused marketing, strategic HR agenda, competitive strategy and advantage, and self-awareness and sustainability.

**Junior Management:** Programs are offered in collaboration with Ohio State University. These courses increase understanding of the functional interdependencies to a company's performance of different departments. Participants will acquire basic functional skills and an understanding of organizational strategy. They network with peers from Tata firms and gain knowledge from the collective wisdom of Tata Group executives.



## Performance Management

Our comprehensive approach to recruitment, development, and retention is grounded in our commitment to attract, nurture, and advance exceptional talent based on merit, competencies, and notable contributions. Through a rigorous evaluation process, qualified individuals aligned with our organizational values and objectives are hired. A robust performance management system is in place with the setting of clear performance goals, regular feedback and coaching with performance evaluations to recognize and reward exceptional achievement. By fostering a culture of accountability and continuous improvement, the organization's performance management system enables us to align individual efforts with organizational objectives and drive employee growth and development to achieve superior results. The system is marked by fairness, transparency, and constructive communication.

A nine-box grid is used to measure and assess an employee's current and future potential to contribute to our strategic goals. The findings serve as a baseline to plan an employee's future career graph with the Company supported by mentoring, training and guidance. This achieves a two-fold path: employees' growth and development are assured as their talents and aspirations are aligned with the company's long-term vision and strategic goals.

# Employee Engagement and Wellbeing

Employees are the driving force behind our success and their well-being is essential for maintaining a thriving workforce. To foster employee engagement, we encourage open communication, transparency, and collaboration.

We actively promote a culture of work-life balance, encouraging employees to prioritize self-care and maintain healthy integration between their personal and professional lives. Our commitment to our employees is not just ensuring that they are happy while at work, but extends also to their well-being in terms of their physical and mental health, work-life flexibility, and opportunities for personal growth and self-fulfilment.

By prioritizing employee engagement, benefits, and well-being, we foster a workplace culture that empowers our employees to thrive both professionally and personally. This approach also enables us to attract and retain top talent, drive innovation, and achieve long-term organizational excellence.

## Employee Benefits

We have a commitment to ensure fair compensation to our employees, acknowledging the value they bring to the organization through their qualifications, experience, skills, and expertise. With the aim of fostering transparency, our organization has a dedicated remuneration committee that formulates guidelines for the development of our compensation structure. The guidelines ensure that the remuneration levels and components are reasonable and adequate, allowing us to attract, retain, and motivate our employees.

Attracting and retaining top talent requires more than just competitive compensation. The Company has curated a suite of benefits catering to the diverse needs and aspirations of our employees. There is robust healthcare coverage, besides retirement plans, flexible work arrangements and ample vacation time ensuring that our benefits package supports the overall well-being and satisfaction of our workforce.

Physical and mental well-being is ensured through wellness programs, fitness facilities, and mental health resources. A healthy work-life balance is achieved through family-friendly policies, parental leave, and opportunities for personal development.

Health Care

Disability & Invalidity Coverage

Parental leave

Retirement Benefits

Life Insurance

Corona Medical Coverage

Group Team Insurance

Accidental Insurance

## Sociabble Trees: Elevating employee engagement for creating positive environmental impact

684 Trees planted

495.63 Tons of CO2 emissions offset

0.27 Hectares of land

We have subscribed to Sociabble Trees, an employee engagement and CSR feature integrated into the Sociabble employee communication platform. This feature allows us to offset our carbon emissions by planting real trees in reforestation initiatives located all over the globe. Employees who engage with this feature are rewarded with real trees planted in their names in vulnerable forests around the world. To date, the program has successfully planted nearly 684 trees of 12 varieties of plants for tribals in India on 0.27 hectares of land and has effectively offset 495.63 tons of CO2 emissions.





The annual TRIL Innovista program runs between October and December, and celebrates the culture of innovation across the Company. Head of HR launches a high-voltage campaign urging employees to submit the most innovative ideas and solutions they have implemented. These are shortlisted and presented by employees to a senior leadership panel, which evaluates and selects the winning solutions based on criteria like novelty, potential impact, future impact, benefits, design uniqueness and other such factors.



Through our internal platform, Sociabble, we encourage workers to engage in the “Suggest an idea” program by sharing their creative ideas, recommendations, educational articles, significant news, and other information. The platform encourages open communication and cooperation. To promote connections and dialogues within the company, staff members post motivational quotations, proverbs, advice from notable writers, industry leaders, and subject matter experts. This tool gives employees a platform to effectively connect with their co-workers.



Townhalls

Senior leadership

Quarterly town hall meetings are held with all employees by the MD & CEO to provide information on the company’s achievements, objectives, and difficulties. This is an effective leadership technique to keep employees motivated, involved, and linked to the mission of the company.

Regional Leadership

Periodic town hall meetings are held for employees by the area business leaders to discuss regional trends, new project launches, and to promote transparency. These meetings provide staff members the chance to brainstorm, express ideas, ask questions, and come up with answers as a group. High performers and cultural champions are honoured, and surveys that are completely anonymous are carried out to collect fresh insights and to resolve queries and worries.

Team Socials

To encourage departmental unity, our regional teams plan engagement campaigns periodically. To commemorate regional holidays like Ganesh Chaturthi in western India, Onam in the south, and Navratri in the north and east of India, they arrange friendly sports tournaments.

Rewards & Recognition

We recognize the extraordinary contributions of our employees to motivate them to go beyond the expected and set new benchmarks for sustainable performance. A motivated workforce fosters a culture of innovation and brings an out-of-the-box approach to transform and grow the business. A structured process enables us to recognize employee contributions every quarter on key strategic and operational imperatives.

**Annual Awards:** To recognize performances that exceed expectations, employees are nominated by their managers through their respective functional heads and regional business heads. The winners are selected by a jury panel comprising of senior leadership, and the results are announced during the Annual R&R Awards Ceremony.

The three categories of annual awards are listed below:

	Function	Training Program
Youphoria	Superstar of the Year	To recognize exemplary and consistent individual performers
	Super Squad of the year	To recognize the team that has displayed exemplary levels of enthusiasm, commitment and camaraderie to deliver excellence on a project and high performance under challenging conditions within defined timelines and budget to provide a seamless experience to the end customer.
	Super Collaborators of the year	To recognize a cross-functional team that has come together and demonstrated service and delivery excellence on critical and challenging projects to earn customer delight.

**Popular Choice Awards:** To recognize deserving employees nominated by the functional and regional business heads.

**Digital Innovation Champion Award:** To recognize employee contributions to strengthening the Company’s technology foundation.

CULTURE AWARDS:

**Culture Champion Award:** To recognize employees who best demonstrate the principles of Responsibility, Customer Centricity, Excellence and Collaboration at work.

**Tata Realty Integrity Champion Award:** To recognize employees who bring to life the Company’s values through their actions.







Diversity, Equity & Inclusion

In alignment with our deeply rooted principles, we have fostered an inclusive workplace culture where every individual is accorded the utmost dignity and respect. Our organization firmly stands against all forms of discrimination based on race, caste, religion, colour, ancestry, social status, gender, sexual orientation, age, nationality, ethnic origin, disability, or any other legally protected category. We firmly believe that embracing employees from diverse backgrounds enhances our ability to fulfil a wide range of stakeholder commitments, drawing upon a wealth of skills, experiences, perspectives, cultures, and demographics.


To ensure fairness and equality, we have implemented a comprehensive set of policies that govern various aspects of employment, training, development, and performance management. These policies are specifically designed to safeguard against both conscious and unconscious biases that may arise within the workplace.



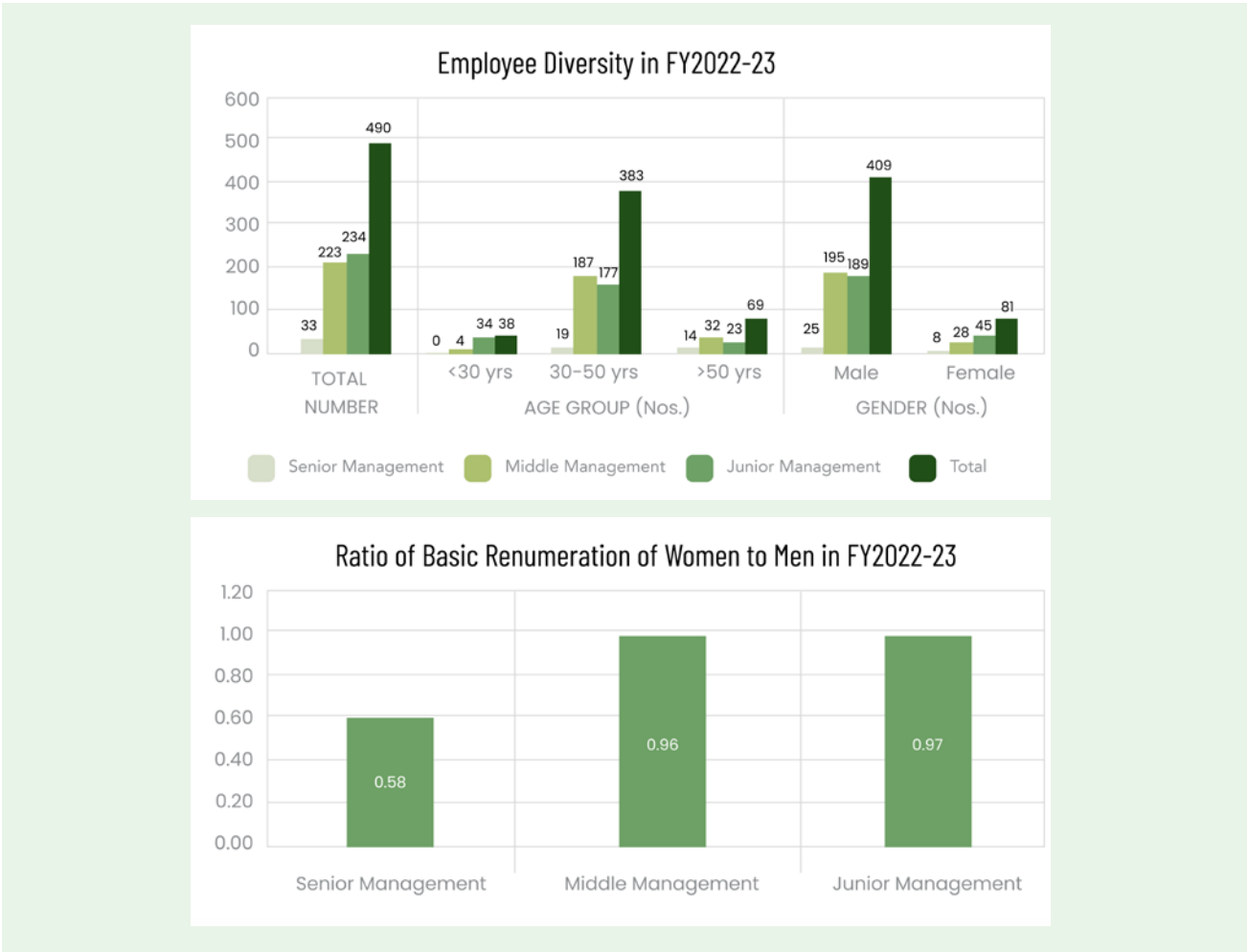
Given the low participation of women in the real estate industry, we have a strong focus on increasing the share of women employees in our workforce and have a target to have women representation in our sales team.



