

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1. Corporate Identity Number (CIN)	: L72200TN2000PLC044560
2. Name of the Listed Entity	: SHRIRAM PROPERTIES LIMITED
3. Date of incorporation	: March 28, 2000
4. Registered office address	: Lakshmi Neel Rite Choice Chambers 9 Bazullah Road, Chennai 600017
5. Corporate address	: Shriram House, 31 Second Main T. Chowdaiah Road, Sadashivanagar Bengaluru 560 080
6. E-mail	: cs.spl@shriramproperties.com
7. Telephone	: +91-80-4022 9999
8. Website	: www.shriramproperties.com
9. Financial year for which reporting is being done	: April 1, 2023- March 31, 2024
10. Name of the Stock Exchange(s) where shares are listed	: BSE Limited and National Stock Exchange of India Ltd
11. Paid-up Capital	: ₹1,70,32,60,260
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	
Name	: K. Ramaswamy Company Secretary
Contract details	: +91-80-4022 9999
e-mail	: cs.spl@shriramproperties.com
13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	: Consolidated basis (Refer. Clause 24 of Section A for entities included)
14. Whether the Company has undertaken reasonable assurance of the BRSR Core?	: No
15. Name of assurance provider	: Not applicable
16. Type of assurance obtained	: Not applicable

II. Products/services

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

S.No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Real Estate	Construction & Development of Residential Houses, Commercial Assets and Development Management	100

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

S.No.	Product/Service	NIC Code	% of Total Turnover Contributed
1	Construction & Development of Residential Houses, Commercial Assets and Development Management	4100	100

III. Operations

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

Location	Number of plants	Number of offices	Total
National	Not applicable	*6	6
International	Not applicable	0	0

Represents the Corporate office and regional offices present in 5 States. This does not consist of 23 sites which are under construction/ development.

20. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	5
International	0

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

Not applicable

c. A brief on types of customers:

The Company caters to customers of residential homes, villas, row houses, plotted developments and commercial properties.

IV. Employees

21. Details as at the end of the Financial Year

a. Employees and workers (including differently abled):

S.No. Particulars	Total (A)	Male		Female	
		No. (B)	% B/A	No. (C)	% C/A
EMPLOYEES					
1. Permanent (D)	670	519	77.46	151	22.54
2. Other than Permanent (E)	0	0	0	0	0
3. Total employees (D + E)	670	519	77.46	151	22.54
WORKERS					
1. Permanent (D)	0	0	0	0	0
2. Other than Permanent (E)	0	0	0	0	0
3. Total employees (D + E)	0	0	0	0	0

Note: Workers/labours are employed through contractors. They are not on the payroll of the Company. There are no differently abled employees or workers. The Company had between 2,100 to 2,500 workers in aggregate across all project sites engaged through the contractors during FY24.

b. Differently abled Employees and workers:

S.No. Particulars	Total (A)	Male		Female	
		No. (B)	% B/A	No. (C)	% C/A
DIFFERENTLY ABLED EMPLOYEES					
1. Permanent (D)	0	0	0	0	0
2. Other than Permanent (E)	0	0	0	0	0
3. Total employees (D + E)	0	0	0	0	0
DIFFERENTLY ABLED WORKERS					
1. Permanent (D)	0	0	0	0	0
2. Other than Permanent (E)	0	0	0	0	0
3. Total employees (D + E)	0	0	0	0	0

Note: Workers/labours are employed through contractors. They are not on the payroll of the Company.

22. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	6	1	16.66
Key Management Personnel	3	0	0

23. (Disclose trends for the past 3 years) Turnover rate for permanent employees and workers

	FY24			FY23			FY22		
	Male	Female	Total turn over	Male	Female	Total turn over	Male	Female	Total turn over
Permanent Employees	36.61%	47.68%	39.10%	45.33%	62.50%	48.67%	40%	51.58%	42.01%

Note: Workers/labours are employed through Contractors. They are not on the payroll of the Company.

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

24. Shriram Properties Limited (Holding Company). The details of subsidiary, Associates and Joint Ventures are provided below:

S.No.	Name of the holding/subsidiary/associate companies joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Global Entropolis Vizag Private Limited	Subsidiary	100	Yes
2	Shriprop Builders Private Limited	Subsidiary	100	Yes
3	Shriprop Constructors Private Limited	Subsidiary	100	Yes
4	Shriprop Developers Private Limited	Subsidiary	100	Yes
5	Shriprop Homes Private Limited	Subsidiary	100	Yes
6	Shriprop Projects Private Limited	Subsidiary	100	Yes
7	Shriprop Structures Private Limited	Subsidiary	100	Yes
8	SPL Constructors Private Limited	Subsidiary	100	Yes
9	SPL Shelters Private Limited	Subsidiary	100	Yes
10	Shrivision Homes Private Limited	Subsidiary	100	Yes
11	Shriram Living Spaces Private Limited.	Subsidiary	100	Yes
12	Shriram Upscale Spaces Private Limited.	Subsidiary	100	Yes
13	SPL Palms Developers Private Limited*	Subsidiary (Tier II)	100	Yes
14	Shriprop Infrastructure Private Limited	Subsidiary	100	Yes
15	Shriprop Malls Private Limited	Subsidiary	100	Yes
16	Shrivision Estates Private Limited	Subsidiary	100	Yes
17	Shrivision Projects Private Limited	Subsidiary	100	Yes
18	Shrivision Structures Private Limited	Subsidiary	100	Yes
19	SPL Homes Private Limited	Subsidiary	100	Yes
20	Shrivision Malls Private Limited	Subsidiary	100	Yes
21	Shrivision Hitech City Private Limited	Subsidiary	100	Yes
22	Shriprop Properties Private Limited**	Subsidiary	100	Yes
23	Bengal Shriram Hitech City Private Limited	Subsidiary	99.99	Yes
24	SPL Estates Private Limited *	Subsidiary (Tier II)	99.99	Yes
25	SPL Realtors Private Limited	Subsidiary	51	Yes
26	Shrivision Elevation Private Limited**	Joint Venture	100	Yes
27	SPL Housing Projects Private Limited**	Joint Venture	100	Yes
28	Shriprop Living Spaces Private Limited**	Joint Venture	51	Yes
29	SPL Towers Private Limited**	Joint Venture	51	Yes
30	Shrivision Towers Private Limited	Joint Venture	50	Yes
31	Shriprop Hitech City Private Limited	Joint Venture	50	Yes

* The Tier II subsidiaries of the Company include, equity holdings that are jointly held with another subsidiary.