**24%**  
Female Representation in Senior Management



**0.96**  
Women to Men Pay ratio in middle management



The first hotel fully managed by women, Taj Mews - TRIL INFOPARK LIMITED, Chennai

Tata Realty has collaborated with Taj Hotels to operate the first hotel that is fully managed by women. An all-women-run hotel is not only a symbol of progress and empowerment, but also offers a unique and exceptional guest experience, contributes to gender equality efforts, and promotes positive social impact in the community.



# Initiatives for Inclusion

## Leap Ahead

In 2019, the Tata Group launched a distinguished four-month program to nurture women executives who are poised to ascend to prominent roles in business leadership. This visionary initiative empowers women leaders, equipping them with the tools and insights to make purposeful choices that create a meaningful impact within the workplace and beyond. The program is designed to facilitate a transformative journey for its participants, providing them with invaluable opportunities for self-reflection. By gaining a deeper understanding of their own strengths and challenges, these women leaders are empowered to navigate their professional journeys with confidence and precision.

## We For Her

A special initiative for women employees, 'We for Her' is a meet organized for women employees once a quarter on a specific theme, and could include topics as diverse as reproductive health, networking for women, and knowledge sharing. A special session on 'Unconscious Biases' was held as part of the 'We for Her' meet which featured a skit with objectives to create a culture of inclusivity, respect, and fairness, where each individual is valued for their unique contributions. By addressing unconscious biases, we strive to create an environment where talent thrives, and everyone has equal opportunities to succeed and grow. Our aim is to equip employees with the knowledge and tools necessary to recognize and mitigate unconscious biases, fostering a more inclusive and equitable work environment.

# Human Rights

**Zero**  
complaints

related to human rights violations received or pending during

**FY 2022-2023**



We strongly believe in upholding both ethical business practices, and the fundamental rights of all stakeholders. We ensure that no child labour or forced labour is employed within our workplace. We strictly adhere to and respect all applicable laws and regulations on internationally recognized human rights principles. Through adherence to legal requirements and global human rights, we establish a foundation of trust and integrity with our stakeholders.

By prioritizing the welfare and rights of all individuals, we strive to contribute to a just and equitable society while setting a high benchmark for responsible business conduct. By embracing these principles, we not only create a conducive work environment, but also contribute to the advancement of human rights on a broader scale. Our commitment to upholding fundamental rights serves as a testament to our core values and our dedication to conducting business with integrity, compassion, and respect for all. In FY2022-2023, a comprehensive human rights policy was crafted to guide and uphold the principles of respect, dignity, and equality for all individuals within our organization and throughout our value chain. This fiscal year, our entire senior leadership has been provided with training on Human Rights and our policy on it.



# POSH - Prevention, Prohibition, and Redressal of Sexual Harassment

Sexual, physical, verbal, and psychological harassment are all strictly prohibited. We absolutely abide by the Companies Act 2013 for the Prevention of Sexual Harassment (POSH) policy.

Our business has a reliable mechanism to stop and handle workplace sexual harassment. An internal complaints committee has been established to look into and resolve any employee complaints or grievances including harassment. In order to guarantee that they are aware of and abide by the POSH policy regulations, all staff members have to complete a training on POSH.





# Workplace Health and Safety

The company holds health, safety, and well-being of all stakeholders in utmost regard. Our commitment to these principles extends beyond mere compliance with regulations. Our occupational health and safety policy identifies and addresses potential hazards and risks and aims to prevent injuries, accidents, and diseases to ensure the safety and well-being of all.

The collective efforts of our suppliers, contractors, and workers are essential in maintaining a safe work environment, hence, we encourage their involvement and participation in identifying and eliminating potential safety threats. This culture of shared responsibility and active engagement empowers every individual to play a crucial role in ensuring workplace safety.

With our Occupational Health and Safety (OHS) policy, we provide a secure and protected environment for all, upholding our commitment to the well-being of our workforce and stakeholders.

We use safety systems and equipment across all our projects. Ensuring a safe working environment includes the provision of essential Personal Protective Equipment (PPE) for all relevant employees, so that they can carry out their tasks safely and effectively.

We offer healthcare benefits and comprehensive medical coverage, including pre-employment and regular health check-ups to our employees and contractors. We actively encourage employee participation in mental health and stress management programs, as well as in safety suggestion schemes. Our projects feature well-equipped Occupational Health Centers staffed by qualified nurses, with a visiting doctor available on call. We have partnerships with nearby hospitals to ensure priority treatment in case of injury or emergencies.

To enhance our OHS performance, we undergo assessments for ISO 45001 and ISO 14001 certifications, monitoring compliance with international standards. We conduct thorough hazard identification and risk assessments for all construction activities, addressing all gaps through effective control measures. A robust grievance redressal framework is in place, ensuring the consistent quality and safety of our business operations.

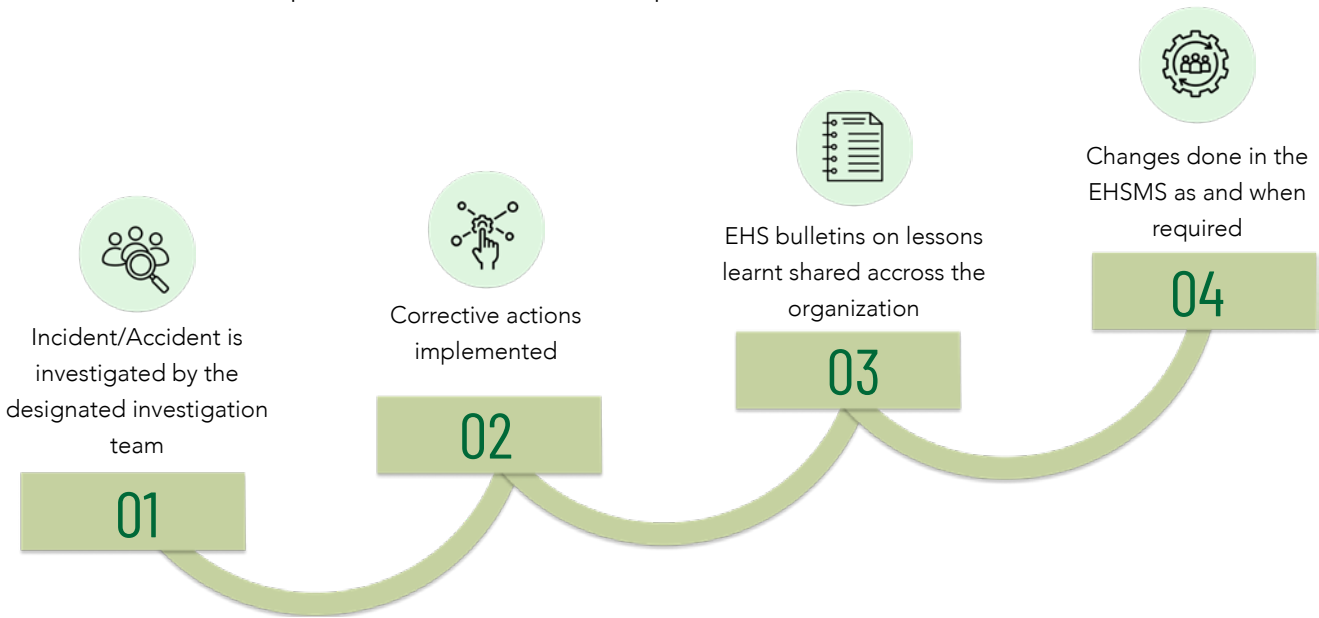


## Hazard Identification Risk Assessment (HIRA)

For significant and critical operational activities, a comprehensive Hazard Identification and Risk Assessment (HIRA) study is conducted. This helps to identify potential hazards and evaluate associated risks to ensure the safety and well-being of our employees, contractors, and stakeholders. Following the HIRA study, we implement a set of control measures to address specific hazards and minimize their potential impact on our operations.

To ensure compliance with our safety standards, regular inspections and audits across all operations are conducted to assess adherence to the prescribed control measures.

**Incident Investigation:** A seamless process for reporting and recording an incident or accident is followed and this helps us avoid recurrence. The process we follow is outlined below:



### Health and Wellness Sessions for Employees in FY2022-2023

- Infectious diseases like dengue, malaria, COVID-19 and precautions
- Holistic wellness/Yoga
- Common respiratory illness and preventive measures
- Mindfulness
- Diet and nutrition for weight loss
- Common psychiatric conditions (depression, stress, anxiety)
- Ergonomics
- Diabetes and its complications

**Zero**  
fatalities across commercial and residential portfolios

**Zero**  
injuries\*

**602**  
near misses recorded (400 at residential projects & 202 at Commercial Facilities)

**100%**  
ISO 45001 certified assets

\*One reportable injury recorded for contractual workforce in residential projects leading to a LTFIR of 0.1 for contractual workforce in FY2023.

In accordance with our Corporate Environmental, Health, and Safety (EHS) Manual, we develop comprehensive project-specific EHS plans to effectively control and mitigate the environmental and safety impact of our projects. A dedicated Project EHS Committee is present at each project site. These committees oversee the monitoring and execution of the EHS Plans and are comprised of representatives from various stakeholders, including workers. The committees meet regularly every month to review progress, address concerns, and to promote an atmosphere of open communication and consultation on EHS management. By including workers in the composition of the EHS committees, we provide them with a platform to voice their opinions and contribute to the decision-making processes.

To further encourage and incentivize best EHS performance and initiatives among contractor workmen, we have a monthly EHS Award/Reward scheme that recognizes and acknowledges the exceptional efforts and achievements of individuals and teams in upholding EHS standards.