**These entities are considered as Joint Ventures entities as per Indian Accounting Standards. Shriram Properties Limited is responsible for execution of the project and exercise operational control on these entities and has been included as part of reporting boundaries.

VI. CSR Details

25. (i) Whether CSR is applicable as per section 135 of the Companies Act, 2013: Yes

(ii) Turnover

Details	Standalone	Consolidated
Turnover in ₹ lakhs	13,234	86,453
Net Worth in ₹ lakhs	1,64,367	1,27,724

*Net worth includes the share of minority interest also

Transparency and Disclosure Compliances

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

Stakeholder group from whom a complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	FY 23-24		FY 22-23	
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Number of complaints filed during the year	Number of complaints pending resolution at close of the year
Communities	Yes	0	0	0	0
Investors (other than shareholders)	Yes	0	0	23	0
Shareholders	Yes	14	0	0	0
Employees	Yes	1	1	0	0
Customers*	Yes	3,215	265	2,265	76
Value Chain Partners	Yes	0	0	0	0

*Included customers complaints filed with the Company, RERA and Consumer Forums

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

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

Material issues	Risk/ opportunity	Rationale for identifying the risk/ opportunity	Approach in case of Risk.	Financial implications of the risk or opportunity
Customer Satisfaction	Risk and Opportunity	Risk: Delay in Handover/ Construction timelines can result in fines, penalties and customer dis-satisfaction Opportunity: Non-compliance to Agreements terms and conditions can result in dis-satisfaction / loss of customers. Inability to gauge customer preference can result in loss of customers to competitors.	Regular interaction to understand and resolve their issues PULSE survey and feedback Product design and pricing with relevant market expectations Train our Sales & Marketing team to work with the customer closely	Positive
Product Quality	Risk and Opportunity	Risk: Poor quality can result in cost of repair and litigations, adverse brand image. Opportunity: Invest in quality control for technology upgrade, process improvement, value engineering and innovation.	Proper design and blueprint on the projects Develop the right source of supply chain Meet international standards on QS.	Positive

Material issues	Risk/opportunity	Rationale for identifying the risk/ opportunity	Approach in case of Risk.	Financial implications of the risk or opportunity
Governance (Regulatory Compliance, Bribery, Anti-Corruption)	Risk	Unethical practices result in exposure to legal consequences and adverse image. Regulatory non-compliances can expose the Company litigation, fines and penalties. Administering all applicable laws at the site level poses a huge challenge Anti-bribery laws and unethical practices will badly affect the brand image and have huge risk	Training at all levels for adherence to laws, Policies of the Company Strict enforcement by frequent audit Ethical business practice	Negative
Occupational Health and Safety	Risk	Accidents and mishaps at site can cause loss of life, permanent injury, damage to property. May affect continuity of business itself. Fines and penalties and adverse brand image.	Robust training to all on the best practices, audio-visual, posters etc. H & S audit - strict enforcement. Way of life and not by choice Surveillance by CC camera at sites will open up unsafe working	Negative
Sustainability and Green Building	Opportunity	Product innovation which align with environment, social and outcome thresholds. Incorporating green building design elements is essential for our business to align with environmental, social, and economic priorities. This approach boosts resource efficiency, reduces climate change-related risks, and enhances our brand value while ensuring compliance with relevant regulations.	Futuristic and must. Scope for value engineering and research. New approach to our business and look out for new substitutes.	Positive
Human Rights	Risk	As an organization with a large workforce and extensive customer base, it is vital to uphold and protect everyone's rights at all times be compliant to various laws and regulation. Promoting and protecting human rights are central to our business success. As a responsible corporate entity, we must ensure the rights of all employees and stakeholders are respected. Violations could harm our brand reputation, lead to financial setbacks, and undermine stakeholder trust.	We are keen to honor and protect the human rights of everyone involved with us. Enforcement of law and SOP on the work environment. Frequent inspection and audit. Suggestion box and team meetings.	Negative
Data Privacy and Safety	Risk	Loss of employee and customer data. Business operational disruption. Customer dis-satisfaction. Loss of competitive advantage. Fishing and hacking of business data, financial and confidential business plans Brain drain and syphoning of information will lead to business loss and stoppage Loss of data or breakdown will cost huge loss and business stoppage.	Implementing stringent data protection policies and procedures to guarantee the secure handling, storage, and transfer of information. Imparting training and awareness programs for employees to emphasize the significance of data protection and privacy. Develop backup, fall back and third location, for Data storage with mirror image techniques (DRS)	Negative

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure questions	P1	P2	P3*	P4	P5	P6*	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	These policies are available in the intranet portal of the Company.								
2. Whether the entity has translated the policy into procedures. (Yes / No)	The Company has established procedures for the policies. These policies are applied to our external value chain also								
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes								
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The Company is certified under ISO 9001.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	There is no specific commitment, goals, or targets. The Company will set measurable targets to monitor, as well as meet the statutory requirements, if any. Consequently, the performance will be mapped with the goals in the future.								
6. Performance of the entity against the specific commitments, goals and targets along with reasons in case the same are not met.	The Company will set measurable targets to monitor, as well as meet the statutory requirements, if any. Consequently, the performance will be mapped with the goals in the future.								
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	The Statement on ESG initiatives has been covered as part of the Chairman's Message								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	K. Ramaswamy, Company Secretary.								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision-making on sustainability-related issues? (Yes / No). If yes, provide details.	Yes, Finance & Risk Committee of the Board is responsible for decision making on sustainability related issues.								

10. Details of Review of NGRBCs by the Company

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee and the frequency of review								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action.	The Senior Management and the Board periodically review the performance and the applicable policies and follow up actions.								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company maintains strict compliance with all statutory requirements. The Internal Audit team periodically review the compliance with the statutory legislations and any non compliance is reported to Audit Committee and remedial steps are taken immediately.								

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

The policies as applicable to the listed entity are being reviewed periodically and evaluated by the Board. Any revisions or changes required as per law are being vetted by legal counsels from time to time.

*Most of the policies are in place. However few policies are being updated in line BRSR requirement.

SECTION C: PRINCIPLE-WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions.

PRINCIPLE 1

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

Essential Indicators**1. Percentage coverage by training and awareness programmes on any of the principles during the financial year.**

Category	Total number of training and awareness programmes held	Topics / Principles covered under the training programme and its impact	% of persons in respective category covered by the programme
Board of Directors and KMP	3*	<ul style="list-style-type: none"> Business plan and strategy Materiality of disclosure PIT regulation and SDD 	100
Key Managerial Personnel	5	<ul style="list-style-type: none"> Leadership Nexus: Strategies for Key Managers Strategic Navigator: Driving Results, Inspiring Teams Peak Performance Workshop: Unleashing Managerial Potential Leadership Edge: Skills and Insights for Key Managers 	80
Employees other than BoD and KMPs	23	<ul style="list-style-type: none"> Parivartan Workshop Emotional Intelligence Stress Management Time Management Need Analysis Report Building FAB Based Selling Dressing & Email Etiquette Avagati Workshop Business Communication Know Your SPL Interpersonal Skills Prevention of Sexual Harassment Connect & Communicate Safety MEP Works 	41**

*These topics are discussed and familiarized as part of the Board agenda in the meetings of Board.

**The percentage is based on new joiners during the year.

2. Details of fines/penalties/punishment/award/compounding fees/ settlement amount paid in proceedings (by the entity or by Directors / KMP) with regulators/law enforcement agencies / judicial institutions in the financial year.

No Penalty was paid during FY24. However, with respect to the GST Audit Proceedings for FY19, in order to avoid further litigation, the Company had paid Rs. 0.55 lakhs as penalty. The Audit order was passed on March 16, 2024. However, the penalty was paid on June 14, 2024 before the due date of payment.

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

In the case of GST matter referred above, the Company has preferred appeal before GST Appeals except the matter where the penalty was paid. Appeal was filed on June 14, 2024.

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

The Company has no tolerance approach to bribery and corrupt practices. The Companies Code of Conduct and HR Policy has appropriate clauses to prevent such unethical conduct. The Policies can be accessed through the intranet portal of the Company

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

None

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

No complaints were received with regard to conflict of interest against the Board of Directors / KMPs for FY23 and FY24

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

Not applicable. No such incidents of corruption or conflict of interest

8. Number of days of accounts payables

	₹ In lakhs	
	FY24	FY23
i) Accounts payable x 365 days	57,63,292	50,68,755
ii) Cost of goods/services procured	34,655	28,572
iii) Number of days of accounts payables	166	177

9. Open-ness of business - Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format

		₹ In lakhs		
Parameter	Metrics	FY24	FY23	
Concentration of Purchases	a. i) Purchases from trading houses	NA	NA	
	ii) Total purchases	NA	NA	
	iii) Purchases from trading houses as % of total purchases	NA	NA	
	b. Number of trading houses where purchases are made	NA	NA	
	c. i) Purchases from top 10 trading houses	NA	NA	
	ii) Total purchases from trading houses	NA	NA	
	iii) Purchases from top 10 trading houses as % of total purchases from trading houses	NA	NA	
	Concentration of Sales	a. i) Sales to dealer / distributors	NA	NA
		ii) Total Sales	NA	NA
iii) Sales to dealer / distributors as % of total sales		NA	NA	
b. Number of dealers / distributors to whom sales are made		NA	NA	
c. i) Sales to top 10 dealers / distributors		NA	NA	
ii) Total Sales to dealer / distributors		NA	NA	
iii) Sales to top 10 dealers / distributors as % of total sales to dealer / distributors		NA	NA	
Share of RPTs in		a. i) Purchases (Purchases with related parties)	76.41	132.45
		ii) Total Purchases	35,560	29,191
	iii) Purchases (Purchases with related parties as % of Total Purchases)	0.21%	0.45%	
	b. i) Sales (Sales to related parties)	3.04	189.84	
	ii) Total Sales	86,453	67,440	
	iii) Sales (Sales to related parties as % of Total Sales)	0.01%	0.28%	
	c. i) Loans & advances given to related parties	2,164	2,171	
	ii) Total loans & advances	3,388	3,458	
	iii) Loans & advances given to related parties as % of Total loans & advances	63.89%	62.78%	
	d. i) Investments in related parties	11,540	11,781	
	ii) Total Investments made	11,660	12,114	
	iii) Investments in related parties as % of Total Investments made	98.97%	97.25%	

Leadership Indicators

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

Throughout the financial year, we prioritized the dissemination of critical principles such as quality, environment and safety across our value chain. Emphasizing the paramount importance of quality, environment and safety in all our operations, we meticulously educated our vendors on adhering to stringent quality standards and robust environment & safety protocols.

Our partners are educated on labour principles, including compliance with labour laws, fair wages, non-discrimination, and the prohibition of child and forced labor. By instilling a culture where quality, environment, safety, and ethical business practices are paramount, we ensure the integrity and sustainability of our value chain, fostering trust and reliability at every stage of our operations.