# Tenant and Customer Engagement

Our commitment to promoting responsible real estate and sustainable practices is greatly enhanced by the active involvement of our customers and occupiers. Their participation is vital for the success of our efforts to create sustainable communities and generate inclusive and comprehensive value for all stakeholders.

To cultivate strong relationships with our customers and occupiers, we have implemented a well-structured program that includes both formal and informal interactions. We regularly conduct customer and tenant satisfaction surveys to gather feedback on their experiences, stay updated on their needs, and promptly address any concerns or grievances. Additionally, we assign a dedicated relationship manager to guide and assist customers and occupiers throughout their journey with us, ensuring their needs and concerns are met.

## Customer Engagement

We foster a sense of community and camaraderie through various engagement activities for our residents. Special occasions such as festivals, sporting events, and environmental days are celebrated with on-ground gatherings and gatherings to bring our residents together.

We also organize shows and events sponsored by our brand and affiliates, providing residents with opportunities to connect and engage. We acknowledge significant milestones in our customers’ lives, such as booking a unit with us or receiving the keys, by commemorating these moments.

Our engagement with customers extends beyond the booking phase, as we invite them for informal in-person or online meetings to discuss project updates, special offers, and address any queries they may have.

## Customer Satisfaction Survey

To evaluate customer satisfaction, we conduct surveys across **14 key touchpoints**, assessing net promoter scores at four stages of their journey with us, as outlined:



## Customer Survey & Feedback



# Occupier Engagement

Several initiatives designed to foster connections and celebrate shared values with our customers are in place. To mark the opening of an office for our occupiers, we organize special events and celebrations. We also arrange sporting and cultural events to promote engagement and improve work-life balance and wellbeing. These include celebrations of festivals such as Navratri, Diwali, and Christmas. For Earth Day, which is on March 25, we partner with WWF to encourage everyone to participate in “Earth Hour” by switching off all unnecessary lights for an hour.



## Training

To ensure that our occupiers comply with the health and safety standards, we conduct fire drills and demonstrations in accordance with guidelines of the National Building Code of India. These drills enable the users of our buildings to review their understanding of evacuation plans in the event of a fire or other emergency. Additionally, we educate them on mandatory guidelines and house rules for ensuring seamless and efficient fit outs, moving in, and commencing operations. Our occupiers and residents are expected to adhere to the statutory design requirements and Tata Realty’s guidelines for ongoing operations and maintenance.



At Intellion Edge, Gurugram, and Ramanujan, Chennai, we organized a Futsal League, which saw 496 enthusiastic participants from 47 corporates in FY 2022-2023. We rolled out a targeted campaign called “Back to Work, Back to Life” to support the occupier’s employees in readjusting to office life after the pandemic. Additionally, as part of our Independence Day celebrations, we collected over 750 kg of e-waste from each asset. To reshape perceptions about women’s participation in the workforce and to promote gender equity, we launched an impactful and visually appealing campaign, #UnBurden on Women’s Day to create awareness around the stereotypes attached to women.

## Occupier Satisfaction Survey

We undertake an annual tenant satisfaction survey across **10 touch points** covering our services, campus facilities, and ESG aspects such as electrical and mechanical services, security, response time to issues raised, safety, etc.





# Community Engagement

Corporate Social Responsibility (CSR) is an integral part of our company's values and operations. At Tata Realty, we firmly believe that businesses have a responsibility to positively impact society and contribute to sustainable development. Our commitment to CSR extends beyond financial success and encompasses our efforts to address environmental, social, and ethical challenges. We strive to make a difference by actively engaging with our stakeholders, implementing responsible business practices, and creating shared value. We are guided by the HELP framework -- Healthcare, Environment

Protection, Education, Livelihood and Public for our CSR initiatives through which we aim to make a meaningful and lasting impact on the communities we serve, while fostering a culture of integrity, transparency, and sustainability throughout our organization.

According to the CSR Act, 2013, a majority of our enterprises are not required to spend money on Corporate Social Responsibility (CSR). However, throughout the reporting year, we continued to support critical community engagements, going above and beyond compliance.



## Our CSR VISION

We believe in creating value for the community we work with and in empowering our stakeholders by

### touching the lives of 1,00,000 people by 2025

in the defined focus areas.



Theme	Focus Area	UN SDG
Healthcare	<ul style="list-style-type: none"><li>• Designing and implementing awareness campaigns around sanitation and hygiene practices.</li><li>• Addressing vital health issues in marginalized communities.</li></ul>	<div><div>3 GOOD HEALTH AND WELL-BEING</div><div>6 CLEAN WATER AND SANITATION</div></div>
Environment Protection	<ul style="list-style-type: none"><li>• Focusing on projects that have sustainable long-term impact and promote the use of renewable energy and recycling.</li><li>• Enhancing biodiversity, natural resource management and mitigation of climate change impacts.</li></ul>	<div><div>11 SUSTAINABLE CITIES AND COMMUNITIES</div><div>13 CLIMATE ACTION</div></div>
Education	<ul style="list-style-type: none"><li>• Promoting education that benefits the marginalized and enhancing their capabilities for improving their quality of life.</li></ul>	<div><div>4 QUALITY EDUCATION</div></div>
Livelihood	<ul style="list-style-type: none"><li>• Enhancing skills for employability</li><li>• Fostering entrepreneurship</li></ul>	<div><div>1 NO POVERTY</div><div>8 DECENT WORK AND ECONOMIC GROWTH</div><div>10 REDUCED INEQUALITIES</div></div>
Public	<ul style="list-style-type: none"><li>• Special projects to meet evolving social needs</li><li>• Supporting communities in vulnerable conditions affected by natural disasters and strengthening their resilience.</li></ul>	<div><div>2 ZERO HUNGER</div><div>3 GOOD HEALTH AND WELL-BEING</div><div>6 CLEAN WATER AND SANITATION</div></div>



# Healthcare

## Project Swasthya

The unorganized sector within this industry exposes workers to various safety and health hazards. It is crucial to raise their awareness about personal well-being and provide them with improved healthcare access. The intervention was undertaken in partnership with **HLFPPT** and aims to address health issues and promote healthy practices among this vulnerable group through informative sessions and outreach medical services. Initially implemented at the Serein site, the project had to be suspended upon the completion of construction activities. This intervention has impacted **266 beneficiaries**.

# Environmental Protection

## Project Circular Realty

This project was undertaken in partnership with Saahas and serves as a pilot initiative to promote the recycling of Construction and Demolition (C&D) waste, which has become an escalating concern in urban areas. The project encompasses two primary components: **behaviour change of individuals and facilitating waste collection**. As a result of this intervention, a total of **43.5 tonnes of C&D waste was collected from households, with 30.1 tonnes of waste successfully recycled or reused**.

## Project Vanaraaj

Round Table India strives to restore the diminishing tree cover, foster biodiversity, and provide a nurturing habitat for indigenous species.

Besides restoring lost green cover, the project raises awareness among youth through internships, volunteering programs and workshops.



The team so far has planted **5000 saplings at OSR 4 SIPCOT Industrial Park at Oragadam**. The organisation aims to plant a total of **25000 saplings through this initiative**.

## Project Neer

We partnered with **Environmentalist Foundation of India for the restoration of the Vanna Eri Lake** in Chennai. The project aimed to recharge groundwater, increase the lake's water retention capacity, and strengthen the area's biodiversity.

Groundwater recharge has been **increased by 30%**  
**25,000 beneficiaries**



## Project Paani

The project's aim is to implement a community-based Integrated Sustainable Development Program in selected villages in partnership with Myrada, which focuses on natural resource and village development interventions. This initiative aims to enhance natural resource status, such as soil and water, leading to increased agricultural yields.

The project is expected to benefit

**925 direct beneficiaries**  
and  
**3,362 indirect beneficiaries**

# Livelihood

## Project Vikas

Construction workers play a crucial role in the construction industry, and many of them are migrant labourers. To prioritize their well-being, we partnered with Jan Sahas to raise legal awareness among construction workers on the benefits they can access if they are registered under the Building and Other Construction Workers (BOCW) Act.

As part of this initiative, **1,103 applications for social security schemes** have been submitted, and a total of **579 benefits have been received by workers**.



## Project Samarth

In an effort to empower marginalized groups and create employment opportunities, we have developed comprehensive skill-building programs in associations with various reputed NGO's. These programs focus on equipping individuals with practical skills and knowledge and help individuals in getting jobs. This is being implemented in collaboration with three NGOs- Sambhav Foundation and Aide Et Action.



Sambhav Foundation

In collaboration with Sambhav Foundation, we undertook this project to provide short-term trainings to create entry-level employment opportunities for marginalized youth (age group: 18-25 years).



The program targets to train **250 marginalized youth** with skill set that will enable them to join the workforce as front office associates and housekeeping staff to ensure **placement of at least 70%** of the certified candidates.

The program has **so far benefitted 60 youths** who have been trained, assessed and certified at learning centres set up for the project.



training Centres established for skill building programs in Chennai.

Aid Et Action

A similar project was implemented by Aid et Action that empowers marginalized youth through employability training. Through the training center located in Velachery, Chennai, the project offered a comprehensive three-month program in areas such as Facility Management, Housekeeping, and Security Services.

In FY2022-23 the program targeted and achieved training of **225 individuals** in Facility Management, Housekeeping, and Security Services and successfully placed **172 individuals**

Project Sanjukto

We also partnered with Kadam with the aim of enhancing the livelihood potential of local artisans and establish a sustainable value chain. Specifically, the project has been able to reach out to 100 artisans from the Malda district who rely on bamboo works as their primary source of income. The program focused on providing skill development opportunities to these artisans and mobilizing groups within the community to do market linkage ensuring self-sustaining income.

Volunteering

At our offices, volunteering is undertaken by our employees with great vigour and enthusiasm. The company had established a target of 8 hours of volunteering per employee however, the employees exceeded those hours and averaged **28.24 hours per employee.**



A total of **14,006 hours of volunteering** has been clocked this year with a **participation rate of 70%** and a massive **Year-on-Year increase by 318% in volunteering hours**

The organization has undertaken volunteering activities such as blood donation drives, career counselling, food distribution, lake cleaning, painting and digital marathon.





# Governance

Governance is a crucial guiding principle for our organization, ensuring that transparency, accountability and ethical decision-making are upheld. Our operational foundation is built upon our strategy to ensure responsible corporate governance practices, which fosters fairness, integrity, and effective management. Our leadership team upholds these principles with dedication, and have set robust guidelines to safeguard the interests of our stakeholders. Resilient ESG risk management frameworks are in place to help identify and address potential risks, ensuring long-term value creation while minimizing any adverse impact.