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
14	Real Estate Value Chain	100%
10	Fire & Safety	90%
8	Site Safety	95%
9	Code of Conduct	100%

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

As required under the Companies Act 2013, the Company obtains Annual Declarations from the Directors and KMPs, and also periodical declaration for the changes if any to the declaration made earlier. The declarations help the Company to identify the conflict and avoid such transactions as appropriate. Further, the Director interested in any subject matter, will recuse himself from the meeting and move out of the meeting room. In the discussion on the evaluation of Directors by the Nomination and Remuneration Committee, the Director concerned will not participate, while he is being evaluated by other members.

The Code of Conduct for Directors, KMPs and Senior Employees also has an appropriate process to disclose the conflict situation.

PRINCIPLE 2

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

Essential Indicators

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

In our efforts to enhance the environmental and social impacts of our construction processes, we have invested in aluminum formwork technology. Aluminum formwork is a sustainable alternative to traditional wooden formwork, significantly reducing timber usage and minimizing deforestation. It also helps in reducing construction waste due to its reusability. Socially, the lightweight nature of aluminum formwork reduces the physical strain on workers and lowers the risk of on-site injuries, promoting a safer working environment. Additionally, the precision and efficiency of aluminum formwork result in high-quality, durable structures, contributing to safer and more resilient buildings for end users.

2. Does the entity have procedures in place for sustainable sourcing? (Yes/No). If yes, what percentage of inputs were sourced sustainably?

YES, the Company integrates sustainability into its supply chain and is driven by the Sustainable Supply Chain Management Policy (SSCM)

The Company gives priority to purchasing locally available materials/products of high quality to minimize environmental impact and gives preference to green-certified field products (including FSC and other products)

Approximately 30% of the inputs were sourced sustainably.

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

The Company is in the business of construction and development of residential homes. We have detailed process for recycling and reusing of materials as below:

Plastics: The waste generated during construction, which are removed for recycling or disposal by the vendors

- E-waste: E-waste is handled centrally through our authorized e-waste handlers
- Hazardous waste: Not applicable
- Other waste: STP is provided at sites to treat the wastewater and is reused for Gardening. Organic waste convertors are deployed at most of the sites.

The Company uses a state of art material for the fabrication of concrete using Aluminum sheet. This material is 85% reusable after the completion of the project to another Project. This reduces the use of natural materials like wooden planks/ shuttering materials.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

Extended Producer Responsibility is not applicable to the Company's activities.

PRINCIPLE 3

Businesses should respect and promote the well-being of all employees, including those in their value chain

Essential Indicators

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

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day care facilities	
		Number (B)	% B/A	Number (C)	% C/A	Number (D)	% D/A	Number (E)	% E/A	Number (F)	% (F/A)
Permanent employees											
Male	519	519	100	519	100	0	0	0	0	0	0
Female	151	151	100	151	100	151	100	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0
Total	670	670	100	670	100	151	100	0	0	0	0
Other than permanent employees											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0

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

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day care facilities	
		Number (B)	% B/A	Number (C)	% C/A	Number (D)	% D/A	Number (E)	% E/A	Number (F)	% (F/A)
Permanent employees											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0
Other than permanent employees											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0

Note: Workers / Labours are employed through Contractors. They are not on the payroll of the Company. The Company had between 2,100 to 2,500 workers in aggregate across all project sites engaged through the contractors during FY24

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

	₹ In lakhs	
	FY24	FY23
i) Cost incurred on wellbeing measures (well-being measures means well-being of employees and workers (including male, female, permanent and other than permanent employees and workers))	682	592
ii) Total revenue of the Company	98,735	81,393
iii) Cost incurred on wellbeing measures as a % of total revenue of the Company	0.69	0.73

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

Benefits	FY24			FY23		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	98.05	0.00	Yes	100.00	0.00	Yes
Gratuity	100.00	0.00	NA	100.00	0.00	NA
ESI	6.56	0.00	Yes	6.60	0.00	Yes

Note : Workers are employed through contractors and sub-contractors. They are not on the payroll of the Company.

*The Coverage is respect of eligible and mandatory to be covered are covered, other than exempted category.

3. Accessibility of workplaces

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

We do not have differently abled employees.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016?

The Company's HR policy spells out equal opportunity to all without any bias on race, religion, sex etc. There is no discrimination against employees. HR policy is available in <https://www.shriramproperties.com/>

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

Gender	Permanent employees	
	Return to work rate	Retention rate
Male	NA	NA
Female	50%	100%
Other	NA	NA
Total	50%	100%

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

Category of employees	Yes / No, if yes give details
Permanent employees	Yes, the Company has set up multiple communication channels for addressing and resolving grievances, including a structured escalation process. These channels include the Whistleblower system, which allows direct communication with the Chairman of the Audit Committee, as well as the Human Resources Department for POSH complaints and general grievances. Workers: The grievance can be raised with their respective Supervisors, Manager, Project Heads and will be resolved with the necessary action based on the circumstances
Other than Permanent employees	
Workmen	

Note: Workers are employed through contractors and sub-contractors. They are not on the payroll of the Company.

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

Not applicable

8. Details of training given to employees and workers:

Category	FY24				FY23					
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% B/A	No. (C)	% C/A		No. (E)	% E/D	No. (F)	% F/D
Employees										
Male	519	519	100	127	24.47	525	525	100	107	20.38
Female	151	151	100	52	34.44	143	143	100	26	18.18
Total	670	670	100	179	26.72	668	668	100	133	19.91
Workers										
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0

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

Category	FY24			FY23		
	Total (A)	No. (B)	% B/A	Total (D)	No. (E)	% E/D
Employees						
Male	519	519	100	525	448	85.33
Female	151	151	100	143	109	76.22
Other	0	0	0	0	0	0
Total	670	670	100	668	557	83.38
Workers						
Male	0	0	0	0	0	0
Female	0	0	0	0	0	0
Other	0	0	0	0	0	0
Total	0	0	0	0	0	0