To ensure data privacy and security, stringent measures are in place to safeguard the entrusted information. Our governance approach encompasses all these critical domains, empowering us to navigate intricate challenges and deliver sustainable, responsible outcomes.

## Material Topics Addressed:

- Accountability & Transparency
- Brand Management
- Corporate Governance
- Risk Management
- Technology & Innovation

## UN SDGs Aligned



G

## GOVERNANCE

**TARGET:**  
100% employees to be trained for the Tata Code of Conduct, and POSH policies annually

**ACHIEVEMENT: In Progress**  
95% of all employees trained annually





## Corporate Governance

Effective corporate governance ensures the success of businesses. We use a comprehensive corporate governance approach that relies on transparent and equitable governance practices that fosters trust and confidence among our stakeholders. With these principles, we have built a solid reputation as a trustworthy and responsible corporate entity that prioritizes the interests of all stakeholders.

### Our Leadership and Board of Directors

Our Board members come from diverse industries and fields and are united by their commitment to sustainability, ethics, and transparency. Their vast experience offers us guidance and supervision as we deal with constantly evolving market conditions, regulations, and the needs of our customers.

The Board of Directors provides effective leadership to the Company in strategy and planning, besides governance and gives guidance in the dynamics of global businesses.

One of the Board's key responsibilities is to identify, evaluate, and monitor our risk profile and mitigation measures, and ensure that we comply with all relevant regulations. As of March 31, 2023, the Company had six Directors, including three Independent Directors, two non-executive Directors, and one Executive Director.



Board of Directors of the Companies		
Member	Board	Expertise
<b>Mr. Banmali Agrawala,</b> <i>Chairman</i>	TRIL and THDC	Mr. Agrawala, a mechanical engineer, has held global positions in the Energy domain for over three decades at Wartsila, BioPower Industries and GE. He has held top positions at CII. Within Tata Sons, he has held executive positions in Tata Power and is currently President, Infrastructure and Defense & Aerospace, Tata Sons Limited
<b>Mr. Sanjay Dutt,</b> <i>Managing Director &amp; CEO</i>	TRIL and THDC	Mr. Dutt has 23 years of experience with top real estate consulting companies – Cushman & Wakefield, JLL, and CBRF. As MD & CEO of TRIL, he oversees 37 million sq. ft. of residential and commercial development and management across 15 cities and 20 projects. He is an alumnus of the International Management Institute
<b>Mrs. Sandhya Kudtarkar,</b> <i>Independent Director</i>	TRIL and THDC	Mrs. Kudtarkar is a Chartered Accountant and Company Secretary and has been with the Tatas for four decades. After a stint as Company Secretary for Tata Steel, she moved to the Group Legal department, retiring as SVP in 2018. She is on the Boards of a few Tata companies
<b>Mr. Ankur Dalwani,</b> <i>Director</i>	TRIL and THDC	Mr. Dalwani has more than 25 years of experience in Corporate Finance & Strategy, Investment Banking & M&A and Leading roles across sectors including the real estate sector. He has worked at leading investment banks - DSP Merrill Lynch, IDFC Securities & Jefferies India advising clients on several marquee transactions
<b>Mr. Sudip Mullick,</b> <i>Independent Director</i>	TRIL and THDC	Mr. Mullick has expertise in real estate matters, construction contracts and disputes arising out of construction contracts, arbitration proceedings and in matters relating to the hospitality industry. He has an L.L.B degree from Calcutta University
<b>Mr. Kamlesh Parekh</b> <i>Independent Director</i>	THDC	Mr. Kamlesh Parekh is An in-house corporate lawyer with over 25 years of experience providing senior executive leadership in the legal & compliance functions of Non-Banking Finance Companies("NBFC"). With expertise in compliance regulations and dispute resolution mechanisms, in his prior roles, he formulated the strategy for the recovery of dues in stressed and delinquent accounts of NBFCs.
<b>Mr. Prabhakar Panda,</b> <i>Independent Director</i>	TRIL	After 24 years in Odisha State Financial Corporation, Mr. Panda was with Hitech Medical College at Bhubaneswar for 15 years. He has a Ph.D. in Economics, an M.A. and dual diplomas in P&IM and HRM.



Board Evaluation

The Board of Directors conducts a yearly assessment of its own performance and of each individual director, including the Chairman based on feedback from all directors. The Independent Directors met separately on March 30, 2023, and shared their findings.

Board Remuneration

Our remuneration policy for our directors, key managerial personnel and other employees of the Board is designed to create a high-performance culture in alignment with the core values of Tata Group. This policy has been developed in accordance with Section 178(3) of the Companies Act, 2013, and Regulation 19 in conjunction with Part D of Schedule II of the Securities and Exchange Board of India (listing Obligations and Disclosure Requirements) Regulations, 2015.

Board Committees

The Board of TRIL and THDC has established the following committees that decide and offer recommendations to the Board, as deemed necessary.



TRIL Board Committee

Type of Committee	Composition of the Committees	
	Name of the Board Member	Designation in the Committee
Audit Committee	Mrs. Sandhya Kudtarkar	Chairperson
	Mr. Prabhakar Panda	Member
	Mr. Sudip Mullick	Member
	Mr. Sanjay Dutt	Member
Nomination and Remuneration Committee	Mrs. Sandhya Kudtarkar	Chairperson
	Mr. Banmali Agrawala	Member
	Mr. Sudip Mullick	Member
Stakeholder Relationship Committee	Mrs. Sandhya Kudtarkar	Chairperson
	Mr. Sanjay Dutt	Member
	Mr. Prabhakar Panda	Member
Risk Management Committee	Mr. Sanjay Dutt	Chairperson
	Mr. Sudip Mullick	Member
	Mrs. Sandhya Kudtarkar	Member

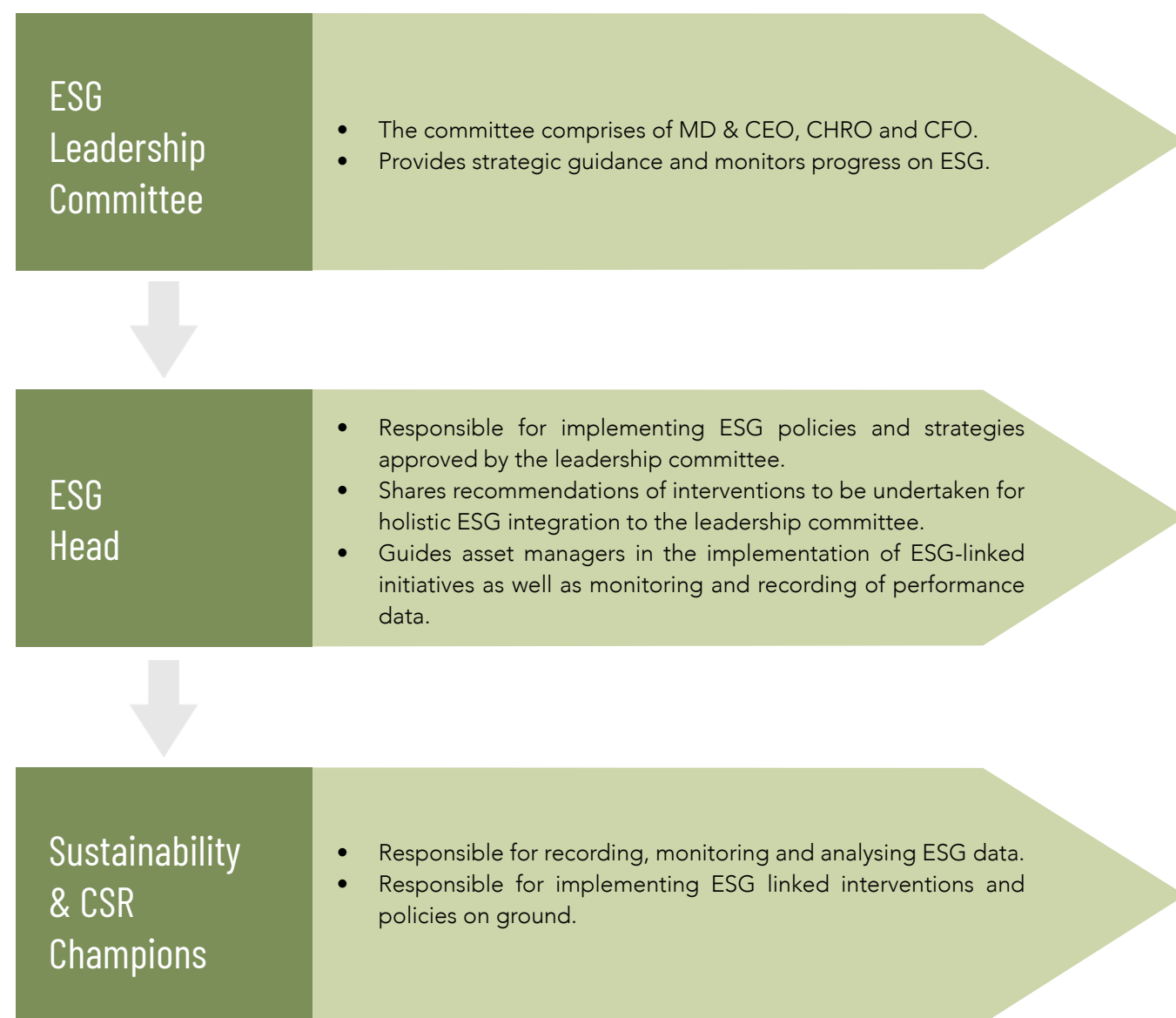
THDC Board Committee

Type of Committee	Composition of the Committees	
	Name of the Board Member	Designation in the Committee
Audit Committee	Mrs. Sandhya Kudtarkar	Chairperson
	Mr. Kamlesh Parekh	Member
	Mr. Sanjay Dutt	Member
	Mr. Sudip Mullick	Member
Nomination and Remuneration Committee	Mr. Kamlesh Parekh	Chairperson
	Mr. Banmali Agrawala	Member
	Mrs. Sandhya Kudtarkar	Member
Stakeholder Relationship Committee	Mr. Kamlesh Parekh	Chairperson
	Mr. Sanjay Dutt	Member
	Mrs. Sandhya Kudtarkar	Member
Risk Management Committee	Mr. Sanjay Dutt	Chairperson
	Mrs. Sandhya Kudtarkar	Member
	Mr. Sudip Mullick	Member



# ESG Leadership

We prioritize ESG performance and aligns its operations with sustainable and responsible practices, recognizing the significance of mitigating environmental impact, fostering positive social outcomes, and maintaining robust governance structures. The Company aims to build stakeholder trust by demonstrating a commitment to ethical conduct, social responsibility, and long-term sustainability. Our comprehensive ESG governance framework for sustainable development comprises of the ESG leadership committee, ESG Head, Sustainability and CSR champions.