10. Health and safety management system:

a. Whether an occupational health and safety management system has been implemented by the entity?	Yes, the entity has implemented an occupational health and safety management system. The system includes policies, procedures, and programs to ensure a safe and healthy working environment for all employees. This includes regular safety inspections, hazard identification and risk assessment, employee training, and incident reporting and investigation.
b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	The entity has implemented a comprehensive occupational health and safety management system that includes regular inspections, incident investigations, risk assessments, and employee training. This system helps to identify and assess work-related hazards on a routine and non-routine basis, allowing for effective risk mitigation and prevention of accidents and illnesses.
c. Whether you have processes for workers to report work-related hazards and to remove themselves from such risks.	Yes
d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services?	Yes

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

Safety Incident/Number	Category	FY24	FY23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

The Company has implemented a comprehensive safety management system that covers a wide range of critical measures to ensure a safe and healthy work environment. This includes regular safety inspections to identify hazards and ensure compliance, as well as worker involvement in hazard identification and reporting. The system features robust safety training programs, provision of personal protective equipment (PPE), and regular emergency drills to enhance preparedness. Additionally, health and welfare amenities are provided, including shelter, restrooms, and clean drinking water, while statutory benefits are ensured for contractors.

To maintain site safety, the Company enforces rigorous protocols such as regular debris removal, the 5-S process, and the use of warning posters and barricades. Daily pre-emptive talks, periodic medical examinations, and a work permit system for high-risk activities further support safety. Specific measures are taken for work at heights and electrical safety, including the use of safety harnesses, guardrails, and insulated tools. By adhering to these comprehensive safety measures, the Company demonstrates its commitment to the well-being and safety of all employees and contractors.

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

	FY24		FY23	
	Filed during the year	Pending resolution at the end of year	Filed during the year	Pending resolution at the end of year
Working Conditions	0	0	0	0
Health & Safety	0	0	0	0

14. Assessments for the year:

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

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

Not applicable

Leadership Indicators**1. Does the entity extend any life insurance or any compensatory package in the event of death.**

We have Group Insurance and Personal accident insurance coverage to our employees. All workers are covered under the Workmen Compensation Insurance and ESI by the Contractors.

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

Contractor bills are paid only after they deposit the statutory dues and produce the receipt for the same.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable Employment	
	FY24	FY23	FY24	FY23
Employees	0	0	0	0

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

No

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices and Working Conditions	The Contractors are reputed companies in the field of construction. The Vendor selection process ensures that the partners have a proper system and implement the EHS and maintain good working conditions.

6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.

Not applicable

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

The Company acknowledges that our stakeholders are essential to our growth and successful operations. Their support is crucial to our socio-economic impact and environmental sustainability, and we are committed to meaningful engagement with them. Our key stakeholders include employees, shareholders, customers, investors, business partners, suppliers, the community, and government agencies.

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

Stakeholder Group	Whether Identified as a vulnerable & marginalized group	Channels of communication	Frequency of engagement	Purpose and scope of Engagement including topic and concerns raised during such engagement
Employees	No	<ul style="list-style-type: none"> Townhall meetings Circulars Focused group meetings Employee opinion survey e-mails Notice Board Web site 	Periodical and as and when needed	Update on Company progress, general announcement, feedback, employee engagement and Knowledge sharing
Shareholders	No	<ul style="list-style-type: none"> e-mails AGM / EGMs Results publications in media Investor meet Newspaper 	Quarterly and annual. Need based	Dissemination of financial performance, resolution of complaint, seeking approval, statutory communication.
Customer	No	<ul style="list-style-type: none"> Marketing e-mails Update e-mails Surveys Newsletter 	Monthly/ quarterly report. Need based	Project updates and new launches focused update on status of unit apartment General market news Greetings
Investors	No	<ul style="list-style-type: none"> e-mails Investors conference call 	Need Based	Update performance review
Suppliers	No	<ul style="list-style-type: none"> e-mails Conference call 	Periodic and need based	Demand forecasting Market trend
Partners	No	<ul style="list-style-type: none"> e-mails 	Need based	Project progress
Community	No	<ul style="list-style-type: none"> News paper Web page 	Need based	Awareness Progress of the Company Brand-building
Government	No	<ul style="list-style-type: none"> e-mails Personal meeting Letters 	Event based	Approvals Guidance and clarifications Statutory report.

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

The functional head responsible for consultation with their respective stakeholders will present their feedback/ information to the senior management and Managing Director in their review meetings. The collective information and material will be shared with the Board at periodic intervals.

Stakeholder	Function / Person responsible
Employees	Human Resource Manager
Investors / Shareholders	Chief Financial Officer
Partners, Government	Director - Operations & CFO
Customers	Director - Sales Marketing and CRM
Suppliers	Director & National Head Technical

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

Yes. The feedback from stakeholders does help the Company in formulating the strategy for product mix in the micro market, including environmental and social topics. The consultation helps us with macro business models and a better understanding of sector-specific trends. Continuous engagement with funding partners helped the Company in reducing its finance cost-effectively.

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

During Environment Health and Safety Month on January 2024, we improved conditions for intellectually disabled children at Tambaram Institute by clearing bushes, installing an RO water system, laying eco-friendly floors, adding mosquito nets, and creating a sensory garden. In response to Cyclone Michaung's flooding in Chennai, we distributed relief kits with essentials to over 2,500 families. Additionally, during Road Safety Week, we ran awareness campaigns with the Tamil Nadu Traffic Police on traffic rules and safety for school children and the elderly.

PRINCIPLE 5

Businesses should respect and promote human rights

Essential Indicators

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

Category	FY24			FY23		
	Total (A)	No. of employee covered (B)*	% (B/A)	Total (C)	No. of employee covered (D)*	% (D / C)
Employees						
Permanent	670	179	26.72	668	341	51.05
Other than permanent	0	0	0	0	0	0
Total Employees	670	179	26.72	668	341	51.05

*Note: Workers are employed by the Contractors / sub-contractors. Workers are not in the payroll of the Company

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

Category	FY24					FY23				
	Total (A)	Equal to minimum wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No (B)	% B/A	No (C)	% C/A		No (E)	% E/D	No (F)	% F/D
Male	519	0	0	519	100	525	0	0	525	100
Female	151	0	0	151	100	143	0	0	143	100
Total	670	0	0	670	100	668	0	0	668	100

*Note: Workers are employed through contractors and sub-contractors. They are not on our payroll. The contractors are providing wages more than the minimum wages to their workers.