## ESG Policies

Our ESG policy which contains information on efficient energy use, carbon emissions, pollution, waste and water management in environment-friendly ways serves as a guide for sustainable practices in our operations. It evaluates ESG-related risks with methods outlined to manage them. The policy conforms to the Tata Code of Conduct, Tata Sustainability Policy, Companies Act 2013 regulations, and global disclosure frameworks such as GRESB, DJSI, BRSR, ISO 14001:2015, and ISO 45001:2018.

Some of these are listed below:

ESG policy and guidance document	
<b>Employee Health and Safety (EHS)</b>	<a href="https://www.tatarealty.in/investor-info">https://www.tatarealty.in/investor-info</a>
<b>ESG Policy &amp; Guidance Document</b>	<a href="https://www.tatarealty.in/investor-info">https://www.tatarealty.in/investor-info</a>
<b>Whistle Blower Policy</b>	<a href="https://www.tatarealty.in/investor-info">https://www.tatarealty.in/investor-info</a>
<b>Human Rights Policy</b>	<a href="https://www.tatarealty.in/investor-info">https://www.tatarealty.in/investor-info</a>
<b>CSR Policy</b>	<a href="https://www.tatarealty.in/investor-info">https://www.tatarealty.in/investor-info</a>
<b>Related Party Transactions Party</b>	<a href="https://www.tatarealty.in/investor-info">https://www.tatarealty.in/investor-info</a>
<b>Volunteering Policy</b>	<a href="https://www.tatarealty.in/investor-info">https://www.tatarealty.in/investor-info</a>

## Tata Code of Conduct and Business Ethics

Our collective commitment to our set of values and fundamental principles serves as a moral compass, guiding us through ethical dilemmas. The Code is a dynamic document that is periodically updated to ensure relevance and alignment to evolving laws and regulations. It applies not just to every employee of the company including the Board of Directors, but also to contractors, suppliers, and all individuals associated with company.

In addition to the Tata Code of Conduct, there is an additional Code of Conduct designed for Independent Directors. That apart, there is the Business Excellence Model, the Code of Conduct for the Prevention of Insider Trading, and the Code of Corporate Disclosure Practices. These collectively strengthen our governance philosophy to maintain ethical standards within the organization.



Risk Management

The company’s strong system detects, handles and reduces risks in a timely manner. A comprehensive Enterprise Risk Management (ERM) policy and charter establish shared understanding and approaches for recognizing, evaluating, responding to, tracking, and communicating risks. It identifies and examines Company risks, establishes appropriate limits and controls, and supervises adherence to those limits. This applies to everyone, including our subsidiaries, JVs and all associates.

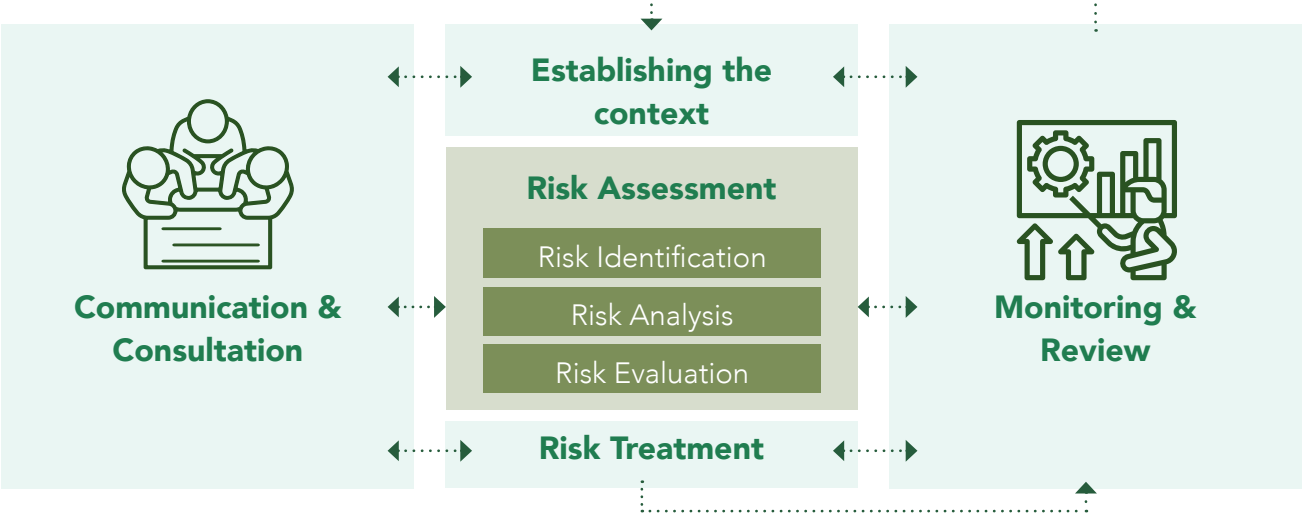
Risk Governance

To comply with SEBI’s listing regulations, the Company’s Board of Directors established a Risk Management Committee (RMC). There is also a Risk Management Steering Committee (RMSC) comprising the Managing Director and Chief Executive Officer (MD & CEO), and functional heads and members of the Apex Committee who oversee risk management with the Board of Directors providing further insights.

Risk Management Process

We regularly review and update our risk management policies and systems to stay relevant and adapt to changes in market conditions. Employees are regularly trained to enhance competencies and capabilities in managing risks and complying with applicable standards and procedures so that a disciplined and constructive controlled environment is maintained at all times.

The Framework



**Risk Assessment:** Risk owners and the Head of Risk are responsible for risk assessment, including identification, analysis and evaluation by following ISO 31000 guidelines.

**Risk Treatment:** Project-level RMCs are responsible for designing mitigation plans and discussing them with stakeholders, with the owners seeking advice and approval from the Apex RMSC for critical and high-level risks. The final treatment is chosen after a cost-benefit analysis by the risk owner.

**Monitoring and Review:** The risk assessment process is monitored and reviewed periodically and the findings recorded and documented for future reference.



Periodicity	By	To	Type of Risk
Monthly	Project RMC	Project/Operations Head	All Tactical and Operational
As per Criticality	Project/Operations Head	Apex RMSC	High/Critical, Tactical and Operational
Half-Yearly	Head Risk/ Risk Owner	Apex RMSC	Strategic and other High/ Critical risks
Half-Yearly	Head of Risk	RMC	Strategic risks and other Critical risks

Risk Matrix

Risk Category	Potential Impact	Mitigation Plan
Operational	Delays and disruption in construction due to labour shortages.	<ul style="list-style-type: none"><li>Business continuity planning for uninterrupted operations of project activities.</li><li>On-site accommodation and necessary utilities to labourers is provided.</li></ul>
Marketing and Sales	<ul style="list-style-type: none"><li>Unsold inventory resulting in low economic performance.</li><li>Changing customer preferences.</li></ul>	<ul style="list-style-type: none"><li>Use of digital and social media channels to enhance customer engagement and showcase product differentiation.</li><li>Incorporating changing preferences identified through customer survey reports in the projects.</li></ul>
Human Rights	Reputation impact due to human rights violations in the value chain.	<ul style="list-style-type: none"><li>Influencing business partners to adopt and adhere to the supplier code of conduct and human rights policy.</li><li>Implementation of a robust grievance redressal mechanism.</li></ul>
Supply Chain/ Procurement	Non-compliance in the supply chain resulting in compromising quality of materials and the workforce.	<ul style="list-style-type: none"><li>Pre-selection criteria established for onboarding new contractors, vendors and consultants.</li><li>Periodic performance assessment of vendors to ensure alignment with Supplier Code of Conduct and ESG policy.</li></ul>



Risk Category	Potential Impact	Mitigation Plan
<b>Physical Risk</b>	Increased business disruption across operations and supply chains due to: <ul style="list-style-type: none"> <li>Acute and chronic water shortage</li> <li>Flooding</li> <li>Rising temperatures</li> </ul>	<ul style="list-style-type: none"> <li>Innovative HVAC and climate-responsive designs. Strategies for flood-resilient buildings and landscaping.</li> <li>Planting urban forests to increase tree cover.</li> <li>Retaining older trees at project sites.</li> <li>Water conservation strategies, including low-flow fixtures, rainwater harvesting and increased use of recycled water.</li> </ul>
<b>Transition – Market</b>	Reduced market demand for fossil-intensive products/commodities and increased demand for energy-efficient, lower-carbon products and services may result in low market demand.	<ul style="list-style-type: none"> <li>Innovation to move towards net zero buildings and enhance energy productivity in products.</li> <li>Provision of smart technologies for assets to monitor consumer behaviour.</li> </ul>
<b>Transition – Technology</b>	Resistance to the adoption of low fossil-intensive construction or operation methods/ technologies/innovations may impact future demand.	Continuously tracking new technologies in the market and investing in R&D to improve building efficiencies.
<b>Transition – Reputation</b>	Growing tenant/customer expectations for responsible material consumption during construction, operations and maintenance (O&M).	<ul style="list-style-type: none"> <li>Strengthen market position through amenities related to green-certified buildings.</li> <li>Ensure compliance with marketed features (i.e., zero complaints regarding green features).</li> </ul>
<b>Transition - Policy &amp; Regulation</b>	<ul style="list-style-type: none"> <li>Increased input/operating costs for high-carbon activities.</li> <li>Threats of limitations on license to operate for high carbon activities.</li> </ul>	<ul style="list-style-type: none"> <li>Adopt ECBC guidelines for the residential/commercial sector.</li> <li>Align with Green building norms.</li> <li>Proactively comply with EC requirements and move to cleaner sources of power.</li> <li>Gradually increase the share of renewable energy consumption. Develop net zero buildings.</li> </ul>
<b>Health and Safety</b>	Inadequate site vigilance leading to safety issues, injuries and loss of life (including fire hazards and threats by anti-social elements).	<ul style="list-style-type: none"> <li>A tracker is maintained to track timely renewals of NOCs and firefighting systems.</li> <li>Calendar for Emergency Evacuation Drills.</li> <li>Periodic awareness campaigns and regular safety training.</li> <li>Safety guidelines for contractors to follow during regular maintenance activities.</li> </ul>

## Data Privacy and Security

We have implemented several technological advancements during the construction and occupancy phases, for enhanced capabilities and convenience. Regular risk assessments were conducted to evaluate our security preparedness to safeguard the organisation, our vendors and customers.

Employees undergo training in information security protocols so they are equipped with the necessary knowledge and skills to maintain the integrity and confidentiality of sensitive data. Our Security Operation Control (SoC) has implemented a variety of tools and applications to uphold the sanctity of data and maintain a safe and secure environment for our stakeholders.

**4.44**  
CSS Score

**Zero**  
Data Breaches

## Responsible Supply Chain

Our network of suppliers and vendors are our trusted partners who propel us forward in achieving our ESG goals on a daily basis. We select and collaborate only with suppliers who not only embrace but actively demonstrate their dedication to responsible practices. By aligning their values and principles with ours, we forge strong and meaningful partnerships with such suppliers who contribute to the success of our operations. Keeping them engaged and motivated, we are able to maintain a seamless value chain. Their adherence to responsible practices ensures the smooth functioning of our business, minimizing disruptions and promoting sustainability across the entire supply chain.

Only those suppliers who meet our standards for ethical conduct, social responsibility and environmental stewardship are chosen after a rigorous selection process. Our responsible business practices drive positive change by ensuring a harmonious and mutually beneficial ecosystem that upholds our shared values.

## Supplier Screening and Evaluation

Our supplier screening procedures are based on:

- 1 Evaluating their environmental impact, labour practices, ethical conduct, and adherence to human rights standards
- 2 Thorough assessments of suppliers' ESG performance
- 3 Evaluation of their sustainability policies, certifications, and track records to ensure that they meet our stringent selection criteria.

We actively seek suppliers who prioritize ethical sourcing, use renewable materials, reduce waste generation, and embrace eco-friendly constructions. We forge partnerships only with suppliers who demonstrate a genuine dedication to minimize their environmental footprint throughout the supply chain.

Our supplier evaluation process continuously monitors and measures suppliers' ESG performance to ensure ongoing compliance with our sustainability standards. We engage in constructive dialogue and collaboration with our suppliers to address areas that require improvement and promote sustainable practices together.

By establishing a robust and sustainable supply chain, we not only mitigate potential risks but also contribute to the broader global sustainability agenda. Through responsible supplier sourcing and evaluation, we create a positive impact on the environment, society, and our stakeholders.



# Vendor Satisfaction Survey

We engage with our vendors through formal and informal channels and seek feedback on their experience with the company. We conduct an annual vendor satisfaction survey called Voice of Partner (VOP). Vendors rate their experience with us on six parameters– ethics, terms and conditions, transparency, repeat business, payment terms and experience at the project site.

This year our vendors gave us an average rating of

**90.72%**

across all parameters, which is an improvement over the previous three years.



## Sustainable Procurement

Sustainable sourcing is at the core of our procurement practices, we procure materials, products, and services only from sources that adhere to responsible environmental and social standards. Our sustainable sourcing initiatives aim to minimize the environmental impact of our supply chain, promote ethical practices, and support local communities.

We have established comprehensive guidelines for the responsible sourcing of environmentally friendly materials. Our supply chain prioritizes the procurement of raw materials within a radius of 500 kilometres, reducing transportation impact. We actively promote the use of recycled materials, low-flow fixtures, energy-efficient products, solar-based solutions, and 5-star appliances to enhance sustainability throughout our operations.

In **FY2023**, we spent around **14.7% of our total procurement budget** purchasing materials from local suppliers and spent around **18% for sustainable procurement** covering local sourcing, recycled materials, low-flow fixtures, energy-efficient products, solar-based solutions, and 5-star appliances.

**100% of recycled steel** and **38% of recycled cement bags** sourced for our operational requirements.

### In Residential Projects

In our residential development projects, we spent **around 69.8% of our total procurement value for sustainable procurement in FY2022-23** as follows:

**51.37Cr INR**

Sustainable Procurement Spent in FY 2022-23

- 40.5%** Locally Sourced
- 13.5%** Recycled Materials
- 10%** Energy Efficient Devices
- 10%** FSC Certified Material

### Sustainable Sourcing at our Residential Assets

In our construction activities, steel and concrete play crucial roles as primary building materials. Typically, we utilize primary steel and concrete with high cement content for their strength and durability. However, in our projects, we have implemented an innovative approach to enhance sustainability and reduce our environmental impact.

Firstly, we have replaced a portion of the primary steel with secondary steel, which helps reduce the demand for new steel production. Secondary steel refers to steel that is recycled from various sources, such as scrap metal or post-consumer products. By incorporating secondary steel, we contribute to the circular economy by minimizing waste and conserving resources. In the FY 2022-23, we successfully replaced 12,794 metric tons of primary steel with secondary steel. Through this initiative, we may have avoided the estimated emissions of approximately 15,300 metric tons of carbon dioxide equivalent (tCO2e)

Another significant change we have made is the modification of our concrete mix composition. Instead of relying solely on high cement content, we have introduced fly ash as a supplementary material. Fly ash is a byproduct of coal combustion and possesses excellent pozzolanic properties. By incorporating fly ash, we not only reduce the amount of cement needed but also decrease the carbon footprint associated with cement production. In the FY 2022-23, we successfully replaced 15,145 metric tons of cement content in our concrete with alternative materials such as fly ash. Through this initiative, we have avoided the emission of approximately 3,483 metric tons of carbon dioxide equivalent (tCO2e)



80	Assurance Statement
83	GRI Content Index & UN SDGs Alignment
88	Certifications

# ANNEXURE



## Independent Assurance Statement

### Introduction and Engagement

Tata Realty and Infrastructure Limited (hereafter 'TRIL'), has commissioned TUV India Private Limited (TUVI) to independent external assurance of the non-financial information disclosed in their GRI Report (hereinafter 'the Report'). The Report is based on the Global Reporting Initiative (GRI) standards 2021. The assurance engagement was conducted in reference with ISAE 3000 (Revised). The Report covers TRIL's ESG KPIs for the period of 1st April 2022 to 31st March 2023, and on site verification was conducted within the reporting boundary during April 2023.

### Management's Responsibility

TRIL has developed the Report content and is responsible for identification of materiality, corresponding ESG issues, identifying, establishing, reporting performance management, data management, and quality. The management team at TRIL is accountable for the accuracy of the information provided in the Report and the process of collecting, analyzing, and reporting that information in both web-based and printed Reports. This includes the maintenance and integrity of the company's website. TRIL ensure that the Report is free of any intended or unintended material misstatements, so stakeholders can trust the information provided. TRIL will be responsible for archiving and reproducing the disclosed data to the stakeholders upon request.

### Scope and Boundary

The scope of work for the assurance engagement conducted by TUVI includes a limited assurance of non-financial indicators disclosure as part of the Report. The assurance engagement encompasses a thorough review of the quality of information, as well as a review of evidence (on a sample basis) for identified non-financial indicators. Additionally, verification team performed

- Verification of the application of the Report content, and principles as mentioned in the Global Reporting Initiative (GRI) Standards, and the quality of information presented in the Report over the reporting period;
- Review of the policies, initiatives, practices and performance described in the Report;
- Review of the non-financial disclosures made in the Report against the requirements of the GRI Standards
- Verification of the reliability of the GRI Standards Disclosure on environmental and social topics
- Specified information was selected based on the materiality determination and needs to be meaningful to the intended users;
- Confirmation of the fulfilment of the GRI Standards

TUVI has verified the below-mentioned GRI disclosures given in the Report

Energy consumption within the organization, Energy Intensity, Water withdrawal, Water consumption, Waste Generated, Waste directed to disposal, Direct (Scope 1) GHG emissions, Energy indirect (Scope 2) GHG emissions, GHG emissions intensity, Nitrogen Oxides (NOx), Sulphur oxides (SOx), and other significant air emissions, Occupational health and safety management System, Worker participation, consultation, and communication on occupational health and safety, Workers covered by an occupational health and safety management system, Work-related injuries, Work-related ill health, New Employee Hire & Turnover Details, Benefits provided to full-time employees that are not provided to temporary or part-time employees, Parental leaves, Average hours of training per year per employee, Programs for upgrading employee skills and transition assistance programs, Percentage of employees receiving regular performance and career development reviews, Operations with local community engagement, impact assessments, and development programs

The reporting aspect boundaries covering the ESG KPI performance of the TRIL encompassing:

- Intellion Square Infinity IT Park Gen, General Arun Kumar Vaidya Marg, Malad East, Mumbai, Maharashtra 400097
- Intellion Park (Khewat No 221/274 Village Berhampur, Golf Course Extension, near Sector 59, Gurugram, Haryana 122004)
- Ramanujan Intellion Park, Rajiv Gandhi Salai (OMR), Tharamani, Chennai, Tamil Nadu 600113)
- Intellion Edge (Southern Peripheral Rd, adjacent to Tata Primanti, Dhani, Muhammadpur, Sector 72, Gurugram, Haryana 122101)
- Trilium Avenue, Plot No- MLP1, Near HUDA city Metro Station, Sector 29, Gurugram, Haryana 122009

The assurance activities were carried out together with a desk review of data of other locations.

### Our Responsibility

TUVI's responsibility in relation to this engagement is to perform a limited level of assurance and to express a conclusion based on the work performed. Our engagement did not include an assessment of the adequacy

or the effectiveness of TRIL's strategy, management of ESG-related issues or the sufficiency of the Report against principles of GRI Standards other than those mentioned in the scope of the assurance. TUVI's responsibility regarding this verification is in reference with the agreed scope of work which includes non-financial quantitative and qualitative information (KPI's) disclosed by TRIL. The data responsibility of authenticity of data lies with the reporting organization. Reporting Organization is responsible for archiving the related data for the reasonable time period. TUVI expressly disclaims any liability or co-responsibility 1) for any decision a person or entity would make based on this assurance statement and 2) for any damages in case of erroneous data is reported. This assurance engagement is based on the assumption that the data and information provided to TUVI by TRIL are complete and true.