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

₹ In lakhs

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)*	3	15	1	15
Key Managerial Personnel	3	347.69	0	0
Employees other than BoD and KMP	517	7	151	6

*Other than Managing Director

b. Gross wages paid to females:

	FY24	FY23
Gross wages paid to females	1,202	1,066
Total wages	7,792	7,331
Gross wages paid to females (Gross wages paid to females as % of total wages)	15.42%	14.54%

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

The Human Resource Manager is responsible for addressing the human rights and issues of the Company

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

The Company has established an internal process for addressing grievances. Anyone with concerns related to human rights or other issues can email hr@shriramproperties.com, and our HR team will promptly investigate the matter.

Under our Prevention of Sexual Harassment Policy, an Internal Complaint Committee is in place to handle and resolve such complaints. Our Whistle Blower Policy allows individuals to report malpractices anonymously to the Chairman of the Audit Committee, ensuring protection against retaliation. The Company is dedicated to maintaining a safe working environment and consistently upholding human rights principles.

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

Particulars	FY24		FY23	
	Filed during the year	Pending resolution at the end of year	Filed during the year	Pending resolution at the end of year
Sexual Harassment	0	0	0	0
Discrimination workplace	0	0	0	0
Child Labour	0	0	0	0
Forced Labour/ Involuntary Labour	0	0	0	0
Wages	0	0	0	0
Other human Rights related issues	0	0	0	0

*Workers are employed through contractors and sub-contractors.

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

	FY24	FY23
i) Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
ii) Female employees / workers	0	0
iii) Complaints on POSH as a % of female employees / workers	0	0
iv) Complaints on POSH upheld	0	0

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

The Company has established comprehensive processes and guidelines to address discrimination and harassment against employees. Our vigilance mechanism ensures full protection and confidentiality of the employee's identity. The Code of Conduct and other policies guarantee employees' dignity and respect. Additionally, the Whistleblower Policy outlines the complete process for handling and resolving complaints.

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

The Company's Code of Conduct for Directors, Key Managerial Personnel (KMPs), and Senior Management mandates strict adherence to the Code, prohibiting any violations related to human rights, harassment, and child labor

10. Assessments for the year:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	
Discrimination at workplace	
Child Labour	Nil
Forced Labour/Involuntary Labour	
Wages	

No specific complaint or assessment was carried out by any statutory authority or third party against the Company.

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

Not applicable

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

Not applicable

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

Not applicable

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

Yes

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	
Discrimination at workplace	
Child Labour	Nil
Forced Labour/Involuntary Labour	
Wages	

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

Not applicable

PRINCIPLE 6**Businesses should respect and make efforts to protect and restore the environment****Essential Indicators****1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:**

Parameter	FY24	FY23
From renewable sources		
Total electricity consumption (A)* G J	13,217	12,513
Total fuel consumption (B)*G J	3,756	1,208
Energy consumption through other sources (C)	0	0
Total energy consumption (A+B+C) G J	16,973	13,721
From non-renewable sources		
Total electricity consumption (D)	0	0
Total fuel consumption (E)	0	0
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	0	0
Total energy consumed (A+B+C+D+E+F)	0	0
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.19 (Giga Joules / ₹ in lakhs)	0.20 (Giga Joules / ₹ in lakhs)
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	0.19 (Giga Joules / ₹ in lakhs)	0.20 (Giga Joules / ₹ in lakhs)
Energy intensity in terms of physical Output	0.001	0.001
Energy intensity (optional) - the relevant metric may be selected by the entity	0	0

*For energy consumption, units were computed based on average rate

2. Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

No

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

Not applicable

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

Parameter	FY24	FY23
Water withdrawal by source (in kiloliters)		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water*	75,425	25,413
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	75,425	25,413
Total volume of water consumption in KL		
Water intensity per rupee of turnover (Water consumed / turnover)	0.76 (Kiloliters/ ₹ In lakhs)	0.31 (Kiloliters/ ₹ In lakhs)
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.76 (Kiloliters/ ₹ In lakhs)	0.31 (Kiloliters/ ₹ In lakhs)
Water intensity in terms of physical output	0.005	0.004
Water intensity (optional) - the relevant metric may be selected by the entity	0	0

*Quantity of water withdrawn was calculated based on the water utilized for concrete mixing, curing, and workers consumption

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? - No

5. Provide the following details related to water discharged:

Parameter	FY24	FY23
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	Nil	Nil
No treatment	Nil	Nil
With treatment	Nil	Nil
(ii) To Groundwater	Nil	Nil
No treatment	Nil	Nil
With treatment	Nil	Nil
(iii) To Seawater	Nil	Nil
No treatment	Nil	Nil
With treatment	Nil	Nil
(iv) Sent to third parties	Nil	Nil
No treatment	Nil	Nil
With treatment	Nil	Nil
(v) Others	Nil	Nil
No treatment	Nil	Nil
With treatment	Nil	Nil
Total water discharged (in kilolitres)	Nil	Nil

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? - No

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

To minimize wastewater discharge, we have established systems designed to achieve Zero Liquid Discharge (ZLD). Sewage Treatment Plants (STPs) at several of our properties treat water for reuse in applications such as toilet flushing and irrigation of green spaces. These initiatives reduce our dependence on fresh water and significantly lower wastewater discharges, supporting our commitment to environmental sustainability.