### Verification Methodology

During the assurance engagement, TUVI adopted a risk-based approach, focused on verification efforts with respect to disclosed KPI's. TUVI has verified the KPI's and assessed the robustness of the underlying data management system, information flows, and controls. In doing so:

- TUVI examined and reviewed the documents, data, and other information made available by TRIL for non-financial KPI's (non-financial disclosures)
- TUVI conducted interviews with key representatives, including data owners and decision-makers from different functions of the TRIL during the verification
- Review the level of adherence to principles of GRI standards

The Report was evaluated against the criteria: Adherence to the principles of Stakeholder inclusiveness, Materiality, Responsiveness, Completeness, Neutrality, Relevance, Sustainability context, Accuracy, Reliability, Comparability, Clarity and Timeliness; as prescribed in the GRI Standards. TUVI adopted a risk-based approach, focused on verification efforts on the issues of high material relevance to TRIL business and its stakeholders. TUVI has verified the statements and claims made in the Report and assessed the robustness of the underlying data management system, information flows and controls. In doing so:

- TUVI verified the ESG -related statements and claims made in the Report and assessed the robustness of the data management system, information flow and controls
- TUVI examined and reviewed the documents, data and other information made available by TRIL Limited for the reported disclosures including the disclosure on Management Approach and performance disclosures
- TUVI performed sample-based reviews of the mechanisms for implementing the ESG related policies, as described in TRIL Report
- TUVI verified sample-based checks of the processes for generating, gathering and managing the quantitative data and qualitative information included in the Report for the reporting period

### Opportunities for Improvement (OFI)

The below OFI reported to TRIL, which is consistent with TRIL management's objectives and programs.

- TRIL can expand its emission disclosures pertaining 305-7 by disclosing SOx and NOx emissions from its DG stack. (Presently TRIL is conducting a Suspended particulate matter (SPM) test)
- TRIL can formalize the QA/ QC measures pertaining to the calibration of the measuring electricity from DG and Solar generation following the IEC 62052-11 or other recognized standards
- TRIL needs to strength ESG management system and conduct periodic internal verification
- TRIL can opt for the principles and requirement of ISO 46001:2019 (Water Efficiency Management Standard)

### Our Conclusion

In our opinion, based on the scope of this assurance engagement, the "disclosures on ESG performance" and referenced information provide a fair representation of the material topics, related strategies, and meets the general content and quality requirements of the GRI Standards. TRIL appropriately discloses the KPI's and actions that focus on the creation of value over the short, medium and long term. The selected KPI's disclosures by TRIL are fairly represented. On the basis of the procedures we have performed, nothing has come to our attention that causes us to believe that the information subject to the limited level of assurance engagement was not prepared, in identified ESG information is not reliable in all material respects, with regards to the reporting criteria. TUVI did not perform any assurance of procedures on the prospective information, such as targets, expectations, and ambitions, disclosed in the ESG information. Consequently, TUVI draws no conclusion on the prospective information.

**Disclosures:** TUVI is of the opinion that the reported disclosures generally meet the GRI Standards reporting requirements. TRIL refers to general disclosure to Report contextual information about TRIL, while the 'Management Approach' is discussed to Report the management approach for each material topic.

**Universal Standard:** TRIL followed GRI 1: Foundation 2021: Requirements and principles for using the GRI Standards; GRI 2: General Disclosures 2021: Disclosures about the reporting organization. General Disclosures were followed when reporting information about an Organization's profile, strategy, ethics and integrity,



governance, stakeholder engagement practices, and reporting process. and GRI 3: Material Topics 2021: Disclosures and guidance about the organization's material topics. GRI3 was selected for Management's Approach on reporting information about how an organization manages a material topic.

TUVI is of the opinion that this report has been prepared in reference with the GRI Standards.

**Topic Specific Standard:** 300 series (Environmental topics), and 400 series (Social topics); in all principles, with regards to the reporting criteria of the GRI Standards.

Report complies with the below requirements

- A. Governance, leadership and oversight:** The messages of top management, business model to promote inclusive growth and equitable development, action and strategies, focus on products, risk management, protection and restoration of environment, and priorities are disclosed appropriately.
- B. Connectivity of information:** TRIL discloses various principles and their inter-relatedness and dependencies with factors that affect the organization's ability to create value over time.
- C. Stakeholder responsiveness:** The Report covers mechanisms of communication with key stakeholders to identify major concerns to derive and prioritize the short, medium and long-term strategies. The Report provides insights into the organization's relationships (nature and quality) with its key stakeholders. In addition, the Report provides a fair representation of the extent to which the organization understands, takes into account and responds to the legitimate needs and interests of key stakeholders.
- D. Materiality:** The GRI Report reflects how TRIL has appropriately identified issues that affect its value creation, have high importance to its stakeholders, linked to strategy and governance considering aspects that are internal and external to the TRIL's range of business. The Report fairly brings out the aspects and topics and its respective boundaries of operations. The Report discloses information on material topics that substantively affect TRIL's ability to create value over the short, medium and long term.
- E. Conciseness:** The Report reproduces the requisite information and communicates clear information in as few words as possible. The disclosures are expressed briefly and to the point sentences, graphs, pictorial, tabular representation are applied.
- F. Reliability and completeness:** TRIL has established internal data aggregation and evaluation systems to derive the performance. The reported data is duly verified and authenticated by TRIL. The majority of the data and information was verified by TUVI's assurance team (on sample basis) and found to be fairly accurate.
- G. Consistency and comparability:** The information in the Report is presented on an annual basis in a reliable and complete manner. Thus, the principle of consistency and comparability is established.

This assurance statement has been prepared in accordance with the terms of our engagement and ISAE 3000 (Revised) requirements

**Independence:** TUVI follows IESBA (International Ethics Standards Board for Accountants) Code which, adopts a threats and safeguards approach to independence. It is confirmed that the assurance team is selected to avoid situations of self-interest, self-review, advocacy and familiarity. The assessment team was safeguarded from any type of intimidation.

**Quality control:** The assurance team complies with the code of ethics for professional accountants issued by the IESBA, which includes independence and other requirements founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour. In accordance with International Standard on Quality Control, TUVI maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

### Our Assurance Team and Independence

TUVI is an independent, neutral third-party providing sustainability services with qualified environmental and social specialists. TUVI states its independence and impartiality and confirms that there is "no conflict of interest" with regard to this assurance engagement. In the reporting year, TUVI did not work with TRIL on any engagement that could compromise the independence or impartiality of our findings, conclusions, and recommendations. TUVI was not involved in the preparation of any content or data included in the Report, with the exception of this assurance statement. TUVI maintains complete impartiality towards any individuals interviewed during the assurance engagement.

For and on behalf of TUV India Private Limited



Manojkumar Borekar  
Project Manager and Reviewer  
Head – Sustainability Assurance Service



Date: 16-05-2023  
Place: Mumbai, India Project  
Reference No: 8121436065  
www.tuv-nord.com/in

## GRI CONTENT INDEX & UN SDGS ALIGNMENT

GRI Standard	GRI Description	Section of the Report	Pg. No.	Mapping with SDG
<b>GRI 2: General Disclosures</b>	2-1 Organizational details	About the Report	1	
	2-2 Entities included in the organization's sustainability reporting	About the Report	1, 5	
	2-3 Reporting period, frequency and contact point	About the Report	1	
	2-6 Activities, value chain and other business relationships	Company Overview	8	
	2-7 Employees	Human Capital Development	44	8
	2-8 Workers who are not employees	Community Engagement	59	8
	2-9 Governance structure and composition	Corporate Governance	66	5
	2-10 Nomination and selection of the highest governance body	Corporate Governance	66-68	
	2-11 Chair of the highest governance body	Corporate Governance	67	
	2-12 Role of the highest governance body in overseeing the management of impacts	i) Corporate Governance ii) ESG Leadership	66-70	
	2-13 Delegation of responsibility for managing impacts	ESG Leadership	70	
	2-14 Role of the highest governance body in sustainability reporting	ESG Leadership	70	
	2-15 Conflicts of interest	Corporate Governance	66	
	2-16 Communication of critical concerns	Empowered Leadership & Transparent Governance	66-72	
	2-17 Collective knowledge of the highest governance body	Our Leadership and Board of Directors	66-67	
	2-18 Evaluation of the performance of the highest governance body	Board Evaluation	68	
	2-19 Remuneration policies	Board Remuneration	68	
	2-20 Process to determine remuneration	Board Remuneration	68	
	2-21 Annual total compensation ratio	Board Remuneration	68	
	2-22 Statement on sustainable development strategy	ESG Strategy	21	
	2-23 Policy commitments	i) Tata Code of Conduct and Business Ethics ii) ESG Policy	71	



GRI Standard	GRI Description	Section of the Report	Pg. No.	Mapping with SDG
<b>GRI 2: General Disclosures</b>	2-24 Embedding policy commitments	i) Tata Code of Conduct and Business Ethics ii) ESG Policy	71	8
	2-25 Processes to remediate negative impacts	Risk Management	72-75	
	2-26 Mechanisms for seeking advice and raising concerns	Stakeholder Engagement & Materiality Assessment	15-19	
	2-27 Compliance with laws and regulations	Tata Code of Conduct and Business Ethics	71	8
	2-28 Membership associations	Affiliations	11	
	2-29 Approach to stakeholder engagement	Stakeholder Engagement & Materiality Assessment	15-19	
	2-30 Collective bargaining agreements	Stakeholder Engagement & Materiality Assessment	15-19	
<b>GRI 3: Material Topics</b>	3-1 Process to determine material topics	Materiality Assessment	15-19	
	3-2 List of material topics	Materiality Assessment	15-19	
	3-3 Management of material topics	Materiality Assessment	15-19	
<b>GRI 201: Economic Performance</b>	201-1 Financial implications and other risks and opportunities due to climate change	Risk Management	72-75	
	201-2 Defined benefit plan obligations and other retirement plans	Employee Engagement and Wellbeing	49	8
<b>GRI 202: Market Presence</b>	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Diversity, Equity and Inclusion	52	5,8
<b>GRI 204: Procurement Practices</b>	204-1 Proportion of spending on local suppliers	Responsible Supply chain	76-77	12
<b>GRI 205: Anti-corruption</b>	205-1 Operations assessed for risks related to corruption	Risk Management	72-75	
	205-2 Communication and training about anti-corruption policies and procedures	Tata Code of Conduct and Business Ethics	71	
	205-3 Confirmed incidents of corruption and actions taken	No Incidents		
<b>GRI 206: Anti-competitive Behavior</b>	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	No Incidents		

GRI Standard	GRI Description	Section of the Report	Pg. No.	Mapping with SDG
<b>GRI 302: Energy</b>	302-1 Energy consumption within the organization	Energy and Emissions	26-31	7, 8, 11, 12, 13
	302-3 Energy intensity	Energy and Emissions	26-31	7, 8, 11, 12
	302-4 Reduction of energy consumption	Energy and Emissions	26-31	7, 8, 11, 12, 13
<b>GRI 303: Water and Effluents</b>	303-1 Interactions with water as a shared resource	Water Management	36-37	6
	303-2 Management of water discharge-related impacts	Water Management	36-37	6
	303-3 Water withdrawal	Water Management	36-37	6,12
	303-4 Water discharge	Water Management	36-37	3, 6, 8, 12
	303-5 Water consumption	Water Management	36-37	6, 8, 12
<b>GRI 304: Biodiversity</b>	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Biodiversity	40	15
	304-2 Significant impacts of activities, products and services on biodiversity	Biodiversity	40	15
	304-3 Habitats protected or restored	Biodiversity	40	15
<b>GRI 305: Emissions</b>	305-1 Direct (Scope 1) GHG emissions	Energy and Emissions	26-31	3, 13
	305-2 Energy indirect (Scope 2) GHG emissions	Energy and Emissions	26-31	3, 13
	305-3 Other indirect (Scope 3) GHG emissions	Energy and Emissions	26-31	3, 13
	305-4 GHG emissions intensity	Energy and Emissions	26-31	3, 13
	305-5 Reduction of GHG emissions	Energy and Emissions	26-31	3, 13
	305-6 Emissions of ozone-depleting substances (ODS)	Energy and Emissions	26-31	3, 11
	305-7 Nitrogen oxides (NO <sub>x</sub> ), sulfur oxides (SO <sub>x</sub> ), and other significant air emissions	Air Pollution and Indoor Quality	41	3, 11
<b>GRI 306: Waste</b>	306-1 Waste generation and significant waste-related impacts	Waste Management	38-39	8, 12
	306-2 Management of significant waste-related impacts	Waste Management	38-39	8, 12
	306-3 Waste generated	Waste Management	38-39	12
	306-4 Waste diverted from disposal	Waste Management	38-39	8,12
	306-5 Waste directed to disposal	Waste Management	38-39	8,12



GRI Standard	GRI Description	Section of the Report	Pg. No.	Mapping with SDG
<b>GRI 308: Supplier Environmental Assessment</b>	308-1 New suppliers that were screened using environmental criteria	Responsible Supply Chain	76-77	12
	308-2 Negative environmental impacts in the supply chain and actions taken	Responsible Supply Chain	76-77	12
<b>GRI 401: Employment</b>	401-1 New employee hires and employee turnover	Diversity, Equity & Inclusion	52	5, 8, 10
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	i) Employee Engagement and Wellbeing ii) Rewards & Recognition	46-51	8
	401-3 Parental leave	Employee Benefits	49	5,8
<b>GRI 402: Labor/ Management Relations</b>	402-1 Minimum notice periods regarding operational changes	Employee development and Engagement	45-50	8
<b>GRI 403: Occupational Health and Safety</b>	403-1 Occupational health and safety management system	Work Place Health and Safety	56-58	3, 8
	403-2 Hazard identification, risk assessment, and incident investigation	Work Place Health and Safety	56-58	3, 8
	403-3 Occupational health services	Work Place Health and Safety	56-58	3, 8
	403-4 Worker participation, consultation, and communication on occupational health and safety	Work Place Health and Safety	56-58	3, 8
	403-5 Worker training on occupational health and safety	Work Place Health and Safety	56-58	4
	403-6 Promotion of worker health	Work Place Health and Safety	56-58	4
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Work Place Health and Safety	56-58	3, 8
	403-8 Workers covered by an occupational health and safety management system	Work Place Health and Safety	56-58	3, 8
	403-9 Work-related injuries	Work Place Health and Safety	56-58	3, 8
	403-10 Work-related ill health	Work Place Health and Safety	56-58	3, 8
<b>GRI 404: Training and Education</b>	404-1 Average hours of training per year per employee	Training and Development	46	4
	404-2 Programs for upgrading employee skills and transition assistance programs	Training and Development	46-48	4
	404-3 Percentage of employees receiving regular performance and career development reviews	i) Learning and Development ii) Performance Management	46-48	4, 8

GRI Standard	GRI Description	Section of the Report	Pg. No.	Mapping with SDG
<b>GRI 405: Diversity and Equal Opportunity</b>	405-1 Diversity of governance bodies and employees	i) Empowered Leadership and Governance ii) Diversity, Equity & Inclusion	52, 66	5, 8
	405-2 Ratio of basic salary and remuneration of women to men	Diversity, Equity & Inclusion	52	5, 8
<b>GRI 406: Non-discrimination</b>	406-1 Incidents of discrimination and corrective actions taken	Diversity, Equity & Inclusion	52	10
<b>GRI 407: Freedom of Association and Collective Bargaining</b>	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Nil		
<b>GRI 408: Child Labor</b>	408-1 Operations and suppliers at significant risk for incidents of child labor	Human Rights	55	8, 16
<b>GRI 409: Forced or Compulsory Labor</b>	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Human Rights	55	8
<b>GRI 410: Security Practices</b>	410-1 Security personnel trained in human rights policies or procedures	Human Rights	55	8
<b>GRI 411: Rights of Indigenous Peoples</b>	411-1 Incidents of violations involving rights of indigenous peoples	Human Rights	55	8
<b>GRI 413: Local Communities</b>	413-1 Operations with local community engagement, impact assessments, and development programs	Community Engagement	59-63	4
	413-2 Operations with significant actual and potential negative impacts on local communities	Community Engagement	59-63	4
<b>GRI 414: Supplier Social Assessment</b>	414-1 New suppliers that were screened using social criteria	Responsible Supply Chain	76-77	12
	414-2 Negative social impacts in the supply chain and actions taken	Responsible Supply Chain	76-77	12
<b>GRI 415: Public Policy</b>	415-1 Political contributions	Nil		
<b>GRI 416: Customer Health and Safety</b>	416-1 Assessment of the health and safety impacts of product and service categories	Work Place Health and Safety	56-57	11
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Work Place Health and Safety	56-57	11
<b>GRI 417: Marketing and Labeling</b>	417-1 Requirements for product and service information and labeling			
<b>GRI 418: Customer Privacy</b>	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Data Privacy and Security	76	



# CERTIFICATIONS

Issued By	Issued To	Certificate Name	For	Year
<b>TUV Nord</b>	TATA Realty &Infrastructure Limited (Real Estate Vertical)	Management System	Planning, designing, construction and delivery of residential township & commercial complexes for all segments of customers in India & abroad	21/06/2021 -20/06/2024
	TATA Realty &Infrastructure Limited (Real Estate Vertical)	Management System	Planning, designing, construction and delivery of residential township & commercial complexes for all segments of customers in India & abroad	08/11/2022 - 07/05/2023
	TATA Realty &Infrastructure Limited (Real Estate Vertical)	Management System	Planning, designing, construction & Facility Management of Residential Township and commercial Building	21/06/2021- 20/06/2024
	TATA Realty &Infrastructure Limited (Real Estate Vertical)	Management System	Planning, designing, construction & Facility Management of Residential Township and commercial Building	21/06/2021 -20/06/2024
	TATA Realty &Infrastructure Limited (Real Estate Vertical)	Management System	Planning, designing, construction & Facility Management of Residential Township and commercial Building	14/02/0203- 07/11/2025
	TATA Realty &Infrastructure Limited (Real Estate Vertical)	Management system		2015
	TATA Realty &Infrastructure Limited (Real Estate Vertical)	Management system	Develop operate and maintain real estate	2018
<b>Sintali SGS</b>	Intellion Edge, Gurugram - Tower A	EDGE Advanced Certificate	Exemplifying achievement in the following areas: following areas: 43% Energy Savings , 72% water savings, 25 % Less embodied energy in materials	09/05/2022
	Intellion Edge, Gurugram - Tower B	EDGE Advanced Certificate	Exemplifying achievement in the following areas: following areas: 43% Energy Savings , 72% water savings, 25 % Less embodied energy in materials	09/05/2022
	Ramanujan Intellion Park_Phase1 (Neville, Carr, Hardy, & Littlewood)	EDGE Advanced Certificate	Exemplifying achievement in the following areas: following areas: 42% Energy Savings , 79% water savings , 81 % Less embodied energy in materials	09/05/2022
	Ramanujan Intellion Park_Phase2 (Infinity & Cambridge)	EDGE Advanced Certificate	Exemplifying achievement in the following areas: following areas: 42% Energy Savings , 87% water savings, 81 % Less embodied energy in materials	09/05/2022

Issued By	Issued To	Certificate Name	For	Year
<b>Sintali SGS</b>	Taj Wellington Mews, Chennai	EDGE Advanced Certificate	Exemplifying achievement in the following areas: following areas: 50% Energy Savings , 38% water savings , 25% Less embodied energy in materials	09/05/2022
	Intellion park, gurugram phase 1 Tower 1 to 4	EDGE Advanced Preliminary Certificate	Exemplifying achievement in the following areas: following areas: 48% Energy Savings , 75% water savings , 25% Less embodied energy in materials	9/05/2022- 08/05/2025
	Ramanujan Intellion Park_Phase2 (Infinity & Cambridge)	Zero Carbon Certificate	The project has achieved the EDGE Advanced standard with energy	08/10/2022
<b>Indian green buyilding council (IGBC)</b>	Intellion edge sector 72, gurugram	IGBC green new building rating system		5/11/2020- 5/11/2025
<b>IGBC</b>	Tril infropark limited, chennai	IGBC/s LEED India core & shell platinum		1/11/2017
<b>Bureau veritas</b>	Tril infropark limited, Ramanujan IT city	Management services for maintenance of infrstructure and allied facilities for ramanujan IT city		20/04/2012
<b>LEED</b>	Tril IT city gurgaon, india	LEED core and shell development		Jan 2018
	Trium Avenue MLCP, Gurugram India	Core and shell development		
<b>Greentech foundation</b>	Tata reality and infrastructure ltd. TRIL IT 4	Safety award	In service sector for safety management	October 2018
<b>BQC</b>	Gurgaon realtech limited	Quality management system certificate	Quality management system	10/10/2021
	Gurgaon realtech limited	Management system certificate	Property and asset management services	2022-2025
<b>WELL</b>	Well Health Safety Rating			2021



**TATA** REALTY AND INFRASTRUCTURE LTD.

**TATA** HOUSING®



#### ADDRESS

TATA Realty, E Block, Voltas Compound,  
Tukaram Bhikaji Kadam Marg, Chinchpokli,  
Mumbai, Maharashtra 400033

#### CONTACT DETAILS:

+91-22 66614444

[www.tatarealty.in](http://www.tatarealty.in)

[www.intellion.in](http://www.intellion.in)

[sustainability@tatarealty.in](mailto:sustainability@tatarealty.in)



tatahousing  
intellionofficesbytatarealty



@tata\_housing  
@TataIntellion