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

Parameter	Please specify unit	FY24	FY23
NOx	NA	NA	NA
SOx	NA	NA	NA
Particulate matter (PM)	NA	NA	NA
Persistent organic pollutants (POP)	NA	NA	NA
Volatile organic compounds (VOC)	NA	NA	NA
Hazardous air pollutants (HAP)	NA	NA	NA
Others - please specify	NA	NA	NA

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? - No

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

Parameter	Unit	FY24	FY23
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	234.81	252.73
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ Equivalent	760.15	719.76
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes / ₹ lakhs	0.012	0.014
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)		0.012	0.014
Total Scope 1 and Scope 2 emission intensity in terms of physical output		0.00007	0.00006
Total Scope 1 and Scope 2 emission intensity (optional) - the relevant metric may be selected by the entity			

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? - No.

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

No

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

Parameter	FY24	FY23
Total Waste generated (in metric tonnes)		
Plastic waste (A)		
E-waste (B)		
Bio-medical waste (C)		
Construction and demolition waste (D)		
Battery waste (E)		
Radioactive waste (F)		
Other Hazardous waste. Please specify, if any. (G)		
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	Nil	Nil
Total (A+B + C + D + E + F + G + H)		
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)		
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)		
Waste intensity in terms of physical output		
Waste intensity (optional) - the relevant metric may be selected by the entity		
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled		
(ii) Re-used	Nil	Nil
(iii) Other recovery operations		
Total		
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration		
(ii) Landfilling	Nil	Nil
(iii) Other disposal operations		
Total		

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? - No

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

We do not have a documented waste management process, as our vendors and suppliers are responsible for handling the waste generated.

12. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required.

Our residential housing projects are not located in the ecologically sensitive area. The projects are approved/cleared by the appropriate authorities including the state and central pollution control and environmental authorities.

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

Not applicable

14. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder?

All our projects have clearance/approval from applicable environment agencies/regulators.

Leadership Indicators

1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

For each facility / plant located in areas of water stress, provide the following information	Not applicable
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)	Not applicable
If yes, name of the external agency.	Not applicable

2. Please provide details of total Scope 3 emissions & its intensity:

Not applicable

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

Not applicable

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

* These new initiatives are being implemented on a trial basis and based on the success, these might be gradually introduced to other projects too.

S.No.	Initiative undertaken	Details of the initiative	Outcome of the initiative
1	Promoting sustainable construction*	Significant change we have made is the modification of our concrete mix composition. Instead of relying solely on high cement content, we have introduced GGBS as a Supplementary Cementitious Material (SCM). GGBS is a byproduct of manufacturing iron in a blast furnace. By incorporating GGBS, we not only reduce the amount of cement needed but also decrease the carbon footprint associated with cement production. Reduction in the water usage by replacing conventional water curing with curing compound. And in case of water curing, sprinkler technique has been adopted instead of conventional type. Rod straightening machine implemented to use the lower dia rods which may end up as scrap.	
2	Usage of LED bulbs	Replacing the normal incandescent bulbs with LED bulbs	
3	Wastewater Management	Wastewater generated is treated at the sewage treatment plant (STP) and reused efficiently for secondary consumption purposes like gardening, landscaping and flushing. This process significantly reduces our dependence on potable water, thereby conserving precious water resources.	
4	Water Conservation Initiatives*	To reduce water waste, implemented several water conservation measures, ensuring the use of low-flow fixtures and efficient irrigation methods. These measures include: <ul style="list-style-type: none"> Water-efficient showerheads Water-efficient bathroom faucets Efficient water closets Water-efficient kitchen faucets 	27% Water Savings
5	Energy Conservation Initiatives*	Following energy conservation measures have been considered on design phase at Park 63 project, <ul style="list-style-type: none"> Reduced Wall to Wall ratio Reflective exterior wall Natural Ventilation Efficient Exterior Lighting 	38% of energy savings
6	Renewable Energy*	Power usage in common areas at Park 63 is converted to green power sources to reduce our carbon footprint. This initiative includes the installation of solar photovoltaic (PV) modules thus ensures sustainable energy practices are adopted throughout the project.	

S.No.	Initiative undertaken	Details of the initiative	Outcome of the initiative
7	Implementation of Voided Slabs*	We have utilised in applicable areas Voided slab technology has been adopted where it is a sustainable construction method aimed at reducing the environmental impact of concrete structures. By incorporating filler material within concrete slabs, voided slabs significantly reduce the amount of concrete & steel needed for construction. This results in a substantial decrease in carbon emissions associated with cement production, contributing to a greener and more sustainable built environment.	
8	Implementation of Waffle Slabs*	We have utilised in applicable areas Waffle slab technology has been adopted where it is an innovative construction approach designed to minimize the environmental impact of concrete structures. By utilizing a grid pattern of ribs on the underside of slabs, waffle slabs reduce the amount of concrete required for construction while maintaining structural integrity. This reduction in concrete & steel usage results in decreased carbon emissions associated with cement production, making waffle slabs an environmentally friendly choice for building projects. Additionally, waffle slabs offer enhanced structural efficiency, allowing for larger spans and reduced need for columns, further reducing material usage and environmental footprint.	The adoption of waffle slab technology has contributed to significant reductions in concrete consumption and associated carbon emissions.

5. Does the entity have a business continuity and disaster management plan?

The Company has plans in place to meet the emergent situations. In a situation like the recent pandemic, the continuity of operations is tested and successfully working with employees in remote locations. The continuous training on Safety and Fire drill at the site and offices provide adequate backup for continued business operations. There are multiple vendors for the supply of materials and labour, to substitute in case of need. The IT SAP systems and Data are stored Cloud server and a back-up available on DR site.

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

Not applicable

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

100% of the value chain partners of our business are assessed for environmental impact

PRINCIPLE 7

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

Essential Indicators

1. a. Number of affiliations with trade and industry chambers/ associations

2

b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to

The Company is a member of the Real Estate Trade Association - CREDAI in Bengaluru, Chennai and Kolkata. The Company is also a member of Indian Chamber of Commerce

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

The Company has not received any order from regulatory authorities on issues related to anti-competitive conduct in FY24

Leadership Indicators

Details of public policy positions advocated by the entity -

Nil

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

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

Not applicable

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

Not applicable

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

The Company is dedicated to fostering positive relationships with the local community where our projects are located. A banner on-site displays the contact details of our senior executive for addressing any grievances. Site engineers and safety officers are authorized to address and resolve community concerns promptly. We are committed to supporting their livelihood and quality of life through ongoing interaction to minimize grievances and ensure effective resolution.

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

Category	FY24	FY23
Directly sourced from MSME or Small producers including within the neighboring district	41.80	30.94

5. **Job creation in smaller towns - Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost:**

	FY24	FY23
1. Rural		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	0	0
ii) Total wage cost	0	0
iii) % of Job creation in Rural areas	0	0
2. Semi-urban		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	0	0
ii) Total wage cost	0	0
iii) % of Job creation in semi-urban areas	0	0
3. Urban		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	5,645.98	5,401.79
ii) Total wage cost	7,792.29	7,331.15
iii) % of Job creation in urban areas	72.45	73.68
4. Metropolitan		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	2,146.32	1,929.36
ii) Total Wage Cost	7,792.29	7,331.15
iii) % of Job creation in metropolitan area	27.54	26.32

Leadership Indicators

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

Not applicable

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

No CSR projects was undertaken by our Company in designated aspirational districts as identified by the Government bodies.

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

No such preferential procurement policy.

4. **Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:**

The Company has "Shriram" brand licensed by the owners, which has immense value in the market. The benefit derived is immense and not quantifiable in monetary terms.

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

Not applicable.

6. **Details of CSR Projects:**

The Corporate Social Responsibility Policy of the Company is in compliance with Sec 135 of the Companies Act 2013. In addition to the Statutory requirement, we believe in providing assistance to the society and community for their upliftment and extending our financial support.

We believe in "transforming the life" of the poor and weaker sections of society. Basis, over and above the statutory contribution, our Company has made donations to provide food materials to a special children's care centre, blind school and extended assistance to the education of the female children and health care. In line with this principle, the Company has been providing donations to provide provision of food materials to NGOs in Bengaluru to provide food to the underprivileged. The Company has provided medical equipment to the nearby hospital.

Apart from this, the Company annually sponsors the "Shriram Bengaluru Marathon" for the past 10 years to encourage two major causes: (A) Bringing a Red Ribbon Revolution - to eradicate stigma and discrimination among children and youth living with HIV/ AIDS. (B) Bringing them (children and youth living with HIV/ AIDS) to the mainstream through sports as a medium of transformation and enable them to emerge as athlete of the state.

We enhanced the environment for intellectually disabled children at Tambaram Institute by clearing overgrown areas, installing an RO water system, laying eco-friendly flooring, fitting mosquito nets, and creating a sensory garden. Following Cyclone Michaung's flooding in Chennai, we provided relief kits with essentials to more than 2,500 families. Additionally, during Road Safety Week, we conducted awareness campaigns with the Tamil Nadu Traffic Police focused on traffic rules and safety for school children and the elderly.

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

1. **Describe the mechanisms in place to receive and respond to consumer complaints and feedback.**

The Company prioritizes customer satisfaction and provides multiple channels for feedback. Customers can call our toll-free numbers (1800 2030 575) listed in all our emails or email our help desk at customer.helpdesk@shriramproperties.com, which is included in the signature block of our customer communications. We have implemented a digital system to collect and resolve complaints.

Complaints received by our pre-sales, sales, and CRM teams generate an automated ticket and an auto-acknowledgment (or manual acknowledgment for refund cases without a booking ID) is sent to the customer. Senior executives oversee the resolution process to ensure effective governance. Our system promptly creates tickets to track complaint progress, and the details of each complaint are included in the signature block of all emails sent to customers. We keep customers updated on their complaint status through regular email updates, and the complaints are forwarded to the relevant team or department for resolution.

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

Particulars	As a percentage of turnover
Environmental and social parameters relevant to the product	NA
Safe and responsible usage of Recycling and / or Safe disposal	NA

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

Category	FY24		FY23		Remarks
	Received during the year	Pending resolution at the end of the year	Received during the year	Pending resolution at the end of the year	
Data Privacy	0	0	0	0	NA
Advertising	0	0	0	0	NA
Cyber Security	0	0	0	0	NA
Delivery of essential services	0	0	0	0	NA
Restrictive Trade practice	0	0	0	0	NA
Unfair trade practice	0	0	0	0	NA
Others	3,215	0	2,265	0	NA

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

Not applicable

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy?

Yes, the policies are available in the intranet portal of the Company

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

Not applicable

7. Provide the following information relating to data breaches:

- Number of instances of data breaches – Nil
- Percentage of data breaches involving personally identifiable information of customers – Nil
- Impact, if any, of the data breaches – Not applicable

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

Regarding our Company's project and information on the residential houses can be accessed at www.shriramproperties.com

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

To ensure the safety and responsible usage of our residential properties, our facility management team after taking insights from our technical/project teams, conducts comprehensive training programs designed to equip homeowners with the knowledge and skills needed to maintain a safe and efficient living environment once the property is handed over. Through these training initiatives, we empower homeowners to take proactive measures to ensure the safety, efficiency, and longevity of their residential properties and the amenities within them.

Topics covered include fire safety, emergency preparedness, home security, energy efficiency, plumbing usage, sewage treatment plant (STP) and water treatment plant (WTP) operations, lift operations, common area appliances usage, and structural elements do's and don'ts. Additionally, guidance on the safe and proper usage of common amenities such as the gym area, tennis court, multipurpose court, and shuttle area is provided. Ensuring fire safety is paramount in our residential properties and thus clear instructions on fire extinguisher locations and evacuation routes are prominently displayed to educate them. By fostering a culture of safety and responsibility, we enhance the overall quality of life for our residents and promote a sense of community within our residential complexes.

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

Not applicable

4. Does the entity display product information on the product over and above what is mandated as per local laws?

Not applicable

5. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole?

No

6. Provide the following information relating to data breaches:

No data breach of information on our customer personal data occurred in FY24.